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# Socorro Shields

## **SUMMARY OF EXPERTISE**

- Strategic problem solver who includes many voices and perspectives in solutions and innovation
- Fearless social justice and equity champion for community advancement for all
- Expert developer of culturally relevant and responsive trainings, content, curriculum and learning experiences centering diversity, equity and belonging
- Equity-centered system leader with a proven record of success
- Results and evidence-driven professional who creates a shared vision of success and continuous improvement across a community
- Calculated innovator who is effective at identifying gaps in performance and implementing clear and practical solutions with varied constituencies
- Service-oriented leader who is effective in performance management and capacity building through mentorship and systematic development of staff and stakeholders
- Collaborative yet decisive leader who values and builds high trust climates among professional associations, community, and leadership teams

## **EXECUTIVE EXPERIENCE**

### **EQUITY FIRST CONSULTING, Santa Rosa, CA**

**Lead Associate**, December 2020- present

- Develop and deliver diversity, equity and belonging trainings for awareness, actualizing and reflection
- Provide organizational audits operationalizing belonging and diversity
- Provide group coaching for organizations seeking to strengthen and practice equity mindedness
- Assess and provide feedback on organizational practices and cultural readiness to advance diversity, equity and belonging

### **SONOMA VALLEY UNIFIED SCHOOL DISTRICT, Sonoma, CA**

**Superintendent**, June 1, 2018- November 2020

(Enrollment 4,000 Budget approx. \$52 million)

**Results**

- Awarded \$4,000,000 five year federal grant for mental health and community resource centers
- Reduced the number of students being expelled from by over 70% through restorative practices and positive based intervention and support program implementation
- Began systematic plan to increase diversity and cultural responsiveness in materials, curriculum, talent and training
- Empowered parents with new programs and positions to include the most marginalized voices and views
- Established partnerships with the Chamber of Commerce and critical industry leaders
- Empowered teachers and principals to identify key essential standards
- Re-centered district strategic actions on student learning and focus on high-quality instruction
- Engaged community in discussions of resource distribution and educational equity efforts for the sake of shared student success

### **CALIFORNIA COLLABORATIVE FOR EDUCATIONAL EXCELLENCE, Santa Rosa, CA**

**Director of Education**, February 2016- May 31, 2018

(Budget: approximately \$29 million)

**Results**

- Lead large scale culture shift towards continuous improvement and equity through District capacity development and policy advocacy
- Provide direct customized district coaching for sustained student improvement
- Developed an intentional learning organization from nascent stages to sustained institutional culture

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# Socorro Shiels

## **SANTA ROSA CITY SCHOOL DISTRICT, Santa Rosa, CA**

**Superintendent**, July 2012- February 2016

(Enrollment: 16, 500; Budget: \$147 million)

### **Results:**

- ☐ Facilitated a new vision and culture for the organization grounded in equity, access, and collaboration through a local plan of improvement
- ☐ Led and ensured change towards behavioral support and intervention including restorative justice district-wide leading to a 50% decrease in suspensions and 80% reduction in expulsions
- ☐ Focused and facilitated attention to full-service community school model for maximizing educational potential
- ☐ Awarded approximately 3.5 million dollars for federal School Climate Transformation Grant
- ☐ Awarded approximated 1.5 million dollar federal grant for mental health services grant.
- ☐ Supervised and coached executive level and line leadership positions and provided focus on improvement and self-accountability
- ☐ Created collaborative vehicles for strengthening labor relations through transparency and shared decision making
- ☐ Led community ballot initiatives with two school district facility and technology bonds (elementary and secondary district) totaling \$229 million dollars (elem- \$54 mil, 69.1%, secondary- \$175 mil, 69.1%)

## **MORGAN HILL UNIFIED SCHOOL DISTRICT, Morgan Hill, CA**

**Assistant Superintendent of Educational Services**, April 2010-July 2012

(Enrollment: 9,200; Budget \$70 million)

### **Results:**

- ☐ Produced results for students by closing achievement gap by 19 points on Academic Performance Index
- ☐ Adopted and nurtured high expectations across system by influencing culture
- ☐ Supervised, evaluated and coached all site leadership via feedback and evidence
- ☐ Directed district-wide program improvement efforts via alignment with data
- ☐ Created systemic protocols and establishment of learning communities

