

Jorge L. Garza, Ed. D.

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EDUCATION 2010 Ed. D in Educational Leadership University of Texas at San Antonio
1997 M. Ed. Sul Ross State University Educational Leadership
1995 Teaching certification in Mathematics Sul Ross State University
1992 Education Aide Sul Ross State University
1983 B.B.A. in Business Administration

PROFESSIONAL Texas Superintendent Certificate
Texas Mid-management Certificate
Certified Texas Teacher Evaluation and Support Systems (T-TESS)
Certified Professional Development and Appraisal System (PDAS)
Appraiser

BUSINESS ENTREPRENEUR (GPS Carriers LLC) 2019 - 2020

- Started a transportation business from the ground up
- Contracted as a carrier for different business

K-12 PROFESSIONAL EXPERIENCE

CABINET LEVEL EXPERIENCE 2012 - 2019

SAN FELIPE DEL RIO C.I.S.D 2013 - 2019

Chief Instructional and Assessment Accountability Officer (Assistant Superintendent)

- Have served and Acting Superintendent with the absences of the superintendent
- Immediate supervision of:
 - All Secondary Principals
 - Principal of Early College High School
 - Principal of Alternative Academic Blended Academy
 - Principal of Alternative Education Program
 - Director of Curriculum and Instruction
 - Director of Bilingual Programs
 - Director of Career and Technical Education Programs
 - Director of Federal Programs
 - Director of Special Education Programs
 - Director of Athletics
 - Director of Technology
 - Director Assessment of Accountability
 - Director of Student Services
 - Curriculum coordinators

- Indirectly supervision of:
 - Chief of Police
 - Director of Emergency Operations
- Supervised all directors on plans, initiatives, and implementations of all district functions
- Work with all directors and coordinators to develop individual and staff professional development activities to help improve academic standards
- Initiated, planned, and implemented all curriculum and instructional programs
- Coordinated all of the creation of STAAR/EOC assessments
- Implemented strategic programs to help administrative team support instructional staff with all academic performance standards
- Initiated, planned, and implemented student data monitoring analysis to improve effective decision making for all instructional programs
- Worked closely with CFO to identify funding sources and ensured that funding sources were appropriately implemented
- Coordinated with the planning and creation of all district and campus improvement plans

ACHIEVEMENTS

- Lead the planning and initiation of applying for a successful designation for an Early College High School program.
- Lead, planned and initiated a partnership with our local community college (Southwest Texas Junior College) and our local Air force Base (Laughlin Air Force Base) that will help our students earn an associates in Aircraft Maintenance and be hired as they graduate from high school.
- Initiated, planned, and implemented a much needed Alternative Academic Blended Academy
- Lead, planned and initiated a partnership with Texas A&M (E12 program) which helps our students with their Engineering careers
- Lead an initiative to help several schools achieve State Met Requirement Standards (all of our schools met standards this year)
- Successfully have worked with administrators and instructional staff to incorporate and implement the district's curriculum
- Conceptualized, designed, initiated, and implemented district curriculum and instructional programs
- Was part of a committee that applied and was granted several grants (Excellence in Education Initiative Program EEIP and Rural School Grant)
- Planned and directed the implementation of one to one computers for our secondary students.
- Planned and initiated the improvement of the districts technology infrastructure
- Lead and planned for a successful Robotics program that has represented our district at the National Robotics competition
- Lead the athletic director in developing successful programs, several of our programs have won district championships, have gone 3 or 4 rounds deep in the playoffs, our Cross Country teams have represented us in state competition eleven years in a row
- Have worked closely with Superintendent in creating Performance Goals

SAN FELIPE DEL RIO C.I.S.D

2012 - 2013

Executive Director of Curriculum & Instruction

- Employed as an Executive Director serving 10,000 students - grades Head-start through twelve grade
- Have served as Acting Superintendent with the absences of the superintendent
- Immediate supervision of:
 - Director of Bilingual Programs
 - Director of Career and Technical Education Programs
 - Director of Federal Programs
 - Director of Special Education Programs
 - Curriculum coordinators

ACHIEVEMENTS

- Successfully have worked with administrators and instructional staff to incorporate and implement the district's curriculum
- Conceptualized, designed, initiated, and implemented district curriculum and instructional programs
- Conceptualized, designed, initiated, and implemented the student data analysis program called DMAC to assist all performance standards curriculum and instructional programs
- Chairperson of the curriculum committee which initiated, planned, and implemented all STAAR/EOC assessments
- Have worked closely with Superintendent in creating Performance Goals

