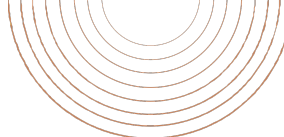


We were fortunate to recruit someone with Josie's experience...to make a difference for our students.

-Dr. Susan Kincannon
Waco ISD, Superintendent of Schools



JOSIE H. GUTIERREZ, Ed.D.

LEADERSHIP SUMMARY

- 28 – Years of experience as an educational leader with a strong track record of creating high functioning teams ensuring effective leadership of school & district level operations.
- 16 – Years of experience of executive and financial management including organizational improvement, human capital, student management, information technology, professional development, and community relations.
- 5 – Years of campus leadership experience managing overall operations, instruction and student achievement, application of instructional programs, and effective operation of all activities.

EDUCATION

- Ed.D. Doctorate of Education Administration | University of North Texas | 2008
- M.Ed. Master of Education Administration | University of North Texas | 1998
- B.S. Bachelor of Science in Education | Texas Christian University | 1995

CERTIFICATIONS

- Elementary Self Contained, TX (PK-6)
- Elementary Early Childhood, TX (PK-6)
- English as a Second Language, TX (PK-6)
- Principal, TX (EC-12)
- Superintendent, TX (EC-12)
- T-TESS & T-PSS

PROFESSIONAL HIGHLIGHTS

- With over 90% Eco Dis, lead strategic plan to oversee 12 out of 22 schools increase one or more letter grades on state rating, 2022.
- Lead major district initiatives such as Opportunity Culture & the Teacher Incentive Allotment, 2022.
- Lead the design and implementation of a strategic evaluation system for teachers, 2021.
- Lead and support the launch of an Opportunity Culture to build teacher leadership pathway and a teacher residency, 2020.
- Led 29-person central team in supporting and supervising 62 schools with over 40,000 students; schools span all levels and include a New Tech HS and two Early College High Schools, 2013. (Dallas)
- Led and managed all projects to support the district's most academically challenged elementary and secondary schools, 2012. (Fort Worth)
- Successfully impacting 15 out of 24 schools achieving at or above district average in most content areas, 2012. (FW)
- Executed a pay for performance model in effort to transform the compensation system, 2012. (FW)

SUMMARY OF PROFESSIONAL WORK EXPERIENCE (circa 2002)

PUBLIC K12

Deputy Superintendent	Waco Independent School District	2021 – Present
Assistant Superintendent - Human Resources	Waco Independent School District	2020 -- 2021
Chief of Schools Officer	Spring Independent School District	2015 – 2015
Assistant Superintendent-School Leadership	Dallas Independent School District	2012 – 2013
School Improvement Officer	Fort Worth Independent School District	2010 – 2012
School Leadership Director	Fort Worth Independent School District	2007 – 2010
Elementary Principal (South Hi Mount ES)	Fort Worth Independent School District	2002 – 2007

PRIVATE SECTOR

Founder & CEO/Educational Consultant	Proactive Leaders, LLC	2015 – 2020
National Consultant	Univ. of Virginia School Turnaround Program	2013 – 2015



DETAILED SUMMARY OF PROFESSIONAL WORK EXPERIENCE

Waco Independent School District
Deputy Superintendent

2021 - Present

LEADERSHIP

- Developed a comprehensive leadership development program for Aspiring Leaders and Teacher Leaders to develop leadership pipelines throughout the district
- Designed and received approval for the Teacher Incentive Allotment program resulting in approximately 100 teachers receiving incentive allotments from \$5000-\$29,000 this school year
- Participated in an 18-month Holdsworth Leadership Collaborative Program
- Lead major district initiatives and special projects such as Opportunity Culture, Teacher Incentive Allotment, and the District's Leadership Definition Framework
- Serve as a member of various community advisory committees and boards
- Develop the District Improvement Plan and facilitate the Quality District Advisory Committee
- Collaborated with key stakeholders to open the Future Educators Academy (P-TECH)

