

Hector Garcia, Ph.D.

Career Highlights

National expert and author on Professional Learning Communities (PLCs) – Presented across the country and sold over 4,000 copies nationally in two years.

Academic experience and improved student performance in multiple school districts.

Financial experience that includes leading all aspects of a \$26 million dollar budget.

Appointed member of ISBE’s teacher evaluation committee and Vision 20/20 committee.

Elected National Academic Assembly chair for College Board (Fall, 2017).

Work Experience:

Superintendent – District 88 – Plano, IL. (7/2012 - present)

District Leadership

- Leads and manages a comprehensive Pre-K to 12 school district with an annual budget of .
- Guided the vertical articulation of the K-12 curriculum and the K-6 standards based report card.
- Led the redesign of the student monitoring and academic support system for all K-12 students.
- Collaboratively lead the implementation of Professional Learning Communities district-wide.
- Leads all human resource operations including investigation, insurance, and hiring.
- Manages and supervises the Special Education program within and outside of the district.
- Directs all financial aspects including the budget cycle and financial forecasting.

Achievements

- Implemented curricular changes that have been widely supported at every level of the organization, including the staff, community, and Board of Education.
- Led the process of establishing a new Special Education Cooperative with four school districts.
- Developed a Principal Evaluation process that has served as a model throughout the State.
- Established a Dual Language program that has attracted the attention of national experts.
- Secured ISBE’s highest financial profile rating during one of the toughest economic periods.
- Strong union support despite two contract negotiations and multiple improvement initiatives.
- Enrollment in advanced math courses 6-12 has increased to its highest levels in district history.

Assistant Superintendent for Educational Services – District 87 – Glen Ellyn, IL. (7/09 – 6/12)

Teaching and Learning

- Coordinated all curricular improvement efforts in one of the highest performing school districts.
- Oversaw the response to intervention efforts that have dropped total failures by 10%.
- Supervised academic programs ranging from Special Education to Research.
- Led the strategic implementation of Professional Learning Communities and in 2012 Glenbard became one of only 10 school districts to be nationally recognized for implementation.

Achievements

- Led the redesign of a more rigorous curriculum for all students resulting in an increase in AP enrollment (36%), test takers (54%), and tests taken (43%) over a two-year period.
- AP enrollment for African-American and Latino increased by 80% and 100% respectively.
- Three Glenbard schools posted the highest composite ACT of all time in 2011.

Director of Curriculum and Instruction – PCCSD 202 - Plainfield, IL. (7/06 – 6/09)

Teaching and Learning

- Led the initiative to improve the honors and Advanced Placement program. These efforts resulted in record number of students enrolled in AP courses and achieving scores of 3+ on AP exams.
- Led the K-12 redesign of Language Arts as well as consulted in the development of the High School Social Studies, Science, and Mathematics curricula.

Achievements

- Increased the percentage of PSAE students who met and/or exceeded standards - Reading (46% to 68%), Math (43% to 65%), Science (46% to 61%), and Writing (53% to 71%) in three-years.
- Spearheaded significant changes in the AP program that resulted in an increase in the rise of tests taken, courses as well as Latino and African-American student enrollment in a three-year period.
- ACT Reading scores rose from 35% meeting to 51%, Math improved from 26% meeting to 45%, and English scores increased from 54% meeting to 66%.

Principal - J.S. Morton East High School- Cicero, IL. (7/03 – 6/06)

Leadership and Achievements

- Led over 4,000 students, 210 certified educators, and over 100 support staff members.
- Gained state recognition as one of only four schools to be identified as a “Promising School.”
- Expanded the AP program in the number of students enrolled by 117%, the number of exams taken by 154%, and increased the amount of grant funding received by the district.

