

## Jose D. Salas

9536 Shoshone Avenue  
Northridge, California 91325

Cell: 818 -854-0739  
email: jsalas692004@yahoo.com

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### EDUCATIONAL VISION

All students can learn when the school climate, curriculum and instructional delivery are inclusive and implementation accommodates all learners. A successful learning environment can be achieved through high expectations, clear goals, use of research-based strategies, and a strong collaboration between the entire school community.

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### CAREER PROFILE

Twenty-nine years of experience in predominately Latino communities with over 90% FRL. From North Hills to South Los Angeles to Pacoima and Arvin, underprivileged youth has benefited and flourished in schools that I have taught and directed. A vibrant, prideful college going culture has developed at schools that I helped build: Vaughn Middle School, Grimmway Academy, and Montague Charter Academy.

- **Change agent for Education** throughout career by deciding to be a part of transformative projects that pave the way for choice and new academic opportunities.
- **Demonstrated commitment to academic rigor** in the healthy, heightened level of school culture and urgency needed to academically lift all types of learners.
- **Leadership that mobilizes Parental Involvement** creating a safe and meaningful environment for families.
- **Proven reformer that thrives in Innovative initiatives** through the implementation of new Charter start-up schools, Blended and Online Learning, International Baccalaureate, Performance Pay, "School within a School" cadre, Edible School yard learning, unionized/ non-unionized charter environments and various classroom settings.

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### PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS

#### EXECUTIVE DIRECTOR & PRINCIPAL

Montague Charter Academy

July 2018 to Present

Reference: Dr. Evelyn Licea, MCA Board Chair

Currently serving as Executive Director & Principal at this 880 student independent conversion charter school in Pacoima. Entered a situation where the school had 12 Principals in a 10 year period. The school was ordered to adhere to Fiscal Benchmarks in order to remain open in addition to a substantial amount of notices to cure and pending lawsuits. In a short amount of time, Montague is now fiscally sound, fully complaint, and lawsuit free along with strong academic and enrollment gains. MCA has continuously grown its enrollment over a five year period despite the pandemic and a demographic shift in the East San Fernando Valley.

## **Ensure Stability and Financial Sustainability**

### Board & Authorizer Relationship

- Inherited school with a myriad of Notices to Cure over a ten-year period (None since 2018)
- Re-established trust with LAUSD Charter Office
- Led school to score all 3s and 4 on yearly oversight review after 14 years of mostly 2s
- Helped secure MCA Board stability with strong communication
- Led the school out of state probation for special education services and test scores
- Appointed to the Los Angeles Advocacy Council (2023)

### Finances

- Inherited a negative 2 million dollar school net worth in 2018 and flipped it into a positive 8 million by the end of the 2023-2024 school year.
- Established year to year budgets alongside key stakeholders with a focus on sustainability
- Overseeing a 18 million budget with 200 employees
- Successfully managed a school on strict fiscal benchmarks from the LAUSD Charter Division
- Maintained and grew OPEB account for Retirees Health Benefits and established a trust for its implementation
- Overvalued and made efficient Human Resources and Accounts Payable Departments
- Completed CSDC CBO Training Series (2019)

### Property Development

- Oversees and advises the Facilities Manager to meet the conditions of the Sole Occupant agreement with LAUSD
- Maintains a productive relationship with the Area CPM
- Oversees facilities maintenance and improvement budget
- Has arranged for the construction of a new Jungle Gym, remodeled auditorium, new marquee, new kitchen facilities, additional building/classrooms, home office etc.

### Enrollment and student retention

- Increased student enrollment after years of constant decline (160 student increase in 4 years)
- Limited student transiency due to increased student & family satisfaction
- Led several outreach strategies to produce more students (Door to Door Canvassing, website advertising, community events, etc.)
- Increased enrollment throughout the pandemic
- Created policy for Early Entrance Transitional Kindergarten (4 year old) and executed the plan

### Legal & Compliance

- Inherited a school with a myriad of lawsuits (That trend was reversed year one)
- Led negotiations between the school and UTLA, SEIU and Non-Unionized employees.

- Overhauled many aspects of the school's operations to avoid lawsuits
- Led all aspects of the development of the LCAP, ESSR Plans, employee handbook, student handbook, charter renewal Educator Effectiveness, etc.

