

April 27, 2011

Dear Osceola Superintendent Interview Committee,

Over the past thirteen years, I have worked in the public school system in the Milwaukee metropolitan area as a Teacher, Assistant Principal, Principal, and Vice-President for Education in both large and small educational settings. In addition, I have served as President for the Wisconsin Association for Bilingual Education (WIABE) for the last four years. These leadership experiences have strengthened my ability to be an exemplary leader and to show my abilities in demonstrating a record of rigor, achievement, confidence, creativity, and capacity to inspire a professional community of learners.

I am interested in working for Osceola County Schools for several reasons. First, I am a product of public schools and believe in their quest to close the achievement gap and engage all learners in meaningful learning. I am driven by a vision of student success through academic achievement and high-performing schools and classrooms. I am confident that as a member of your team; we will implement the Osceola Strategic Plan and ensure that every student succeeds. In addition, I am inspired by the Osceola School District's drive to ensure that all students reach their highest potential, improve academic outcomes for all students, develop leadership capacity for all staff, and promote systems of practice that serve to unify and strengthen teaching and learning. As a community of learners, I will work closely with the Board, Administration, Staff, and Community in the commitment to a process of strategic planning and improvement to reach the goal of becoming the highest performing district in the state. We will build upon the recent improvement efforts and maintain a vision for continuous improvement based on results and driven by data.

As an educational leader, I have developed the ability to establish performance standards and expectations based on a clear vision for success while creating a professional learning environment that is inclusive, collaborative, focused on results, and driven by highly effective instruction. I possess strong interpersonal skills and I have a national and international network of contacts. I am a systems thinker with a strong focus on quality and continuous improvement. I am especially able to lead learning organizations by building leadership capacity among all community and district stakeholders while maintaining sound fiscal practices and effective delivery of educational services.

If you have any questions or require any additional information, I can be reached at (414) 902-1669 during the day, or at home at (414) 329-0645 or 414- 202-1444. I look forward to hearing from you about an opportunity.

Respectfully Submitted,

Jesse J. Rodríguez  
Vice-President for Education, La Causa, Inc  
President, Wisconsin Association for Bilingual Education (WIABE)

## **Personal Leadership Platform for Osceola County:**

*By: Jesse J. Rodriguez*

I believe that as a Superintendent for Osceola County it is imperative for one to build upon recent improvement efforts on systems of learning for adults and children. I am a leader who embraces the qualities of being a visionary, communicator, and problem solver. I am grounded in the fact that I am humble but confident in my abilities to lead and create a professional community of learners. As a Superintendent, I will work closely with the School Board of Directors to ensure that students, staff, parents, and community feel as an integral part of the school district and join us in the efforts to improve academic achievement and all aspects of the district's operations.

As a leader, I will promote achievement as measured by national and state assessments and guided by the State and District expectations. I model and promote an environment centered on high expectations for all constituents in the learning community. I recognize the positive results that can be obtained by empowering staff and will utilize the collaborative process with School Board to enhance advancement and professional growth based on results. I also value, recognize, and would be honor to be part the excellent work at Osceola where all district high schools earned an "A" or "B" state letter grade for the 2009/2010 school year. The current data will serve as a baseline for all leaders in taking Osceola County from "Good to Great" to reach our shared goal of becoming one of the highest performing districts in the State.

As a leader, I will align my vision for teaching, learning, and leading with Osceola's Core Beliefs to ensure alignment in all decision-making. I engage in practices that motivate, unite, and mobilize all employees by setting high standards through a shared vision. Furthermore, I always assume responsibility for the shortcomings made by an organization and diligently work to rectify those situations in order to promote a culture of success. As a team, the Board of Directors and I must maintain qualities of innovation, creativity, and resourcefulness while remaining humanistic and caring in their approach of educating all children.

# Jesse J. Rodríguez

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## Professional Objective:

To embrace, reinforce, and implement the mission, vision, and values of the Osceola County School District in the capacity of Superintendent of Schools.

## Education:

- ◆ Master of Science. Educational Leadership and Curriculum and Instruction  
August, 2000 Cardinal Stritch University, Milwaukee, Wisconsin  
Master's GPA: 3.8  
License 01 Superintendent (Completion of Program November 2011)  
License 10 Director of Instruction  
License 51 Principal (PRE-K-12)
  
- ◆ Bachelor of Arts. History and Spanish majors; minor in secondary education  
May, 1997 Carroll College, Waukesha, Wisconsin  
Majors GPA: 3.5 Overall GPA: 3.2  
License 365 Spanish  
License 725 History

## Administrative Experience:

Vice-President For Education, *La Causa, INC.*

*2008-Present*

### **Duties:**

- Recruited, hired, developed, and evaluated, school principals, administrators, instructional and support staff.
- Presented annual reports to local school boards, staff members, and community constituents.
- Secured over two million dollars of operational funding for education in less than two years by working collaboratively with the Local School District, Businesses, and the Department of Public Instruction.
- Worked closely with La Causa's President/CEO and Chief Financial Officer to secure loans and bonds from local and national financial institutions.
- Worked collaboratively with other leaders to develop a shared vision for teaching and learning guided by a three year business plan focused on Instruction, Assessments, and Partnerships.
- Designed and developed Core Academic and Fine Arts and Vocational Education programs with a clear focus on academic achievement for all students.
- Established Local, National and International partnerships to recruit, interview, contract, and secure working VISAS for international teachers.
- Demonstrated a record of rigor, achievement, confidence, creativity and flexibility to lead and inspire.
- Devised systems that support consistent delivery of services during La Causa's growth period and school expansion.
- Combined leading-edge work in the field of education with high-level strategic leadership and management.
- Established substantive expertise in education policy, finance, and community support.
- Conceptualized new project ideas identifying potential funding opportunities, conducting research, analysis, designing, leading, technical assistance, and training activities for all members of the professional learning community.

