

Albuquerque Public Schools 2020 / Superintendent Search Online Application

Elder, Robert - AppNo: 21011

Date Last Submitted for Job ID 1123:
1/5/2021

Personal Data

Name: Elder MR Robert S
(Last) (First) (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: Elder Scott
(Last) (First) (Middle Initial)

Email Address: [REDACTED]

Postal Address

Permanent Address

Number & Street:
City:
State:
Zip Code:
Phone Number:
Fax Number:
Cell Number:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
NA
[REDACTED]

Work Address

Number & Street:
City:
State:
Zip Code:
Phone Number:
Fax Number:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Where would you prefer to be contacted: Home

Current Personal Data

Current Employer:	Albuquerque Public Schools
Current Position:	Interim Superintendent
Years in Position:	1
Enrollment:	75000
Number of Staff:	12,000
Annual Budget:	1.2 billion
Current Gross Income:	[REDACTED]
Type of District/Organization:	K - 12
Most Recent Degree From:	University of New Mexico
Degree Earned:	MBA

Past Salary Disclaimer

All past salary information may be voluntarily provided. It is at the applicant's discretion whether to include this information.

* Continue?

Yes

Sunshine Notification

FLORIDA: Florida Sunshine Statutes ensure open records for all Florida School Boards. A submission becomes public at the time of submission. OHIO: If requested under the Ohio Public Records Law, the Board of Education and/or its agent, Hazard, Young, Attea & Associates (HYA) are legally obligated to release to any requester, including the press, any application and related material either started or completed for this position. Applicants need to be aware that Hazard, Young, Attea & Associates (HYA) receives all application material as prepared by the applicant, even prior to an applicant's formal submission of the application. If an applicant prefers to complete the application prior to having it available for public scrutiny under the Ohio Public Records law, the applicant can choose not to select any specific search while completing the application, and then adding the search(es) for which one desires to be considered upon completion of the application. If there are any questions relative to this, please feel free to contact Therese Meyer in the HYA office at 847-724-8465.

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Sunshine Notification continued

* Sunshine Notification. Continue?

Yes

Military

If you are applying for a position in Oregon, please answer the following: (optional for all other applicants)

Are you a qualified military veteran? Click the box if yes.

-

If you are applying for a position in Oregon, please answer the following: (optional for all other applicants)

Are you a qualified disabled military veteran? Click the box if yes.