#### Marketing

- Maintains year-round outreach efforts through the use of online presence
- Established Door to Door canvassing campaign to promote school image and create enrollment opportunities
- Leads social media efforts to promote the school and create enrollment opportunities
- Established and maintains relationships with local preschools for enrollment purposes

### **Achieve Academic Excellence and Sustain and Grow Socio-Emotional Supports**

#### Academics

- Improved SBAC Scores to reach #1 status with comparable schools per charter
- Implemented i-Ready and Data Dashboard Practices
- Secured Funding, hired and implemented a 5 Hour Teacher's Assistant in each Classroom
- Secured Funding, hired teachers to Lower Class Size School-wide
- Created policy for Early Entrance Transitional Kindergarten (4 year olds)
- Secured funding and implemented initiative for Intervention during the school day
- Strengthened and expanded Arts and Sciences Program
- Secured funding for Robotics Program that won a league championship
- Reworked job duties for Teacher Coordinators and Assistant Principals to meet the needs of the school
- Scheduled training for transition of substitute teachers to formally join the staff as intervention specialists.
- Launched ELOP Program and Summer School

#### Socio-Emotional Supports

- Implemented a Restorative Justice Program with school-wide personal standards program
- Secured funding and hired two school counselors
- Launched ELOP Program and Summer School with various clubs (Music, Arts, Field trips)
- Partnered with Paws to Share (Therapy Dogs)

### **Provide Strategic Direction**

#### Academics & Special Education

- Led the approval of the school as an Option 3 school
- Led the implementation of an Inclusion sped program
- Oversaw the growth of SPED students from 8% to 15% (90 to 140 students) and expanded staff and improved test scores to remove state probation
- Overhauled use SPED vendors including the expansion of services
- Implemented a data driven culture

- Implemented the use of i-Ready & new intervention program

#### Technology & Overall Efficiency

- Expanded the presence of technology at the school overall
- 1 to 1 Chromebooks before the pandemic
- Blended learning opportunities before the pandemic
- Secured funding and purchased an Interactive board in every classroom
- Expanded and improved Bandwidth, Firewall and other tech infrastructure
- Continued ERATE
- Overhauled many practices for efficiency (Online Registration, use of Google Docs, inventory software, data dashboard, online outreach, new HR software, new cafeteria food menu development software, etc.)

#### Governance

- Advises/Leads MCA's Budget, Curriculum, Community Relations, Wellness, and Personnel Committees including School Site Council and ELAC.
- Collaborates with the Board Chair to establish the board agenda and topics

#### Meal Program

- Overhauled the food services program with new initiatives and staffing.
- Maintained a positive fund balance every year while increasing choices for students
- Captured numerous food grants (Farm to Table, Breakfast, etc.)
- Overhauled vendor services
- Overhauled Food program to become "profitable/positive" and 60% from scratch

### **Develop & Maximize Talent**

#### Staff Recruitment and Retention

- Hired and maintained 200 employees
- Fully staffed with credentialed employees and substitutes
- Teacher and support staff retention over 95% (Never under staffed)
- Created Paraeducator Career Ladder for MCA to retain Teacher's Assistants
- Overhauled office procedures and staff for efficiency including the use of various software

### **Engage Community & Drive Inclusion**

#### Parent, Community Relations & School Role in the Community

- Hosts and supports School Site Council, English Learner's Advisory Council and Coffee with the Principal along with other Governance Committees
- Led COVID support efforts for families and the community with vaccine clinics, COVID Testing and other supports
- Organized the distribution of five to seven day Food boxes to the community throughout the pandemic with over 3,000 families being supported every week at its peak.

- Established partnerships with various community agencies including MEND, Proyecto del Barrio, Whiteman Airport, Headstart and Fernandeno Indians.
- Maintained positive relations with local politicians that have created opportunities for the school.

### **CURRENT MEMBER OF LOS ANGELES ADVOCACY COUNCIL**

California Charter Schools Association

January 2023 to Present

Reference: Alfredo Ruvalcaba, CEO Magnolia Public Schools & Council Chair

This council represents the more than 300 charters schools in Los Angeles. Its purpose is to share with CCSA and the LAUSD Superintendent all charter school affairs.

