

DR. IVAN CHAIDEZ

SUMMARY

Authentic, experienced, and results-driven district leader with 24 years of successful implementation of equitable opportunities aimed at improved student outcomes. Passionate about creating a positive and culturally responsive learning environment where all students thrive and excel. Committed to the academic achievements and well-being of all students, staff, and educational partners. Dedicated and ready to bring expertise and enthusiasm to support the mission and vision of Oak Grove School District.

KEY SKILLS

- Experienced leader with thirteen years as a Cabinet-level district administrator and six years as a site administrator
- Development and implementation of innovative instructional practices and personalized learning initiatives
- Active listener, positive labor relations, strategic planning, curriculum development, and community engagement
- Engaging and effectively implementing collaborative partnerships to benefit students and staff at all grade levels
- Led Ethnic Studies Committee and current lead and facilitator of the Diversity, Equity, Inclusion, and Belonging (DEIB) Committee

EDUCATION

Doctor of Education, Ed.D., Organizational Leadership 2022
University of Massachusetts Global
Dissertation: *Exemplary Latino School District Superintendents' Use of Emotional Intelligence as They Lead Their Organizations*

Master of Science, M.S., Educational Administration 2010
National University
Thesis: *The Effect of Student Participation in the Summer Algebra Readiness Program in Algebra*

Bachelor of Arts, B.A., Chicana/o Studies & Spanish 2000
University of California, Davis

CREDENTIALS

Professional Clear Administrative Services Credential
National University

Single Subject Teaching Credential: Spanish
California State University, Sacramento

Bilingual, Crosscultural, Language and Academic Development (BCLAD) Credential
California State University, Sacramento

PROFESSIONAL EXPERIENCE

OAK GROVE SCHOOL DISTRICT

2018 - Present

Personnel and Instructional Leader for preK-8th grade education school district serving 8,880 students. \$150 million annual budget. Led both personnel and educational services divisions to achieve significant improvements in student outcomes and employee relations. Developed and executed a district-wide plan for LCAP. Led implementation of Board Resolutions for Ethnic Studies and DEIB, including Social Studies curriculum adoption and distance learning during the COVID-19 pandemic. Managed staffing allocations to reduce costs to the general fund. Ongoing collaboration with educational partners and bargaining associations to create a positive and safe learning environment.

Assistant Superintendent, Human Resources

2021 - Present

- District Lead Negotiator
- Collaborate with three Bargaining Association Presidents consistently on employee relations: President Maripaz Berlin, OGEA; President Chuck Baylot, CSEA; and President Mike Poynter, AFSCME
- Guide and advise 18 school elementary and intermediate school principals on all employee supports
- Successfully led negotiations for a three-year closed collective bargaining agreement with all three associations
- Support all directors and supervisors in department employee relations, performance, and areas of improvement
- Closely collaborate with the Chief Business Official on managing ongoing staffing costs and budget efficiencies

Assistant Superintendent, Educational Services

2018 - 2021

- Supervised and co-evaluated principals. Support to 18 schools, elementary - intermediate
- Oversaw the implementation and accountability of all state and federal programs for classroom support
- Oversaw the leadership and management of Special Education, Student Services, Assessment, New Teacher Induction, GATE, English Learners, and Educational Technology departments
- Implement strategic Local Control Accountability Plan (LCAP) and local data for the State Dashboard
- Collaborate with Principals, Instructional Coaches, and Teachers on implementing the SEAL model
- Served on the Budget Advisory Committee to identify efficiencies and areas for district cost savings

NOVATO UNIFIED SCHOOL DISTRICT

2016 - 2018

Instructional Leader for a PreK-adult education school district serving more than 7,800 students. \$94 Million annual budget.

Assistant Superintendent, Educational Services

- Responsible for supervising and evaluating thirteen site principals with a focus on elementary schools
- Restructured the Special Education Department to create clear vertical alignment and student placement with elementary schools
- Led the implementation and budgeting of the Local Control Accountability Plan with the Business Department
- Started and led the creation of a new Spanish Dual Language Immersion Program at Lynwood Elementary School
- Maintained excellent public relations with parents, businesses, the Board of Trustees, and community groups to provide information and receive feedback

NAPA VALLEY UNIFIED SCHOOL DISTRICT

2011 - 2016

Instructional Leader for Elementary through Adult Education school district serving more than 18,000 students. \$200 Million annual budget.

