

Sylvia Ann Reyna Hatton Ph.D.

P. O. Box 3144
Wimberley, Texas 78676
Cell: 956.491.6001
sylhatton@gmail.com

Education and Training

| <u>College/University</u> | <u>Major</u> | <u>Degree &Year</u> |
|---|--|-------------------------|
| Pan American University Edinburg, Texas | Elementary Education/Special Education | B.S. 1972 |
| Pan American University | Special Education-Educational Diagnostician | M.Ed. 1975 |
| The University of Texas, Pan American | Mid- Management Administration Certificate | 1988 |
| The University of Texas, Austin, Texas | Educational Leadership Superintendent Certificate | Ph.D. 1992-1996 1998 |

Publications/Dissertation: Teacher Organizational Commitment in High Performing, Low Socioeconomic Status, Border Elementary Schools Advisor: Dr. Pedro Reyes, University of Texas

Personal Statement

My educational consulting effort is dedicated to systemic improvement of schools and districts through the enhancement of their leadership, instructional delivery, and organizational capacity. Since 2007, I have engaged with districts and campuses in reform, redesign, and transformation processes to create the schools of the future through leadership team coaching and empowerment.

Recent Experience

Region 13 Education Service Center, (Education Consultant) Served as a leadership coach for principals of State of Texas approved Early College High Schools(ECHSS). Onsite visits with the leadership team, remote technical assistance, best practices research, professional development, and information sharing exemplify the types of support provided to ensure that the campuses assigned implement the *Texas Blueprint for Early College High Schools*.

Houston Independent School District, (Education Consultant) Provided leadership coaching supports to five innovative magnet private/public partnership schools including a two-way Bilingual (Mandarin) elementary campus, a health sciences middle school and three high schools.

Hatton Enterprises, Inc. (Owner) Provided contract services in the areas of leadership development and coaching, organizational improvement, strategic planning, school restructuring and redesign, educational and special programs services improvement, and effectiveness and efficiency reviews.

Institute for School Excellence (Partner) Provided organizational support to district and campus leadership teams for building staff capacity and improving student results. Support provided included: organizational leadership enhancement, school restructuring and redesign, teaching to common core standards, campus improvement plan development, data analysis and utilization, curriculum and instructional improvement, technology integration, and parent and community engagement.

MAXIMUS, Inc., Scottsdale, Arizona (Education Consultant) Provided professional services and products to assist K-12 Stakeholders in evaluating and implementing educational programs, curriculum, and strategies in efforts to reach common core state standards; and support development of Corrective Action Plans for schools in Need of Improvement.

MGT of America, Inc. (Education Consultant) Participated in varied projects related to school improvement including, special programs review and enhancement, and quality and efficiency reviews of school districts, charter schools, and educational service agencies.

Futures Education, Inc. (Educational Consultant) Conducted state, regional, and district effectiveness and efficiency reviews of special education program services and services for English Language Learners (ELLs)

Recent Consultant Collaborations

The following supports were provided from September, 2006 through August, 2014. These consulting services were provided through Hatton Enterprises, Inc. and the Institute for School Excellence.

- Led a district review team for the State of Texas Legislative Budget Board (2012-13)
- Finalized Performance and Management Reviews of two Texas school districts in partnership with MGT of America. Completed five school district and one regional service agency reviews in five states focused on efficiency and effectiveness of special programs. (2011-2014)
- Engaged in coaching and strategic visioning and capacity building with five principals in a large urban school district. The five magnet campuses are a new concept involving public/private partnerships. They include a K-5 two-way bilingual Mandarin Chinese language institute, middle school that focuses on health careers, and three high schools, a campus focused on oil and gas energy careers, and two gender specific leadership academies for potential first time college goers (2013-2014)
- MGT of America, Inc. Team member on district reviews for the Texas Legislative Budget Board (2010-2013)
- Supported Comprehensive Redesign Efforts in 9 High Schools along the Texas-Mexico Border, with an emphasis on enhancing leadership effectiveness, organizational health, and school culture. The purpose of the project was to support high school transformation and redesign through organizing into career pathway small learning communities and embracing the Early College Model (2007-2012)
- Partnered with a south Texas border school district to enhance leadership effectiveness to support instructional improvement planning and delivery in 39 schools. Seventeen campuses did not meet AYP standards. Leadership coaching and professional development were provided to facilitate systemic school improvement planning and service delivery for targeted student cohorts. Supports included: campus improvement plan development, data analysis and utilization, curriculum and instructional improvement, and teacher and administrator capacity building. (2008-2012)
- Provided professional development and facilitated capacity building in 23 Middle Schools and 21 High Schools working with campus leadership teams in the GEAR UP: Bridges to the Future Partnership of Region One Education Service Center, Edinburg, Texas. Emphasis: Using the School Excellence Model to Achieve Comprehensive School Reform, Responsive Pedagogy for English Language Learners, and Leadership Development. (2007-2012)
- Provided professional development and products to assist K-12 stakeholders in evaluating and implementing: educational programs, curriculum, and strategies in efforts to reach common core standards and development of Corrective Action Plans for schools in need of improvement. (2007-2014)

Previous Professional Employment

Retired from public education service in Texas in 2006

Executive Director of Region One Education Service Center

March 1, 1997 to May 31, 2006

The Region One Education Service Center (RESC1) is located on the South Texas/Mexico border, a fast growth region serving 363,270 students in 2005-2006 in 37 public and 10 charter school districts. The Region One schools student population was 96.6% Hispanic, 85.4% (351,046) students are from low socio-economic backgrounds,

almost 47% (161,507) are English Language Learners. Additionally, almost 45% of the migrant students in Texas are permanent residents of region one communities. These students were generally the highest performing among their peer groups on Texas assessments.