### **FOUNDING HIGH SCHOOL PRINCIPAL**

Prepa Tec Los Angeles High School

July 2016 to June 2018

Reference: Xavier Reyes, Founder & CEO

Led the effort to open an International Baccalaureate High School in the City of Huntington Park, California (South LA). PTLAHS is the final piece of ALTA Public School's dream of being a K-12 complex. Under Mr. Salas' direction, the high school quickly held a Summer Bridge in July 2016 and opened for its inaugural year on August 15, 2016. In less than a month, Mr. Salas orchestrated all the necessary tasks to open the school including the hiring of staff. During the 2017-18 school year PTLAHS became an IB Candidate school and earned WASC Accreditation under Mr. Salas' leadership.

#### Development

- Advertised, interviewed and hired all staff
- Secured instructional materials for IB and CCSS
- Developed Staff training in collaboration with IB Coordinator
- Secured enrollment with extensive outreach efforts
- Established Strong relationship with LAUSD Prop 39 staff and host school
- Established Strong relationship with SBE Charter Oversight office

#### During the School Year

- Raised student achievement with rigorous IB Curriculum
- Supported the needs of all learners (EL, FRL, SPED, Emotional Needs)
- Evaluated and coached staff
- Developed and implanted a rigorous Observation, Support and evaluation process
- Planned for implemented staff development
- Collaborated with State Board Of Education staff (authorizer) – 2 successful reviews
- Collaborate with El Dorado SELPA – Successful audit Feb 2018
- Managed 2 school sites
- Collaborated with CFO to develop HS budget and revisions during the year
- Developed the LCAP and School Site plan with Stakeholders
- Developed a positive College going culture retaining 90% of HS students after 1<sup>st</sup> year
- Developed a positive staff culture retaining 90% of staff after 1<sup>st</sup> year
- Handled all authorizer requests and compliance reporting

- Developed community partnerships
- Developed new leaders for school expansion
- Secured decisions that will support the school to gain IB, WASC & a-g approvals in 2018
- Represented ALTA PS in Sacramento at the SBE yearly academic update meeting

### **SUMMER DIRECTOR (K-12)**

Scale Leadership Academy Charter School  
Reference: Dr. Lawrence Wynder, CEO

July 2016- Present

Directed 6 school campuses during the Summer of 2017 ( 2 Elementary, 2 Middle School and 2 High Schools). Developed the partnerships with various charter school leaders to get the programs up and running. Implemented the programs in collaboration with the 4 Summer School administrators throughout Los Angeles.

#### Development

- Established the partnerships with Scale and negotiated MOUs
- Customized Summer school education programs with each charter school (Elem, Middle & High School)
- Planned and implemented enrollment process for all 6 program
- Hired staff for 5 of the 6 programs and secured facilities needs
- Trained staff for the independent study program and compliance needs

#### During the Summer Semester

- Supervised 2 Elementary campuses, 2 middle schools and 2 High school programs
- Met the conditions of the MOUs
- Traveled to all sites throughout Los Angles to manage and coach the administrators
- Evaluated staff
- Managed and balanced the budget
- Closed out Summer sessions and secured compliance and reporting needs
- Secured the grant funding for partnership schools upon completion of the program

### **HIGH SCHOOL PRINCIPAL**

Olin Virtual Academy  
Reference: Ramon Miramontes, President

April 2014- March 2016

Hired to re-start an online high school that had struggled with low academic achievement, staff morale and financial decision-making. The high school had been previously administered, under contract, by a private educational organization for P.P.E.P. California. As the only full-time employee, spearheaded all aspects of the school's re-development and transfer of operations, students and staff until its re-opening in September 2014 as an independent charter school.

#### Transition Stage (School development Phase)

- Planned and developed the charter's day to day plan based on approved petition
- Redeveloped the charter's academic focus based on student needs and performance data
- Developed a new Student Academic Success Team Concept to support struggling students
- Redeveloped the Student handbook to address lack of rigor and student support in school curriculum
- Planned and implemented staff development for new curriculum

- Led and mentored new support staff (Academic Deans, Teacher Leaders, etc.)
- Implemented Outreach, recruitment for Hiring staff- Teachers and Administration
- Planned and Implemented Student/Family Outreach for enrollment
- Participated in board policies needed to start-up the school
- Oversaw software and equipment choices plus purchases
- Developed the 2014-15 Forecasted Budget along with Local Control Accountability Plan
- Oversaw the planning, training and implementation of the new online curriculum platform plus integrated Student information systems
- Oversaw the planning, training and implementation of the office staff and operations

