

Albuquerque Public Schools / Superintendent Online Application

Vargas, Bolgen - AppNo: 14200

Date Last Submitted for Job ID 1099:
2/22/2020

Personal Data

Name: Vargas DR Bolgen
(Last) (First) (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:

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

Email Address:

Postal Address

Permanent Address

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

Work Address

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

Where would you prefer to be contacted:

Current Personal Data

Current Employer:	Self employed
Current Position:	Consultant
Years in Position:	Beginning July 2019
Enrollment:	NA
Number of Staff:	NA
Annual Budget:	NA
Current Gross Income:	NA
Type of District/Organization:	K - 12
Most Recent Degree From:	University of Pennsylvania
Degree Earned:	Ed.D

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.

-

Albuquerque Disclaimer

* New Mexico's Inspection of Public Records guidelines do not permit confidentiality in the application process for a school superintendent. Thus, all submitted applications are subject to public records requests. (Letters of reference in particular are specifically not subject to public records requests.) Candidates for this position are advised to consider this before submitting their application.

Yes

Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Rochester City School District, Superintendent of Schools	Rochester, NY	06/2012 12/2015	Van White

Significant accomplishments in this position:

- * Widely acknowledged for bringing financial stability to the District and setting the District on the right path for academic success.
- * Went from a district, which serves the most vulnerable children in the County, that offered the least amount of instructional time in the County to one that offers the most to address the academic, social, emotional and physical needs of all our students.
- * Highest graduation rate in five years despite NYS increase in graduation requirements and improved graduation rate for special education students from 18% to 27%.
- * Closed \$136M multi-year budget gap with minimal layoffs while expanding programs and services to students and staff.
- * Improved graduation rate for special education students from 18% to 27%
- * Provided more opportunities to students in arts, music, sports, extracurricular activities and academic support through shifting resources.
- * Effectively executed \$325 million in school renovation projects.
- * Strengthened relationships with community, business, colleges and universities, and governmental agencies.
- * Expanded universal pre-K from 37% of students being served to 100% through strong collaboration with State and community based organizations.

Reason For Leaving: Change in direction of the Board

Last Annual Salary: _____

Last Annual Gross: _____

Enrollment: 30,000 District Type: K - 12

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Rochester City School District, Interim Superintendent of Schools	Rochester, NY	05/11 06/12	Malik Evans 5
<p>Significant accomplishments in this position:</p> <ul style="list-style-type: none"> * Managed severe budget crisis, implementing \$75 million in budget cuts within first 60 days: identified efficiencies, streamlined senior staff structure. * Establish a proactive plan to address the 2012-13 structural budget gap of \$44 million by working with Cabinet, staff and Board. * Negotiated salary contract that opened \$5 million in savings: reallocated those dollars to restore essential services and programs, and to bring District into compliance with state standards. * Established a data team to proactively examine and respond to student achievement and behavioral data with the intent of applying immediate responses to problem areas. * Developed, initiated, and subsequently achieved 20-30% participation in RocRead, a community-wide collaboration to encourage reading outside of assignment requirements and school hours. * Identified 4,000 students who are over-age and under credits; proactively working to address their educational needs with alternative means. * Significantly improved the relationship between teachers union, paraprofessional union and civil services union. <p>Reason For Leaving: Appointed to permanent position of Superintendent Last Annual Salary: _____ Last Annual Gross: _____ Enrollment: 30,000 District Type: K - 12</p>			
Rochester City School Board of Education, Commissioner (President from 1998-2002)	Rochester, NY	01/96 12/03	
<p>Significant accomplishments in this position:</p> <ul style="list-style-type: none"> * As President and a Member of the Board, provided leadership to set strategic direction and help set goals in line with fiscal realities. * Led Board and staff members in five key areas: strategic direction; policy development and oversight; resource allocation; public representation; and superintendent supervision. * Promoted Board and District objectives through consistent contact with members of government, media and the community. <p>Reason For Leaving: Decided not to seek a third term Last Annual Salary: _____ stipend Last Annual Gross: _____ Enrollment: 38,000 District Type: K - 12</p>			
State University of New York Research Foundation, Program Counselor	Rochester, NY	09/87 08/91	Margaret Sanchez
<p>Significant accomplishments in this position:</p> <ul style="list-style-type: none"> * A Research Foundation grant-funded program - at that time in experimental stage - missioned with empowering adult learners with life skills and employment tools to elevate them from welfare to work. * Assisted hundreds of adult students in reaching their potential by coordinating programs and services in support of goals: college education, employment, life skills, mobility and lifelong learning. <p>Reason For Leaving: Pursue a career in K-12 education Last Annual Salary: _____ Last Annual Gross: _____ Enrollment: _____ District Type: _____</p>			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Manchester Public School District, Superintendent	Manchester, NH	10/16 05/19	Arthur Beaudry, Vice Chair, Board of Schools Committee
<p>Significant accomplishments in this position:</p> <ul style="list-style-type: none"> * Collaborated with community-based initiative, Manchester Proud, to develop district's next strategic plan, factoring in areas targeted for improvement. * Closed \$5M budget gap while accommodating spending increases to support programs and initiatives that improve student performance. * Completed a redistricting plan that achieves more efficient and effective use of space and district resources to educate students, which allowed the district to relieve overcrowding in elementary classrooms and puts into action a plan that ended a 10-year community discussion about the issue. * Reduced class sizes at the elementary and middle school levels to enhance learning experiences for students, from on average 30 students a more acceptable level of approximately 25. Plans are in place to further reduce kindergarten class size to 20. * Expanded middle school offerings, providing foreign language and health curriculum and adding reading teachers and social workers to support healthy learning environments. * Established district-wide K-8 assessment program, which allows the district to evaluate its programs and significantly reduces the time students spend on testing. * Expanded performance-based assessment, elementary through 12th grades. * Collaborated with community-based organizations to address academic and social needs of our students and families. * Identified methods to reduce falloff in students' academic progress between school years. * In 2017, secured significant financial support to plan to transform West High School to provide high-quality educational opportunities that enable all learners -- especially underserved learners -- to obtain the skills, knowledge and support necessary to become civically engaged, economically self-sufficient lifelong learners. * Significantly improved communication, internally and externally, by using multiple modes of communication including monthly "Coffee and Conversations" for district staff and open to all stakeholders. * Successfully advocated for additional resources at the city and state levels. * Brought the district special education programs to full compliance with state and federal guidelines. <p>Reason For Leaving: Accomplished key objectives. Positioned the district to make a healthy transition to new leadership.</p> <p>Last Annual Salary: _____ Last Annual Gross: _____ Enrollment: 14,000 District Type: K - 12</p>			

Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Greece Central School District, School Counselor	Greece, NY	09/91 05/11	Leslie Flick
<p>Significant Accomplishments at this position:</p> <ul style="list-style-type: none"> * Managed a yearly caseload of 300+ students while providing high levels of support in the areas of academic, social, emotional and career development * Met needs of thousands of students and their families navigating the educational system. Heightened Arcadia's graduation rates by targeting achievement gaps among at-risk students. * Applied proven counseling techniques to initiate and facilitate resolution of issues with school-wide effects (i.e., school safety, learning environments, and staff morale). <p>Reason For Leaving: To take a superintendency position</p> <p>Last Annual Salary: _____ Last Annual Gross: _____</p>			

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Prof Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Youth Advocacy Program of the Legal Aid Society, Bilingual Youth Advocate	Rochester, NY	08/86 08/87	Robert Lebman
Significant Accomplishments at this position: * Represented youth and families at administrative hearings to address utilization of or qualification for social services, special education, Social Security and various school-related issues. Identified systemic issues that needed to be addressed.			
Reason For Leaving: Last Annual Salary: Last Annual Gross:			

Education

High School Attended: Seward Park High School, New York, New York

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
University of Pennsylvania	Educational Leadership	EdD	05/2010
SUNY Brockport	Educational Counseling	M.S.	05/1991
SUNY Brockport	International Studies	B.A.	05/1985

List honors, awards or distinctions:

- * Doctoral Dissertation: Educational Success in the Face of Adversity as Measured by High School Graduation (Accepted with Distinction)
- * 2015 Outstanding Community Partner Award from Rochester Educational Opportunity Center.
- * 2015 Dale Carnegie Award for Youth Services
- * 2004 Friend of the Library Award.
- * 2003 Monroe County School Boards Association Award for Board Services.
- * 2000 Phi Delta Kappa Award for Educational Services.

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

Council of Great City Schools Board of Directors(2012-2015,Executive Committee 2014-2015)
 AASA, School Superintendent Association, Member (2010-present)
 Monroe County Superintendent Association, Member (2011-present)
 Association of Latino Administrators and Superintendents (2015)

Please list your community and civic memberships and participation.