Executive Director, Innovation & Achievement

2014 - 2016

- Oversaw and supported 32 schools, elementary through high school
- Led all aspects of Teaching & Learning, Special Education, Project Based Learning, Professional Learning, Interventions, GATE, English Language Learners, Student Services, and Parent and Community Engagement
- Led the District Equity Committee and facilitated the creation of the District Equity Master plan

- Facilitated training for Cultural Responsive and Relevant Teaching & Learning at all schools
- Engaged with community partners to support and engage Latino families in our district and schools, led to an increase of over 75% participation in DELAC and ELAC meetings

Director, English Language Learners, Student, and Community Services

2011 – 2014

English Language Learner Services:

- Provided leadership, support, and assistance to 32 school sites
- Oversaw the District’s instruction and assessment programs for 4,000 English Learners (ELs) students and 4,000 Redesignated Fluent English Proficient (RFEP) students
- Executed a sustainable English Learner Master Plan with embedded district-wide professional development
- District Lead for Stanford University ELL Network – Understanding Language

Student & Community Services:

- Provided leadership, support, and assistance to 32 school sites with all student and family matters
- Served as the Executive Commissioner for the Napa County Gang & Youth Violence Commission appointed by the Napa County Board of Supervisors
- Managed due process procedures for student behavior procedures and presented student expulsion matters to the Board of Trustees. Reduced expulsions by 88 percent and reduced suspensions by 57 percent
- Represented the District at all community events for partnerships with businesses, non-profits, district-wide mental health supports with community-based organizations, and led the safety committee

DIXON UNIFIED SCHOOL DISTRICT

2000 – 2011

PreK - 12th-grade school district serving 4,000 students.
\$44 Million annual budget.

Principal, Dixon High School

2007 – 2011

Led comprehensive, high-performing high school serving 1,300 students and 98 employees:

- Opened a brand new 79-acre state-of-the-art comprehensive campus
- 2011 California Distinguished School Award - significant gains in narrowing the achievement gap
- Organized and empowered underrepresented parents from our Latino and African American communities to engage and participate in school-wide activities
- Created a partnership with elementary and middle schools on a vertical alignment for essential skills students need to be prepared for high school readiness and success

Assistant Principal, Dixon High School

2006 - 2007

- Supervised three smaller learning communities: Public Services Academy, Agricultural and Industrial Academy, and the Arts and Design Academy
- Trained and assisted teachers with classroom management, student-centered learning, multicultural awareness, student assessment, and co-teaching for special education teachers

Coordinator, Educational Services

2005 - 2006

- Collaborated with five elementary principals to help improve curriculum and instruction
- Managed the District assessment and intervention programs
- Served as liaison between the UC Office of the President, UC Davis, and Dixon USD

Teacher, Dixon High School

2000 - 2005

- Taught all levels of Spanish and Spanish for Spanish Speakers, Chicana/o Studies, and ELD
- Department Chair for World Languages Department
- Created a mentoring program for elementary schools. Students earned community service and mentored an elementary school student for the school year

HONORS & AWARDS

- 2020 – Glenn W. Hoffmann Exemplary Program Awards by Santa Clara County School Boards Association
- 2020 – President of the California Association of Latino Superintendents and Administrators (CALSA)
- 2019 – California School Board Association (CSBA) Golden Bell Award for Exemplary Program Implementation
- 2018 – President-Elect for California Association of Latino Superintendents and Administrators (CALSA)
- 2016 – Community Leader Award by LEGACY Youth Project from Napa Valley Education Foundation
- 2015 – District Office Administrator of the Year Award for CALSA
- 2013 – Awardee for Association of Latino Administrators and Superintendent (ALAS) Superintendent National Leadership Academy (SLA), Cohort 3
- 2012 – California Association for Bilingual Education (CABE) Seal of Excellence Award for implementation of Elementary Spanish Dual Language Immersion program
- 2011 – Awarded State Resolution by State Senator Lois Wolk and Assemblymember Mariko Yamada for California Distinguished High School in Solano County
- 2011 – Awarded Key to the City by City of Dixon Mayor and Dixon City Council for Achievements as Principal
- 2011 – California Distinguished High School Principal Award
- 2010 – Elected Vice President for the Golden Empire League in the California Sac-Joaquin Athletic Section
- 2009 – Protégé Award, Resolution from State Senator Alex Padilla for CALSA Mentorship Program, Cohort 4
- 2009 – State Principal of the Year Gold Award by the California Association Future Farmers of America (FFA)
- 2008 – Awarded with Ethics Awards from the Capital Valley Athletic Conference (CVC) League
- 2005 – Featured in the California Teachers Association (CTA) Magazine for Literacy work with WestEd
- 2003 – Distinguished Teacher of the Year for Dixon High School, voted by the Student Body

PROFESSIONAL ORGANIZATIONS

Member, Association of California School Administrators (ACSA)

Member, Association of Latino Administrators Superintendents (ALAS), a national organization

Member, California Association of African-American Superintendents and Administrators (CAAASA)

Member, California Association of Asian & Pasifika Leaders in Education (CAAPLE)

Member, California Association for Bilingual Education (CABE)

Life Member, California Association of Latino Superintendents and Administrators (CALSA) Past President

COMMUNITY AFFILIATIONS

Life Member, Cal Aggie Alumni Association (CAAA) – University of California, Davis

Founder & Life Member, Kappa Alumni Association (KAA) - University of California, Davis

Founder & Life Member, Nu Alpha Kappa Fraternity, Inc. (NAK) – University of California, Davis