Dr. Miguel A Serrano

El Paso, TX 79936

Contents:

1. Online Application
2. Attachment: Administrative License
3. Attachment: Cover Letter
4. Attachment: Diploma or Transcripts
5. Attachment: Diploma or Transcripts p. 2
6. Attachment: Diploma or Transcripts p. 3
7. Attachment: Diploma or Transcripts p. 4
8. Attachment: Diploma or Transcripts p. 5
9. Attachment: Diploma or Transcripts p. 6
10. Attachment: Miguel Serrano - Educational Phylosophy.pdf
11. Attachment: Reference Letters
12. Attachment: Reference Letters p. 2
13. Attachment: Reference Letters p. 3
14. Attachment: Reference Letters p. 4
15. Attachment: Resume

Prepared for: Steve Sanchez
Las Cruces Public Schools
Aug 25, 2016 4:00 PM

REDACTED

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Las Cruces Public Schools Online Application

Serrano, Miguel - AppNo: 28726 Date Submitted: 8/13/2016

Personal Data

Name:	Dr. (Title)	Miguel (First)	A (Middle Initial)	Serrano (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other:	Mr. (Title)	Miguel (First)	A (Middle Initial)	Serrano (Last)

Email Address:

Postal Address

Permanent Address		**Present Address (until Permanent)**	
Number & Street:		Number & Street:	
Apt. Number:		Apt. Number:	
City:	El Paso	City:	El Paso
State/Province:	TX	State/Province:	TX
Zip/Postal Code:	79936	Zip/Postal Code:	79936
Country:	United States of America	Country:	United States of America
Daytime Phone:		Phone Number:	
Home/Cell Phone:			

Employment Desired

Closed Vacancy Desired:

JobID:	Superintendent:	Date Last Submitted	Experience in Similar Positions
4878	Superintendent at Administration Building	8/13/2016	2 years

Experience

Please list ALL WORK experience beginning with the most recent.

Current or Most Recent Position		**Employer Contact Information**		**Supervisor/Reference Contact Information**	
Socorro ISD Director of Human Resources		El Paso, TX 79928		Dr. Jose Espinoza	
Date From - Date To:	08/2014 - 08/2016	**Full or Part Time:**	Full		
Reason for Leaving:	Still working as the Director of Human Resources				
Responsibilities/ Accomplishments at this Position	Accomplishments: -The creation of new paraprofessional evaluation instrument for all paraprofessional employees in the district. -The creation of new professional evaluation instrument for all professional employees in the district. -The recreation all job descriptions in the district to a more professional format. Responsibilities: As the Director of Human Resources I was the lead person in the district in multiple projects to include the new paraprofessional evaluation instrument, the new professional development evaluation instrument, and the recreation all of the job descriptions in the district. I oversee all the departments in the district and give support all district employees. I supervise the following departments: administrative services, child nutrition services, community education, finance/purchasing, internal auditors, police services, public relations, transportation, aquatics, IS/Technology, human resources, maintenance/operations, the office of the superintendent, cross guards/monitors, and substitutes to include priority substitutes. I am in charge on Secondary Staffing for all high schools and middle schools. I work very closely with the Employee Relations division of human resources and I conduct employee investigations and make recommendations on employee terminations and non-renewal of contracts. I also oversee the service records division for the district.				

Experience Continued

Responsibilities/ Accomplishments at this Position continued...

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Socorro High Shool in Socorro ISD Principal		El Paso, TX 79927		Dr. Cynthia Lopez	
Date From - Date To:	06/2007 - 08/2014	**Full or Part Time:**	Full		
Reason for Leaving:	Promotion to Director of Human Resources in Socorro ISD				
Responsibilities/ Accomplishments at this Position	Accomplishments: Established the Early College at Socorro High School - 2014 Advanced Ed Accredited High School - 2007 and 2014 STAAR Academic Recognition in Mathematics - 2013 Awarded Department of Education ELL Grant in Partnership with UTEP - May 2012 High Schools That Work Academic Studies Award - June 2011 Texas Education Agency Exemplary High School - 2010 BROAD High School a . 2009 and 2010 Texas Education Agency Recognized High School - 2009 TAASP High School Principal Finalist for Principal of the Year for Texas - June 2009 TAASP High School Region 19 Principal of the Year - May 2009 Advanced Ed Accredited High School (Southern Association of Colleges) - 2007 TAASP High School Region 19 Assistant Principal of the Year - May 2005 Attendance Rate (96.1%) 2004-2005 Socorro Mayor Award (Irma Sanchez) 2004 Nominated for TAASP High School Region 19 Assistant Principal of the Year - 2004 Runner-Up Teacher of the Year for Clarke Middle School - 1999-2000 Responsibilities: All Departments, All Academies, Assistant Principal, ACE, Administrative Interns, Assistant Principals, Athletic Academic Eligibility, Athletic Director, Athletic Events, AVID, Campus Budget, CIP, Classroom Modeling & Co-Teaching, College Readiness, Compass Learning, Creation of High Rigor & Relevance Curriculum, Data Disaggregation, DEC Chairperson, Dual Credit, Fundraisers, Instructional Coaches, Instructional Walkthroughs, KEYS Discipline Appeals, Professional Development, Public Relations, Safety, SIT, Student Activities Director, Teamwork & Support of Faculty and Staff, and Technology, Superintendent's Ad Hoc Committee, Socorro Independent School District Paraprofessional/Professional Evaluation Committee Chairperson, DEC (District Executive Committee) Chairperson, and Technology Bond Committee				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Socorro High School in Socorro ISD Interim Principal		El Paso, TX 79927		Dr. Sylvia Atkinson	
Date From - Date To:	04/2007 - 06/2007	**Full or Part Time:**	Full		
Reason for Leaving:	Promoted to Socorro High School Principal				
Responsibilities/ Accomplishments at this Position	Accomplishments: Advanced Ed Accredited High School - May 2007 Successful End of the School Year - May 2007 Very Successful Graduation - May of 2007				

Experience Continued

Responsibilities/ Accomplishments at this Position continued...

Responsibilities:
ACE, Administrative Interns, Assistant Principals, Athletic Academic Eligibility, Athletic Director, Athletic Events, AVID, Campus Budget, CIP, Classroom Modeling & Co-Teaching, College Readiness, Compass Learning, Creation of High Rigor & Relevance Curriculum, Data Analysis, DEC Chairperson, Dual Credit, Fundraisers, Instructional Coaches, Instructional Walkthroughs, KEYS Discipline Appeals, Professional Development, Public Relations, Safety, SIT, Student Activities Director, Teamwork & Support of Faculty and Staff, and Technology

Previous Position Held		**Employer Contact Information**		**Supervisor/Reference Contact Information**	
Socorro High School in Socorro ISD Assistant Principal		El Paso, TX 79927		Mr. Antonio Baca (retired)	
Date From - Date To:	07/2002 - 04/2007	**Full or Part Time:**	Full		
Reason for Leaving:	Promoted to Socorro High School Interim Principal				
Responsibilities/ Accomplishments at this Position	Accomplishments: TAASP High School Region 19 Assistant Principal of the Year - May 2005 Attendance Rate (96.1%) - 2004-2005 Socorro Mayor Award (Irma Sanchez) - 2004 Nominated for TAASP High School Region 19 Assistant Principal of the Year - 2004 Responsibilities ACE Academy, Social Studies Department, At-Risk, Attendance, AVID, CIP, Classroom Modeling & Co-Teaching, College Readiness, Compass Learning, Counseling Dept., Data Analysis, Discipline, Dual Credit, ESL Department, Fixed Assets, Graduation, GT, Walkthroughs, Intersession, Leaver Committee, LPAC, Master Schedule, Migrant, Open House, Partners in Education, PEIMS, PLCs, Professional Development, SAC Accreditation (Advanced Ed), Safety, Socorro Independent School District House Bill 1, PDAS Waiver Committee, Social Studies Dept., SPED Dept., Student Activities, Technology, Testing & Data Analysis, Title 1, Transportation, Tutoring of Students, Attendance Administrator and Master Schedule Administrator, Socorro Independent School District House Bill 1 PDAS Waiver Committee, At-Risk Coordinator Assistant Principal Leader, AYP Appeal for Socorro High School, Scope and Sequence and Curriculum Leader for the Socorro Independent School District in Social Studies, Implementation of Mock and Benchmark Tests, and Test Data Analysis				

