

RESUME INFORMATION



I am married to Marla, who serves Tornillo as a high school counselor. We have two young-adult children: Josh, who lives and works in Austin and Kinsleigh, who attends UT in Austin.

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CAREER EXPERIENCE

<i>Institution</i>	<i>Dates</i>	<i>Subject Area - Capacity</i>
Tornillo Independent School District Tornillo, Texas	2002 - Present	Superintendent
Buffalo Independent School District Buffalo, Texas	1999 - 2002	Superintendent
Lone Oak Independent School District Lone Oak, Texas	1997 - 1999	Superintendent
Mathis Independent School District Mathis, Texas	1996 - 1997 1993 - 1996	Assistant Superintendent - Personnel, Operations, Technology High School Principal
Alvin Independent School District Alvin, Texas	1988 - 1993	Assistant Principal - Assigned Students & Teachers
Hargrave Independent School District Huffman, Texas	1982 - 1988	Marketing Education Teacher - Sophomore - Senior Grades
West Central Vocational Center Appleton, Minnesota	1981 - 1982	Distributive Education Teacher - Junior & Senior Grades
Apple Valley High School Apple Valley, Minnesota	1979 - 1981	Distributive Education Teacher - Junior & Senior Grades

EDUCATIONAL BACKGROUND

<i>Institution</i>	<i>Dates</i>	<i>Degree - Major</i>
University of Texas, El Paso El Paso, Texas	2003 - ABD	Educational Doctorate Educational Leadership
Texas A & M, Corpus Christi Corpus Christi, Texas	1995 - 1996	Educational Graduate Studies Superintendency Certificate
Stephen F. Austin University Nacogdoches, Texas	1984 - 1987	Master of Education Mid-Management Administration
St. Cloud State University St. Cloud, Minnesota	1976 - 1979	Bachelor of Science Marketing Management
Central Lakes College Brainerd, Minnesota	1974 - 1976	Associate of Arts General Studies Program

PROFESSIONAL CERTIFICATIONS

Texas Continuing Education	November 2, 2005	School Board Training Provider
Texas Professional	May 10, 1996	Superintendent
Texas Professional	May 7, 1988	Mid-Management
Texas Provisional Vocational	August 15, 1982	Marketing Education

PROFESSIONAL RECOGNITION

PERSONAL RECOGNITIONS AS SUPERINTENDENT

- Texas Education Agency/Communities in Schools Superintendent of the Year: 2007.
- Texas Association of School Boards Superintendent of the Year for Region 19: 2007 & 2009.

DISTRICT RECOGNITIONS DURING MY TENURE SUPERINTENDENT

[Success in the Classroom, Success in Technology, Success in Athletics]

- Tornillo ISD has Region 19's highest overall TAKS pass rate for four consecutive years. We have met all AYP standards in five of the last six years.
- The State Comptroller recognized Tornillo ISD as having the lowest cost per student in Region 19 for 2011. We were the only "Low Expenditure" rating of the twelve public schools in the Region; as assessed by the Financial Allocation Study of Texas [FAST].
- Tornillo Elementary has been named a "Title I Distinguished Performance" campus by the U.S. Department Education for five consecutive years; Region 19's only Elementary awardee in 2011.
- Tornillo Intermediate was named a "Title I Distinguished Performance" campus by the U.S. Department Education, Region 19's only Intermediate awardee in 2011.
- Tornillo High School has been designated a "Bronze Medal" school by U.S. News & World Report for four consecutive years.
- The district's technology has been rated 6th in the nation by the National School Boards Association in 2010; 2nd in the nation in 2009; and 6th in the nation in 2008.
- Tornillo ISD successfully passed a Tax Ratification Election in November of 2007. We were the only successful attempt out of four in the El Paso area.
- The voters of Tornillo approved a \$5 million bond issue with an 82% support rate - May, 2005. We constructed a new \$14.4 million dollar high school; nearly two-thirds paid with fund balance.
- This high school won three design awards in the 2011 Texas Association of School Boards Architecture Competition. Our building contains one entire, unfinished wing to accommodate future student growth without the need for portable buildings or "add on" construction.
- Loretta Aguilar was named Region 19's 2011 Elementary Teacher of the Year.
- Jesse Guerra won the 2011 Boys Class 2A State Singles Championship in tennis.
- The Boys' Cross Country Team placed 9th in the State Cross Country Competition.
- Tornillo Elementary became the first public (non-charter) campus in the El Paso region to achieve an "Exemplary" rating under the new state accountability system - August, 2004.
- Buffalo High School Girls' Basketball Team won the Class 2A State Championship one week after my departure - March, 2002.

ORGANIZATION MEMBERSHIPS – OFFICES HELD

PROFESSIONAL ORGANIZATIONS

- American Association of School Administrators (AASA) – Currently a regular organization member as well as a member of “Focus on Children, Equity and Excellence” Committee. Formerly a Texas Representative on the Governing Board: February, 2004 to June, 2010 (term limit).
- Texas Association of School Administrators (TASA) – Currently a regular organization member as well as a member of the Small & Rural Schools Committee. Formerly the El Paso-area Representative on the Executive Committee: July, 2002 to June, 2007 (term limit).
- Texas Association of Community Schools (TACS) – Currently President-Elect. Formerly the Vice-President: May, 2010 to April, 2011; also the El Paso-area Representative on the Executive Committee: May, 2006 to June, 2007 and June, 2009 to June, 2010 (two terms).
- Texas Association of Rural Schools (TARS) - Currently 1st Vice-President. Formerly 2nd Vice-President: June, 2010 to May, 2011; Secretary: June, 2009 to May, 2010; Treasurer: June, 2008 to May, 2009; began serving as the El Paso-area Executive Committee Representative: June, 2007 to May, 2008.
- Texas Rural Educators Association (TREA) – Currently a regular member.
- Texas Association of Secondary School Principals (TASSP) – Currently a regular member.
- Horace Mann League – Currently a regular member.

