

Marco Harris

Professional Strengths:

Transformational, Culturally and Linguistically Responsive, Collaborative, Partner, Capacity Builder, High Energy, Loyal, Dedicated, Communicative, Transparent, and a Strong Liaison between the community and school site to support the Goals and Guardrails of Albuquerque Public Schools for Student Success

Academic Preparation:

Master of Educational Leadership	University of New Mexico	July of 2004
Bachelor of Arts in Secondary Ed, Soc. Stu.	University of New Mexico	May of 1996

Education Experience:

Principal	Highland High School, Albuquerque, N.M. Jackson Middle School, Albuquerque, NM. Wilson Middle School, Albuquerque, NM	2014 - Present 2013 - 2014 2008 - 2013
Assistant Principal	Wilson Middle School, Albuquerque, NM.	2004 - 2008
Administrative Intern.	Jackson Middle School, Albuquerque, NM	2003 - 2004
Teacher/Coach	Kennedy Middle School <i>Sp Ed, Soc. Stu, ELA, Basketball and Track & Field (6th- 8th)</i>	1996 - 2004

Leadership Accomplishments

- ★ Increased Highland's 4-year Graduation Rate by 18% from SY15-21
- ★ Principal of the Year 2021 by the New Mexico Association of Student Councils (NMACS)
- ★ Highland High School is a Full-Service Community School (2014 - Present)
- ★ Established a Student Growth Center at Highland High School: "The HUB" (2018 - Present)
- ★ Collaboration on three different CMP projects for three different school sites (full redesign: 2017-22)
- ★ Implementation of the Teacher Residency Program at the High School Level (2015)
- ★ Completion of 36 hours at a Harvard Institute – "Leadership in Urban Schools" (2016)
- ★ Outscored the national standards on our AdvancED/Cognia accreditation processes (2016 and 2022)
- ★ Established a 5th & 8th Grade Transition Day for primary feeders (2014)
- ★ Wilson Middle School increased NMPED Accountability Grade from a "F" to a "C" (2013)
- ★ Wilson Middle School became a Certified AVID School (2011)
- ★ Achieved Certification in the "Healthier Schools Initiative" (2011)
- ★ "Elev8tor Award" Outstanding Leadership in Community Schools (2010)

Leadership, Responsibilities & Experience:

Transformational Leadership

I have...

- Completed the SWIFT Southwest Institute of Transformational Community Schools (SWIFT) Principal Fellowship (Fall 2023)
- Built structures within our school's 90 Day plan to support grading, culturally and linguistically responsive strategies to increase student success
- Been awarded federal and state funding to grow classroom practices for schools that have NMPED designations – School Improvement Grant and Comprehensive School Intervention
- Acquired funding and developed partnerships with UNM Medical Legal Alliance to increase Integrated Supports access for underserved families
- Facilitated and initiated an Alternative Governance Plan and the NMCLASS systems analysis process to measure school transformational needs/commitments
- Actively engaged in a Harvard Educational Leadership Institute: *National Institute for Urban School Leaders* - 36 contact hours
- Implemented a content-based PLC structure to improve instructional practice – “Data Wise Framework”
- Implemented and coordinated the Elev8! initiative at Wilson Middle School
- Evaluated teachers, custodians, educational assistants, and ancillary supports
- Used data to implement programs to narrow the student achievement gap w/ short-cycle assessment
- Hired a Community School Coordinator to support the growth of community partnerships to enhance student/family engagement and success
- Worked with Dr. Luis Cruz, *Solution Tree* to form a “Guiding Coalition” to enhance teacher/student supports, utilizing the guiding principles of Anthony Muhammed's, Transforming School Culture.

Collegial

I have...

- Participated on hiring and joint committees for elementary/middle/high school athletics and district leadership positions (athletic coordinators, principals, and ancillary supports)
- Mentored new assistant principals, administrative interns, and teachers to build leadership capacity
- Attended national forums, such as, the Coalition for Community Schools (Oakland and Baltimore), AVID Summer Institute (Dallas and San Diego), and a visit to the Oakland International High School
- Actively participated in Learning Zone 1 Instructional Rounds (“Deep Dive School” – SY18-19)
- Co-coordinated a SIG Cohort (HHS, RGHS, WMS, District Leadership) PD on the Data Wise Framework

Collaborative Leadership

I have...

