

Boston Public Schools / Superintendent Online Application

Guerrero, Guadalupe - AppNo: 13918

Date Last Submitted for Job ID 767:
2/18/2015

Personal Data

Name: Guerrero Guadalupe C
(Last) (First) (Middle Initial)

Other name(s) under which transcripts, certificates, and former applications may be listed:

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

Email Address: [REDACTED]

Postal Address

Permanent Address

Number & Street: [REDACTED]
 City: [REDACTED]
 State: [REDACTED]
 Zip Code: [REDACTED]
 Phone Number: [REDACTED]
 Fax Number: [REDACTED]
 Cell Number: [REDACTED]

Work Address

Number & Street: 555 Franklin St, 3rd Floor
 City: San Francisco
 State: CA
 Zip Code: 94102
 Phone Number: 415 271-7266
 Fax Number:

Where would you prefer to be contacted: [REDACTED]

Current Personal Data

Current Employer:	San Francisco Unified School District
Current Position:	Deputy Superintendent of Instruction, Innovation, & Social Justice
Years in Position:	2.5
Enrollment:	57,000
Number of Staff:	8,500
Annual Budget:	\$628,000,000.
Current Gross Income:	[REDACTED]
Type of District/Organization:	K - 12
Most Recent Degree From:	Harvard Graduate School of Education
Degree Earned:	Ed.M.

Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
San Francisco Unified School District (SFUSD) Deputy Superintendent	San Francisco, CA	07/12 Present	[REDACTED]
Significant accomplishments in this position: Responsible for the development and implementation of the district's strategic plan; led the capacity-building of a reorganized central office to better serve schools and the development of a model to provide multi-tiered levels of support to K-12 school sites via networked school support teams that provide direct guidance, instructional coaching, and leadership development; led and supervised senior district leaders responsible for support and supervision of 132 schools, as well as curriculum & instruction, special education, and student, family & community support departments; represent SFUSD in city-school and external partnerships; responsible for oversight and sponsorship of district ELL plan, SpEd redesign plan, NCLB Waiver/ School Quality Improvement Index, and Innovation-related work.			
Reason For Leaving: Presently employed in this position [REDACTED] Enrollment: 57,000 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.
San Francisco Unified School District (SFUSD) Assistant Superintendent of Superintendent's Zone	San Francisco, CA	07/10 06/12	[REDACTED]
<p>Significant accomplishments in this position: Led the design and implementation of the turnaround/ transformation strategy for an identified cohort of the district's chronically underperforming PreK-12 schools as part of a district reorganization and intervention; implemented all aspects of \$45 million awarded federal School Improvement Grants to implement systemic reform in areas of instructional capacity-building, leadership development, extended learning opportunities, and adoption of community schools approach; schools under supervision produced accelerated growth and outpaced district performance improvement targets and other SIG-receivign school districts in the State of California; also collaborated on the development of a community-based \$30 million Promise Neighborhood awarded federal grant.</p> <p>Reason For Leaving: Promotion to the district's Deputy Superintendent of IISJ position [REDACTED] Enrollment: 57,000 District Type: K - 12</p>			
Boston Public Schools (BPS) Principal	Boston, MA	09/02 07/08	[REDACTED]
<p>Significant accomplishments in this position: Provided instructional leadership in an urban elementary school with approximately 500 students of diverse cultural/ linguistic backgrounds; direct supervision and evaluation of over sixty full-time personnel; developed and encouraged teacher leadership; effectively managed \$3.4 million annual budget consistent with whole school improvement goals and district priorities; cultivated a safe, well-organized, optimal teaching and learning environment; raised significant external grant and foundation funding; selected as model school to pilot district math curriculum given demonstrated best practices; launched mental health and performing arts education initiatives; developed strong leadership team; encouraged family engagement and strengthened parent leadership; invited by Superintendent Thomas Payzant to serve as Cluster Leader for 14 K-12 schools to support principal professional learning.</p> <p>Reason For Leaving: Leave of Absence to attend Harvard's Urban Superintendents Program and pursue doctoral coursework [REDACTED] Enrollment: 57,000 District Type: K - 12</p>			

Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
San Francisco Unified School District (SFUSD) Special Assistant to the Superintendent/ Intern	San Francisco, CA	8/09 06/10	[REDACTED]
<p>Significant Accomplishments at this position: As part of graduate school leadership program, completed a six-month internship under the mentorship of Superintendent Carlos Garcia; shadowed all aspects of the superintendency; after completing internship, served as a consultant, co-authoring federal and state grant proposals, including the successful awarding of a \$45 million federal School Improvement Grant to implement turnaround/ transformation/ school closure reform plans at ten state-identified persistently low-performing schools.</p> <p>Reason For Leaving: Promotion to an Assistant Superintendent position in SFUSD [REDACTED]</p>			

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Prof Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Boston Public Schools (BPS), Teacher	Boston, MA	08/97 06/01	[REDACTED]
<p>Significant Accomplishments at this position: Served as an elementary school teacher at two elementary school sites; raised student achievement outcomes at various grade levels as a Spanish Bilingual Teacher, Literacy Specialist, and Advanced Work Class Teacher.</p> <p>Reason For Leaving: Leave of Absence to attend Harvard's School Leadership: Principal Certification Program [REDACTED]</p>			
San Francisco Unified School District (SFUSD), Teacher	San Francisco, CA	08/94 06/97	[REDACTED]
<p>Significant Accomplishments at this position: Served as Grade 4/5 Spanish Bilingual Teacher at Bryant Elementary School in the Mission District of SF; provided active teacher leadership; implemented well-recognized technology initiative.</p> <p>Reason For Leaving: Moved to Boston to teach/ attend graduate school [REDACTED]</p>			
Jingletown Charter School, Teacher	Oakland, CA	01/94 06/94	[REDACTED]
<p>Significant Accomplishments at this position: Recruited from teacher education program to take over part-time teaching duties of a Grade 7 Spanish Bilingual Math/ Science class in one of California's first charter schools, while simultaneously enrolled in graduate studies obtaining teacher certification.</p> <p>Reason For Leaving: Hired full-time as Spanish Bilingual Teacher in San Francisco Unified School District [REDACTED]</p>			