During the school year

- Supervised up to 60 employees including teachers, office staff and admin as Principal and de facto Executive Director
- Spearheaded the implemented of a new online curriculum, LMS and SIS
- Infused “Live Sessions” with rigor and school-wide best practices
- Spearheaded the implementation of a new intervention division
- Led budget planning and implementation
- Revised school-wide plan, including budget plan, based on new school adjustments throughout the year
- Created policy and secured finding to provide all FRL students with a laptop and Wi-Fi device
- Led and Supervised compliance/ state reporting effort
  - P1 & P2 Attendance Report Effort
  - Yearly Audit
  - SARC
  - Financial Reports
- Planned and Implemented the opening of five resource centers
- Supervised Special Education Department
- Developed a 2<sup>nd</sup> charter and various partnering opportunities to increase enrollment
- Designed a multi-track calendar to maximum student attendance & opportunity
- Served a school’s representative at community events and outreach
- Re-established a professional working relationship with the authorizer
- Reported monthly to the board of directors

## RESULTS

- Increase in Average Daily Attendance from 57% Year One to 83% Year Two
- Drop in budget deficit form 1.5 million Year One to Zero (balanced) Year Two
- Increase in student retention from Year One 39% to 64% Year Two
- AdvancED Accreditation June 2015
- NCAA Approved June 2015
- A-G Approved June 2015
- Five New Resource Centers – Year Two

## FOUNDING PRINCIPAL

Grimmway Academy Charter (Grades K-5), Arvin, California  
Reference: Tom Mestmaker, Board President

2011 to 2014

Recruited to plan and open the first charter school in Arvin (and surrounding region). Despite extremely low levels of achievement and parent participation in previous years in this farming

community, lofty goals were set for this school. An innovative Blended Curriculum was developed along with a rigorous Performance Pay program with high quality staff development. The school community responded well and the academy reached unprecedented academic levels never seen before in the region in only 2 years earning a California Distinguished School award.

- Administered all day to day operations of the 500 plus student school
- Led the start-up from a brand new school to functional and vibrant campus
- Planned, established operations and hired new school main office, custodial and paraprofessionals
- Planned for outreach, implemented job fairs and hired Certificated personnel
- Supervised over 25 teachers, 30 support staff and administrative team
- Established a highly effective school-wide discipline plan and reward system that developed academic pride
- Administered unique Peer Assistance and Review Program. Evaluated and supported teachers in rigorous “Pay for Performance Program”
- Spearheaded Data Driven Culture & Decision-making practices
- Developed and evaluated administrative staff for Performance Pay (Academic Dean, Lab Specialist, Afterschool Manager, Peer Evaluation Mentors)
- Staff Development - Assessed needs, strategized and planned with Student Data
  - Year 1 – Strong focus on school-wide best practices and ELL Strategies
  - Year 2 – Focus on Grade Level and Department Collaboration plus data Teams
  - Year 3- Focus on Writing Across the Curriculum and Common Core Transition
- Developed and oversaw the highly effective GA Blended Learning Lab that provided students with daily individualized instruction and Lab Wheel Enrichment opportunities. Students learned on software, small group instruction and Accelerated Reader Program.
- Led school-wide Student Intervention Effort
  - Developed, trained staff and implemented Student Study Teams (SST), Individual Education Plans(IEP) and Individualized Learning Plans(ILP) to support struggling students
  - Developed, trained staff and implemented Afterschool Tutoring with Smart Goals
  - Developed and implemented a highly effective “Daily Check” program to provide structure for struggling students
- Continuously recruited students and families until capacity was reached
- Established a highly effective Parent Participation Culture
  - Designed and Implemented “Star Parents of Grimmway Academy” a parent leadership group in lieu of an SSC
  - Designed and implemented a Parent Engagement Hours Program
  - Implemented effective communication for student progress
  - Community outreach (FB, Website, E-Newsletter)
  - Established and Implemented Home Visits each year (all families)
  - Planned and implemented Parent Forums
- Designed and implemented a shared decision making Governance structure including parents as stakeholders
- Collaborated in the development of the Grimmway Café (Healthy Cafeteria)
- Maintained and the academy’s school budget and fundraising
- Designed and developed the Afterschool Program
- Secured and implemented the ASES Afterschool Grant
- Made monthly reports to the board of directors and yearly progress reports to the authorizer each year (KCSOS)



