

Jesús G. Rodríguez, Ed.D.

EDUCATION

Doctor of Education, Educational Leadership & Policy Studies, *University of Denver*, 2020
Master of Arts, Education, Equity, Cultural, & Diversity, *University of Colorado, Boulder*, 2011
Bachelor of Arts, Elementary Education & Spanish, *University of Northern Colorado*, 2008

TRAINING

Rural Superintendent Academy, *Colorado Education Initiative*, 2023
Partnership for Leaders in Education, *University of Virginia*, 2020
Coaching for Culturally Responsive Leadership, *New York City Leadership Academy*, 2020
National Principal Supervisor Academy, *Relay Graduate School of Education*, 2019
Superintendent Leadership Academy, *Association of Latino Administrators & Superintendents*, 2018
National Principal Fellowship Academy, *Relay Graduate School of Education*, 2015
Learn to Lead Principal Residency, *Denver Public Schools*, 2015
Principal Licensure, *University of Denver*, 2012

CERTIFICATIONS

Initial Administrator (Superintendent) License, *Colorado Department of Education (24427617)*
Professional Principal License, *Colorado Department of Education (24428203)*
Professional Teacher License, *Colorado Department of Education (24427618)*
Colorado Teaching Endorsements: Elementary Education K-6; Culturally and Linguistically Diverse Education; Bilingual Education

EDUCATOR EXPERIENCE

Roaring Fork School District - Carbondale, CO
Superintendent, 2022 - 2023

- Provided chief executive leadership to a Colorado school district serving 14 schools, including 2 district-authorized charters, serving approximately 5,800 students and 900+ employees. The Roaring Fork School District serves a demographically diverse population of students (59% identify as Black, Indigenous, or People of Color).
- Worked closely with the Board of Education including sending them a weekly update, conducting regular one-on-one meetings, conducting school visits, co-creating operating norms, developing a system for questions, information requests, and agenda item suggestions, and embracing a positive approach to policy governance.
- Improved the district's performance rating from "improvement" to "accredited" as measured by the state accountability framework.
- Increased the percentage of students meeting or exceeding expectations as measured by Colorado Measures of Academic Success by 3.1%, the greatest percentage from one year to the next in the district's history
- Collaborated with the Roaring Fork Community Education Association via an Interest-Based Bargaining process, recently resulting in monumental agreements including:
 - Securing a new benefits broker and provider (first change in over 20 years, resulting in better benefits for equal or less cost to individuals)
 - Increased starting salary for certified teachers to \$50,000
 - Increased the average teacher salary by 7.2%
 - Developed a system and allocated funds for extra duty compensation
 - Changed our leave policy from sick and personal days to personal time off
 - Drafted the district's first Master Agreement.
- Provided chief executive leadership to manage an \$173+ million annual management and operation budget, updating finance policies, and ensuring strong financial management systems and internal controls.
- Highly visible and engaged within the community representing the school district by attending various school-based events weekly, writing a monthly column, recording a monthly podcast, and hosting regular advisory council meetings with teachers, students, and community coffee chats.

- Led the organization through emergency response situations including multiple district wide Swatting incidents and real lockdowns while effectively communicating with staff, families, community and local media.
- Creatively found solutions to support staff affordability of the high cost of living, including by passing a resolution to fund the building of 50 staff units, which broke ground on in July 2023 and will be move-in ready in summer 2024.
 - Most recently worked to develop a multi-faceted pathway to homeownership program for all staff.
- Directed the development of a Learning Acceleration Plan, which is directly aligned to the district's Unified Improvement Plan, and includes the addition of Deans of Culture, Interventionists, and Instructional Coaches as well as high quality instructional materials, assessments, a data dashboard, and professional learning.
- Led the development of District Core Values and Portrait of a Graduate, which will inform the development of a new District Strategic Plan.