-

Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Albuquerque Public Schools, Interim Superintendent	ALBUQUERQUE, NM	07/20 Present	Dr. David Peercy, [REDACTED]
<p>Significant accomplishments in this position:</p> <p>Provides leadership for continuous re-scoping of goals in academics, operations, and finance during the global pandemic.</p> <p>Develops educational leadership strategies and executive direction for the Board of Education, and presents these strategies to the community, schools, and personnel.</p> <p>Ensures that APS complies with Federal, State, and Local Government laws and regulations of the Public Education Department and the district.</p> <p>Informs and advises the Board about programs, practices and problems of the district and keeps the Board informed of the effectiveness of district policies.</p> <p>Meets with teachers and other employees to discuss matters concerning the improvement and welfare of the district.</p> <p>Informs the public about educational processes and district response to crises through internal and external media.</p> <p>Successfully guided and supported the implementation of online learning during the pandemic. This involved the development of seven task force groups that developed the guidelines for re-entry. These included: Safety, hygiene, and sanitation; Student meals; Logistics/Social distancing; Emotional recovery; Essential learning; Distance/Hybrid Learning; and Key partners.</p> <p>Ensured each task force was communicating both to Leadership and to each other. This led to the APS Re-Entry Plan and subsequent revisions based on public health orders and stakeholder input.</p> <p>Serves as Ex Officio Board Member of Hispano Chamber of Commerce, Greater Albuquerque Chamber of Commerce, and Albuquerque Bernalillo County Community Schools.</p> <p>Collaboratively developed legislative agenda with Board of Education. Meets regularly with elected officials and legislative staff to support and advance this agenda.</p> <p>Engage with advocacy groups to build alliances on specific topics of interest.</p> <p>Added staff to Employee Assistance Program to support employee mental health.</p> <p>Reason For Leaving: NA</p> <p>Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 75,000 District Type: K - 12</p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Albuquerque Public Schools, Chief Operations Officer	ALBUQUERQUE, NM	07/16 06/20	Raquel Reedy [REDACTED]
<p>Significant accomplishments in this position:</p> <p>Served as liaison for Superintendent and Board of Education in the development of Memorandums of Understanding with a variety of constituent groups (the City of Albuquerque, Bernalillo County, and Kirtland Air Force Base.)</p> <p>Served as the Albuquerque Public Schools Liaison with the New Mexico Legislative Finance Committee and Legislative Education Study Committee.</p> <p>Teamed with General Counsel to manage district legal matters, ranging from approval of tort claim expenditures to specific case strategy.</p> <p>Oversaw the coordination and collaboration between the following APS departments: Capital Master Plan; Maintenance and Operations; Facilities Design and Construction; Athletics; Food and Nutrition Services; School Police; Transportation; Risk Management; and Student and Community Service Center.</p> <p>Oversaw APS construction processes including bonding, capital outlay, facilities planning and renovation, requiring management of over \$200 million in construction funds.</p> <p>Chaired Board of Education Capital Outlay, Procurement, and Technology Committee, supervising new construction of schools and allocation of funds for district technology.</p> <p>Chaired Security Assessment and Implementation Committee, responsible for the development of tactical response plans, physical site improvements, limiting outside access to campuses and increasing communication between law enforcement and schools.</p> <p>Served on the Executive Committee of Healthy Neighborhoods Albuquerque, a collaboration of local anchor institutions dedicated to increase local hiring and procurement. This group is focused on increasing economic development in underrepresented neighborhoods.</p> <p>Reason For Leaving: Promoted to Interim Superintendent Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 81,000 District Type: K - 12</p>			
Albuquerque Public Schools, Principal, Sandia HS	ALBUQUERQUE, NM	06/14 06/16	Todd Resch [REDACTED]
<p>Significant accomplishments in this position:</p> <p>Provided overall instructional and operational leadership for 1850 students at Sandia High School, supervised 116 instructional staff and 32 support staff.</p> <p>Refined International Baccalaureate Program curriculum, adding 15% more courses and increasing enrollment by 5%.</p> <p>Introduced TI-84 calculators in a school wide initiative to improve math outcomes resulting in Sandia High School moving from a B to an A as designated by the New Mexico Public Education Department.</p> <p>Monitored athletic program progress and assisted coaches to develop data processes to monitor team and individual student performance.</p> <p>Reason For Leaving: Promoted to COO Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 1832 District Type: K - 12</p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Albuquerque Public Schools, Principal, Highland HS	ALBUQUERQUE, NM	06/10 05/14	Eddie Soto [REDACTED]
<p>Significant accomplishments in this position: Overall instructional and operational leadership for 1600 students at Highland High School, supervising 95 instructional staff and 30 support staff with a diverse student population and 12% immigrant population. Incorporated cultural proficiency training for staff as Highland is the most ethnically diverse school in New Mexico, resulting in 17% higher graduation rate in four years and the highest Public Education Department ranking for Highland over the last 9 years. Managed Grant activities, including Small Learning Communities and School Improvement Grant (\$4 million over four years). Reconfigured Advancement via Individual Determination program to increase access for traditionally disenfranchised students into an advanced curriculum, resulting in a significant increase in minority students taking Advanced Placement classes.</p> <p>Reason For Leaving: Moved to Sandia HS Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 1400 District Type: K - 12</p>			
Albuquerque Public Schools, Principal, CEC/ECA	ALBUQUERQUE, NM	07/2007 05/2010	Eddie Soto [REDACTED]
<p>Significant accomplishments in this position: Overall instructional and operational leadership for 1000 students at CEC and Early College Academy, supervising 45 instructional staff and 7 support staff. Worked with staff on curriculum design changes and implementation, leading to Early College Academy's top APS ranking in US News and World Reports. Worked with University of New Mexico and CEC faculty to design Emergency Medical Technician course for high school students resulting in students earning Level I Paramedic licenses. Guided creation of collaborative nursing teams, leading to a 100% student pass rate on the Licensed Practical Nurse examination.</p> <p>Reason For Leaving: Moved to Highland HS Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 1,000 District Type: K - 12</p>			
Albuquerque Public Schools, Principal, McKinley MS	ALBUQUERQUE, NM	08/2001 06/2007	Becky Almeter [REDACTED]
<p>Significant accomplishments in this position: Overall instructional and operational leadership for 750 students, supervising 35 instructional staff and 12 support staff with a diverse student population. Developed discipline plan, including school wide accountability card, reducing student suspensions by 15%. Worked with McKinley Instructional Council to develop consistent instructional practices across the content areas, resulting in increased student performance on the Terra Nova Assessment. Recognized by City of Albuquerque for reduced truancy rates.</p> <p>Reason For Leaving: Moved to CEC/ECA Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 750 District Type: K - 12</p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Albuquerque Public Schools, Assistant Principal, Eldorado HS	ALBUQUERQUE, NM	01/2000 07/2001	Russell Goff [REDACTED]
Significant accomplishments in this position: Supervised and evaluated two departments: Math and Foreign Languages, as well as the security team. Developed site safety plan, including new evacuation routes and reunification points for families.			
Reason For Leaving: Moved to McKinley MS Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED] Enrollment: 2100 District Type: K - 12			

Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Albuquerque Public Schools, Teacher/Dean	ALBUQUERQUE, NM	08/91 12/99	Eartha Lynn, NA
Significant Accomplishments at this position: Taught English as a Second Language Speech and Debate Team State Champions 1997 Two time Coach of the Year Speech and Debate Association Bilingual Coordinator, 1996 Dean of Students, 1997-1999			
Reason For Leaving: Moved to Eldorado HS as Assistant Principal Last Annual Salary: [REDACTED] Last Annual Gross: [REDACTED]			

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Education

High School Attended: Albuquerque Academy, Albuquerque, NM

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
NM - University of New Mexico	Business Administration	MBA	07/2017
NM - University of New Mexico	Secondary Education	M.A.	08/1997
NM - University of New Mexico	Political Science	BA	12/1988

List honors, awards or distinctions:

Graduated Cum Laude in General Honors

Recognized by City of Albuquerque for reducing truancy rates at McKinley Middle School

Recognized by NM State Legislature for success of Licensed Professional Nursing Program at the Career Enrichment Center

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

Executive Board Member, Healthy Neighborhoods Albuquerque

AASA, Member

NMSA, Member

Please list your community and civic memberships and participation.

Chair, Endowment Committee, Faith Lutheran Church

Council Member, Faith Lutheran Church

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

Please list major presentations made to national, state or regional audiences.

So You Want To Be a Principal

Administrators Conference in Education, Albuquerque, NM 2018

Keynote speech for school administrators on the challenges and reward of school leadership

Creating a Brain-Based Classroom

Southern Regional Education Board Summer Conference, Charlotte NC, 2013

Discussion of how to actively model and utilize proven strategies to reduce stress and build relationships in the classroom

Designing and Implementing Professional Learning Communities

Southern Regional Education Board Summer Conference, Nashville, TN, 2012

Presentation on how to train staff to work collaboratively around student assignments and engagement

Please list significant workshops or conferences which you would like to highlight.