COMMUNITY-CIVIC ORGANIZATIONS

- Oversight Board, Region VIII Training Academy, El Paso County Sheriff’s Office – Board Member: February, 2009 to Present.
- National Parent-Teacher Association (PTA) – Currently a regular member.
- Cuyuna Range Heritage Preservation Society – Currently a regular member.
- Stephen F. Austin University Alumni Association – Currently a regular member.
- St. Cloud State University Alumni Association – Currently a regular member.

SIGNIFICANT PUBLICATIONS

- “Making Superintendent Evaluation Fun?” The School Administrator, the flagship publication of the American Association of School Administrators – December 2011.
- “Strong Incentive – Tornillo ISD Broadens Students’ Horizons with Incentive Trips.” Teach & Travel; the official publication of the Student Youth Travel Association – November 2008.
- “Is your communication with your community like a marriage? Or a series of one-night stands?” On Board; the official publication of the New York State School Board Association – March 24, 2008.
- “Squelching Rumors Through Parent Chats.” The School Administrator – March 2008.
- “Parent Chats Let Superintendent Reinforce Board’s Role” Board & Administrator – October 2007.
- “Equity versus Adequacy” ATPE News – Winter 2003.

MAJOR PRESENTATIONS

RECENT PRESENTATIONS

- “Make Superintendent Evaluation Fun!” Training Presentation: 71st Annual Conference: National School Boards Association, San Francisco, California – April 2011.
- “The Parent Chat: How to Handle Small Town Rumors” Minnesota School Boards Association Phase IV Workshop, Golden Valley, Minnesota – April, 2010.
- “A Nation STILL at Risk” Presentation Panel Member: National Conference on Education, Phoenix, Arizona – February, 2010.

PAST PRESENTATION HISTORY SYNOPSIS AND OTHER LISTINGS

- I have done over seventy-five presentations at national, state-wide, regional, university seminar, and local district venues. Presentation topics include: Weightlifting for Trustees, Superintendent Evaluation, Parent Chats, and TAKS Trip Incentives.
- “Campus Principal Evaluation” was a training seminar presented with my Assistant Superintendent at the Administrator’s Mid-Winter Conference.
- “Small Town Politics and School Board Responses” was a presentation made to the Superintendency Class at the University of Texas at Tyler.
- “A Wireless Community” was an invited presentation given to the Lions Club in Ranger, Texas.
- “Broad Band for Buffalo” was an invited presentation given to the Leon County Economic Development Corporation in Buffalo, Texas.

SERVICE IN TESTIMONY AND CONSULTING

- Senator Florence Shapiro’s Select Committee on Education – Invited testimony to present and discuss the Student Growth Model as a supplemental teacher assessment mechanism: Dallas, Texas – October 2008.
- Education Commissioner’s Cabinet of Superintendents – Interim Representative for the El Paso-area: October, 2003.

ADDITIONAL INFORMATION

PERSONAL ATTRIBUTES

- My job brings me much joy. I love the opportunities provided by this position to help people – staff, students, parents, and board members – realize their goals and make their dreams come true.
- I am very honest and I strive daily to “do the fair and decent thing” in all my endeavors.
- Most people would say my leadership style is very decisive. But, I make a habit of careful listening to the opinions of others before finalizing a course of action.

- I feel much gratitude to many of the supervisors who have been so helpful to me during my career. Their trust in my abilities gave me numerous opportunities to gain experience and expertise – ahead of my time – in nearly every facet of educational leadership and management.
- As one who truly believes, “you can’t do it alone,” I trust and rely on my staff and believe their success is a personal responsibility of mine. While I bring an abundance of personal energy to the workplace, “Team” is a word I use quite often when sharing philosophy.
- Three weeks after arriving at Tornillo ISD, I received a notice from the Texas Education Agency that our district would be taken over due to three consecutive years of low-performing test scores. We were one of only two districts in Texas to receive such a notice. The hiring Board was not aware of this pending sanction when I was selected. We requested a one-year reprieve and got to work. It has been a wonderful, fulfilling experience to take a beaten-down staff and community and help them to become the best in Region 19! This success is a dream of mine come true.

PERSONAL TRIVIA

- “Vranish” is a computer font consisting of my printed handwriting, which is sold world-wide by Click Art, Inc. as part of a software package.
- “CO Software” is a small-scale data information system I designed, which has been purchased for use by several Texas school districts.

TORNILLO ISD TRIVIA

- Our “Parent Chat” community engagement program is a nationally recognized success. Several state and national education publications have done feature articles on this program.
- Our “TAKS Trips Reward Program,” a travel incentive for students and staff, has also garnered national attention through various publications.
- The high school contains a state of the art Life Skills unit for our special needs children. We offer a curriculum featuring automated custodial equipment to train these students for job opportunities that offer good pay and growth possibilities.
- Using fund balance financing, expertise from our maintenance department, help from students in our Agriculture Facilities and Design class, and some outside contracting, the district constructed a new softball field as well as “Astroturfed” our baseball infield.
- The school district provides free high speed Internet access to our community using a large-area Wi-Fi hotspot paradigm. I engineered this system.
- Our technology deployment features top line equipment such as the use of blade/chassis server installations as well as thin-client lab set-ups.