

## MICHELLE SEIJAS, Ed.D.

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### EDUCATION

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University of California, Davis

- Doctorate, Educational Leadership and Policy Studies
- *The Systemic Devaluation of Latino Students in a Rural Setting: How This Wears on Their Self-Concept and Sense of Possibility for the Future*

California State University, Sacramento

- Administrative Credential
- Masters, Educational Leadership

California State University, Sacramento

- Clear Multiple Subject Teaching Credential (BCLAD)
- Supplementary Credential, Spanish

Universidad de Sevilla, Spain

- Study Abroad

University of California, Davis

- B.A., Spanish major and Education minor

### EXPERIENCE

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7/2017 – present   Sabbatical

- Taking time to reflect, refresh and refocus before making a career shift
- Traveled to Rome, Italy, Barcelona, Spain and Paris, France
- Taught *Contemporary Leadership & Orientation to the Ed.D.*, an introductory course for the Educational Doctorate program at UC Davis

7/2015 – 6/2017   Sacramento Charter High School, St. HOPE Public Schools

*Principal*

- Recruited to assist with the redevelopment and **strategic planning** for the future of the charter network after years of significant turnover in the organization at the site and home office levels.
- Partnered with the Chief of Advancement to successfully have our **charter renewed** by Sacramento City Unified School District for another 5 years.
- **Rebuilt a staff of 55 teachers and 35 classified employees** due to significant turnover in prior years. Built community between returning staff and new employees through team building, collaboration and professional development.
- **Hired two new Vice Principals and provided mentoring through their first year of administration**, in areas such as hiring, evaluation, difficult conversations, parent involvement, legal requirements and community partnerships.
- 2015-2016 **CAASPP growth for ELA and Math (+7%/+7%)** exceeded the state, county and local district

averages for growth (ELA: +5%/+5%/4%, Math: +4%/+3%/+2%)

- With the partnership of KIPP Schools, **established an instructional coaching model** for one-on-one coaching and the facilitation of content teams. This model provided increased differentiated support for our teaching staff in the areas of content and classroom management.
- Worked with the Vice Principal that led our Deans of Students to train the team in education code and creating **systems and protocols for proactive discipline**. Our work together with the support of staff led to a 25% reduction in physical altercations in the first year. The beginning and expansion of positive interventions and **restorative practices** also occurred the first year, these strategies included **PBIS**, community circles, restorative conversations, peer court and student recognition events.
- Led the further development of the **career pathways** on campus (Art, Photography, Visual Communications, Health Sciences, Business, Law and Public Service and Engineering) with the support of a Career Pathways Coordinator. We identified community partners to work with our pathways in the areas of mentoring, field trips, internships, guest speakers, funding and community event planning.
- Supported the **transition to Common Core State Standards** with teacher leaders through professional development, the writing of big goals for each department and reevaluating benchmark assessments. Whole staff professional development began for literacy across all subject areas.
- Support **partnerships with a variety of postsecondary institutions**, including Sacramento City College, UC Davis and Sacramento State, to promote college readiness and provide support systems for students to reach their postsecondary goals. Increased Advanced Placement course offerings and continued **programming for first-generation college students**, including College Track and the Early Academic Opportunity Program.

7/2012 – 6/2015 Woodland High School, Woodland Joint Unified School District

*Principal*

- Sought highly-qualified and student-centered staff members. **Led the work of 65 teachers and 40 classified employees** through collaboration, professional development and honest and supportive evaluation.
- Created and oversaw a **restorative practices leadership team** to rethink discipline and the building of school community for our 1350 students. In the first year of implementation, days of suspension dropped by 25%. Partnerships were built with the juvenile justice system, police department, local high schools, local counseling agencies and experts in the area of restorative practices.
- Planned and implemented a **student-centered master schedule to support 9<sup>th</sup> grade academies and career-focused career pathways** for grades 10-12 in the areas of Arts & Communication, Engineering and Career Technology, Public Service and Science & Natural Resources/Agriculture.
- Supported the **transition to Common Core State Standards** with teacher leaders and whole departments in the areas of English Language Arts and Math through professional development, the writing of unit study guides and writing of end of unit assessments. Whole staff professional development and support was provided for literacy across all subject areas. Science department began the **transition to the Next Generation Science Standards** through professional development and collaboration.
- Served as a **member of the district negotiations team for certificated employees**. Maintained positive relationships with the Woodland Educators Association, including their board and site representatives.
- Served as a **member of the Superintendent's Strategic Planning Committee** tasked with establishing the new Mission, Priorities, Principles and Practices for the district.
- Maintained **partnerships with a variety of postsecondary institutions**, including Woodland Community College, UC Davis and Sacramento State, to promote college readiness and provide support systems for students to reach their postsecondary goals. Maintained 15-17 Advanced Placement course offerings per school year and **programming for first-generation college students**, including Puente, AVID, Educational Talent Search and Early Academic Opportunity Program.

- **Oversaw one of the largest Career Technical Education and Regional Occupational Programs in Yolo County**, worked with the County Office, District Office and local businesses to support programming and grant writing to support programs.
- Created and facilitated the work of a site leadership team and School Site Council to facilitate the innovation, implementation and refinement of site initiatives that support the **Local Control and Accountability Plan (LCAP), School Site Plan and WASC Plan**.
- Sought out teacher leaders and potential future administrators. Provided them with **mentorship**, support and opportunities for success in leadership.

