

Ray Garcia, Ed.D.
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Education

1989	Doctorate in Education University of Houston, Houston, TX.	Emphasis: Educational Administration
1981	Masters in Bilingual Education Pan American University, Edinburg, TX.	Emphasis: English Language Development
1977	Bachelor of Science Texas A&I University, Kingsville, TX.	Major: Elementary Education

Professional History

2004-Present	Professor & Chair California State University East Bay	Department of Educational Leadership
2003-2004	Knowledge Management & Evaluation Manager Stupski Foundation, Mill Valley, CA	Research Division
2001-2003	Dean Spring Branch Corporate University	Houston, TX.
1992-2001	Chief Academic Officer Spring Branch Independent School District	Houston, TX.
1990-1992	Assistant Professor University of Houston, Houston, TX.	Department of Educational Leadership
1981-1990	Management Consultant Region IV Education Service Center	Houston, TX.
1980-1981	Elem. School Principal Immaculate Conception School	Rio Grande City, TX.
1977-1980	Middle School Teacher Rio Grande City Independent School District	Rio Grande City, TX.

Other Professional Experience

Adjunct Professor

2004	UC Berkeley	Joint Doctorate Program: Ed. Leadership
2003	Texas A&M University	Doctorate Program in Ed. Administration
2003	University of St. Thomas	Graduate Program in Ed. Leadership
2000-2002	University of Houston	Doctorate Program in Ed. Administration

Consultancies/Field Research

2014	Antioch USD	Systemic Alignment: EL Initiatives
2013	West Contra Costa USD	Narrowing the English Learner Gap
2012	Santa Clara USD	English Learner Master Plan Alignment
2012	Cabrillo USD	Systemic Reform: English Learner Initiative
2008	San Benito High School District	English Learner Achievement Gap

Graduate Level Teaching Experience

California State University East Bay, Department of Educational Leadership

- EDLD 6000: Introduction to Educational Leadership
- EDLD 6300: Administration of Curriculum
- EDLD 6400: Instructional Leadership
- EDLD 6410: Supervision & Staff Development
- EDLD 6550: Site Leadership & Organizational Behavior
- EDLD 6050: Research Practicum I
- EDLD 8030: Leadership for Systemic Reform (EdD Program)
- EDLD 8032: Sustainability of Systemic Reform (EdD Program)
- EDLD 8041: Leadership for Educational Accountability (EdD Program)

Joint Doctoral Program: California State University, East Bay in conjunction with UC Berkeley, San Francisco State and San Jose State

- EDUC 278A: Equity & Excellence in Education
- EDUC 290E: Policies & Practices for Reducing Disparities in Academic Achievement
- EDUC 294E: Special Topics
- EDUC 296E: Systemic Educational Reform I
- Residency advisor
- Oral Qualifying Exam Committee (Jen Fong)

Service to the University, College, Department and Profession

California State University East Bay

- Board of Directors: CSUEB Foundation
- CIC-Technology & Instruction Sub Committee
- University Committee on Research
- University Committee on Research: Student Research Subcommittee
- University Advancement Advisory Committee
- Committee on Instruction and Curriculum
- University Advancement Faculty Liaison Committee
- Faculty Marshal for Commencement

College of Education & Allied Studies

- Member, Search Committee for Associate Dean
- Chair, e-Learning in CEAS Initiative
- Chair, Strategic Planning Committee
- Member of the Unit Accreditation and Assessment Task Force
- Chair, Five Dissertation Committees
- Member of the Ed.D. Program Core Faculty Committee
- Interview Panelist for Doctorate Program Applicants
- Assessor for Qualifying Exam for Doctorate Students
- Developer of the Ed.D. Program's Curriculum Alignment Strategy
- Coordinator of the Ed.D. Program's Curriculum Planning Design Committee
- Council on Teacher Education
- Phi Delta Kappa International (Treasurer, Local Chapter)

Department of Educational Leadership

- Department Chair: 2011-Present
- PTR Committee Chair for Retention Candidates
- Coordinator for the Department's 2011 Annual Educational Leadership Institute
- Coordinator of Pleasanton Unified School District Partnership
- Program Liaison for New Leaders for New Schools (NLNS)
- Program Liaison for Association of California School Administrators (ACSA)
- Peer Review Committee
- Partnership Coordinator: Fremont USD, Milpitas USD, & Hayward USD
- Joint Doctorate Program Planning Group: UC Berkeley
- Coordinator of the Department's Student Recruitment Strategy
- Chair of three (3) Faculty Search Committees

Profession

- Editorial Review Board for *Educational Leadership & Administration*
- Editorial Review Board for *Educational Leadership Review*
- Editorial Review Board for *School Leadership Review*

Community Service

- Board of Directors of California State University East Foundation
- Board of Directors of RISE (Resources for Indispensable Schools and Educators)
- Board of Directors of the San Francisco Coalition of Essential Small Schools (SFCESS)
- Alternative Governance Board Member – Cabrillo Unified School District

Publications

Garcia, R., (2012). *Bridging the English Learner Achievement Gap: Essential Lessons for School Leaders*. New York, New York. Teachers College Press.