Previous Position Held		**Employer Contact Information**		**Supervisor/Reference Contact Information**	
El Paso Community College - Mission del Paso Campus Professor - Reading/ESL Level 3		El Paso, TX 79927		Mr. Santiago Rodriguez (passed away)	
Date From - Date To:	01/2001 - 05/2001	**Full or Part Time:**	Part		
Reason for Leaving:	Promoted to Assistant Principal at Socorro High School				
Responsibilities/ Accomplishments at this Position	Accomplishments:: One hundred percent passing rate for my class Responsibilities: College Prerequisite Level ESL Reading Level 3 Teacher				

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Captain Walter E. Clarke Middle School in Socorro ISD Blingual, ESL, Dual Language, and Regular Education Teacher		El Paso, TX 79936		Ms. Susan Finch	
Date From - Date To:	07/1997 - 07/2002	**Full or Part Time:**	Full		
Reason for Leaving:	Promoted to Assistant Principal at Socorro High School				
Responsibilities/ Accomplishments at this Position	Accomplishments: -Runner-Up Teacher of the Year at Clarke Middle School -UIL Coach - Winner of several events -My ESL student in 1997 was a District Literary Anthology Winner Responsibilities: -Dual Language, ESL, Bilingual, Writing, and 6th Monolingual Teacher -Coach of various sports -Campus Athletic Coordinator -Department Chair for Bilingual/ESL Department				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Dallas Independent School District 5th Grade Bilingual Teacher		Dallas, TX 75217		Dr. Yolanda Cruz-Wilder	
Date From - Date To:	08/1996 - 05/1997	**Full or Part Time:**	Full		
Reason for Leaving:	Accepted Teaching Position at Walter E. Clarke Middle School				
Responsibilities/ Accomplishments at this Position	Accomplishments: -All 5th grade bilingual students were successful in TAAS -Started soccer team on campus -Started basketball team on campus Responsibilities: -Taught 5th grade bilingual class -Grade level leader -Soccer Coach -Basketball Coach				

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Captain Walter Clarke Middle School in Socorro ISD Bilingual, ESL, Dual Language, Reading, and Regular Education Teacher		El Paso, TX 79936		Mr. Phil Hatch	
Date From - Date To:	08/1993 - 06/1996	**Full or Part Time:**	Full		
Reason for Leaving:	Accepted Teaching Position at Gilbert Cuellar Elmentary School				
Responsibilities/ Accomplishments at this Position	Accomplishments: -Campus Bilingual/ESL Teacher of the Year - 1996 Responsibilities: -Dual Language, ESL, Bilingual, Writing, and 6th Monolingual Teacher -Coach various sports -Campus Athletic Coordinator -Department Chair for Bilingual/ESL Department				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
University of Texas at El Paso Academic Writing Tutor		El Paso, TX 79968		Dr. Dorothy Ward	
Date From - Date To:	08/1992 - 10/1993	**Full or Part Time:**	Full		
Reason for Leaving:	Pomoted to Teaching Position at Walter Clarke Middle School				
Responsibilities/ Accomplishments at this Position	Accomplishments: -My students achieved mastery of the content and moved on to the next English course at UTEP Responsibilities: My responsibilities and duties as a tutor at the University of Texas at El Paso consisted of tutoring undergraduate students in the area of remedial English courses. I also assisted students in the writing process to include the brainstorming process in order to help students develop ideas that would eventually become high quality paragraphs and essays. I also assisted students in the writing computer lab with the use of technology in order to help them improve both their writing skills and technology skills.				

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Austin High School
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
TX - University of Texas, El Paso	08/2009 08/2012	Teaching, Learning, and Culture Hrs: 60	Biliteracy Hrs:	Doctorate	08/2012
TX - Stephen F. Austin State University	08/1995 05/1997	Educational Leadership Hrs: 36	Hrs:	Masters	05/1997
TX - University of Texas, El Paso	07/1990 12/1993	Interdiciplinary Studies Hrs: 147	Bilingual Hrs: 21	Bachelors	12/1993

	Undergraduate	Graduate
Overall GPA		
Major GPA		

Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
Ed.D/Ph.D/etc.	None	Teaching, Learning, and Culture (Biliteracy focus)

List honors, awards or distinctions you have earned:
-Established the Early College at Socorro High School (2014)
-Advanced Ed Accredited High School (Southern Association of Colleges)(2014)
-STAAR Academic Distinction Recognition in Mathematics (2013)
-Awarded Department of Education ELL Grant in Partnership with UTEP (May 2012)
-High Schools That Work Academics Award State Award (June 2011)
-Texas Education Agency Exemplary High School (2010)
-BROAD High School (2010)
-Texas Education Agency Recognized High School (2009)
-BROAD High School (2009)
-TASSP High School Principal Finalist for Principal of the Year for Texas (June 2009)
-TASSP High School Region 19 Principal of the Year (May 2009)
-Advanced Ed Accredited High School (Southern Association of Colleges) (2007)
-TAASP High School Region 19 Assistant Principal of the Year (May 2005)
-Attendance Rate (96.1%) (2004-2005)
-Socorro Mayor Award (Irma Sanchez) (2004)
-Nominated for TASSP High School Region 19 Assistant Principal of the Year (2004)
-Runner-Up Teacher of the Year for Clarke Middle School (1999-2000)

Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate a New Mexico certificate? **No**

* Have you applied for a New Mexico certificate? No
* List the date you applied for certification:
* Have you received a deficiency statement? No

If pending, date test taken

* Have you passed the Basic Skills Exam? No
* Have you passed the Content Area Exam? No

Do you hold a current out-of-state certificate? Yes

State	Type	Certificate Number	Expiration Date	Current?
TX	Superintendent		10/31/19	Yes

List your out-of-state certified teaching/administration fields:
Superintendent, Principal, Bilingual 1-8, Elementary 1-8 (Texas)

Language Skills

Do you know any language other than English? Yes

Language(s): Spanish
Oral Level: Fluent
Written Level: Fluent

Referrals

How did you hear about employment with us?

Other: News and Las Cruces Public Schools Website		

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

I received a Superintendent Certificate in Texas on April 16, 2014.

