

Dr. Edgardo B. Castro, NBCT

Chief Academic and Federal Programs Officer

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Transformational Leader / Program/Fiscal Management / Systems Thinking

Visionary leader, inclusivity, innovator, and multicultural leadership approach of program and business initiatives that create diverse communities of external partnerships and result in lucrative growth and high yield team performance.

Transformed Roosevelt Elementary School from a rating of “D” to a “C” in one year using various transformational leadership in actions. Served a multicultural and multilingual student population with 100% free lunch. Committed to problem-solve and drivers of change. Implemented the seven (7) levers of leadership and data-driven instruction and instructional feedback.

Empowered external and internal stakeholders to build an ongoing relationship, invited experts in schools as resources, and created a strategic leadership approach to meet the 90-day action plans. Focused on authentic voice, coupled with “lived” experiences via multiple avenues of creativity, communication, collaboration, and benefited from numerous contacts from connections. Expert in aligning the vision and mission to goals and objectives achieving high yield results and return of investment. Strong leadership with a track record of turning around underperforming schools/agencies to attain the highest potential outcomes using a strategic, pragmatic, inclusive, and socially just leadership styles.

Areas of Expertise

- The 7 Levers of Leadership
- Strategic Planning
- Team-based inclusivity
- Excellent in both oral and written communications
- Fiscal management
- Community Relations
- Ability to work with diverse culture / countries
- Ability to interpret laws, procedures, and regulations
- Human Resources
- Product/Program Development
- Professional Development
- Budget Management / Cost Efficiency
- Team-based in Diversity, Equity, Inclusion, and Belonging
- Adaptable, flexibility, and technologically engaged.

Professional Experience and Achievements

Truth or Consequences Municipal School District, September 19, 2022 – Present Chief Academic and Federal Programs Officer

and guidance of the PK-12 Academics and Federal Programs program. Oversees the development of comprehensive program plans, implementation of planned programs and monitoring of budgets in accordance with established federal, state, and local policies. Ensures compliance with all State and Federal laws, State Department of Education Rules and Regulations, Truth or Consequences Municipal School Board of Education policies where applicable and oversees all federal programs that fall under Federal Programs. Advises district and school leaders and staff on opportunities for strategic plans, execution, and implementation for such opportunities. Plans assignments, organizes workflow and coaches' staff on best practices to improve efficiency and efficacy.

Ability to effectively direct, plan, implement and evaluate programs in a school-based environment. • Strong leadership and interpersonal skills with the ability to effectively build partnerships, lead people and provide direction. • Knowledge of federal and state accountability systems. • Ability to interpret policy and procedures. • Ability to communicate effectively with students, staff, and the public from diverse cultural, social, economic, and educational backgrounds. • Ability to work collaboratively with colleagues and contribute to a diverse workplace through ideas and experience. • Computer proficiency in both Google Chrome and Microsoft Suite including Word, Excel, and PowerPoint as well as software applications relevant to area of responsibility. • Excellent time management skills, project management skills and ability to prioritize work. • Ability to be flexible and adapt as needed between in-person work environments. Well-versed with PK-12 curriculum, diverse instructional methodologies, and multiple and multilayered types of assessments. OTHERS: AVID (Advancement Via Individual Determination) District Director, Community Schools Program Director, Assessment Director, and Virtual Learning Academy Director

Gallup McKinley County Schools (GMCS), January 19, 2016 – August 1, 2022

Principal (July 1, 2017- August 1, 2023; Assistant Principal – January 19, 2016 – June 30, 2017)

Awarded the GMCS Excellence Award for raising the achievement gap of students of over 20 points based upon the New Mexico achievement rating. Made over 190+ classroom walkthroughs using targeted “look fors” in every classroom. Hired, recruited, and retained staff with over 95% retention rate from 2017- present. Recognized as the 2021 National Distinguished Principal, implemented data-driven instruction, attendance, behavior, and social-

emotional learning. Selected as one of the Diversity Leadership Fellows for the National Association of Elementary School Principals (NAESP), September 1, 2020-July 1, 2023. Represented and spoke to the legislators and representatives at the Capitol Hill, Washington D.C. for annual public school federal funding from 2017-2022. In March 2023, Dr. Castro received a letter of recognition as one of three New Mexico's National Blue Ribbon School from the United States Department of Education.