Garcia, R., Cesario, L., Stanga, K., & Mangewala, R. (2010). *Systemic alignment: A precursor to sustaining English Learner academic performance*. *School Leadership Review*, Vol. 6: 69-94.

- Garcia, R. (2009). *Benchmarking exponential growth of educational reform: The sustainability index*. Educational Leadership & Administration. Vol. 21: 72-86.
- Collay, M., Winkelman, P., Garcia, R. and Amado, J. (2009). *Using collaborative inquiry to transform teaching, learning, and inquiry about leadership*. Vol. 21: 27-38.
- Garcia, R. (2008). *Subduing the recalcitrant theory of sustainability: A study of leadership perceptions of educational reform*. School Leadership Review, Vol. 3: 9-25.
- Garcia, R. (2005). *Sustainability crisis: A time for resolution*. Educational Leadership & Administration, Vol. 17: 33-46.
- Garcia, R. (1992). Implementation of the alternatives to social promotion program in Texas. Southwest Journal of Educational Research into Practice, Vol. 9. Newbury Park, CA: Sage.
- Garcia, R. & Walker de Felix, J. (1991). The dropout issue and school reform. In J. Walker de Felix, J. Anderson, & P. Baptiste (Eds.) Research on at-risk students: the past, present and future.
- Garcia, R. & Baptiste, P. (1990). Minority recruitment and retention in teacher education. Teacher Education and Practice, 6(2): 13-21.

Publications Under Review

- Garcia, R. & Plough, B. (2014) Sustained Professional Development: A Heuristic Approach to Professional Learning in Middle Schools. Under review by refereed journal.
- Garcia, R. (2014). Teacher Leadership in English Learner Programming. Under Review by refereed journal.

Papers Presented at National or State Conferences

- “The Role of Teacher Leadership in Building Capacity in Schools. Keynote Speaker at the University of Vermont, June 23-24, 2014.
- “Teacher Leadership: The Untapped Resource.” University of Vermont, June 24-25, 2013.
- “The Role of Teacher Leadership in School Reform.” University of Vermont, June 25-27, 2012.
- “Teacher Leadership in the 21st Century,” Keynote Speaker at the Vermont Mathematics Initiative, June 27-29, 2011.
- Systemic Alignment: A Precursor to Sustaining English Learner Academic Performance - Year 2. Paper Presented at the 2010 Conclave of the California Association of Latino Superintendents and Administrators (CALSA), October 15, 2010 at the University of California – Davis.

Alignment: A Precursor to Sustaining English Learner Academic Performance: Paper Presented at the 2010 Conclave of the California Association of Latino Superintendents and Administrators (CALSA), March 12, 2010 at the University of California – Los Angeles.

“Teacher Leadership in the Midst of Educational Flux,” Keynote Speaker at the Vermont Mathematics Initiative, June 28-30, 2010.

Transformational Leadership Pedagogy: Implementing Equity Plans in Urban Schools: Paper Co-Presented at the American Education & Research Association (AERA) National Conference, April 13-17, 2009 in San Diego, CA.

“Teacher Leadership in an Era of Accountability,” Keynote Speaker at The Vermont Mathematics Initiative, June 22, 2009.

A New Way of Leading, *Vermont Mathematics Initiative*, June 23-25, 2008.

Building Leadership Capacity in Schools, *Vermont Leadership Institute*, June 25-26, 2007.

“Taming the Recalcitrant Phenomenon of Educational Reform: A Sustainability Model,” *Phi Delta Kappa International Summit on Public Education*, Washington, DC, October 21, 2006.

Presentations at National Conferences

Using Classroom Walkthroughs to Change the Instructional Conversations in Schools,” *Conference on Urban Education-Innovation & Challenges: What Next?*, San Francisco, CA, February 1-3, 2007.

“Role of Educational Consulting,” *Teachscape Services Retreat*, Glen Cove, New York, July 23-27, 2007.

“Open Forum on the School Superintendency: Sharing Diverse View of the Position-Past, Present, and Future,” *American Association of School Administrators (AASA) National Conference on Education*, San Diego, CA, February 26, 2006.

Summit on Educational Excellence and Equity II, *Fresno Pacific University*. Fresno, CA, March 24, 2006. Keynote Speaker.

“The Sustainability Index: A Tool for Accelerating School Improvement,” *Conference on the National Association of Latino Administrators and Superintendents*, Austin, TX, November 4, 2006.

Principal Leadership: Building Leadership Capacity for School Improvement. *Colorado Association of School Executives and the Colorado Department of Education*. March 31, 2005.

“Building Leadership Capacity for English Learner Success,” *California School Board Association*. San Diego, CA, December 2, 2005. Keynote Speaker.

A New Way of Leading: Building Leadership Capacity in Schools *Vermont Leadership Institute*, June 27, 2005.

Professional Organizations

- Phi Delta Kappa International (PDK)
- California Association of Latino Superintendents and Administrators (CALSA)
- Member of the American Educational Research Association (AERA)
- California Association of Professors of Educational Administration (CAPEA)