Upload any additional documents.
Miguel Serrano - Educational Phylosophy.pdf

Disclosures

Contract Status

* Are you currently under contract?	Yes
If Yes, which district?	Socorro Independent School District (El Paso, Texas)
If Yes, when does it expire?	June 30, 2017

Professional Status

* Have you ever had a teaching certificate or teaching license revoked or suspended?	No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?	No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?	No
Name:	
Position:	
Relationship:	
* Can you perform all the essential job function(s) of the position(s) for which you are applying?	Yes

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

* Can you provide documentation that you can legally work in the United States for the entire school year?	Yes
* Have you ever been convicted of a criminal offense other than a minor traffic violation?	No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

* Have you ever had any indicated finding of child abuse filed in your name?	No

Legal Information continued

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country? No

Equal Opportunity Employer

Las Cruces Public Schools is an Equal Opportunity Employer. Las Cruces Public Schools ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Las Cruces Public Schools has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement, Authorization, Waiver, and Release

I hereby certify that the information contained in this application is true, accurate and complete, to the best of my knowledge and belief. I understand and agree that any misrepresentation or willful omission of facts shall be sufficient cause for disqualification of my application or for termination of my employment. Failure to provide all or part of the information requested may result in the refusal of the Las Cruces Public Schools District to further consider me for possible employment.

I hereby authorize the Las Cruces Public Schools District and its agents to investigate my work history and education history and to conduct personal inquiries. I understand that the Las Cruces Public Schools District will send a copy this Agreement and Authorization to each individual or entity from whom it is seeking a reference or background information.

I hereby authorize the party receiving a copy of this signed form (including a photocopy or facsimile copy) to provide and release complete information as may be requested, and I hereby waive any claim of confidentiality I might have with regard to such information.

I hereby release any person or entity providing information or records in accordance with this Agreement, Authorization, Waiver, and Release from any and all claims or liability for compliance.

I AM ALSO WAIVING ANY RIGHT OF ACTION, CAUSE OF ACTION OR OTHER MEANS OF REDRESS I MAY HAVE AGAINST ANY PERSON OR ENTITY SUPPLYING EMPLOYMENT-RELATED INFORMATION--INCLUDING BUT NOT LIMITED TO INFORMATION CONCERNING MY BACKGROUND, WORK HISTORY, AND DISCIPLINARY HISTORY--TO THE LAS CRUCES PUBLIC SCHOOLS DISTRICT UNDER A GUARANTEE OF CONFIDENTIALITY.

I understand and agree that if I am considered as a finalist for, or I am actually recommended for employment, I will submit to a criminal background investigation, including mandatory fingerprinting, at my expense, to determine my acceptability for employment. Criminal convictions shall not automatically bar an applicant from obtaining employment with the School District, but pursuant to the Criminal Offender Employment Act of New Mexico (NMSA 1978, 28-2-1, et seq.), such convictions may be the basis for refusing employment. I understand that any employment offer is contingent upon the satisfactory completion of all background checks.

I understand that the information contained in this application and the information submitted by me or obtained pursuant to this agreement and authorization is confidential, for the exclusive use of the Las Cruces Public Schools District and its agents for employment decisions, and will not be transferred to any other entity without my written authorization unless required to be disclosed upon request by either New Mexico or federal law.

Applicant's Acknowledgment and Agreement, Authorization, Waiver, and Release continued

I, Miguel Serrano, agree to all of the terms above. ☒ I agree

Texas Educator Certificate

State Board for Educator Certification

Certifies that

Miguel A Serrano

has fulfilled all requirements of the State of Texas and is authorized to practice as a certified educator in the areas designated below:

Certificate Description	Original Effective Date	Validity Period
Standard		
Superintendent		
Superintendent (Grades EC-12)	04/16/2014	04/16/2014 - 10/31/2019
Professional		
Mid-Management Administrator (Grades PK-12)	05/17/1997	05/17/1997 - Life
Provisional		
Elementary Bilingual/ESL (Grades 1-8)	06/25/1994	06/25/1994 - Life
Elementary Self-Contained (Grades 1-8)	06/25/1994	06/25/1994 - Life

Bonny Cain

Bonny Cain, Ed.D.
Chair

THE STATE OF TEXAS

STANDARD CERTIFICATE RENEWAL REQUIREMENTS

Educators holding Standard Certificates must renew the certificate every five years; however, educators holding lifetime certificates are exempt from the renewal process. The rules adopted by the State Board for Educator Certification (SBEC) for renewing certificates are codified at Title 19, Part VII, Texas Administrative Code (TAC), Chapter 232, Subchapter B, and are available through the Texas Education Agency (TEA) web site, http://www.tea.state.tx.us.

STANDARD CERTIFICATE RENEWAL REQUIREMENTS: All certified educators seeking to renew a certificate must do the following:

- complete the appropriate continuing professional education (CPE) clock hours;
- complete the online standard renewal application;
- pay the appropriate renewal fee; - successfully complete a criminal history review; and
- not be in default on a student loan or in arrears of child support.

CONTINUING PROFESSIONAL EDUCATION (CPE) REQUIREMENTS: CPE requirements for each class of certificate, as per TAC §232.851, are as follows:

- classroom teachers must complete 150 clock hours every five years; and
- counselors, learning resource specialists/librarians, educational diagnosticians, reading specialists, master teachers, superintendents, principals, and assistant principals must complete 200 clock hours every five years

Please note that educational aides are not required at this time to complete any CPE hours for certificate renewal.

CONTINUING PROFESSIONAL EDUCATION ACTIVITIES: CPE clock hours, as per TAC §232.860, can be accrued through the following:

- workshops, conferences, and in-service or staff development given by an approved registered provider;
- undergraduate and graduate coursework through an accredited institution of higher education, with one semester credit being equivalent to 15 CPE clock hours;
- interactive distance learning, video conferencing, or on-line activities;
- independent study, not to exceed 20% of the required clock hours;
- development of curriculum or CPE training materials;
- presenting CPE activities, not to exceed 10% of the required clock hours; and
- serving as a mentor, not to exceed 30% of the required clock hours.

Written documentation and verification of all CPE activities for Standard Certificate renewal must be maintained by the educator. It is the responsibility of the educator to determine which CPE activities meet the requirements for standard certificate renewal. TEA staff may audit CPE activity records at any time.

CONTINUING PROFESSIONAL EDUCATION PROVIDERS: All persons or organizations providing CPE activities to educators for Standard Certificate renewal must be registered with TEA. Providers must furnish, as per TAC §232.872, each educator with written documentation to include:

- provider's name and ID number;
- educator's name;
- date and content of the activity completed
- number of clock hours awarded.

Only those CPE activities from TEA registered providers will be recognized for Standard Certificate renewal purposes. All CPE providers approved by TEA are listed under the "Educator Certification" link on the TEA website.

Human Resources Department

District Service Center • 12440 Rojas Dr. • El Paso, Texas 79928-5200 • Phone 915-937-0000 • Fax 915-858-8708 • www.sisd.net

August 6, 2016

To: Las Cruces Public Schools
From: Miguel Serrano

I am honored to submit my letter of interest for position of Las Cruces Public Schools Superintendent. I take great pride in achieving success as a team and that is what I plan to continue to do if given the humble honor to lead such a great district. I know I am the person that will make a huge impact on the education and lives of the students, employees, and all the stakeholders of the learning community of the Las Cruces Public Schools. I feel that my work experience and the success in my career in working with diverse student populations make me the best candidate to lead the Las Cruces Public Schools. I consider myself a hard worker, instructional leader, and a team player. I will give you a brief overview of some of my career experiences that have prepared me to be the dynamic leader that the Las Cruces Public School deserves as Superintendent of Schools.