Greater Rochester Health Foundation, Board of Directors (2012-2015)
 United Way of Greater Rochester, Board of Directors (2013-2016)
 Literacy Committee City of Rochester (2006-2008)
 National Women’s Hall of Fame, Board of Directors (200-2002)
 Action for a Better Community Board of Directors (1998-2005)

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

- * Contributing Author, (2015) Plight of Invisibility: A community-based approach to understanding the educational urban experiences of Latina/os. Harris, D.M. and Kiyama, J.M., Peter Lang Publishing, Inc, New York.
- * Vargas, B. (2014) "Learning Customer Service from the Best." School Administrator.
- * Contributing Author, (2013) The State of Black Rochester 2013. Commissioned by the African American Giving Initiative of Rochester Area Community Foundation.
- * Vargas, B. & Conlon, J. (2011) "Are we ready for the approaching demographic Tsunami?" College and University, 86, 3.

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

- * Vargas, B. (2010) "Educational success in the face of adversity as measured by high school graduation" UMI Dissertation Publishing (Doctoral dissertation, University of Pennsylvania)
- * Vargas, B. & Brizzard, J. C. (2010) "Beating the odds in urban schools." Education Week, 29, 22

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

- *Panelist -- Greater Rochester Summer Learning Association: Addressing the *Presenter --Summer Learning Loss for Children Living in Poverty. July, 2019.
- *Delivered testimonial presentations before the New Hampshire Senate and Assembly and Education Committee, 2017, 2018, 2019.
- * Provided testimony before the NYS Assembly Senate Education Committee on four different occasions on annual budgets
- * Panelist - AASA National Conference on Education: Getting Smart about Summer Learning. February 2015.
- * Guest Speaker - Comcast Newsmakers: Expanded Learning. March 2014.
- * Panelist - Yale Education Leadership Conference: Seeking Common Ground: The future of the teachers union. April 2014.
- * Guest Speaker - Comcast Newsmakers: Reading on Grade Level by Third Grade, March 2013.
- * Keynote Speaker - FREE Partnerships Annual Meeting, April 2012.
- * Keynote Speaker - Western New York School Counselors' Consortium: School Counselors Coming of Age, February 2012.
- * Keynote Speaker - First Annual Latino Rotary Club Gala, January 2012.
- * Keynote Speaker - 5th Annual G2 Urban-Suburban Conference: Humanizing Relationships Between Our Schools and Our Communities, November 2011.
- * Panelist - 32nd Annual Ethnography in Education Research Forum, Philadelphia. Practitioner Research: Leadership and the Practice(s) of Inquiry, February 2011.
- * Presenter - District-wide Symposium, Improving Student Achievement While Overcoming Adversity: Educational success in the face of adversity, Rochester, NY, 2010.

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

- *Panelist -- Greater Rochester Summer Learning Association: Addressing the *Presenter --Summer Learning Loss for Children Living in Poverty. July, 2019.
- *Panelist ^ at AASA National Conference on Education: Inquiry-Based Approaches to District Leadership. February, 2019
- *Panelist - AASA National Conference on Education: Getting Smart about Summer Learning. February 2015.
- * Panelist - Yale Education Leadership Conference: Seeking Common Ground: The future of the teachers union. April 2014
- * Panelist - 32nd Annual Ethnography in Education Research Forum, University of Pennsylvania. Practitioner Research: Leadership and the Practice(s) of Inquiry, February 2011.

Certifications

- | | |
|---|-----------|
| Do you hold the appropriate certificate for this position? | No |
| * Are you eligible to be certified for this position? | Yes |
| * Have you applied for the appropriate certificate? | No |
| * List the date you applied for certification: | |
| * Have you received any response to your application? | |
| * If required, have you passed the tests mandated by the State for certification? | |

Open Ended Questions

For Albuquerque Public Schools / Superintendent:

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

For both professional and personal reasons, I am driven to lead a diverse and unique district such as the Albuquerque Public Schools. You will find that I am, indeed, a student-centered leader, highly collaborative, life-long learner, and a proactive communicator who effectively uses multiple modes of communication. I have strong experience and ability to collaborate with staff, families, community and all the stakeholders to achieve continuous improvement in all areas of the school system in order to achieve systemic and sustainable

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Question Continued

change for the benefit of the students and the community. I am very interested in the Albuquerque School District because I share your high expectations for all students, staff and the community. My personal background and professional expertise solidifies my firm belief that all children can and will learn in an environment of educational equity and opportunity. The challenge for educational leaders, school boards and communities is to create a district where every school is a school of excellence that has the capacity and culture to support the needs of every student, teacher and staff member. In both Manchester and Rochester, I was able to build the capacity of every school to respond to the needs of our students by beginning to close the opportunity gap that plagues so many of our students, including our most vulnerable students who are English language learners, who have special needs, and those who are refugees. I have a reputation for being a leader who puts students first at the same time as having a strong focus on supporting teachers who are striving to meet students' needs. By all accounts, I left each district in better condition than when I began. I believe that I can effectively lead the Albuquerque School District to help achieve the objective of increasing academic performance for all students and to foster a collaborative culture throughout the district and the community with the guidance and direction of the School Board. I have the unique experience of holding leadership roles in various settings, including as an elected Board of Education member and president, superintendent in two diverse school districts, and for community-based organizations, which build my commitment and ability to develop strong partnerships to address the academic, social, emotional and physical needs of our students. My track record shows that I am a systems-thinker who can successfully lead the Albuquerque School District using a strength-based approach to face challenges and opportunities effectively.