Dallas Independent School District - Dallas, TX

Deputy Chief Academic Officer, 2021 - 2022

- Led the vision for all content and professional learning, ensuring equity was at the forefront of the work and that all students were provided opportunities for growth and success
- Supervised, managed, and evaluated all content executive directors including STEM, Language, Literacy, & Social Studies, Academic Enrichment, Professional & Digital Learning, and Dual Language/ESL, ensuring that the work of each was strategically aligned to the district goals and vision
- Created and stewarded a culture of continuous improvement, reflective feedback, and vulnerability throughout the Teaching & Learning Division leading to accelerated improvement and improved student outcomes
- Connected strategies and work streams across different content departments to increase coherence and collaboration in services and supports, working to minimize isolated efforts, and present a shared approach to curriculum, instruction, and professional learning
- Collaborated with Teaching & Learning and School Leadership teams to improve services and support for campus leaders and teachers
- Served as a key leader in Dallas ISD, working with the Superintendent, Board of Trustees, Division Chiefs, District Departments, and State and local leaders
- Served as the main point of contact and interfaced with the Board of Trustees, Texas Legislature and state government, media, and community, making presentations to each group as required
- Led multiple progress monitoring and continuous improvement strategies for the Teaching & Learning content team, compiling and using data from the student information system, program data systems, and all assessment and quality measures to improve efficiency, support, and services and outcomes for all students
- Developed a system to monitor implementation of high-quality instructional materials to inform strategic planning
- Planned for the adoption of new high quality bilingual instructional materials in Literacy (130 schools) and Math (75 schools)
- Developed ESSER funded 3-year professional learning plan for teachers focused on accelerating learning
- Created plan and process for incorporating student and teacher voice into the district's vision of a classroom
- Led professional learning for principals aligned to district priorities, such as disciplinary learning
- Oversaw district transition to a new learning management system for all students, teachers, and schools
- Ensured all Teaching & Learning content teams judiciously managed department budgets, composed of federal, state, local, and grant funding

University of Colorado Boulder - Boulder, CO

Executive Director, The BUENO Center for Multicultural Education, 2020 - 2021

Leader of the BUENO Center at CU Boulder, an internationally recognized organization committed to supporting and advocating for culturally and linguistically diverse learners, families, communities, and the educators who serve them

- Responsible for the successful leadership and management of the organization
- Led the strategic impetus, determined the research agenda, and directed all activities to fulfill the mission and vision of the Center
- Established collaborative relationships with districts, departments, boards of education, local communities, and other higher education institutions
- Oversaw the strategic development of funding sources, fundraising plans, and funding proposals

- Supervised and coached program directors, who oversaw multi-million-dollar federal grants and research projects, and staff who served GED through PhD cohorts across four higher education institutions
- Fostered effective priorities and collaboration within the BUENO Center by creating a vision and strategic plan, developing shared goals and norms, and established systems to increase the frequency of 1:1 meetings, outcomes-based collaborative team time, and two-way communication
- Acted as an internal and external spokesperson for the organization, including as a statewide public policy advocate with the Colorado Association for Bilingual Education, speaker and presenter at the Colorado Association for Bilingual Education's Annual Conference, and leader on the Dean's Advisory Council, All-Hands Planning Committee, Educational Equity & Cultural Diversity Program Meetings, and School of Education Faculty Meetings
- Edited and authored a historical account and resource guide for students, practitioners, and scholars interested in the education of culturally and linguistically diverse learners (expected publication December 2023)
- Researcher on a community project with RootEd Denver to prepare a report defining equity and quality from the perspectives of Denver Public Schools' students, parents, and families, with a focus on bilingual and immigrant Latinx communities
- Provided professional development and 1:1 coaching to local school district executive leadership teams focused on leading for language equity
- Oversaw the development of a branding, communication, and marketing plan, including an overhaul of the Center's website to provide more resources to the bilingual education community
- Successfully fundraised to establish the Center's first scholarship endowment, which will provide scholarships to teachers in perpetuity

Denver Public Schools - Denver, CO

Regional Assistant Instructional Superintendent, Schools Division, 2019 - 2020

Regional assistant instructional superintendent in a network of 25 elementary, middle, and high schools in northwest Denver serving approximately 11,500 students, responsible for directly supervising nine principals with approximately 3,500 students