I am very proud to have served as a bilingual and ESL teacher and coach at Clarke Middle School in the Socorro Independent School District from 1993 to 1996 and from 1997 to 2002. I have a great deal of pride to have been a faculty of the inaugural faculty at Gilbert Cuellar Sr. Elementary in the Dallas Independent School District as a 5th grade bilingual teacher and basketball and soccer coach from 1996 to 1997. I proudly served as an assistant principal at Socorro High School in Socorro ISD from 2002 to 2007. Every year I continue my professional growth as an educator as I am an alumni of the Harvard Institute for Principals class of 2008 which offers professional development yearly both locally and at the state level. In 2009, I had the honor of being chosen by the School Improvement Resource Center (SIRC) as the secondary principal in Texas to present on School Improvement at the State Title I Conference in Austin, Texas. In 2011, I co-presented "Mathematic Strategies for Secondary English Language Learners" at Region 10 in Richardson, Texas. In 2009 I joined the Teaching, Learning, and Culture doctoral program at the University of Texas at El Paso where I earned a Ph.D. in August of 2012. The dissertation research from my doctoral study showed both quantitatively and qualitatively that professional learning communities were a huge contributing factor in improving the academic achievement of English Language Learners with my high school students.

I am very humbled and honored to have being named TASSP Region 19 High School Assistant Principal of the Year in 2005, the TASSP Region 19 High School Principal of the Year in 2009, as well as a state finalist for TASSP High School Principal of the Year in 2009 in Texas. In the fall of 2010, I co-authored an article titled "High School Mathematics—Meeting the Needs of Every Student: From Research to Practice, Practice, Practice!" I proudly served as the Principal of Socorro High School in the Socorro Independent School District, a Texas Education Agency "Recognized" high school campus in 2009 and an "Exemplary" high school campus in 2010. Socorro High School had the honor of being a 2009 and 2010 BROAD High School. I currently proudly serve as the Director of Human Resources for Secondary Staffing and Recruiting for the Socorro Independent School District where I support and give optimal customer service to 45,000 students and 6000 employees. I have a superb track record in working with all the employee associations in the region.

I am very humbled and honored to apply for the Las Cruces Public Schools Superintendent position. I can be reached via e-mail a or on my cell number a

Sincerely,

Miguel Serrano, Ph.D.

Socorro Independent School District does not discriminate on the basis of race, color, national origin, sex, age, or disability in its employment practices or in providing education services, activities, and programs, including career and technical education (vocational programs). For additional information regarding Socorro Independent School District's policy of nondiscrimination contact: (915) 937.0201, 12440 Rojas, El Paso, TX 79928

NEW MEXICO STATE UNIVERSITY

Record of : Miguel A. Serrano
Aggie ID:

Page Number : 1
Date Issued : 26-AUG-2015

MIGUEL SERRANO

Course Level: Graduate
Student Type: Continuing
Only Admit: 2004 SPRING
Matriculated: 2004 SPRING

Current Program
Doctor of Philosophy
College : Graduate
Campus : Main
Major : Curriculum and Instruction

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS

INSTITUTION CREDIT:

2004 SPRING
Curriculum and Instruction
GR-New Grad from Out-of-State
EDUC 604 MA PED OF LEARN DIV SOC

Ehrs: QPts:
GPA-Hrs: GPA:
Good Standing

2004 FALL
Curriculum and Instruction
Continuing
EDUC 613 MA EVL QUAN RSRCH EDUC

ENGL 577 MA WKP:AD TCHNL/PRF WRTG

Ehrs: QPts:
GPA-Hrs: GPA:
Good Standing

2005 SPRING
Curriculum and Instruction
Continuing
EDUC 576 MA QUALITATIVE RESEARCH

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS

Institution Information continued:
Ehrs: QPts:
GPA-Hrs: GPA:
Good Standing

2005 SUMMER I
Curriculum and Instruction
Continuing
EDUC 607 MA CURRENT RSRCH ED PRCTC

CURRENT RSRCH ED PRCTC
Ehrs: QPts:
GPA-Hrs: GPA:
Good Standing
Last Standing: Good Standing

********** TRANSCRIPT TOTALS **********

INSTITUTION Ehrs: QPts:
GPA-Hrs: GPA:

TRANSFER Ehrs: QPts:
GPA-Hrs: GPA:

OVERALL Ehrs: QPts:
GPA-Hrs: GPA:

********** END OF TRANSCRIPT **********

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Cassandra M. Lachica-Chavez, Ph.D.
University Registrar

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THE UNIVERSITY NAME APPEARS IN WHITE PRINT ACROSS THE FACE OF THIS RECORD

STEPHEN F. AUSTIN STATE UNIVERSITY

1936 North Street Nacogdoches, Texas 75962-3050 FICE 003624 Phone (936) 468-2501

Record of: Miguel Serrano
Issued To: MIGUEL SERRANO

Page: 1
ID:
Date Issued: 8/25/2015
SSN:
Date of Birth:

OFFICIAL

Current Course Level: Graduate
Current Program: Master of Education
Current Major: Secondary Education
Current Minor:
Current Concentration:

Degree(s) Awarded
Degree: Master of Education 05/17/1997
Major: Secondary Education

Comments

Institutional Credit

Graduate

Fall 1995

Subj	Crse	Sect	Course Title	AHrs	EHrs	Grade	Quality Pts	Rep
AED	553	092	SCHOOL PERSONNEL ADMINISTRATIO					
AED	516	092	THE SCHOOL PRINCIPALSHIP K-12					

Term Totals
Current
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:
Cumulative
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:

Spring 1996

Subj	Crse	Sect	Course Title	AHrs	EHrs	Grade	Quality Pts	Rep
AED	555	097	SCHOOL MANAGEMENT					
AED	565	097	PUBLIC SCHOOL LAW					

Term Totals
Current
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:
Cumulative
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:

Summer I 1996

Subj	Crse	Sect	Course Title	AHrs	EHrs	Grade	Quality Pts	Rep
AED	513	024	ADMIN OF SPECIAL SERVICES					
AED	552	024	SCHOOL-COMMUNITY RELATIONSHIP					

Term Totals
Current
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:
Cumulative
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:

Summer II 1996

Subj	Crse	Sect	Course Title	AHrs	EHrs	Grade	Quality Pts	Rep
SED	550	024	RESEARCH IN EDUCATION					
SED	560	024	EDUCA MEDIA RESOURCES & PRODUC					

Term Totals
Current
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:
Cumulative
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:

Fall 1996

Subj	Crse	Sect	Course Title	AHrs	EHrs	Grade	Quality Pts	Rep
AED	502	097	CURRICULUM AND INSTRUCTION					

Term Totals
Current
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:
Cumulative
Ahrs: 0 Ehrs: GPA-Hrs: QPts: GPA:

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Lynda Langham, Registrar

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STEPHEN F. AUSTIN STATE UNIVERSITY

1936 North Street Nacogdoches, Texas 75962-3050 FICE 003624 Phone (936) 468-2501

Record of: Miguel Serrano
Issued To: MIGUEL SERRANO

Page: 2
ID:
Date Issued: 8/25/2015
SSN:
Date of Birth:

OFFICIAL

Spring 1997

Subj	Crse	Sect	Course Title	AHrs	EHrs	Grade	Quality Pts	Rep
AED	501	091	GENERAL ADM. THEORY & PRA.					