7/2011 – 6/2012 Woodland High School, Woodland Joint Unified School District

*Learning Community Director (Vice Principal)*

- **Managed the federal Small Learning Communities grant**. Effectively planned resource allocation and developed partnerships with the community to support the goals of the grant and the growth of career pathways.
- Responsible for assisting the **9<sup>th</sup> Grade Academy** Leaders in planning, organizing and directing the academies.
- **Evaluated 18 certificated personnel** in the English, Special Education and World Language departments. Provided commendations, constructive feedback and support to assist staff with mastering professional standards.
- Implemented **PBIS** to promote a positive, productive and professional school culture.
- Collaborated with the Manager of the Community Service Learning Center to ensure **intervention services** for the campus during and after the school day. As well as supervise the case management of ELL and a 9<sup>th</sup> grade cohort of students.
- Managed the organization and administration of all **state and federal tests** for the site including CAHSEE, CST, EAP and NAEP.

7/2009 – 6/2011 Woodland Joint Unified School District

*District Coordinator of Academic Interventions and Enrichment*

- Facilitated the work of 15 district **GATE** liaisons to ensure proper student identification, parent communication, site placements, and enrichment opportunities. Planned and facilitated District GATE Advisory Committee meetings, parent forums, district newsletter and networking with other districts.
- Hired, trained and monitored the work of 18 teachers for school year **Algebra Academy math enrichment** programming for 5<sup>th</sup>-6<sup>th</sup> grade students. Coordinated the summer version for 5<sup>th</sup>-8<sup>th</sup> grade with 10 teachers.
- Served as the district lead for **High School Summer School**. Worked with human resources to hire, train and monitor certificated and classified staff. Worked with the secondary level counselors to set criteria and processes for student referrals and the creation of a summer master schedule. Worked with the middle and high schools to create a summer program to support the transition of incoming 9<sup>th</sup> grade students to high school.
- Monitored and supported 15 school sites in their **maintenance and creation of intervention programs** tailored to the needs of their students. Finding personnel, curriculum, training, funding or community partnerships.
- District lead on the roll out of **intensive intervention for ELA in 4<sup>th</sup>-10<sup>th</sup> grade**. Planned trainings for teachers and paraprofessionals, ordered all materials, facilitated monthly articulation meetings for the 20 teachers involved in the initial year of implementation, conducted walkthroughs in all classes and taught demonstration lessons for teachers to assist with coaching.
- Administrator assigned to support teacher leaders in opening a **Science and Technology K-6 Charter School**. Served as the district representative for the Science and Technology Charter School Governance Committee, or the school was established.

7/2007 -6/2009 Woodland Prairie Elementary, Woodland Joint Unified School District

*Vice Principal*

- Promoted a **positive school culture** that reinforced high expectations for all, promoted effective communication, and promoted a safe and caring climate for learning.
- **Facilitated grade level and staff meetings** where research and data were used to evaluate and improve the design, materials and implementation of curriculum and instructional programs to create an effective learning environment.
- Addressed the developmental behavioral needs of students through the implementation of a **character education** program school wide.
- **Evaluated 15 certificated and 3 classified staff** and provided constructive feedback and support to assist staff with mastering professional standards.
- Monitored the **attendance** of 700 students, conducted home visits and interventions as needed.
- Facilitated the planning and application of **emerging technologies** in the classroom.

6/2007 – 7/2007 English Education Curriculum International, South Korea

*English as a Second Language (ESL) Teacher*

- **Piloted an English course** for Yoon's English Academy in South Korea for a summer.
- Implemented and gave feedback on **new curriculum and teaching models** to teach listening, speaking, reading and writing skills for English Language Learners from ages 5-14.

7/2006 - 6/2009 Woodland Prairie Elementary, Woodland Joint Unified School District

*English Learner Specialist*

- Organized and maintained **assessments and records for 430 English Language Learners** to ensure district and state compliance.
- Met with parents to answer their questions about the educational system and serve as a **liaison to teachers**.
- Assisted ELL parents in planning and conducting **ELAC meetings/DELAC**.
- **Revised the district handbook** for parents of ELL.
- **Created a school handbook** to assist teachers in understanding ELL.
- Provided **professional development** to staff on instructional strategies to support ELL. There was a 47 point growth in our site API for our ELL subgroup in the first year.

7/2003 - 6/2007 Woodland Prairie Elementary, Woodland Joint Unified School District

*Teacher*

- Taught **bilingual** first and sixth grade classrooms.
- Member of school wide **leadership team**. Assisted in the creation and oversight of the School Site Plan, planned staff development, served as a liaison between the administration and my grade level team.
- Member of the site **Math Committee**. Worked with the other committee members to roll out the implementation of new district adopted math curriculum and systems for assessment analysis.
- Co-created and led **Parent Involvement Committee**.
- Part of the **District Bilingual Articulation Team**, assisted in creating a district plan for language instruction in transitional bilingual programs.

#### ADDITIONAL INFORMATION

- Member of the Association of California School Administrators (ACSA)
- Member of the California Association of Latino Superintendents and Administrators (CALSA)
- Protégé in the CALSA Mentoring Program, 2010-2012
- Mentor in the CALSA Mentoring Program, 2014-present
- CALSA Scholarship Committee Member, 2016

- Member of the KIPP Successor Prep Leadership Program 2015-2016
- Keynote Speaker, California Mini-Corps Summer Institute, 2015
- WASC Visiting Committee Member, 2015
- Participant in Hispanas Organized for Political Equity (HOPE) Leadership Institute, 2009
- Featured as a teacher in the CELDT training video for the state of California, 2009
- Member of the Statewide Content Review Committee for the K-1 reading and writing portions of the California English Language Development Test (CELDT), 2008
- Member of the Statewide Bias/Sensitivity Committee for the K-12 CELDT, 2008