- Performed Advanced Administrative (ED) Duties
  - Authored Single Site Plan, LEA Plan, Charter Renewal, and School Safety Plan
  - Developed and submitted successful Charter Growth Fund Application
  - Collaborated with Authorizer Oversight Visit & Various audits
  - Secured ERATE & School-wide Tech Plan

**RESULTS**

- 788 API (Year 1)
- 840 API (Year 2) – Ranked 15<sup>th</sup> in Kern County
- California Distinguished Schools (Year 2)
- Reached unprecedented number of proficient and advanced students in all the tested areas of CST exams in 2nd year:

Grade	GA - ELA	Local District	GA - Mathematics	Local District
Second	58%	37%	68%	66%
Third	44%	30%	84%	52%
Fourth	66%	47%	88%	70%

- 820 English language Learners API & 710 Special Ed API (Year 2)
- Improved in-seat attendance from 96.5% to 97.75 % in 2.5 year span
- 100% parent participation in parent conferences (4 times year)
- Established Parent Forum Program. 200 plus families attend monthly parent forums.
- 100% Mutual Promise Meetings each year
- Redesignated English Language Learners at a rate of 10% per year
- 98% of all families completed their volunteer hours each year

**FOUNDING PRINCIPAL** (School Development Phase)

2011

The Grimm Family Education Foundation Bakersfield, California  
 Reference: Barbara Grimm-Marshall, CEO

Spent five months prior to the start of the first school year as the educator on staff hiring teachers, student recruitment and ordering. Participated and contributed in the construction team.

- Planned and developed the charter’s day to day plan based on approved petition
- Implemented Outreach, recruitment for Hiring staff- Teachers and Administration
- Planned and Implemented Student/Family Outreach for enrollment
- Designed Grimmway Academy’s Learning Lab plus Curricular Vision
- Participated in board policies needed to start-up the school
- Oversaw all curriculum, and software choices plus purchases
- Oversaw all Furniture and technology choices plus purchases
- Designed the academy’s Performance Pay Program
- Designed the academy’s unique scheduling plan and official student and parent handbook
- Designed and oversaw the academy’s initial staff development prior to opening
- Collaborated in the construction phase of the start-up

**MIDDLE SCHOOL DIRECTOR**

2004-2011

Vaughn Next Century Learning Center (Grades 6-8), Pacoima, California  
 Reference: Dr. Yvonne Chan, Founding Principal & Anita Zepeda, Executive Director

Took the helm of middle in school in the 3<sup>rd</sup> year of operation with low academic achievement (comparable to neighboring district schools) and turned it around into one of the best middle school in the East San Fernando Valley. Grew the campus from 8 teachers to 25 and from 180 students to 450 with a wait list.

- Administered all day to day operations at 450 student middle school
- Led middle school out from first 2 years of operation to a functional and vibrant campus
- Conducted Outreach and recruitment of students and teachers
- Established school-wide discipline and counseling program including student handbook and highly effective “Daily Check” Program
- Planned and established new middle school main office and operations
- Administered unique Peer Assistance and Review Program. Evaluated and supported teachers in rigorous “Pay for Performance Program”
- Developed numerous new teachers into exemplary status and dismissed unsatisfactory teachers (per rubric)
- Established and implemented numerous reward programs to create school academic pride
- Planned and Implemented all Master Schedule decisions and student scheduling efforts including interventions and electives
- Established and Implemented the “CST Challenge Program” where students are empowered to understand their CST testing history and predict new outcomes
- Spearheaded all middle school staff development
  - Presented and Implemented staff development and School-wide efforts in researched based strategies such as Marzano Strategies, Language Objectives, Thinking Maps, Sentence Frames, Kagan strategies, Project-based learning, UBD
  - Developed teacher leaders to present in various staff developments
  - Established and enforced school-wide Data dashboard practices for data driven instructional decision-making and specialized ELL/Achievement Seating charts
  - Implemented and enforced use of technology in the classroom, electronic roll book, teacher homepages, reverse triangulation research practices, Data Director
  - Development of Tech Teacher Leaders
- Led successful establishment of GATE Enrichment and Student Support Program
- Established various partnerships with local leagues and SFPMSC to bring sports program to the middle school (Baseball, Softball, Soccer, Volleyball, Basketball)
- Established and co-implemented strong fundraising efforts/business partnerships for student extra-curricular programs (Wells Fargo, Vallarta Supermarkets, Vending Machines, student store etc.)
- Spearheaded all parent communication efforts
  - Established Parent Forum Program. 200 plus families attend monthly parent forums.
  - Presented topics such as Cyber Bullying and Keys to Academic Success at Forums
  - Established parent participation at school: coaching, reward ceremonies, dances
- Led the district-wide technology effort with IT manager
  - Tech Purchases and research
  - District Tech Plan and co-authored various Tech Grants
  - Facilitated Tech Sub-committee Meetings
  - Supervision of IT Staff
  - Spearheaded numerous software and hardware training efforts
  - Secured CFY Technology Grant where all 6<sup>th</sup> graders receive a desktop computer at home (Fall 2010)
  - Secured Zoom Data Director Grant for complex
  - Secured Mouse Grant to create middle school students led “Geek Squad”
  - Writer of EETT Tech Grant (2004,2007,2010)