- Completed the SWIFT Principal Fellowship - Micro-credential in Collaborative Leadership (Fall 2023)
- Established an Instructional Council at Highland High School
- Established a Community School Council (2016 – Present)
- Implemented Refugee support services for student and family engagement
- Voted as a member of the Capital Master Plan Review Committee (SY16-22)
- Facilitated vertical articulation with our feeder schools with TLFs and 9th Grade Academy (Redesign)
- Restructured the AVID Program establishing a “Site Team” and initiating school-wide priorities – WICOR (recruitment/site coordinator/teachers)
- Strengthened the Health and Wellness Team (HWAT) and School Health Advisory Committee (SHAC)
- Monitored the Student Assistance Team (SAT) member
- Observed teaching instruction to improve student/teacher growth using timely feedback
- Nurtured a partnership with School Based Health to diminish barriers to student access

Extended Learning and Enrichment Supports

I have...

- Established the HUB (Hornet Union Building) a student engagement space with community supports and resources – Future Focus, Boys and Girls Club (21st Century Grant), the Shine Partnership
- Created an Auto-Body OST Collaborative w/the Boys and Girls Club to certify High School Students
- Increased the FTE to expand the number of sections for a Drama Program
- Created and implemented NMTEAH Templates (Lesson Planning and PD)
- Supervised and evaluated 11 of 13 District facilitated Support Services on Highland's Site
- Created a “Weekly Buzz”, “Jackson Jumpstart”, and “Wildcat Weekly” to communicate weekly functions and activities (trainings, co/extra-curricular) of the school/district.
- Implemented a daily Advisory/Mentorship class at middle school and high school
- Utilized the PAR process to improve skill development of teachers
- Facilitated workshops on Activity Fund requirements
- Implemented a Literacy Strategies curriculum developed by Admin and IC
- Increased the bi-lingual programming FTE
- Fostered project-based learning – The Wildcat Garden and the Highland Garden
- Worked with District Supports to have Food Service Menus translated beyond traditionally spoken languages (i.e.: Swahili, Arabic, and French)
- Trained in and have trained experiential education strategies and protocols
- Allocated funds to purchase Instructional Technology to develop digital classrooms
- Influenced staff to implement team-building strategies in the classroom
- Modeled effective instructional strategies and techniques
- Formulated and facilitated multiple thematic units for grade level rotations

Family and Student Engagement

I have...

- Graduated 3 Cohorts (12 families) of “Getting Ahead” participants via our Shine Partnership – Financial Literacy Program that on completion the family is offered \$40k grant to purchase a home within their community. (Only Spanish class facilitated)
- Established partners/systems to resource families with food and housing insecurities through our community school key practices
- Mapped the community resources utilized by Highland students and families
- Created a “College Career” Diner that modeled the Homework Diner Framework
- Implemented a new Transition process for incoming 8th graders (Ambassador's Day)
- Encouraged Parent Engagement and Advocacy – developed a Family Resource Center, Concilio de Padres, Escuela de Padres, and a Refugee Parent Group
- Mediated student / teacher / parent conflict
- Facilitated Parent ESL classes for parents and community members

Operational Leadership

I have...

- Participated on the APS ERS Budget Process Fall 2023 – Assessment/evaluation of a new pilot funding process
- Developed and operated a multimillion-dollar budget for three comprehensive secondary schools
- Implemented the “90 Day Plan” for SY23-24
- Implemented a School Site Safety Plan for SY23-24
- Revised Processes and Procedures, Employee Handbook, and Student Handbook
- Implemented behavior management systems – “Accountability Cards” at the middle school level
- Understanding and practice policies/regulations of the *Family Education Rights to Privacy Act* (FERPA), the *Albuquerque Teacher Federation* (ATF) Negotiated Agreement, the *Individuals with Disabilities in Education Act* (IDEA), and the *Equal Opportunity Center* (EOC)
- Supervised and coordinated facility usage and maintenance for multiple entities – Health Center, Citizen School, YMCA, YDI, NACA, and other Community Groups
- Proficiency in using Synergy, Lawson, School-dude, and educational technology (software/hardware/devices) - Google Suites, Pear Deck Kuta, NEWSOLA, Kahoot, etc.

- Certification in the Non-violent Crisis Intervention Protocols (NVC I - April 2023)
- Certification in the FEMA: “Introduction to the Incident Command Systems” (November 2023)

Professional Affiliations / Service Leadership Experiences

- ★ SWIFT Principal Fellowship – Micro-credential in Collaborative Leadership
- ★ APSPA - Executive Board Member (SY21-23)
- ★ Capital Master Plan Team (SY19-22)
- ★ UNM Black Alumni Chapter
- ★ Coalition for Community Schools – Institute for Educational Leadership and Coach
- ★ African American Administrators Association (APS)
- ★ Coalition of Educating Students and Boys of Color (COESBOC)
- ★ Albuquerque Public Schools Principal’s Association
- ★ ABC Community Partnership – Equity Sub-Committee
- ★ ATRP Strategic Planning Team