Term Totals

Current
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:

Cumulative
Ahrs: Ehrs: GPA-Hrs: QPts: GPA:

Completed Requirements for Awarded Degree(s)

****** End of Transcript ******

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University of Texas at El Paso

Student No: 1 Date of Birth: 1 Date Issued: 25-AUG-2015
Student SSN

IMM

Record of: Miguel Angel Serrano Page: 1

Issued To: MIGUEL SERRANO
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Course Level: Doctoral

Current Program
College : College of Education
Major : Teaching, Learning, & Culture

Degrees Awarded Doctor of Philosophy 07-AUG-2012
Primary Degree
College : College of Education
Major : Teaching, Learning, & Culture

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R

TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

FALL 2004 New Mexico State U Ctrl Off*

TED 63TR ENG577 PRF WRTNG WKSHP/TED5319
TED 63TR EDUC613 QNT RSRCH ED/TED6303
Ehrs: GPA-Hrs: QPts: GPA:

SPRING 2004 New Mexico State U Ctrl Off*

SCFE 63TR EDUC604 PDGX LRNG/SCFE6313
Ehrs: GPA-Hrs: QPts: GPA:

SPRING 2005 New Mexico State U Ctrl Off*

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R

Transfer Information continued:
TED 63TR EDUC576 QLT RSRCH/TED 6304
Ehrs: GPA-Hrs: QPts: GPA:

SUMMER 2005 New Mexico State U Ctrl Off*

BED 63TR EDUC607 CRNT RSRCH ED/BED5330
Ehrs: GPA-Hrs: QPts: GPA:

INSTITUTION CREDIT:

Fall 2009
College of Education
TED 6300 M Crit Issues in Curri and Instr
TED 6302 M Social Context of Education
Ehrs: GPA-Hrs: QPts: GPA:
Eligible to Re-enroll

Spring 2010
College of Education
BED 5336 M Literacy/Biliteracy Development
TED 6301 M Biliteracy and Academic Dev
TED 6396 M Doct Sem in Educ Research
********** CONTINUED ON PAGE 2 **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No: : Date of Birth:

Student SSN

Date Issued: 25-AUG-2015

IMM

Record of: Miguel Angel Serrano

Level: Doctoral

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:							
Ehrs:	GPA-Hrs:		QPts:		GPA:		
Eligible to Re-enroll							
Summer 2010							
College of Education							
TED	6306	M	Applied Research Seminar				
TED	6310	M	Learning Theory				
Ehrs:	GPA-Hrs:		QPts:		GPA:		
Eligible to Re-enroll							
Fall 2010							
College of Education							
EDRS	6315	M	Qualitative Research Methods I				
TED	6305	M	Practicm				
Ehrs:	GPA-Hrs:		QPts:		GPA:		
Eligible to Re-enroll							
Spring 2011							
College of Education							

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:							
RED	6300	M	Issues in Lit Acq and Devol				
TED	6307	M	Found of Quan Research in Edu				
TED	6397	M	Doct Prop Writing Seminar				
Ehrs:	GPA-Hrs:		QPts:		GPA:		
Eligible to Re-enroll							
Fall 2011							
College of Education							
TED	6398	M	Dissertation				
Ehrs:	GPA-Hrs:		QPts:		GPA:		
Eligible to Re-enroll							
Spring 2012							
College of Education							
TED	6399	M	Dissertation				
Ehrs:	GPA-Hrs:		QPts:		GPA:		
Eligible to Re-enroll							
Summer 2012							
College of Education							
TED	6399	M	Dissertation				

********** CONTINUED ON PAGE 3 **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No: Date of Birth:
Student SSN

Date Issued: 25-AUG-2015

IMM

Record of: Miguel Angel Serrano
Level: Doctoral

Page: 3

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R

Institution Information continued:

Ehrs: GPA-Hr : QPts: : GPA:

Eligible to Re-enroll

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION				
TOTAL TRANSFER				
OVERALL				

********** END OF TRANSCRIPT **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No:
Student SSN

Date of Birth:

Date Issued: 25-AUG-2015

IMM

Record of: Miguel Angel Serrano

Page: 1

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Course Level: Graduate

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS

INSTITUTION CREDIT:

Summer 1994
College of Education
EDAD 3512 M Instructional Ldrship/Suprv I
EDAD 3540 M Human Factors In Education
Ehrs: GPA-Hrs: QPts: GPA:
Eligible to Re-enroll

Fall 2010
College of Education
RED 5340 M Curr Topics-Reading Education
Ehrs: 0 GPA-Hrs: QPts: GPA:
Eligible to Re-enroll

********** CONTINUED ON NEXT COLUMN **********

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION				
TOTAL TRANSFER				
OVERALL				

********** END OF TRANSCRIPT **********

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UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No: Date of Birth:
Student SSN

Date Issued: 25-AUG-2015

IMM

Record of: Miguel Angel Serrano

Page: 1

Issued To: MIGUEL SERRANO
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Course Level: Undergraduate

Comments:
Graduated prior to core implementation
MINOR: ELEMENTARY EDUCATION

Degrees Awarded Bachelor of Interdin. Studies 17-DEC-1993
Primary Degree
College : College of Education
Major : Interdisciplinary Studies/EDU

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R

TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

1 El Paso Community College

GEOG 3110	TR			
POLS 3210	TR			
POLS 3211	TR			
Ehrs:	GPA-Hrs:	QPts:	GPA:	

INSTITUTION CREDIT:

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R

Institution Information continued:

Fall 1990
College of Education

BIOL 1107	M	Topics In Study Of Life I					
BIOL 3105	M	General Biology					
ENGL 3111	M	English Composition					
HIST 3101	M	History Of U.S. To 1865					
MATH 3011	M	Acad Skill Development-Math II					
MUSA 2171	M	Piano Class I					
Ehrs:		GPA-Hrs: 1	QPts:		GPA:		

Eligible to Re-enroll

Spring 1991
College of Education

BIOL 1108	M	Topics In Study Of Life II					
BIOL 3106	M	General Biology					
ENGL 3112	M	Research And Critical Writing					
HIST 3102	M	History Of U.S. Since 1865					
MATH 3120	M	Math For Social Sciences I					
MUSA 2172	M	Piano Class					
Ehrs:		GPA-Hrs:	QPts:		GPA:		

Eligible to Re-enroll

********** CONTINUED ON PAGE 2 **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No: Date of Birth:
Student SSN

Date Issued: 25-AUG-2015

IMM

Record of: Miguel Angel Serrano
Level: Undergraduate

SUBJ	NO.		COURSE TITLE	CRED	GRD	PTS
Institution Information continued:						
Summer 1991						
College of Education						
PSCI	3101	M	Principles Of Physical Science			
SOCI	3101	M	Introduction To Sociology			
SPCH	3101	M	Public Speaking			
Ehrs: 0 GPA-Hrs: QPts: GPA:						
Eligible to Re-enroll						
Fall 1991						
College of Education						
CS	3110	M	Intro To Computer Programming			
GEOL	3103	M	Principles Of Earth Sciences			
HE	3202	M	Nutrition			
MATH	3203	M	Classroom Mathematics 1			
Ehrs: GPA-Hrs: QPts: GPA:						
Eligible to Re-enroll						
Spring 1992						

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS
Comments Continued:						
DEAN'S LIST						
College of Education						
ASTR	1108	M	Astronomy Lab II			
ASTR	3108	M	Elem Astronomy Stars & Galaxie			
CHIC	3201	M	Chicano Studies Surveys & Anal			
CHIC	3339	M	Youth At Risk: Cultural Fact			
ENGL	3454	M	Writing Processes Of Children			
Ehrs: GPA-Hrs: QPts: GPA:						
Eligible to Re-enroll						
Summer 1992						
College of Education						
BED	3427	M	Literacy Acquisition In Esl			
BED	3440	M	Principles Bilingual Ed/Esl			
BED	3442	M	Math, Soc Stud & Sci In Span			
BED	3443	M	Esl In The Content Areas			
Ehrs: GPA-Hrs: QPts: GPA:						
Eligible to Re-enroll						
Fall 1992						
DEAN'S LIST						