HUMAN CAPITAL MANAGEMENT

- Lead and support the launch of an Opportunity Culture to build teacher leadership structures and a teacher residency
- Create a path for innovative teacher recruitment programs such as the Para2Teacher Program, a Bachelor's Degree Pathway for paraprofessionals
- Lead the design and implementation of a strategic evaluation system for teachers
- Oversee the management of the district's leave, health insurance, benefits, and compensation plans
- Align processes and procedures including recruitment, selection, onboarding, evaluation and retention
- Staff schools using structures that ensure staffing allotments are equitable, meet program needs and support learning for all students
- Create and execute a plan for all talent management needs for the district
- Provide overall management for employee relations, contract management, certification, employee performance, and risk-management

FINANCE/OPERATIONS/SAFETY

- Worked on bond program passage, building designs, and school/community bond program activities
- Responsibly used ESSER monies to address COVID Recovery, teacher retention, and social emotional learning for students and staff
- Lead work to move Transportation Department in-house to eliminate inefficient services for students
- Managed safety grants and collaborated with District Police Department to improve access to equipment
- Work with District Safety Committee on a weekly basis to ensure rapid response to safety gaps

Proactive Leaders, LLC

2015 – 2020

Founder & CEO/Educational Consultant (Arlington, TX)

- Support the University of Virginia- Partnership for Leadership in Education Program through program development and implementation in school turnaround and sustainability for district & school leaders
- Serve as Coach/Facilitator/Leadership Developer for The Woodrow Wilson MBA Fellowship in Education Leadership
- Work with district & campus on strategy (e.g. problems of practice, root cause analysis, goals, priorities, action steps)

- Provide tailored support on systems-based practices (instructional infrastructures, talent management, leadership/organizational culture, support, & accountability)
- Conduct site visit monitoring to provide feedback on existing gaps that create barriers for continuous improvement
- Design professional learning focused on principal supervision, turnaround sustainability, coaching, & leadership
- Support state departments by providing school leadership development & community partnership initiatives
- Work on special projects that develop partners in the areas of systemic thinking and change management

Spring Independent School District

2015 – 2015

Chief of Schools Officer

- Supervised School Leadership Office employees (Assistant Superintendents, Manager, & Schools' Service Officer)
- Led the implementation and monitoring for 38 schools in the area of operations & instruction
- Championed all district priority projects that aligned to the strategic plan
- Designed and implemented a tiered system of support for tiers 1, 2 & 3 schools
- Established a principal supervisor framework that emphasized coaching
- Led the roll-out of T-PESS/T-TESS district-wide with developmental support structures that promote a coaching culture
- Worked closely with the development and implementation of improvement plans for IR, Focus, and Priority schools
- Led major district initiatives: Champs, Aligned Curriculum and Assessments/Instructional Delivery, Data Driven Instruction/Weekly Teacher Collaboration Meetings, & Leadership Teams

Partnerships for Leaders in Education: University of Virginia School Turnaround Program

2013 – 2015

National Consultant (Charlottesville, VA)

- Provided tailored support and coaching to executive school staff; Led work in principal supervisor model for districts
- Supported school districts in talent management, accountability, leadership, & instructional infrastructures
- Supported and engaged in leadership development, research, and program development
- Designed core tailored supports around data cycle and collaboration
- Supported a focus on central office transformation's role in sustainability

OTHER LEADERSHIP ROLES IN EDUCATION

Assistant Superintendent, School Leadership, Dallas ISD	2012 – 2013
School Improvement Officer, Fort Worth ISD	2010 – 2012
Director, School Leadership, Fort Worth ISD	2007 – 2010
Elementary School Principal at South Hi Mount: Fort Worth ISD	2002 – 2007
Elementary Assistant Principal at Worth Heights: Fort Worth ISD	1998 – 2002
Classroom Teacher, Grades 1 and 4: Fort Worth ISD	1995 – 1998

SELECT CONFERENCES & TRAINING

- Principal Supervisor Uncommon Schools- Paul Bambrick
- Holdsworth Center -- Leadership Collaborative
- Harvard Graduate School of Education Principals' Center
- Southern Methodist University - District Leadership Fellows
- Urban School Human Capital Academy