During my tenure as Executive Director, RESC1 attracted over \$350 million to develop and implement innovative training, leadership development, education restructuring/redesign initiatives, and technology projects. ESC1 accomplishments included:

Received two national GEAR UP grants totaling nearly \$56 million to serve 6500 students in 23 middle schools and their feeder high schools to increase the high school completion rates and college readiness skills of low SES students

Awarded a \$12.875 million grant from The Bill and Melinda Gates Foundation to implement a high school redesign project and build the capacity of RESC1 staff.

Partnered with the Princeton Review, the Texas Education Agency, the Texas Higher Education Coordinating Board, the Dallas Independent School District and five Region One ESC school districts to implement an innovative program for increasing the performance of Hispanic students on the SAT and ACT college entrance exams and increasing their college participation rates

Developed the state of Texas Professional Development Framework for teacher and school administrators training for improving the performance of English Language Learners (ELLs).

Maintained and managed the state of Texas migrant student data tracking system for the Texas Education Agency and developed the Texas Early Childhood Program for Migrant Families.

Partnered with the McAllen Economic Development Corporation and the McAllen Chamber of Commerce, and with funding from the Sid Richardson Foundation, established the Advanced Leaders Academy to bring community and business leaders together with school leaders to collaborate on reviewing, creating/implementing new models for school improvement across the region.

Established the first multi-regional education technology consortium for public schools in Texas, in partnership with CISCO, MCI, and AcNet, to create the first K-16 technology network to provide internet service, digital instructional media, and distance learning services for educators and students. Collaborated with school districts in securing \$258 million in E Rate discounts (years 1-6)

Operated Adult Education and Workforce Development Centers throughout the region to provide GED preparation, ESL training and workplace skills training for unemployed and underemployed adults with funding from the Texas Workforce Commission and the Texas Education Agency

Partnered with area economic development corporations and chambers of commerce to prepare presentations for international companies being recruited to locate their businesses/manufacturing plants to the south Texas border region, extending from Brownsville to Laredo, Texas and to recommend and advocate for public policy beneficial to the border region.

Other Professional Experiences

1970-1971 Tutor, Math and Science – Edinburg High School, Edinburg CISD 1972-1976 Teacher –Edinburg CISD & Monte Alto ISD

Taught Reading for underperforming English Language Learners from grades 3rd through 8th, middle school special education teacher in self-contained classroom

1976-1978 Education Specialist, Special Education – Region One ESC

1978-1980 Instructor/Professor Special Education & Gifted Bilingual EducationThe University of Texas, Pan American, Edinburg, Texas

1980-1987 Program Director General Education Programs, Coordinator of

Gifted/Talented Education, Región One ESC

1987-1992 Assistant Superintendent for Curriculum, Instruction and Special Programs, La Joya ISD, La Joya, Texas

1992-1997 Deputy Director- Region One ESC, Edinburg, Texas

1992-1997

Honors

1996-2006 Presented at over twenty-five national and state conferences, including the National Bilingual Education Association, Association for Gifted and Talented, National Staff Development Association, National and Texas Migrant Education Associations, the Association of Compensatory Educators, Texas Association of School Boards, and the Texas Association of School Administrators

1998 Participated in White House Advisory Panel to President Clinton on improving the high school completion and college participation rates of Hispanic students.

1999 Invited to provide testimony before Congressional House Sub-Committee on Early Childhood, Youth, and Families in support of the reauthorization of the Bilingual Education Act, and the Reauthorization of GEAR UP.

2000-2004 Board Member, *Texas Workforce Solutions, Hidalgo, Starr, and Willacy Counties*

2000-2004 Executive Committee Member, *Texas Association of School Administrators*

2002-2005 Board Member, *Texas Principals Leadership Initiative*

2003-2006 Advisory Board Member, *Teach for America*

2004-2006 Member of Advisory Board, *Government Technology*

2004 Invited testimony before state legislative committee on Equity-based school finance models; programs, policies, and strategies for improving high school completion rates of Hispanic students, specifically low SES, English Language Learners, Special Education students, and Migrant students.

2004-2006 Member Editorial Board, *Technology Newsletter*

2004-2006 Participation in Texas Education Agency Committee for Developing the *State Long Range Plan for Technology 2006-2020*

2006 Named *Distinguished Alumnus* by the University of Texas Pan American, Edinburg, Texas

2008 Served as member of Texas Education Agency School Compliance and Quality Review Committee with the Commissioner of Education, legislative, community, and business leaders.

Synergistic Activities

- Member of Commissioner's Cabinet of Regional Service Center Directors for 9 years – 1997-2006
- Member of the Curriculum and Instruction Core Group of Education Service Centers of Texas for 5 years
- Founding partner of the South Texas Institute for Educational Research and Development in partnership with Texas universities to engage researchers with practitioners to facilitate development of public policies, programs, and practices that enhance the teaching/learning process with low SES, Hispanic students
- Contributor to Effective Border Schools Research and Development Initiative, UT Austin and Region One ESC, 1995
- Presenter at regional, state, and national conferences on effective school improvement practices for low income, Hispanic students, including TASA/TASB, AASA, ASCD, NABE, Congressional Bi-National Conference, and the Congressional Hispanic Caucus Leadership Institute Conferences.
- Founding partner of the South Texas Advanced Leaders Academy with funding from the Richardson Foundation. This is a partnership of community, business and school leaders dedicated to the ongoing study of effective school models around the world for creating future focused, highly trained and educated youth able to transition successfully to higher education and the workplace.
- Partnered with VAMOS (Valley Association of Mentors for Opportunities & Scholarships) and STARS (South Texas Academic Rising Stars) to raise scholarships for border area students to attend and complete higher

education. These local community groups raise almost \$5 million in scholarships annually and provide financial assistance and mentors for first time college goers.