********** CONTINUED ON PAGE 3 **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No: Date of Birth:
Student SSN

Date Issued: 25-AUG-2015

INM

Record of: Miguel Angel Serrano
Level: Undergraduate

SUBJ	NO.		COURSE TITLE	CRED	GRD	PTS
Institution Information continued:						
College of Education						
HUMN	3301	M	Eastern Mediterranean Culture			
MUSL	3325	M	Music On The Border			
SPAN	3203	M	Spanish III For Native Speaker			
SPAN	4103	M	Departmental Examination			
SPAN	4104	M	Departmental Examination			
TED	3450	M	Educational Workshop			
Ehrs:		GPA-Hrs:	QPts:	) GPA:		
Eligible to Re-enroll						
Spring 1993						
College of Education						
EDPC	3300	M	Developmental Variations			
ELED	3302	M	Princ & Pract Lrng In Elem Sch			
ENGL	3303	M	English Grammar And Usage			
LING	3308	M	Teach Engl Spkrs Of Other Lang			
RED	3340	M	Developmental Reading In Elem			
RED	3443	M	Teaching Critical Reading			
SPAN	3204	M	Spanish IV For Native Speakers			
Ehrs:		GPA-Hrs:	QPts:	GPA:		
Eligible to Re-enroll						

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.		COURSE TITLE	CRED	GRD	PTS
Institution Information continued:						
Summer 1993						
College of Education						
RED	3342	M	Reading-Study In Content Areas			
SIED	3330	M	Integ & Alt Rep Basic Science			
SPAN	3302	M	Spanish Amer Lit To Modernism			
SPAN	3309	M	Structure Of Span For Teachers			
Ehrs:		GPA-Hrs:	QPts:	) GPA:		
Eligible to Re-enroll						
Fall 1993						
College of Education						
BED	3441	M	Literacy Acquisition Span/Eng			
BED	6491	M	Student Teach In Bilingual Ed			
SOCI	3361	M	Mexican Folk Society & Culture			
Ehrs:		GPA-Hrs:	QPts:	GPA:		
Eligible to Re-enroll						

********** CONTINUED ON PAGE 4 **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

University of Texas at El Paso

Student No: Date of Birth:
Student SSN

Date Issued: 25-AUG-2015

IMM

Record of: Miguel Angel Serrano
Level: Undergraduate

Page: 4

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION				
TOTAL TRANSFER				
OVERALL				

****

TSI Information:

TSI AREA	TSI STATUS	EXPLANATION
Math	Complete	256 22-SEP-90 TASP Math
Writing	Complete	240 22-SEP-90 TASP Writing
		6 22-SEP-90 TASP Essay
Reading	Complete	270 22-SEP-90 TASP Reading

********** END OF TRANSCRIPT **********

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THE UNIVERSITY OF TEXAS AT EL PASO

REGISTRAR'S NAME

Miguel Angel Serrano –Educational Philosophy

My educational philosophy is that all children will learn! Students will learn in an educational environment that maximizes student learning through very high academic expectations and through receiving a high level of emotional and social support for all students. The way to achieve this is by having everyone in the organization working as a team at all times.

First and foremost students need to feel safe in their learning in order to be able to maximize their learning potential. Districts have to provide top-notch safety measures for all students by having all employees highly visible at all times while in the presence of students in and out of the classroom. All employees need to be accountable for everything they do for students and only when this happens across the board, the district will be able to close the achievement gaps. All students need have their individual, social and emotional needs met by every faculty and staff member in a school district. Every faculty and staff member needs to be highly qualified and continue to receive high quality and targeted professional development in order to ensure that all students receive the best educational experience possible.

A premier goal of a district is to make sure that every student is prepared for postsecondary studies. Every educator needs to make a firm commitment and investment in preparing students for college starting with pre-kinder and every year after until each student enters college. The district needs to offer a rigorous college ready curriculum at every grade level to include AP and dual credit courses. Students need to be given the opportunity of attending college during middle and school by enrolling in AP and dual credit courses and/or attending an Early College High School. The district needs be proactive in making sure that all students receive college advising, submit applications for scholarships, and apply for colleges and universities of their choice. The district needs to keep track of the district's graduates by reviewing college and university enrollment data. The success in colleges and universities of the high school graduates needs to be tracked and reviewed in order to better prepare all district students for postsecondary studies.

One thing that is a must in an organization is the home and community relationships and partnerships. The community and parents of a district are the primary customers and the district needs to make sure to provide optimal customer service by providing long lasting educational relationships and partnerships that will benefit every student in the district. I cannot overemphasize the importance of teamwork at all levels. Teamwork at a district needs to be modeled by a cohesive group of educators working together daily to improve the lives of each student and stakeholder in the learning community. Great teamwork needs to be exhibited and modeled at every level of the organization every day.

In the advanced technological world that we live in, a district needs to be equipped to teach students in a digital-age work and learning environment. There needs to be a fueling and evident passion for students in everything every educator does in the school district, and it should be evident by way high morale and positive academic results the district yields each and every year.

SOCORRO INDEPENDENT SCHOOL DISTRICT
Office of the Superintendent
District Service Center • 12440 Rojas Dr. • El Paso, Texas 79928-5200 • Phone 915-937-0000 • Fax 915-851-7572 • www.sisd.net

August 24, 2015

To Whom It May Concern:

Please accept this letter of recommendation on behalf of Dr. Miguel Serrano. I have had the privilege of supervising Dr. Serrano and I can attest that he is a remarkable educator with high standards. As superintendent, I have witnessed his admirable leadership skills which he has demonstrated in his success as Principal of Socorro High School. As a productive member of our team, he optimizes processes and procedures that ensure the long-term viability of effective programs and practices by carrying out the vision of *Achieving Success as a Team.*

Dr. Serrano is an educational leader who is uncompromising in his quest ensuring quality educational opportunities for all students. He promotes collective efficacy around teacher and staff ability to impact student learning and achievement. His valuable experiences in working with diverse learners and the school organization serve as the foundation of his educational expertise. His instructional expertise in school reform, standards based curriculum and pedagogical strategies anchor his vision of preparing all students for college and career success. His professional career responsibilities reflect his many talents in the educational field. He is an asset to education and his expertise will be an asset to any organization. His visionary leadership and promotion of only excellence for the school organization base his experience to lead educators.

As a problem-solver, one can always count on him for solutions which are very practical or highly innovative. He is a highly respected professional and his fellow educators know him as a solution-oriented person.

Dr. Serrano is an intelligent and accomplished educator who is ready to impact the education of all students. He will promote trusting and productive relationships to strengthen the district's capacity to meet future challenges. If I can be of further assistance, please contact me.

Sincerely,

Jose Espinoza

Jose Espinoza, Ed.D.
Superintendent of Schools

Leading • Inspiring • Innovating

The Socorro Independent School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities or employment.

August 2, 2016

Dear Screening Committee:

Please accept this letter of recommendation on behalf of Dr. Miguel Serrano for the position of Superintendent the Las Cruces Public Schools. I have had the privilege of knowing Dr. Serrano for the last eight years and I can attest that he is a remarkable educator with high standards and integrity. As his previous supervisor, I have witnessed his admirable leadership skills which he has demonstrated in his success as a high school principal and instructional leader.

As a district level administrator, Dr. Serrano has enhanced the human resource systems of the school district to include the implementation of new evaluation instruments that delineate clear expectations and performance for district employees. He has also worked collaboratively with district and campus level administrators as well as their staff members to make human resource systems more efficient and effective. Furthermore, he has provided the district with exceptional customer service that has resulted in a much improved learning and working environment for all of the stakeholders in the Socorro Independent School District.

