

CHANNELL SEGURA, ED.D.

Albuquerque, NM

I am a passionate and proficient public education leader with a strong focus on achieving positive student outcomes, possessing notable expertise in organizational management, and assuming leadership responsibilities at any and all levels of the organization. I have a proven track record of enhancing and inspiring team performance, cultivating cultures of care, and cultivating collaborative alliances with internal and external stakeholders. I am deeply committed to foster a culture of excellence and growth within the Albuquerque Public Schools community. With 19 years of experience in public education within the state of New Mexico, I am confident in my ability to lead, collaborate, and innovate in order to create an environment where students can thrive academically and personally. My commitment to student-centered learning, staff development, and community engagement aligns with the values that APS upholds. I am eager to leverage my skills and dedication to drive positive change and achieve exceptional educational outcomes for all APS students.

STRENGTHS AND EXPERTISE

Organizational Leadership	Budget and Finance	Human Capital Development
Group/Stakeholder Facilitation	Negotiation Skills	Communication
Strategic Planning	Team and Culture Building	Operations Management
Research, Writing, Public Speaking	Policy Analysis and Development	Organization and Prioritization

PROFESSIONAL EXPERIENCE

Albuquerque Public Schools Chief of Schools

August 2022 - Present

As the Chief of Schools, my role is to provide visionary leadership and strategic direction and support to the Superintendent, as well as the Associate Superintendents, who directly supervise school principals. I am responsible for contributing to teaching and learning, creating systems and expectations for principals to foster positive learning environments with high expectations in their school settings, and identifying lag and lead measures to leverage positive impact for student success. I also support the coaching, professional development/learning, and evaluation of principals, contribute to budget management, participate on the district negotiations team, and collaborate with community stakeholders and partners. I strive to ensure that every school operates at its best to ensure educational quality and equity, and that all students receive a high-quality education that prepares them for their post secondary aspirations.

Truth or Consequences Municipal School District Superintendent

August 2020 - July 2022

As Superintendent, I was responsible for supervising and supporting three elementary schools, one middle school, one high school, and all Central Services staff. I transitioned the District to remote during the pandemic and worked with school leaders to create safe re-entry plans in response to state safety mandates and protocols. I also advocated to get fiber optic to our out-of-town elementary school to be able to have internet service and was successful. We were a Title I District that served 1,200 students. In this role, I worked with my School Board to develop a comprehensive strategic plan and continue to work with them on policy decisions to support student success; I supported each school principal to develop his/her annual 90-day plan goals and critical action steps for improvement in student achievement; I conducted principal evaluations using the New Mexico Public Education Department's HOUSSE system for principal evaluation; I helped to facilitate parent/guardian and community member concerns; I facilitated bi-weekly Cabinet and Principals' meetings; also worked with department leaders to support the instructional and operational efforts of our district. I was the T or C Rotary Secretary and regularly met with community partners to discuss how they could contribute in meaningful ways to the prosperity of our district.

**New Mexico Program Manager
AVID (Advancement Via Individual Determination)**

August 2018 - July 2020

As the New Mexico AVID Program Manager, I acted as the primary liaison between AVID Center, school districts, and specific school sites. I supported the quality of implementation of the AVID College and Career Readiness System at the district and site level in collaboration with the District Directors within 14 NM school districts. I maintained a high level of responsiveness to the needs of our partners, and I provided services, guidance, and professional development that supported districts and school sites to achieve their college and career readiness goals.

**Santa Fe Public Schools
Assistant Superintendent for Instructional and School Support**

June 2017 - July 2018

As Assistant Superintendent, I was responsible for supervising four high schools, two middle schools, two K-8 schools, and four elementary schools. The student populations of these schools consisted of 7,977 students. In this role, I worked with each school principal to develop their annual 90-day plan goals and critical action steps for improvement in student achievement; I conducted principal evaluations using the New Mexico Public Education Department's HOUSSE system for principal evaluation; I helped to facilitate parent/guardian and community member concerns; I facilitated monthly principals' professional development meetings for our 30 principals; and I developed a theory of action and conceptual framework for our Teaching and Learning Department. I was a member of the Superintendent's School Support Cabinet, which met each week to determine the needs of our district's school, and to determine which schools needed the most support. We also worked with department leaders from the following departments to ensure we were all up to date with current policy, events, and needed actions: Special Education, Language and Culture, Student Wellness, and Curriculum and Instruction. I attended community events as a district representative to support and speak to the instructional and operational efforts of our district.

**Santa Fe Public Schools, Capital High School
Principal**

August 2011 - July 2017

As Directing Principal at CHS, I implemented turnaround initiatives to increase student achievement in literacy and numeracy, student and teacher attendance, family and community engagement, quality of instruction, academic rigor, and student engagement. The student population consisted of 1,563 students and 150 staff members. I worked with my leadership team to develop annual goals in reading, mathematics, and school improvement initiatives within the state school improvement platform, NMDASH. I managed the day-to-day operations as well as the annual operational, instructional, Title I, Bilingual, and Title III budgets. I worked to improve student engagement in athletics, arts, and activities and utilized social media to promote the growth and achievements of our students, staff, and school community. Under the direction of my leadership, our school graduation rate increased from 60 percent to 72 percent in five years, and our achievement in reading, math, science, and English language acquisition of our English Learners steadily increased each year. Over the course of five years, our teacher turnover rate decreased from 38 percent to 7 percent and our student transfer-out rate decreased from 20 percent to 9 percent.

**Santa Fe Public Schools, Capital High School
English Language Arts and AVID Elective Teacher and Coordinator (9th-12th)**

August 2004 - July 2011

As an English Language Arts and AVID Elective Teacher and Coordinator, I worked to improve students' writing, inquiry, organizational, critical thinking, time management, and reading skills. I implemented strategies endorsed by College Board Advanced Placement in English Language and English Literature. I worked with the department to develop curriculum guides and grade-level common syllabi. As the AVID (Advancement Via Individual Determination) elective teacher and coordinator, I worked to lead professional development and a college-going atmosphere at the school. Under the guidance and persistence of my leadership, the school was named an AVID National Demonstration School in 2011.

EDUCATION

University of New Mexico

Doctor of Education, Educational Leadership, Chair: Dr. Arlie Woodrum, 2018

University of New Mexico

Educational Specialist, Educational Administration, Chair: Dr. David Bower, 2011

University of New Mexico

of Master of Arts, Secondary Education, Chair: Dr. Don Zancanella, 2006

University of New Mexico

Bachelor of Arts, English and Dance, 2003

PROFESSIONAL CERTIFICATIONS AND MEMBERSHIPS

New Mexico State License in Administration (pre-K-12)

New Mexico State Level III License in English Language Arts (Grades 7-12)

New Mexico State Level III License in Performing Arts (Grades 7-12)

American Educational Research Association

American Association of School Administrators

District Administrator Leadership Institute

SWIFT Community Schools Board Member

AWARDS AND RECOGNITIONS

Outstanding Service and Leadership Award, Truth or Consequences Municipal School District, 2022

Dissertation: *Drop In or Drop Out: A Case Study on the Effects of Academic Track Placement, and Levels of Student Skill and Will, on Successful Ninth-Grade Completion*, 2018

Turnaround Leadership Award, Capital High School, 2018

Excellence in Leadership Award, Capital High School Athletic Department, 2016

National School Boards Association Award for Excellence in Student Achievement, 2014

AVID National Demonstration School (1st in New Mexico)/Capital High School, 2011

Partners in Education Foundation "Teacher Who Inspires" Award, 2008