**Duties:**

- Collaborated with the School Governance Council to develop a plan for a shared vision for learning that involved all stakeholders with a focus on systems for student and adult learning.
- Guided the development of an innovative school scheduling program that addressed the needs of all students.
- Coordinated Professional Development seminars for Administrators and Teachers based upon the goals of the organization.
- Facilitated the budget development and monitoring to four schools in Milwaukee Public Schools driven by Strategic Planning to ensure fiscal responsibility.
- Facilitated the implementation of a Comprehensive Mathematics and Literacy Framework.
- Coordinated efforts and provided leadership in assessment and accountability for English Language Learners and students with Special Needs.
- Maintained a high degree of visibility and remained easily accessible to all staff.
- Established high expectations and standards for behavior for all students with specific consequences and rewards.
- Provided opportunities for collaborative decision-making including all stakeholders.
- Maintained a student-centered, orderly, and safe school environment.
- Managed a multi-million budget responsibly by allocating resources to support student achievement as designated in the schools Educational Plans.
- Cleared a six digit school deficit and carried over a surplus to support student learning.
- Welcomed community agencies, organizations, and businesses to support the Mission and Vision of Milwaukee Education Center Campus.
- Increased parent involvement through interest based activities and implemented family involvement workshops with a focus on Literacy.
- Utilized a consensus-building model to address issues that affect the school community.
- Established a strong foundation in Human Resource Administration. Interviewed over 250 teachers and administrators, reorganized personnel assignments, reassigned instructional facilities, refined grade level teams, and established student team compositions.
- Established a positive working relationship with Local Parent Groups, the School Board of Directors, District's Senior Administration, and District Bargaining Units to secure a 12 million dollar city loan in a form of bonds for a school expansion.
- Began the process of decentralizing Fratney's local school budget and provided training to teachers and support staff on best practices in finance.
- Worked with MPS nutritional services to improve nutritional services for all students and ensure fiscal responsibility.

**Duties:**

- Guided the collaborative development of an effective Educational Plan at Audubon Technology and Communication Center.
- School Programmer.
- Ensured management of Audubon's operations and safety on a daily basis.
- Supervised, evaluated, recruited and hired staff members.
- Trained the Special Services Administrator (SSA) in the area of administration of services for students with special needs.
- Served as the Local Education Leader at IEP Meetings.
- Responsible for School's Emergency Operations Plan and School Safety.
- Worked with Principal in designing and opening a local Parent Center to increase parental involvement at Audubon.

## Teaching Experience:

Spanish Teacher, *Milwaukee Public Schools*

1997-2001

### **Duties:**

- Spanish teacher at Rufus King International Baccalaureate High School
- Coordinated the transportation operations for Rufus King International Baccalaureate High School
- Recommended and implemented curricular changes to better meet the needs of the International Baccalaureate students at King.
- Organized and conducted educational trips (overseas) for students.
- Substituted for administrators and served on Educational Plan Committee.
- Presenter of Strategies for IB Instruction (Great Lakes International Baccalaureate Schools).
- Teachers' Union Representative Alternate.

## Special Administrative Skills and Training

- Fluent in English and Spanish (Speaking, writing, and reading).
- Trained as a State Professional Development Plan Assessor for teacher and administrator licensure.
- Organized Professional Conferences for the Wisconsin Association of Bilingual Education (WIABE) with a focus on teaching and learning reaching over 350 educators and parents yearly.
- Maintained partnerships with businesses, Superintendents, and sponsors to support the goals and vision of WIABE.
- Practiced a results driven and open communication leadership behavior to actively engage the WIABE Board of Directors into its core values and mission.
- Trained by the National Association of Secondary School Principals in selecting and developing the 21<sup>st</sup> century principal.
- Worked collaboratively with different Boards to achieve the Mission, Vision, and Goals of organizations.
- Represented Bilingual Educators from Wisconsin at the National Association for Bilingual Education Conference.
- Trained in urban education and experience in multi-cultural schools and organizations in Milwaukee.
- Trained as a Principal in the areas of instructional leadership, accountability, ethics, fiscal responsibility, compliance, and Board Policies.
- Strong interpersonal relationships with all stakeholders.
- Collaborated with families, community members, businesses, and other schools to foster partnerships and teamwork.
- Spring, 2006 WIABE Conference -Presenter: **"To Change or Not to Change" A Journey for Educational Equity and Institutional Advancement**.
- Summer, 2000 Presented and Defended Master Thesis: **How to Increase Parental Involvement in Our Schools**.
- Fall, 1999 -Developed, presented, and defended a school improvement plan for a school with structural, political, symbolic, and human resource deficiencies.