Dr. Serrano is a highly effective instructional leader who is uncompromising in his quest to ensure quality educational opportunities for all his students. His valuable experiences in working with diverse learners and the school organization such as safety, attendance, and budget serve as the foundation of his educational expertise. His instructional expertise in school reform, standards based curriculum, pedagogical strategies and staff development anchor his vision of preparing all students for college and career success. He is truly a life-long learner as evidenced by his professional accomplishments ranging from an elementary/middle school teacher, high school assistant principal, high school principal, district level administrator, and college professor. As the Socorro High School Principal, he demonstrated passionate and steadfast resolve to ensure that all students can and will succeed. Through strategic and consistent strategies, he established high expectations as the cultural belief system for teaching and learning. His visionary leadership and promotion of only excellence for his students has resulted in academic performance results reflecting a dramatic closing of the achievement gap for underachieving low income and minority student groups.

Dr. Serrano has excellent written and verbal communication skills both in English and Spanish. As a visionary leader and problem-solver, he promotes teamwork and collaborative decision making. He is a highly respected professional and his fellow educators know him as a solution-oriented person who works cooperatively and effectively with staff and community. It is very comforting to know that when Dr. Serrano is given the charge to lead a project, it will be accomplished with utmost quality.

Dr. Serrano is one of the most intelligent and accomplished leaders that I have ever encountered in my career, which spans more than four decades in education. Therefore, I wholeheartedly recommend Dr. Serrano for the Las Cruces Public Schools Superintendent position. If I can be of further assistance, please contact me at or at

Sincerely,

Cynthia Lopez

Cynthia Lopez, Ed.D.

August 1, 2016

To Whom It May Concern:

I worked with Dr. Miguel Serrano at Socorro High School from October, 2007, to August of 2014. In 2007, I was the Technical Assistance Provider (TAP) for Socorro High School representing the Texas Center for District and School Support (TCDSS) and the Texas Education Agency (TEA). At that time, the school was in AYP Stage 2, Year 1. The TAP works with the campus to improve student performance by providing information, clarification, resources, and technical assistance regarding school improvement systems and processes. Socorro High School met AYP the first year and subsequently obtained a Texas "Recognized" and then "Exemplary" 5A high school status under Dr. Serrano's leadership. I worked as a consultant at Socorro High School observing classrooms and providing feedback to teachers to ensure continuous instructional improvement.

Dr. Serrano worked with the Socorro High School administrative team, faculty, students, parents, and the Socorro District to guide the campus toward academic success with a focus on campus improvement systems including best practices in instruction, school leadership, and school culture. The shared goal of Socorro High school created a positive professional learning community focused on high academic achievement for all students. With an average of 2,700 students each year, the teachers knew and understood each individual's students' academic needs in every content area, and those needs were addressed through intensive tutorial opportunities during the SISD intersession, after and before school sessions, and during lunch. Dr. Serrano and his administrative team ensured that students attend tutorial sessions through phone calls and home visits. Students always expressed they were supported by teachers and the administrative team at Socorro High School.

Dr. Serrano worked well with the Socorro High School faculty and provided them with optimum support. The faculty worked together to share knowledge about student data; they followed a scope and sequence to teach the standards based on student expectations; they analyzed assessment data, and they continuously worked to improve instructional strategies in the classroom. Dr. Serrano always provided support for these efforts including job-embedded staff development through frequent classroom observations by the administrative team. He has also provided teachers time to meet in Professional Learning Communities (PLCs). The PLCs had a planned agenda and were led by the Instructional coaches and administration.

Dr. Serrano was consistently supportive and offered suggestions to guide the faculty in the process of problem-solving school issues and targeting school improvement. He is a life-long learner, and keeps himself updated on federal, state, and district program guidelines. He participates in frequent classroom observations focusing on instructional improvement. His teachers have always respected and appreciated his suggestions

Cynthia Chew Nations, Ph.D.
School Services and
Educational Consulting

and comments to improve instruction, and there was a culture of continuous adult learning at Socorro High School.

In 2010, the *Texas Study of Secondary Education* (Fall, 2010, Vol. XX, No. 1) published an article that describes the success of the mathematics team at Socorro High School and how they address the needs of all students to achieve success in mathematics. The article is titled, "High School Mathematics—Meeting the Needs of Every Student: From Research to Practice, Practice, Practice!" Dr. Serrano co-authored this article with members of his administrative team and me.

Dr. Serrano's accomplishments as an educational change agent include:
1) Knowing federal, state, and district requirements and guiding the campus through the school improvement process,
2) Providing feedback on supportive walkthrough observations which have positively impacted the quality of classroom instruction,
3) Providing support concerning the importance of meaningful student performance learning objectives and targeting higher order thinking skills in the delivery of instruction in all content areas,
4) Collaborating with teachers and staff in the planning and in the execution of the campus improvement plan for improved student performance and achievement,
5) Establishing a positive working relationship with all stakeholders to ensure academic success for all students,
6) Knowing the operations and budgeting for a large district 5A campus, and
7) Establishing a positive rapport and working relationship with colleagues.

With a successful background in education, Dr. Serrano is an exceptional mentor for his staff. He is an experienced administrator, and he continuously walked the campus and classrooms providing monitoring and support throughout the day. He has a pleasant and professional personality and collaborates with his staff and teams in a positive and encouraging manner. He is consistently professional in his interactions with the teachers and staff. He provides feedback on what is working effectively at the campus, and he is honest in his comments and suggestions for school improvement.

For the reasons listed above, I highly recommend Dr. Miguel Serrano for the Las Cruces Public Schools Superintendent position. If you have further questions, you can reach me at . Thank you.

Cynthia Nations

Cynthia Chew Nations, Ph.D.

Cynthia Chew Nations, Ph.D.
School Services and
Educational Consulting

Pleasant Valley School District

Office of the Superintendent

www.pvsd.k12.ca.us

Angelica M. Ramsey, Ed,D., Superintendent

August 10, 2016

Honorable Board Trustees:

It is with great pleasure and the highest confidence that I recommend Dr. Miguel Serrano for the superintendent of schools position at Las Cruces Public Schools. To say that you will not find a more qualified candidate for this position is an understatement. Miguel possesses all of the technical knowledge, brings a vast educational pedigree, and is an expert in both leadership and management.

I have professionally known Miguel for over fourteen years. In this time, I have been able to see that he is an amazing leader that always puts students first. In fact, his core values are student priority, teamwork, and accountability. These beliefs can be seen in every decision Dr. Serrano makes.

As evidenced by his many degrees and certifications, Miguel is highly qualified. He has various positions in school districts in Texas, with the majority of his career in El Paso who has a similar student demographic than Las Cruces. His time at the district office level has provided him a larger global perspective that will be an asset to your school district. Previous to his current role, he led Socorro High School, the district's flagship campus. As a change agent, he took a campus in Stage Two, Year Two AYP and turned it into a Texas Education Agency's Exemplary campus in three short years.

Miguel has the knowledge to successfully lead a district, but more importantly, he understands that a superintendent needs to be in service of their students and community. Dr. Serrano is a fair, equity-minded, and kind leader that is the epitome of a servant leader. LCPS would only benefit with him in as your superintendent.

I wholeheartedly recommend Dr. Serrano with no reservation for I believe he will thrive in this position and because I know that your district will benefit by having him as a part of your team.

Sincerely,

AMRamsey

Angelica M. Ramsey, Ed.D.