## RESULTS

- Improved in-seat attendance from 94% to 98.5 % in 5 year span
- Increased number of proficient and advanced students in all the 8 tested areas of middle school CST exams in 5 year span: Need to update #'s
  - 6<sup>th</sup> English 17% to 47%, 6<sup>th</sup> Math 15 % to 47%
  - 7<sup>th</sup> English 23% to 61 %, 7<sup>th</sup> Math 19% to 47%
  - 8<sup>th</sup> English 26 % to 71%, 8<sup>th</sup> Algebra 8% to 74%
  - 8<sup>th</sup> History 22% to 55%, 8<sup>th</sup> Science 0% to 83%
- Increased number of students transitioning out of ELL status each year
  - 2004 120 ELL students in grades 6-8
  - 201025 ELL Students in grades 6-8 (by end of year)
  - Established and taught CELDT Test Prep Classes plus ELL Learning Center
- Established Honor Roll Program and increased amount of qualifying students each year. The school culture transformed to one of pride in academic excellence
  - 20 Honor Roll participants in 2004 – 20% of student body
  - 225 Honor Roll Participants in Fall 2009 – 54% of student body
  - Percentage of student body qualifying for honor roll mirrors average proficient and advanced percentages for CST exams; evidence of standards-based grading
- Reached a 99% parent participation in parent conferences (4 a year) by year 5
- 96% of families completed their volunteer hours

## NEW HIGH SCHOOL DIRECTOR MENTOR

2005-2007

Vaughn Next Century Learning Center (Grades 9-10), Pacoima, California

Reference: Dr. Yvonne Chan, Founding Principal & Anita Zepeda, Executive Director

- Took lead of 9<sup>th</sup> grade class and led day to day operations with middle school while the new director was hired (2005-06)
- Co-led High school and mentored 2<sup>nd</sup> Director for grades 9 & 10 (2006-07)
- Combined 9<sup>th</sup> and later 10<sup>th</sup> grade class in “master secondary schedule” to create a grades 6-10 program. Planned and Implemented all scheduling efforts
- Led new high school through the Peer, Assistance and Review process
- Assisted High school director by housing courses on middle school campus during final phase of construction (Fall 2008)

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## TEACHING EXPERIENCE

### MIDDLE SCHOOL MATH & PE TEACHER – 6<sup>th</sup> & 7<sup>th</sup> Grade

2002-2004

Vaughn Next Century Learning Center Middle School - Pacoima, California

- Co-Lead Committee that created and wrote start-up Middle School Charter
- Part of original core middle school teacher group
- Participated in Peer Assistance and Review as a “peer” teacher evaluator
- Created Partnership with YMCA to form a basketball league for middle school
- Grade level chair
- Co-Lead Winter and Spring Theatrical Presentations
- District Business Committee Chair
- Established The Vaughn Middle Student Court

- Co-founded the student store
- Presented “Pay for Performance Program” at CPRE Conference Chicago, IL.

