

## **PAUL CRUZ, Ph.D.**

[paul.cruz@austin.utexas.edu](mailto:paul.cruz@austin.utexas.edu)

### **SUMMARY of PROFESSIONAL EXPERIENCE**

**2021 – Present      Professor of Practice & Co-Director      University of Texas at  
of the Cooperative Superintendency      Austin  
Program**

- Supervised Cooperative Superintendency Fellows which is a doctoral program to prepare future superintendents and executive school district leaders
- Taught doctoral level classes regarding Administrative Theory, School Restructuring and Renewal, Administrative Functions, and Practicum
- Served on dissertation committees
- Worked with D. DeMatthews on the following article: DeMatthews, D. E., Childs, J., Knight, D. S., Cruz, P., & Clarida, K. (forthcoming). More than meets the eye: Rural principal turnover and job embeddedness. *Leadership and Policy in Schools*.
- Served on University Council of Educational Administration 2021 Conference Planning Committee

**2014 – 2020      Superintendent of Schools      Austin ISD**

- Provided instructional leadership and management of approximately 81,000 students in 129 campuses with 12,000 staff members; Austin ISD is the 6<sup>th</sup> largest district in the state of Texas of over 1,200 school districts
- Led the district to reach an all-time high graduation rate of over 90% and students scored above the state and nation on the SAT and ACT
- Received Recognized Accountability Ratings (score of 89) from the Texas Education Agency
- Established a partnership with local chambers of commerce where 2 of 3 of our students enrolled directly into college within one year of graduation
- Passed over a \$1 Billion Bond that received over 70% approval
- Achieved Superior Ratings under the state's Financial Integrity Rating System of Texas (FIRST)
- Created a 25-year Facility Master Plan
- Instituted 6 Early College High Schools where students earn a high school diploma and an Associates Degree in 4 years
- Implemented a Creative Learning Initiative to support arts-rich schools
- Established Dual Language Programs in Spanish, Vietnamese and Mandarin
- Created Dual Language Programs in elementary schools, middle schools, and high schools
- Ensured the implementation of Social Emotional Learning in all schools

- Developed Career Launch Programs in several high schools where students earn college credit in high school and participate in internships with industry partners
- Established Mental Health Centers in all high schools and several middle schools and elementary schools
- Provided PreK for 3 and 4 year olds
- Instituted Breakfast in the Classroom

**2009– 2014**

**Chief Schools Officer**

**Austin ISD**

- Provided instructional leadership for associate superintendents and all campus principals
- Managed programs for dropout prevention, guidance/counseling, Advanced Placement Strategies, Advancement Via Individual Determination (AVID), Child Study Teams, and athletics
- Established the Distinguished Level of Achievement Plan as the default graduation plan for all students and secured process for all 11 comprehensive high schools to offer all five endorsements outlined per House Bill 5
- Implemented two Early College High Schools where students in home assignment zones are able to earn up to 60 hours of college credit
- Implemented an approved \$490 million bond package for technology and facility improvements across the district
- Created single-sex schools
- Implemented the motto “something cool in every school” in all eleven comprehensive high school feeder patterns that included creating and/or enhancing STEM (Science, Technology, Engineering, and Math); arts integration; Social and Emotional Learning; AVID; fine arts academies; Green Tech environmental sciences; and Twilight Evening Schools
- Increased college enrollment rates

**2006 – 2009**

**Associate Superintendent for Middle Schools and Assistant Superintendent for Education Support Services, Austin ISD**

- Provided instructional leadership in 19 middle schools
- Facilitated the opening of a new middle school
- Supervised college readiness, guidance and counseling, student services, and dropout prevention programs
- Increased student performance from 2007 to 2008 in Grades 6, 7, and 8 in Reading, Math, Science and Social Studies on the Texas Assessment of Knowledge and Skills

**2004 – 2006 Executive Team Leader/Assistant Superintendent, Round Rock ISD**

- Facilitated the development of a districtwide Tiered Intervention Plan to improve the performance of all students and close the gap in student achievement
- Led the development of the districtwide Bilingual and English as a Second Language Education Plan
- Supervised campus principals and district-level staff

**2003 – 2004 Deputy Superintendent, Kansas City, MSD**

- Provided instructional leadership for seventy school principals and executive directors
- Worked with staff to develop the district’s High School Reform Initiative

**2002 – 2003 Deputy Commissioner, Texas Education Agency**

- Provided supervision for state-level programs including Curriculum, Assessment, Dropout Prevention, Technology, Statewide Reading and Math Initiatives, State and Federal Programs, Special Education, and Bilingual Education
- Supervised the development of the Texas Student Success Initiative
- Facilitated the development of statewide expectations and guidelines for the No Child Left Behind Act.

**1998 - 2002 Superintendent of Schools, Laredo ISD**

- Provided leadership for approximately 3,400 staff members and 23,500 students
- Led the passage of a \$144 million facilities bond package
- Received acknowledgement from the Texas Education Agency for the high percentage of students completing the “Recommended Graduation Plan”
- Improved student achievement in Reading from 60.3% passing to 82.6% passing
- Increased performance in Writing from 69.9% passing to 82.9% passing
- Improved math performance from 60.2% passing to 86.6% passing

**1995 – 98 Assistant Superintendent for Curriculum & Instruction and Administrative Assistant, San Benito CISD**

- Received “Recognized” Accreditation Ratings for three consecutive school years
- Decreased student dropout rates significantly
- Earned “Recognized” or “Exemplary” ratings at 12 of 13 campuses
- Named Honor Board of the Year for the state of Texas

- 1993-95**      **Cooperative Superintendency Fellow and Planner, The Office of Accountability, Texas Education Agency**
- 1990-93**      **Campus Administrator, Northside ISD & Brownsville ISD**
- 1987-90**      **Teacher, Corpus Christi ISD**

## **ACADEMIC PREPARATION**

- 1995      Doctor of Philosophy in Educational Administration at The University of Texas at Austin – Cooperative Superintendency Program
- 1989      Master of Science in Educational Administration at Corpus Christi State University
- 1987      Bachelor of Science in Elementary Education with specialization in English at The University of Texas at Austin

## **TEXAS CERTIFICATIONS**

- 1995      Superintendent – The University of Texas at Austin
- 1990      Mid-Management – Corpus Christi State University
- 1987      Teacher – Grades 1-8 – The University of Texas at Austin
- 1987      English – Grades 1-8 – The University of Texas at Austin

## **PROFESSIONAL AND CIVIC ORGANIZATIONS – PAST AND PRESENT**

- Executive Board Member – Council of Great City Schools
- Member – Austin Area Research Organization
- Co-President – Hispanic Faculty and Staff Association at UT Austin
- Board Member – Austin Area American Heart Association
- Advisory Board – Big Brothers Big Sisters
- Member - Leadership Austin
- Board Member – Skill Point Alliance
- Board Member – Greater Austin Hispanic Chamber of Commerce
- Board Member – Austin Partners in Education
- Participant in Public Education Leadership Program at Harvard University
- Division lead for an \$8.6 million grant to Youth Services Mapping to support students
- Member of Phi Delta Kappa Educational Honor Society