Major Contributions:

- **Strengthened school systems and processes in areas of operations, management, finance, communications, external relations, and bridged instructional gaps to close student achievement.**
 - Created the Roosevelt and Lincoln Elementary schools' processes and systems, protocols, and procedures.
 - Awarded the state of New Mexico public education grants for reading program of \$43,000 in 2017-2019.
 - Hired, retained, helped, and supported staff development in areas of curriculum, instruction, and assessment.
 - Developed an ambitious communication to reach all stakeholders, for example, print, and non-print versions
 - Leveraged human resource strengths for mentor-mentee program based on team-based approach
- **Problem-solver, transparent, empowered teams, and equity-based communicator/leader**
 - Problem solved daily concerns from operations, budget/finance to staffing; transparent in decision making, empowered others by creating 3Rs: respect, responsible, and resourceful; highly adaptable and equitable leader and open to suggestions, recommendations, and out-of-the box ideas and solutions.
 - Successfully combined two schools- Roosevelt and Lincoln Elementary Schools - in 2018-2019
- **Embedded change and innovation to attain high yield results and sustainability** that increased understanding and awareness of cultural, social, and generational phases in education
 - Supported the implementation of 1-to-1 student iPads from kinder through 2nd grades, and laptops for gds. 3-5
 - Aided technology in areas of classroom walkthroughs and execution of technology-blended learning instruction
- **Transformed the culture of Roosevelt Elementary and Lincoln Elementary** with growth mindset, collaborative, and action-oriented results.
 - 100% full parent engagement and participation during the Parent Teacher Conferences on February 7, 2022
 - Implemented a strategic marketing plan set for Academic Parent Teacher Teams (APTT) to increase engagement and participation of stakeholders and communities.
 - Conducted over 160+ classroom walkthroughs and 70+ face-to-face instructional feedback and professional growth with diverse certified staff.

Northampton County Public Schools, VA, USA: August 18, 2007 – January 13, 2016

English Language Development (ELD) Specialist -2009 -2016; Third Grade Teacher – 2007-2009

Increased by 35% the number of students exited using the World Class Instructional Design Assessment (WIDA) annually. Highly selected for the 2012-2013 Kiptopeke Teacher of the Year and earned the Northampton County Public Schools Teacher of the Year in 2013. Worked with diverse staff and students; implemented various multicultural strategies for all students to succeed in both reading and mathematics.

Major Contributions:

- **Identified student achievement gaps that resulted in the creation of targeted ELD plans for every student.**
- **Analyzed Imagine Learning results for every student and shared with homeroom teachers' next steps**
- **Launched the first school in the district to implement Imagine Learning program for students to succeed.**

Harnett County Public Schools, North Carolina- 2004-2007

Third Grade Teacher – 2004-2007

Taught the North Carolina third grade standards to include differentiated instruction models, English language learners' strategies, questioning skills, and increased parent engagement. Implemented various Kagan strategies and resulted in End-of-Grade results to 88% proficiency in reading and 83% in mathematics.

Major Contributions:

- **One of three teachers who launched the science experiment kit for students to discover Science, Technology, Engineering, and Math (STEM) related courses.**
- Collaborated with diverse staff in areas of curriculum, instruction, assessment, and unit planning
- Visited 100% of parents and legal guardians during the "home visitation" program as part of the school's goal.

Ateneo de Zamboanga University (2000-2001), Ateneo de Davao University (2001-2002), and San Beda College Alabang (2002-2004) in the Philippine Islands - Math Teacher – Grades 1-7

Taught 1st-7th grades math; implemented various strategies targeted to individual student needs. Collaborated with diverse staff in various capacities. For example, professional development (PD) training, team collaboration, and technology PD.

Major Contributions:

- **Organized the Math Club program in Ateneo de Davao University for students to show case their math knowledge and abilities to perform in both oral and written word problems.**
- Identified strengths and weaknesses of the Math Club program and collaborated with experts for ideas and next action steps for a seamless implementation.
- Established newsletters for parents and legal guardians for updates and information purposes.

Education

- Doctor of Philosophy (PhD) in Educational Leadership, New Mexico State University, NM: 2018-2021
- Master of Science (MS) in Educational Leadership, Old Dominion University, VA: 2009-2011
- Bachelor of Science (BS) in Elementary Education, Western Mindanao State University, Philippines -1996-2000

Additional Information: Languages, Certifications, and Other Professional Development

Languages: Tagalog, Bisaya, Chavacano, Spanish (Basic), Japanese (Pre-Primary)

Certifications: Post-Graduate PK-12 Admin and Supervision, and PK-12 ESL Endorsed, Commonwealth of Virginia, License No: PGP- 0643590, 2021-2031

PK-12 Administrative License, Level 3-B in the State of New Mexico with Instructional Coach Endorsed, License No: 372832, 2020-2025

National Board-Certified Teacher, Early Age to Middle, English as a New Language Specialist, 2015-2025

AVID District Leader 1, 2, 3, 4, and 5

Dr. Castro is one of the twelve (12) highly selected to attend/join the esteemed members of the 2023-2024 Aspiring Superintendent's Academy (ASA). The ASA is one of the New Mexico Public Education Department's recognized polls of excellent leaders to become highly regarded Superintendent in the state. On June 5, 2024, is the culmination of the ASA Presentation of Projects, Program Evaluation/Wrap-up, and Recognitions in Albuquerque, New Mexico, USA.