Other Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor
Mission Educational Projects Inc. (MEPI), Educational Tutor & Parent Coordinator	San Francisco, CA	09/92 06/93	[REDACTED]
<p>Significant accomplishments in this position: Provided direct academic support to students at Cesar Chavez Elementary school in SFUSD; promoted family engagement activities and encouraged/ supported parent involvement.</p> <p>Reason For Leaving: Accepted into full-time teacher certification program at New College of CA [REDACTED]</p>			

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Education

High School Attended: Lincoln High School, Stockton, CA

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
Harvard Graduate School of Education: Urban Superintendents Program	Educational Policy & Management	Ed.M.	June 2009
Harvard Graduate School of Education: School Leadership Program	School Leadership Program	Ed.M.	June 2002
New College of California	Teacher Education Program	Certific.	June 1994
University of California, Los Angeles	History	B.A.	March 1992

List honors, awards or distinctions:

James Bryant Conant Fellowship; Phi Delta Kappa Award for Innovation in Education

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

American Association of School Administrators (AASA), Council of Great City Schools (CGCS), Association of Latino Administrators and Superintendents (ALAS), California Association of Latino Superintendents and Administrators (CALSA), California Association of Bilingual Educators (CABE)

Please list your community and civic memberships and participation.

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.

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

Numerous

Certifications

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Open Ended Questions

For Boston Public Schools / Superintendent:

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

The role of Superintendent represents an incredible opportunity to provide organizational leadership to a school system. Working in collaboration with other educational leaders and community stakeholders, it is a chance to develop a shared mission and vision for a system of schools that effectively serves a rich and diverse set of students. This leadership role is critically important for any school district. In Boston, it is a unique opportunity to build on the work and organizational capacity in BPS that has resulted in many positive indicators of success. At the same time, the task of ensuring that all students are successful is still a work-in-progress. While there are

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Question Continued

many wonderful accomplishments to celebrate, the Boston Public Schools can provide a powerful demonstration of all that is possible to achieve in an urban school system. There are still persistent achievement gaps. Boston can develop and advance a set of high-leverage strategies that can better ensure opportunity gaps are eliminated and that graduates are prepared for the 21st Century. It would be a privilege to lend my leadership to a collective effort aimed at boldly transforming America's oldest school system into an organization that is able to effectively serve all students and their families. I would bring to this role some highly relevant leadership experience focused on improving teaching and learning conditions and accelerating outcomes for students in challenging urban school settings. I bring a background in working with diverse learners, including English Language Learners and students with disabilities. My unique qualifications include completion of two premier leadership preparation programs (the Urban Superintendents Program at Harvard and the ALAS Superintendents Leadership Academy). In addition, I have earned two graduate degrees in school administration and educational leadership. My over twenty years of experience as a classroom teacher and administrator (across various grade levels and in different school settings and districts) has provided me with rich opportunities to: develop my instructional leadership, gain experience in designing and implementing key reform initiatives, cultivate my own and others' ability to think systemically, and motivate other educators to realize a shared vision of student success.

For Boston 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.

- 1) most importantly, knowing that my efforts as a teacher and leader have positively impacted on the individual lives of many students
- 2) having the opportunity to build leadership capacity in others and then to observe their success
- 3) staying committed to a data-driven and research-based approach to continuous improvement
- 4) successfully designing and implementing school improvement and intervention plans that have resulted in dramatically improved outcomes for students at historically underserved schools
- 5) proud that my hard work, sense of integrity, and drive for improved results has gone recognized and led to greater leadership opportunities permitting me to make an exponential difference in students' lives

Language Skills

Do you know any language other than English? Yes

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

Professional References

	Reference 1	Reference 2
Name:	[REDACTED]	[REDACTED]
School/Org:	[REDACTED]	[REDACTED]
Current Position:	[REDACTED]	[REDACTED]
Home Phone:	[REDACTED]	[REDACTED]
Cell Phone:	[REDACTED]	[REDACTED]
Work Phone:	[REDACTED]	[REDACTED]
Mailing Address:	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
Relationship to Candidate:	[REDACTED]	[REDACTED]
Years Known:	[REDACTED]	[REDACTED]

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Professional References cont.

	Reference 3	Reference 4
Name:	[REDACTED]	[REDACTED]
School/Org:	[REDACTED]	[REDACTED]
Current Position:	[REDACTED]	[REDACTED]
Home Phone:		
Cell Phone:	[REDACTED]	[REDACTED]
Work Phone:		
Mailing Address:		
Email:		[REDACTED]
Relationship to Candidate:	[REDACTED]	[REDACTED]
Years Known:	[REDACTED]	[REDACTED]
	Reference 5	
Name:	[REDACTED]	
Current Position:	[REDACTED]	
Home Phone:		
Cell Phone:	[REDACTED]	
Mailing Address:		
Email:	[REDACTED]	
Relationship to Candidate:	[REDACTED]	
Years Known:	[REDACTED]	

General Information

List any additional information which will support your candidacy.

Are you presently under contract? Yes

When does contract expire? 06/ 30/ 2016

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		
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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.

Guadalupe C. Guerrero
(agreed online)