**BILINGUAL ELEMENTARY SCHOOL TEACHER- 3<sup>rd</sup> Grade** 2000-2002

Vaughn Next Century Learning Center – Pacoima, California

- Participated in Peer Assistance and Review Team as Teacher
- Video in the Classroom Award Winner ( 3 times)
- Taught “Transitional English”
- Established Math Teaming Program plus Math and Science Night
- District Budget Sub-committee Chair and Grade Level Chair
- Participated in China ESL Exchange Experience

**ADULT ESL TEACHER** 1999-2004

San Fernando High Adult School  
Los Angeles Unified School District

- Taught ESL Levels Levels 1-2B
- Led various Staff Developments on language development and use of tech in the classroom
- Presented at So California Adult Ed Conference
- Awarded Highest attendance for the semester 4 times

**BILINGUAL ELEMENTARY SCHOOL TEACHER- Grades Kinder - 5<sup>th</sup>** 1996-2000

Hooper Avenue School Los Angeles, California  
Los Angeles Unified School District

- Implemented Math and Science enrichment as LASI Coordinator
- Participated as Tech lead Teacher in initial phase of Apple “Pod Classroom”
- Participated in Family Strand Experiment “School within a School” as Lead Teacher. Effort led to increased test scores, attendance and parental involvement (3 Years)
- Led Paraprofessional Career Ladder as Support Provider (2 Years)
- Established and implemented Math & Science Night

**BILINGUAL ELEMENTARY SCHOOL TEACHER- Grades 1 & 2** 1993-1995

Langdon Elementary North Hills, California  
Los Angeles Unified School District

**EDUCATION**

- 2007** Clear Tier II- AB 430  
Ventura County Office of Education
- 2004** M.A. Educational Leadership  
Alliant International University
- 1998** Multiple Subject BCLAD Teaching Credential  
California State University, Northridge

1993

**B.A. in Mexican-American Studies**  
California State University, Northridge

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**REFERENCES**

- Yvette King-Berg**      **Executive Director – Youth Policy Institute Charter Schools**  
email: [ykingberg@ypics.org](mailto:ykingberg@ypics.org)
- Keith Dell’Aquila**      **Vice-President CCSA**  
Email: [kdellaquila@ccsa.org](mailto:kdellaquila@ccsa.org)
- Alfredo Rubalcava**      **CEO Magnolia Public Schools**  
Phone: (818)437-8450
- Ricardo Mireles**      **Charter School Founder & Executive Director – Academia Avance**  
Phone: (323)230-7210    email: [ricardomireles@yahoo.com](mailto:ricardomireles@yahoo.com)
- Tom Nichols**      **Executive Vice-President – Charter School Management Corporation**  
Phone: (310)367-2395
- Jeff Sands**      **CEO 360 Accelerator & Former CCSA Central Valley Regional Director –**  
phone: (559)250-0877    email: [jeff.sands@360accelerator.com](mailto:jeff.sands@360accelerator.com)
- Dr. Yvonne Chan**      **Founder/ Former Executive Director–**  
**Vaughn Next Century Learning Center**  
phone: (818)896-7461    email: [ychandr@hotmail.com](mailto:ychandr@hotmail.com)
- Jed Wallace**      **Charter Consultant & Founder of Charter Folk**  
phone: (619)807-3398    email: [jedwallace@gmail.com](mailto:jedwallace@gmail.com)
- Xavier Reyes**      **Founder & CEO – Alta Public Schools**  
phone: (323)839-3286    email: [x.reyes@altaps.org](mailto:x.reyes@altaps.org)
- Tom Mestmaker**      **Board President - Grimmway Academy**  
phone: (661)332-1614    email: [tmestmaker@mestmaker.com](mailto:tmestmaker@mestmaker.com)
- Anita Zepeda**      **Executive Director - Vaughn Next Century Learning Center**  
phone: (818) 896-7461    email: [azepeda@myvaughncharter.com](mailto:azepeda@myvaughncharter.com)
- Stan Leandro**      **High School Principal – Vaughn International Studies Academy**  
phone: (661)210-7986    email: [sleandro@myvaughncharter.com](mailto:sleandro@myvaughncharter.com)
- Carlos Saucedo**      **Founder / CEO – Fresh Start Food Services**  
Phone: (818) 294-2065    email: [carlos.saucedo@me.com](mailto:carlos.saucedo@me.com)