

# Latashia W. Searcy, EdD

## Executive Leadership Profile

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Educational leader with experience as an Interim Executive Director, Principal, Assistant Principal, and Teacher, specializing in district-wide mentoring systems, strategic partnerships, student engagement, and equity-centered program design. Proven ability to design, scale, and evaluate mentoring initiatives that improve behavior, attendance, and academic outcomes. Trusted advisor to district leadership with a strong record of cross-department collaboration, budget stewardship, and community partnership development.

## Core Leadership Competencies

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- District-Wide Mentoring Systems
- Strategic Planning & SMARTIE Goal Alignment
- Community & Corporate Partnerships
- Budget Management & Grant Alignment
- Program Evaluation & Data Dashboards
- Student Engagement & Equity Initiatives
- Staff Supervision & Capacity Building
- School Climate & Culture Improvement

## Professional Experience

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### Interim Executive Director | Student Mentorship & Partnerships Department

#### DeKalb County School District, 2025 to Present

- Provide executive leadership in establishing and sustaining a comprehensive districtwide mentoring framework to strengthen student support systems and mentor effectiveness
- Establish systems of supervision, professional support, and professional learning for staff, advocates, coordinators, and mentors to promote program fidelity and sustainability
- Oversee budget development, grant administration, contracts, and vendor operations to ensure compliance, efficiency, and impact
- Leverage data systems to monitor student outcomes, evaluate program effectiveness, and inform strategic decision-making
- Lead districtwide mentoring initiatives, including My Brother's Keeper, Our Sister's Keeper, FACE Advocates, and community partnerships, supporting students across elementary, middle and high schools
- Increased MBK mentoring programs by 33% and OSK mentoring programs by 31 % in one semester
- Led and coordinated over 222 in-person and virtual support visits in one semester, in collaboration with senior advisor, to strengthen FACE Advocate implementation and effectiveness

- Directed the planning and delivery of the first districtwide MBK and OSK Induction Ceremony to elevate program presence, stakeholder engagement, and student commitment
- Communicate program progress and impact through formal presentations and reports to district leadership, ensuring transparency and accountability
- Ensure program compliance with district protocols, policies, and legal requirements

### **Principal | Miller Grove High School**

#### **DeKalb County School District, 2018 – 2025**

- Provided instructional and operational leadership to foster a safe, inclusive, and welcoming learning environment that promoted student engagement, well-being, and academic success
- Established, led, and empowered leadership teams to develop, implement, and evaluate the school's vision, mission, and improvement plan for sustainable growth and performance
- Led schoolwide initiatives to improve student achievement, graduation rate, attendance, and overall school culture
- Maintained a graduation rate above 80% for five consecutive years
- Achieved the highest 4-year cohort graduation rate in the school's history - 83.4%
- Oversaw budget management, staffing allocations, and resource utilization to support school operations and student achievement
- Enhanced comprehensive student support systems, including mentoring, counseling, and targeted intervention programs, to improve student outcomes
- Ensured compliance with district policies, state regulations, and accountability standards

### **Assistant Principal | Miller Grove High School**

#### **DeKalb County School District, 2006 – 2018**

- Led master schedule development to ensure optimal course offerings, proper student placement, graduation requirements, and efficient staffing
- Served on the Title I/School Improvement Team to manage the Title I budget and ensure compliance with federal programs, and school improvement priorities
- Provided direct instructional leadership to the ELA department by supporting curriculum alignment, literacy initiatives, instructional rigor, and assessment practices
- Facilitate PL sessions based on schoolwide and departmental needs
- Advocated strongly for students to ensure equitable access to academic supports, behavioral interventions, and enrichment opportunities
- Met regularly with parents/guardians to address concerns, resolve conflicts, support student success, and strengthen school-home partnerships
- Analyzed student achievement, attendance, and behavior data to identify trends, implement interventions, and improve overall school performance
- Coordinated and oversaw the SST and 504 processes to ensure compliance, effective interventions, and equitable student support
- Served as the Testing Coordinator for all assessments

### **Teaching Experience**

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#### **DeKalb County School District**

**Teacher | Miller Grove High School – 9<sup>th</sup> & 11<sup>th</sup> Grade ELA, 2004 – 2006**

**Teacher | Stone Mountain High School – American Literature, 2001 – 2004**

## **Phenix City School System**

### **Teacher | South Girard Jr. High School – 7<sup>th</sup> Grade ELA, 1997 – 2001**

- Developed a strong instructional foundation by fostering student engagement, academic growth, and positive classroom culture

## **Education**

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Doctor of Education, Instructional Leadership, 2007

University of Sarasota, Sarasota, FL

Education Specialist, Curriculum and Instruction, 2005

University of Sarasota, Sarasota, FL

Education Specialist, English, 1999

Troy University, Phenix City, AL

Masters of Science, Education, 1997

Jacksonville State University, Jacksonville, AL

Bachelor of Arts, English, 1995

Talladega College, Talladega, AL

## **Certifications**

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Georgia Educational Leadership, Tier II (L-7)

Georgia Professional Teaching Certificate, English, 6-12 (T-7)

## **Honors & Awards**

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Region V Principal of the Year | DCSD, 2023

ESPOTY | DCSD, 2017

Teacher of the Year | South Girard Jr. High School, 1999