- Primary responsibilities included principal supervision with a focus on increased academic achievement and graduation rates and positive, inclusive school cultures
- Led principals and instructional leadership teams to set ambitious and equity-focused academic goals and monitor progress monthly with a focus on actionable next steps
- Consistently and effectively coached principals on weekly data meetings, observation/feedback to teachers and instructional leadership teams, culture systems, budget, and human resource needs
- Provided monthly feedback on school strategic plans that resulted in improved student outcomes
- Developed and led regional professional development for principals and their instructional leadership teams
- Successfully managed a high-profile principal selection process by intentionally building trust among stakeholders, promoting ongoing open communication, collaboration, and sourcing high quality, diverse candidates
- As a member of the Reimagining SPF Committee, collaborated with diverse stakeholders to provide feedback and recommendations to the school board and superintendent regarding DPS' School Performance Framework
- As a member of the LEAP Collaborative Committee, worked alongside 14 district and DCTA representatives to review the teacher evaluation framework and make recommendations to the superintendent for improvements
- As a member of the DPS Coaching for Equity Drivers Committee, participated in ongoing professional learning with the New York City Leadership Academy and actively worked with other leaders to examine DPS policy and make recommendations to the board of education, specifically to dismantle historical and current patterns of inequity and institutional racism
- Mentored teachers and leaders of color throughout the district

Instructional Superintendent, Elementary Education Division, 2018 - 2019

Instructional superintendent in a regional network of 17 elementary schools in northwest Denver serving approximately 6,000 students, responsible for directly supervising 6 principals and later 11 principals when acting as Lead Instructional Superintendent

- Primary responsibilities included principal supervision with a focus on increased academic achievement and positive, inclusive school cultures
- Led two professional learning communities for school leaders focused on bilingualism/biliteracy and data-driven instruction, respectively

- Supported lead principals in planning and facilitating monthly network meetings and provided consistent feedback to lead principals on facilitation
- Supported principals in making connections between professional learning and school practices in monthly strategic progress monitoring meetings
- Successfully managed two delicate principal selection processes
- As a member of the Implementation Team, monitored district goals and provided strategic feedback to impact district priorities around college and career readiness, literacy, culturally responsive education, and coaching and leadership
- As a member of the Culturally Responsive Steering Committee, provided critical feedback and direction to inform district initiatives for teachers and leaders
- Worked closely with human resources and LEAD in Denver to improve highly qualified principal pool selection process by removing a racially problematic practice and requiring candidates to address equity gaps in a budget scenario

Principal, Trevista at Horace Mann, 2015 - 2018

Distinguished-rated principal of a high performing elementary school serving 360 students in northwest Denver

- Moved the school from “turnaround” to “meeting expectations” on the School Performance Framework
- Earned the Colorado Department of Education Center of Excellence Award
- Identified as a DPS Top Performing and High Growth Principal
- Obtained high median growth percentiles that were above average in literacy and mathematics
- Developed school vision to close opportunity gaps for all children with a focus on a strong student culture that regularly celebrated core values for academics, behavior, and attendance
- Prioritized and planned ongoing professional development in culture and equity to facilitate learning around bias, relationships, and student engagement
- Developed a system of distributive leadership that allowed all educators at Trevista to receive weekly observation, feedback, coaching, planning support, data team facilitation, model teaching, and learning labs
- Developed a master schedule that allowed for extended learning opportunities for students including an effective English language development block and additional teacher planning time, weekly data and collaborative planning meetings
- Implemented a system for identifying intervention needs and trained personnel to lead targeted interventions
- Effectively managed \$3M budget to align resources with school priorities, including extensive social/emotional support for students
- Oversaw evaluation of 85+ staff, including supervising the instructional leadership team with their caseloads
- Fostered partnerships with universities to begin site work for practicum hours and teacher residencies to recruit and develop aspiring teachers
- Designed a dual language program at the school and engaged with multiple stakeholders to ensure successful implementation
- Improved the school’s branding by strategically employing social media, redesigning the school website, sending mailers to prospective students, and updating school signage
- Increased enrollment at the school for the first time in its history, an anomaly in the region as all other schools saw decreases in enrollment

Principal Resident, Trevista at Horace Mann, 2014 - 2015

Co-principal of a large ECE-8th grade school in northwest Denver

- Mentored and coached the assistant principal, principal intern, and two administrative assistants
- Chair of the school-wide leadership committee, innovation plan renewal committee, school accountability board, and staff culture committee
- Oversaw the district’s closure of the middle school in a politically charged and community driven process

Assistant Principal & Academy Director, Trevista at Horace Mann, 2012 - 2014

Assistant Principal and ECE-2 Academy Director at a large ECE-8 school in northwest Denver

- Directed teaching, learning, and culture for the primary grades
- Member of the school leadership team responsible for the overall and successful turnaround efforts of the school