## **SANTA CLARA COUNTY OFFICE OF EDUCATION, San Jose, CA**

**Program Director**, District and School Support Services, August 2009-April 2010

- ☐ Led county equity initiatives to inform and support ongoing district and site level efforts
- ☐ Responsible for Program Evaluation for internal and external programs and institutions
- ☐ Member and state-approved lead of external team for assisted and coached leadership

## **GRANT JOINT UNION SCHOOL DISTRICT, Sacramento, CA**

**Director of Multicultural Education and Secondary Curriculum**, July 2001-2009

**Director of Elementary Education**, July 2004-2006

- Oversaw and coordinated District budget of nearly 3 million dollars with a focus on outcomes and deliverables
- Facilitated site professional development including best practices for line staff and leadership on improvement

## **EL TORO ELEMENTARY SCHOOL, Morgan Hill Unified School District**

**Principal**, 1999-2001

- ☐ Nurtured a culture of professional accountability for all during a time of changing demographics
- ☐ Generated data reports assisting sites with measuring student achievement
- ☐ Organized entire site budget including state and federal funds with an equity lens

## **TEACHING EXPERIENCE**

**UNIVERSITY OF SAN FRANCISCO**

**Adjunct Professor, 2011- 2014**

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# Socorro Shields

Educational Leadership Department

- Courses: *Data-Driven Schools, Budget and Finance, Leadership*

## **CALIFORNIA STATE UNIVERSITY, SACRAMENTO**

**Adjunct Professor/Lecturer**, 2003- 2009

Bilingual Teacher Education Department

- Courses: *History of Bilingual Education; Secondary EL Teaching Strategies*

Educational Administration and Policy Studies

- Courses: *Foundations of Educational Administration*

## **ORGANIZATIONS/BOARDS**

- First Five Commissioner, Sonoma County, 2014- present
- Health Action Commissioner, Sonoma County, 2013- 2017
- Association of California School Administrators (ACSA) Superintendency Council, 2013- 2018
- Instructional Quality Commission (IQC), California Department of Education, 2011- 2015
- California Association of Latino School Administrators (CALSA) Board of Directors, 2010- 2018
- Californians Dedicated to Education Foundation (CDE Foundation) Board Member 2019- present
- High Tech High Graduate School of Education Board Member 2019- present
- Fiscal Crisis Management Team board member, 2015-2018

## **PROFESSIONAL HIGHLIGHTS**

- Selected as Education Policy Fellowship Program Cohort 3, 2018
- Selected as first Superintendents mentoring cohort, Association of Latino Administrators and Superintendents (ALAS), 2011
- Selected as a member of ALAS Superintendent Leadership Academy Cohort 1, 2011-2012
- Appointed to the ELD Standards Expert Panel (California Department of Education), 2010
- Selected to lead CALSA mentoring program, 2008-2018
  
- Selected to participate in UC Education Evaluation Training, Summer 2011
- Selected as first mentoring cohort, California Association of Latino Superintendents and Administrators (CALSA), 2000
- Trained auditor for curriculum management audits (PDK), 2000

## **MEMBERSHIPS**

- ACSA, Association of California School Administrators
- ALAS, Association of Latino Administrators and Superintendents
- CALSA, California Association of Latino Superintendents and Administrators

## **AWARDS**

- Community Transformation Award, Community Action Partnerships of Sonoma, March 2014
- Houghton Mifflin Harcourt Doctoral Scholarship Recipient, 2010
- CALSA Honoring Our Own, 2009

## **EDUCATION**

EDD, In progress Educational Leadership and Organizational Development, Brandman University  
Ph.D. *ABD and in progress*, Educational Psychology: Educational Policy, the University of California at Davis

M.S., Educational Leadership, California State University, East Bay

Teaching Credential, College of Notre Dame (Belmont, CA)

B.S; Spanish, Bowdoin College.

## **CREDENTIALS**

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☐ California Multiple Subject K-12