For Albuquerque Public Schools / Superintendent:

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

Using strong collaborative skills, I was able to co-construct a redistricting plan that achieves more efficient and effective use of space and district resources to educate students, which allowed the Manchester Public School District to relieve overcrowding in elementary classrooms and put into action a plan that ended a 10-year community discussion about the issue. The plan positioned the district to build a network of schools' approach to enhance system alignment and collaboration across k-12 grade levels.

Effectively impacted the teachers' and students' experience in the Manchester Public Schools. Established district-wide K-8 assessment program, which allows the district to evaluate its programs and significantly reduces the time students spend on testing. Reduced class sizes at the elementary and middle school levels to enhance learning experiences for students, from on average 30 students to a more acceptable level of approximately 22, and brought back foreign languages, health and full-time social workers at the middle schools even though we faced significant financial challenges.

Put an end to a 50-year tradition where the Rochester City School students received the least amount of instruction time of any students in Monroe County. Strategies to achieve this included: securing universal pre-K for every child whose parents choose to send them; increasing full-day Kindergarten; expanding more and better learning time during the school year; providing summer enrichment to address the summer learning loss and to work toward closing the achievement gap.

Identified \$46 million in operational savings that enabled the Rochester City School District to secure state and national grant recognition awards for management efficiency, which allowed us to significantly increase the number of teachers in key areas including music, the arts, reading, and to add more social workers and school librarians. Financial management and practices lead to improved Standard and Poor's Rating from 'stable' to 'A+/positive' and Moody's Rating of Aa3 with 'stable' South Carolina collaboratively using effective advocacy to secure the funds for the improvement of the district facilities in desperate need of upgrades. Through these collaborative efforts New York State awarded \$435M to the District to support the Facilities Modernization Project.

Twenty years of direct student service as a school counselor providing the academic, career, social and emotional support to a diverse population in a large suburban district, from the students going to Ivy League schools to the students going to community colleges and the workforce.

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Language Skills

Do you know any language other than English? Yes

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

Professional References

	Reference 1	Reference 2
Name:	Dr. Adam Urbanski	Leslie Want
School/Org:	Rochester City School District	Manchester Board of Schools Committee
Current Position:	President, Rochester Teachers Association	Member and Vice Chair
Home Phone:		
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		
Relationship to Candidate:	Colleague	Supervisor
Years Known:	25 years	3
	Reference 3	Reference 4
Name:	Malik Evans	Arthur Beaudry
School/Org:	Rochester City Schools District	Manchester Board of Schools Committee
Current Position:	Former School Board President and Current City Council Member	Member and past Vice Chair
Home Phone:		
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		NA
Relationship to Candidate:	Former Supervisor	Supervisor
Years Known:	25	3 years
	Reference 5	
Name:	Dr. Vicma Ramos	
School/Org:	Wayne-Finger Lakes BOCES	
Current Position:	District Superintendent	
Home Phone:		
Cell Phone:		
Work Phone:		
Mailing Address:		
Email:		
Relationship to Candidate:	Colleague	
Years Known:		

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General Information

List any additional information which will support your candidacy.

My personal and professional experience is very much in line with the expectations and values articulated in the desired characteristics for the next superintendent articulated by the Board of Education of the Albuquerque School District. In addition, I am able to be a strong role model for the students and families you serve. It is my personal belief that every child can learn and succeed if given the proper support and opportunity. My record includes:

- * Proven track record of working in urban and suburban educational institutions (k-12 and adult learners)
- * Expanded and supported an innovative program for refugee students and English language learners
- * Developed strong unprecedented partnerships with community organizations, such as the public libraries, to address the needs of every child
- * Helped to jump-start a stalled Facilities Modernization Program that invested \$435 million in our schools
- * Demonstrated the ability to advocate effectively at local, state and national levels on behalf of our students, staff and families

Are you presently under contract? No

When does contract expire?

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?

Referrals

How did you hear about employment with us?

HYA Website

Recruited by HYA associate

Other: Member of the search firm

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:

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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.

Bolgen . Vargas
(agreed online)