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Certifications

Do you hold the appropriate certificate for this position? **Yes**

Type	State	Certificate Number	Expiration Date	Active?
ADMINISTRATIVE PK-12	NM	██████	06/30/2022	Yes
Teaching	NM	██████	06/30/2026	Yes

Please list all of the endorsements and/or verifications documented on your teaching/administrative certificate(s):

PK-12; LA, TESOL< MCL< SPANISH

Open Ended Questions

For Albuquerque Public Schools 2020 / Superintendent Search:

1. Please share why you are interested in this position and your unique qualifications for it.

I have been with the Albuquerque Public Schools since 1991. During my tenure, I have served in multiple capacities. I have been a teacher, a school principal, a district administrator, and am currently the Interim Superintendent. During that time, I have always kept a focus on our students and what is best for them. I am interested in this position because APS needs someone who understands the culture of the district and the various forces that impact it. I am a qualified leader who understands how APS has come to this point, and I hold a vision of what we can become for our community.

Since I came through the ranks, I have a strong understanding of the systems APS employs, both instructionally and operationally. As a principal, I saw where the flaws lay in some of these systems. As the Chief Operations Officer, I gained a deeper understanding of how and why APS does things, and I challenged the status quo. I believe we improved many of our processes, and that the work was evident across the board.

One advantage I bring as a candidate is that I know the key players. I am a third generation New Mexican. I not only understand the importance of collaborating with local advocacy groups, but I know who they are. I have an established relationship with legislators and local political leaders, as well as their key personnel. The union leadership knows me and is willing to work together for our students and our employees benefit. I work with the business community, either through the Citizen's Capital Advisory Committee, Economic Forum, or the Kirtland Partnership Committee. There are hundreds of teachers from the schools I have served who know how highly I think of them and how I prioritize them. Finally, I still talk to students. Whether it be through the Superintendent's Student Advisory Council, or by visiting schools to discuss various projects, I know how important student voice is in district decisions.

Another skill I bring is my ability to speak Spanish. While I am in no way bilingual, I can discuss matters in Spanish. I understand parents when they ask about their schools and children. Again, this is valuable in a community that has a large number of Spanish speaking families.

I have a strong sense of what APS can be. At each step in my career, I have raised the bar for student achievement. I understand the need our community has for strong, visible leadership and for improved student outcomes. Most importantly, this isn't just what I know. It is what I feel as a life-long resident. Albuquerque matters to me because I love the city and the people. I want APS to be a great system. I know that it can be.

For Albuquerque Public Schools 2020 / Superintendent Search:

2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

1. Raising the graduation rate at Highland High School 17% over five years: This has to be on the top of my list for a number of reasons. First, it impacted students directly. Second, it required an incredible team effort across the entire school. Finally, it put all my leadership skills to the test.

The importance of changing the life trajectory of so many students cannot be understated. I remember so many students who weren't sure they would make it to graduation that did. Their stories of perseverance were remarkable, and almost always included the adult at the school who helped them get there. It drove home how important relationships are for our students.

Question Continued

Secondly, I helped build the sense of community among our staff that allowed these relationships to flourish. We were one of the first schools that allowed our faculty time during class to focus on reducing stress with our students. We trained the teachers on how to teach mindfulness and how to connect with kids. Yes, we demanded academic rigor, but we did not sacrifice humanity in doing so. This was harder than it sounds, but it was vitally important.

Finally, I had to manage people who were resistant to the changes I was driving. There were lots of champions, and I learned the importance of placing my energy into them, but there were also resistors who could not be ignored. Some needed to be educated as to why we were changing. Some needed assurance that it was OK to change. And there were some who needed a change of scenery. Each one was important and each one tested me. The growth I experienced during those years was amazing, and is only dwarfed by the students' achievement.

2. Passing the mill levy/bond issue: In 2017, APS successfully ran a campaign to fund capital projects for the next six years. What made this so satisfying is that it came after we failed to pass a similar question just six months prior. We learned from the first election and made significant adjustments to the capital package. I would say the loss may have been my most significant setback as a leader. However, it taught me to listen better and to follow my beliefs. I felt uncomfortable with the first package as it raised taxes. There was a lot of debate about the package, but I allowed myself to be convinced that Albuquerque would see the value it brought. I was incorrect. The second time around, we reduced the request, kept taxes stable, and the question was passed. This was incredibly beneficial to our schools.