Superintendent

Miguel Angel Serrano

El Paso, Texas 79936

OBJECTIVE:
To have a dynamic impact on the learning community of Las Cruces as the Superintendent of the Las Cruces Public Schools.

EDUCATION:

University of Texas at El Paso, Texas
August 2009 to August 2012
PhD. in Teaching, Learning, and Culture Program (GPA: 3.7)

New Mexico State University, Las Cruces, New Mexico
January 2004 to July 2005
Department of Curriculum and Instruction – 15 Credit Hours (3.8)

Stephen F. Austin State University, Nacogdoches, Texas
August 1995 to May 1997
Major: Administration/Mid-Management
Masters in Educational Administration (GPA: 4.0)

University of Texas at El Paso, Texas
August 1990 to December 1993
Bachelor's of Interdisciplinary Studies in Bilingual Education (GPA: 3.3)

CERTIFICATES:

-Superintendent Certificate issued April 2014
-Mid-Management Administrator Certificate issued May 1997
-Teaching Certificate (Bilingual and ESL) issued June 1994
-Elementary Self-Contained Certificate issued June 1994

EXPERIENCE:

July 2014 to Present	**Director of Human Resources for Socorro I.S.D.** Secondary Staffing and Recruiting
June 2007 to July of 2014	**Principal at Socorro High School** Instructional Leadership and Support of the Campus
April 2007 to June 2007	**Interim Principal at Socorro High School** Instructional Leadership and Support of the Campus
July 2002 to April 2007	**Assistant Principal at Socorro High School** Campus Instructional Leadership & Support

January 2001 to May 2001	**El Paso Community College – Mission del Paso** Teacher of Reading ESL Level 3
July 1997 to July 2002	**Socorro Independent School District, El Paso, Texas** **Walter Clarke Middle School** Dual Language, ESL, Bilingual, Writing, 6th Monolingual
August 1996 to June 1997	**Dallas Independent School District, Dallas, Texas** **Gilbert Cuellar Elementary School** 5th Grade Bilingual Self-Contained Teacher
October 1993 to June 1996	**Socorro Independent School District, El Paso, Texas** **Walter Clarke Middle School** ESL and Bilingual Teacher
August 1992 to October 1993	**University of Texas at El Paso** **Academic Development Writing Center** Tutored Undergraduate Students in the Writing Process

ACCOMPLISHMENTS, ACHIEVEMENTS, AND AWARDS:

Established the Early College at Socorro High School – 2014
Advanced Ed Accredited High School – 2007 and 2014
STAAR Academic Recognition in Mathematics – 2013
Awarded Department of Education ELL Grant in Partnership with UTEP – May 2012
High Schools That Work "Academic Studies" State Award – June 2011
Texas Education Agency "Exemplary" High School – 2010
BROAD High School – 2009 and 2010
Texas Education Agency "Recognized" High School – 2009
TAASP High School Principal Finalist for Principal of the Year for Texas – June 2009
TAASP High School Region 19 Principal of the Year – May 2009
Advanced Ed Accredited High School (Southern Association of Colleges) – 2007
TAASP High School Region 19 Assistant Principal of the Year – May 2005
Attendance Rate (96.1%) – 2004-2005
Socorro Mayor Award (Irma Sanchez) – 2004
Nominated for TAASP High School Region 19 Assistant Principal of the Year – 2004
Runner-Up Teacher of the Year for Clarke Middle School – 1999-2000

LEADERSHIP ROLES AND COMMITTEES:

RAC – Regional Advisory Committee (Region Superintendents) - 2016
Superintendent Ad Hoc Committee – 2012-2014
Evaluation of Temporary Agencies Committee – February 2015
SISD Paraprofessional/Professional Evaluation Committee Chairperson – 2015 and 2016
DEC (District Executive Committee) Chairperson – 2013-2014
Technology Bond Committee – Socorro Independent School District – 2011
Attendance Administrator and Master Schedule Administrator – 2004-2007
SISD House Bill 1 PDAS Waiver Committee – 2006

At-Risk Coordinator Assistant Principal Leader – 2006-2007
AYP Appeal for Socorro High School – 2004-2005
Scope and Sequence and Curriculum Leader for the SISD in Social Studies – 2004-2005
Implementation of Mock and Benchmark Tests and Test Data Analysis – 2003-2005
Socorro High School Campus Testing Coordinator – 2002-2004

PUBLICATIIONS:

Nations, C.C., Serrano, M., Rojas, F. & Caldera, R. (2010, Fall). High school mathematics meeting the needs of every student: From research to practice, practice, practice! *Texas Association of Secondary School Principals, XX*(1), 2831.

PRESENTATIONS:

Panel Presentation on Dissertation Research to UTEP Ph.D. Students – February 2015
Human Resources Presentation to Aspiring Principals – January 2015
PLCs Student Academic Performance – AERA, Philadelphia, Pennsylvania – April 2014
Aspiring Principal Academy Panel Presentation at SISD – November 2013
Region 10 co-presenter "Mathematic Strategies for Secondary ELLs" – October 2011
State Title 1 Conference on Successful Campus Strategies in Austin – February 2010

LEADERSHIP TRAININGS:

Tools to Guide You in Effective Employee Investigations – January 2015
TAPSA Conference in Austin, Texas – December 2014
Region 19 Certification Fundamentals – November 2014
Early College and Dual Credit Training in PSJA School District – March 2014
Crisis Communication Training – March 2014
Socorro High School Feeder Pattern Emergency Training – March 2014
Accountability on State Testing – February 2014
Write Like This EOC Training – February 2014
District Safety Training – January 2014
Lead4ward Training – December 2013
TAIS Accountability Training – October 2013
PEIMS Leaver Training – September 2013
AVID Institute – July 2013
OLWEUS Training – July 2013
Emergency Operation Plan Training – July 2013
Human Resources Documentation Training – June 2013
Stetson Training – May 2013
Dr. Brassel Reading Training – January 2013
AVID Writing – October 2012
Kagan Training – March 2012
Marcia Tate "Worksheets Don't Have Dendrites" – January 2012
High Schools That Work National Conference – July 2011
High Schools That Work State Conference – June 2011
Instructional Rounds – June 2011 and August 2012
Harvard's Alumni Institute – January 2009
Raise Your Hand Texas Harvard Institute – July 2008

REFERENCES:

Dr. Jose Espinoza, Socorro ISD Superintendent of Schools

El Paso, TX 79928

Dr. Xavier De La Torre, Ysleta ISD Superintendent of Schools

El Paso, TX 79925

Dr. Angelica Ramsey, Pleasant Valley School District Superintendent of Schools

Camarillo, CA 93010

Dr. Cynthia Lopez, Retired Socorro ISD Assistant Superintendent

Los Fresnos, TX 78566

Dr. Yolanda Cruz-Wilder, Retired Texans Can Charter Schools Superintendent

Garland, TX 75043

Dr. William Serrata, El Paso Community College, EPCC College President

El Paso, TX 79925

Ms. Marivel Macias, Socorro ISD - Assistant Superintendent of Administrative Services

El Paso, TX 79928

Dr. Cynthia Nations, Schools Services and Educational Consultant

El Paso, Texas 79902

(Dr. Elena Izquierdo, UTEP Biliteracy Professor

El Paso, TX 79968

Ms. Rosemary Menchaca, Socorro ISD - Principal of Montwood High School

El Paso, Texas 79936

Mr. Charles Garcia, Ysleta ISD - Principal of Bel Air High School

El Paso, TX 79907

Mr. Paul Harrington, Clint ISD - Principal of Mountain View High School

El Paso, TX 79928