**MID-MANAGEMENT
ADMINISTRATION**

1997 - 2012

SAN FELIPE DEL RIO C.I.S.D

2005 - 2012

Principal, Del Rio High School

Employed as Principal serving 2900 students - grades ninth through twelve

ACHIEVEMENTS

- Created plans and initiatives to promote academic success
- Created a positive and caring culture for all students to succeed
- Worked with staff to plan, create and implement long term plans to help students succeed
- Worked closely with key personnel to create leadership throughout the campus
- Used data to analyze possible concerns and correct these concerns as the data dictated
- Recognized as one of the best schools in Texas by the Texas monthly (ninth grade)
- Recognized by Just4kids as one of the best title I schools (ninth grade)
- Gold awards by TEA included
 - Commended in Reading (2006)
 - Comparable improvement (2005-2006) in Reading and Mathematics

- Del Rio High School improved all TAKS scores by an average of 20 percentage points in all scores
- Improved academic credits by 10 percent
- Conceptualized, designed, initiated and implemented an alternative program to prevent dropout (Alternative school)
- Conceptualized, designed, initiated and implemented a homework, class-work recovery program to help students succeed in their classes
- Created and initiated schools within schools to help improve academic standards (9th grade school, 10th grade school, 11th and 12th grade school)
- Initiated team teaching to enhance instructional delivery
- Initiated the use of software to analyze data to improve TAKS scores
- Initiated and implement the use of a computerized walk-through software
- Initiated and facilitated teams in curriculum design
- Chairperson of the committee to research and implement a program call AVID (Advancement Via Individual Determination) to help students take advance courses
- Initiated and implemented a district wide use of a software program to create the master schedule
- Initiated and implemented the use of a software program to update GPA's for our students
- Chairperson of a committee that correlates the high school with the Middle Rio Grande to help students earn their diploma with their work
- Part of a district budget committee that help create the district wide budget

SAN FELIPE DEL RIO C.I.S.D 2003 - 2006

Principal, Del Rio Freshman School

Employed as Principal serving 800 students - grade ninth.

ACHIEVEMENTS

- Was awarded \$135,000 by our governor for the Excellence in Education Award
- Recognized as one of the best schools in Texas by the Texas monthly
- Recognized by Just4kids as one of the best title I schools
- Gold awards by TEA included
 - Commended in ELA (2006)
 - Comparable improvement (2005-2006) in Reading and Mathematics

SAN FELIPE DEL RIO C.I.S.D 2002 - 2003

Principal, Del Rio Middle School

Employed as Principal serving 800 students – 8th graders

ACHIEVEMENTS

- Initiated the use of software to analyze data to improve TAKS scores

SAN FELIPE DEL RIO C.I.S.D 2001 - 2002

Principal, North Height Elementary School

Employed as Principal serving 500 students - grades Kinder through 5th grade

ACHIEVEMENTS

- Title I school that achieved Recognize status

- Initiated the use of software to analyze data to improve TAKS scores

SAN FELIPE DEL RIO C.I.S.D 1997 - 2001

Assistant Principal, Del Rio High School

Employed as Principal serving 2000 students - grades ninth through twelve

ACHIEVEMENTS

- Initiated and implemented a software program to determine the grade point average for all students on an ongoing basis
- Initiation and implementation of software that would help students with their career paths

TEACHING EXPERIENCE 1992-1997

Mathematics Del Rio High School, grades 9th – 12th 1992 - 1997

Educational Aide In School Suspension, grade 8th 1992

OTHER JOB EXPERIENCE 1983-1992

United States Marine Corps 1986 - 1992

K-mart Apparel Manager 1984 - 1984

K-mart Apparel Assistant Manager 1983 - 1984

SPECIAL KNOWLEDGE/SKILLS

Planned, initiated, and implemented new curriculum

Extensive knowledge in interpreting and desegregating school related data

Have managed entire school personnel of the District, High School and Freshman School

Have participated with the Superintendents Cabinet Team in preparing the district budget

Ability to interpret board policy and district and school procedures

Extensive knowledge of school law

Extensive knowledge in organizing school personnel in having a common vision by using effective communication, public relations, and interpersonal

skills

Fluent in speaking, reading, and writing in Spanish

Well versed using Microsoft software (Word, Excel, Power Point)

ORGANIZATIONAL MEMBERSHIP

Member, Texas Association of School Administrators

Member, Association for Supervision and Curriculum Development

Member, Texas Association of Secondary School Principals Association

Member, Texas Elementary Principals and Supervisors Association