- Collaborated in the development of the school innovation plan and school-wide systems including instructional programming, data analysis, master scheduling, discipline policies, professional development, and overall culture and climate
- Developed effective teaching practice through strategic recruitment and hiring, weekly observations with feedback to every teacher, professional learning communities, weekly data driven dialogue, and professional development

Principal Intern, Columbian Elementary School, 2011 - 2012

Principal intern and acting principal at an elementary school in northwest Denver

- Led the school to move to “meets expectations” on the School Performance Framework
- Implemented changes in instructional and culture systems that led to school improvement
- Consistently executed formal and informal observations of licensed staff and led debrief conversations to increase educator effectiveness
- Facilitated data driven dialogue with all teams to accelerate learning through targeted action plans
- Planned and facilitated professional development

Administrative Assistant to the Principal, Lena L. Archuleta Elementary School, 2010 - 2011

Administrative Assistant at a large elementary school in the far northeast region of Denver

- Responsible for the supervision and evaluation of all classified personnel
- Oversaw discipline and conflict management and resolution with students
- Refined systems for school operations, including arrival/dismissal, lunch, and recess procedures
- Facilitated the implementation of restorative approaches and student-to-student conflict management
- Led the Discipline Committee that examined trends and sought to decrease disproportionality in referrals and suspensions
- Planned and facilitated professional development on academic language, the yearlong school-wide focus

4th and 5th Grade Bilingual Teacher, Lena L. Archuleta Elementary School, 2008 - 2010

Intermediate bilingual teacher at a large elementary school in the far northeast region of Denver

- Led students to exceed expectations as measured by above average median growth percentiles on state assessments

PROFESSIONAL ORGANIZATIONS

- Association of Latino Administrators & Superintendents
- Colorado Association for Bilingual Education
- Colorado Association of School Executives
- Colorado Association of Latino Administrators & Superintendents
- American Association of School Administrators (former)
- Texas Association of School Administrators (former)
- Council of the Great City Schools (former)
- Dallas Association of Hispanic School Administrators (former)

PRESENTATIONS

- The Marathon Continues: First Race, Next Race, September 2023 at 4-Corners Latinx Leadership Convening
- Building, Maintaining, & Sustaining Culture, March 2023 at Aspiring Latinx Leadership Institute
- They Don't Teach You That In Superintendent School, October 2022 at 4-Corners Latinx Leadership Convening
- Vision & Context, February 2022 at Aspiring Latinx Leadership Institute
- Sociocultural Competence for Dual Language Leaders, November 2021 at SMU ALP Bilingual Cohort
- Keynote Speaker, September 2021 at Dallas Association of Hispanic School Administrators' Back to School Event
- “I'm Not Sure About LatinX”: Reflections & Tools to Facilitate Conversations for Gender-Inclusive Language, February 2021 at CO-CABE Conference
- Leading for Culture & Climate, February 2018 at UCD
- Rising Stars Panel, April 2017 at CO-ALAS Annual Conference
- Career Panel, September 2016 at Relay GSE

- Releasing Untapped Potential 2: What Works for Equity Leadership, February 2016 at CASE Winter Conference
- Extraordinary Leaders for Unordinary Times: Navigating the Challenges of Turnaround Leadership, February 2016 at CASE Winter Conference
- Turnaround Event Panel, November 2015 at University of Denver
- Creating Joyful, Rigorous, and Personalized Classrooms and Schools Panel, September 2015 at the Superintendent Forum (DPS)
- Creating Weekly Schedule Focused on DDI, Observation/Feedback, and Culture, August 2015 at Network Meeting (DPS)
- Releasing Untapped Potential 1: What Works for Equity Leadership, July 2015 at CASE Summer Conference
- Aligning Priorities: Creating a Monthly Map, June 2015 at Network Meeting (DPS)
- Keynote Speaker, May 2015 at Metro Migrant Education Program Graduation
- Evaluation, Calendar, and Other Tools for Instructional Leaders, October 2014 at UCD
- Students of Color Reception Panel, November 2013 at University of Denver
- Instructional Leadership: Evaluation, September 2013 at University of Colorado, Denver
- Keynote Speaker, February 2013 at Southwest HEP-CAMP Leadership Conference
- Students of Color Reception Panel, November 2012 at University of Denver