Director of Educational Services – Girls and Boys Town, Omaha, NE. (7/02 – 7/03)

Assistant Principal- J.S. Morton East High School- Cicero, IL. (7/99- 6/02)

Dean of Students- Adlai E. Stevenson High School- Lincolnshire, IL. (8/96- 6/99)

Assistant Dean of Students- Morton East High School- Cicero, IL. (8/95 - 6/96)

History Teacher- Morton West High School- Berwyn, IL. (1/93-6/95)

Key Committees, Advisory Boards, and Honors:

Plano District 88 Premier Award: Administrator. (Spring, 2014)

Elected member of the National Academic Assembly Council of the College Board. (Fall, 2013)

Regional Office of Education, DuPage, IL - Equity and Excellence 2012 award winner.

Member and co-chair of ISBE’s Education’s Performance Evaluation Advisory Council (PEAC).

Education:

Ph.D.: Loyola University, Chicago, IL. Educational Leadership and Policy Studies.

Master in Education: Northern Illinois University, Dekalb, IL. Educational Administration.

Bachelor of Arts: University of Illinois, Chicago, IL. Major: History/Minor: Secondary Education.

CSBO Endorsement (Expected Spring 2018): Governors State University, University Park, IL.

Professional Experiences:

National Publication

Garcia, H., McCluskey, K., & Taylor, S. (2015). *Game Plan: A Playbook for Developing Winning PLCs at Work*. Bloomington, IN: Solution Tree Press.

Solution Tree Associate (2010 – current)

Trained K-12 teachers and administrators in Professional Learning Communities principles and essential concepts in multiple states throughout the country.

College Board Trainer (2008 – 2010)

Conducted workshops on developing an effective Advanced Placement program through the use of Pre-AP: Instructional Leadership Through AP Vertical Teams®.

Professional Presentations (National & Regional):

Garcia, H. (July, 2015 & 2017). *Out of Many, One, Paving the Way, and Game Plan*. Programs presented at the Professional Learning Communities at Work® institutes. Louisville, KY and San Jose, CA.

Garcia, H., Mehochko, C., Fellows, I., Romano, T. (November, 2014). *Establishing a Multi District PLC*. Program presented at Joint Annual Conference of IASB/ IASA / IASBO. Chicago, IL.

Garcia, H. (September, 2014). *Establishing a Mission, Vision, and Goals*. Program presented at ALAS' Superintendent Leadership Academy. Rosemont, IL.

Garcia, H. (July, 2014). *Developing One Focus, Paving the Way, and Overcoming the 'How.'* Programs presented at the Professional Learning Communities at Work® institutes. Orlando, FL.

Garcia, H. (July, 2012 & 2013). *Igniting Implementation Ideas, Paving the Way, and Creating Coherence*. Programs presented at the Professional Learning Communities at Work® institutes. Denver, CO., San Antonio, TX., and Orlando, FL.

Garcia, H. (October, 2011). *High School Transcripts: The Perspective of a College Admission Officer*. Program presented at the College Board® National Forum. New York, NY.

Garcia, H. (June, August, & October, 2011). *PLCs for Singletons and Small Schools*. Programs presented at the Professional Learning Communities at Work® institutes. Las Vegas, NV., Seattle, WA., and Little Rock, AR.

Garcia, H. (October, 2010). *Cómo Ayudar a Su Hijo Para Éxito Después de la Secundaria*. Program presented at West Chicago Middle School. West Chicago, IL.

Adjunct Professor:

Concordia University Chicago:	EDL 6981: <i>Leadership & Public Policy Internship</i> EDL 6220: <i>School Organization & Human Resources</i>
Governors State University:	EDAD 731: <i>School Community Relations</i> EDAD 713: <i>Leadership & Organizational Behavior</i>
Lewis University:	51-557: <i>Curriculum and Instruction</i>

Extracurricular Activities:

Community Service

Elmhurst American Youth Soccer Organization (AYSO) coach for U-6, U-8, and U-10 girls.

Elmhurst Youth Baseball coach for 6-7 year-old boys.

Buffalo Grove and Cicero Rotary International past member.

Former Professional Tennis Registry (PTR) tennis instructor.