3. Improving safety at APS schools: Over the last three years, APS has been engaged in an aggressive push to improve building security for students and staff. This has taken a great deal of planning, collaboration between departments, and fiscal management. After the Parkland shootings, there was a sudden concern for how open and accessible APS schools are. In just a few years, APS has added fencing, gating, cameras, security systems, and limited building access, all while managing a relatively tight budget. While the work is ongoing, I am extremely pleased at how much has been accomplished.

4. Improving APS' visibility during the pandemic: People often complain that they do not know what APS is "doing," either to improve student outcomes or to respond to issues. I have tried to utilize the media as a way to communicate with the public. I make regular PSA's for our radio station, KANW. I appear on camera for the television stations. I have a solid relationship with the local newspaper. I also make every effort to get on the radio. I try to involve as many sources as I can, from talk radio to morning rock shows. I work closely with the Communications department to be as media savvy as possible and prepare for each appearance.

5. State Debate Championship, Highland High School: This may be the most personal accomplishment. While I was at HHS, I served as the Speech and Debate Coach. People were very supportive of my efforts, but there was a sense that HHS would never be successful on more than a small time basis. I worked hard with my students, and I had a really good Assistant Coach, and we were determined to prove people wrong. In 1996, HHS became the first public school to win the NM State Debate Championship in over 10 years. "Giddy" can barely describe how we felt that night, and this remains one of my proudest moments.

Language Skills

Do you know any language other than English? Yes

Language(s): Spanish
Oral Level: Literate
Written Level: Literate

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Professional References

	Reference 1	Reference 2
Name:	Raquel Reedy	Dr. Robert Del Campo
School/Org:	APS	University of New Mexico
Current Position:	Superintendent, Retired	Executive Director of UNM's Innovation Academy
Home Phone:	[REDACTED]	[REDACTED]
Cell Phone:	[REDACTED]	[REDACTED]
Work Phone:	[REDACTED]	[REDACTED]
Mailing Address:	[REDACTED]	[REDACTED]
Email:	[REDACTED]	[REDACTED]
Relationship to Candidate:	She was my former supervisor	Dr. Del Campo was a professor in the MBA program as well as working on various projects.
Years Known:	5	20
	Reference 3	Reference 4
Name:	Kimball Sekaquaptewa	Maggie Toulouse-Oliver
School/Org:	Santa Fe Indian School	
Current Position:	New Mexico Secretary of State	New Mexico Secretary of State
Home Phone:		
Cell Phone:	[REDACTED]	
Work Phone:	[REDACTED]	[REDACTED]
Mailing Address:	[REDACTED]	[REDACTED]
Email:	[REDACTED]	[REDACTED]
Relationship to Candidate:	Chief Technology Director	Prior student/Legislative colleague
Years Known:	4	26

General Information

List any additional information which will support your candidacy.

Are you presently under contract? Yes
 When does contract expire? [REDACTED]
 Have you ever failed to have your contract renewed, be rehired, been asked to resign a position, or resigned to avoid termination? No
 If yes, explain.
 Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country? No
 If yes, explain.
 Where did you hear of our vacancy?

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Referrals

How did you hear about employment with us?

Recruited by HYA associate

Legal Information

1. Are you eligible to work in the United States? Yes
2. Have you ever been convicted of a felony or misdemeanor involving a sex offense or a controlled substance? No
If yes, explain, giving dates:
3. Have you ever had any indicated finding of child abuse filed in your name? No
If yes, explain, giving dates:
4. Have you ever been convicted of any crime? No
If yes, explain, giving dates:

Confirmation

I authorize the organization(s) to which I am applying and Hazard, Young, Attea & Associates, Ltd. to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call HYA if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

Robert S. Elder
(agreed online)