



DELPHINA AVILA, Ed.D.

EDUCATIONAL LEADER

PHILOSOPHY

Aristotle stated, "Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit."

I too believe excellence is a habit, and in order to develop this routine, one must identify and implement strategies which are effective in progressing towards one's goal.

CONTACT

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PROFILE

Educational leader and builder of positive, productive relationships with educational communities of students, co-workers, administrators, parents and beyond. Various experience with initiating and ensuring accountability; able to identify instructional needs, analyze data and engage in consistent follow-through. Highly educated and continuously learning with excellent interpersonal and leadership skills. Outstanding organizational and teaching strategies with flexibility, dependability, creativity, and collaboration. Issue-identifier and problem solver.

LEADERSHIP POSITIONS

One or more of these positions were held during tenure at the following Arizona school districts: Glendale (G), Deer Valley (DV), Isaac School District (ISD), Phoenix Elementary (PHX), Laveen School District (LV)

- Student Achievement Strategist
- New Teacher Induction Program Co-Coordinator
- Summer School District Coordinator
- Assistant to Principal
- Response to Intervention Facilitator
- Instructional Enrichment Intervention Specialist
- School Leadership Team Member
- Assessment Team Member
- Leadership Cadre Member
- Continuous Improvement Team Member
- Staff Development Team Member
- Spanish-English Language Learner Mentor
- Federal Programs Coordinator
- EL Program Coordinator
- SEI Program Coordinator
- Superintendent Intern
- AZELLA Blueprint Committee Meeting Member
- Virtual AZELLA Speaking Content Review Member, Grades 6-8
- Move on When Reading District Coordinator
- Curriculum Development Committee Member
- Assessment/Calendar Committee Member
- Heard Summer School Coordinator
- Move on When Reading K-3 Coach
- Summer School Coordinator
- Literacy Coach District Member
- Administrative Intern
- Quality Schools Portfolio Representative
- Pupil Intervention for Education Success Team
- Technology Mentor
- English Learner Testing Coordinator
- Arizona State Board of Education Literacy AD HOC Committee Member
- Federal Programs Coordinator
- EL w/ Disabilities Guidance Committee Member
- EL Proficiency Standards Alignment and Revision Committees



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EXPERIENCE

FEDERAL PROGRAMS COORDINATOR, EL PROGRAM COORDINATOR,
SEI PROGRAM COORDINATOR, MCKINNEY-VENTO DISTRICT LIAISON, DISTRICT AZELLA
TESTING COORDINATOR, NATIVE AMERICAN PROGRAM COORDINATOR

Laveen School District | July 2017 - Present

- Develop and submit grant applications and reports to federal and state educational agencies to ensure compliance for funding
- Manage budgets and grants as assigned
- Serve as a program liaison for teachers, principals, Title III personnel, and support staff to ensure compliance and program effectiveness
- Stay current on legal requirements concerning federal and state programs, including attending professional meetings, workshops, and conferences as appropriate
- Coordinate preparation of materials and documentation prior to monitoring visits
- Collaborate with district personnel regarding the placement of students in programs
- Assist in the planning of program-specific professional development, such as differentiation of instruction, data collection for program compliance, SEI strategies, and ELD methodologies
- Support compensatory education programs such as summer school and tutoring
- Participate in community, school, and district meetings and organizations as appropriate or assigned

SUPERINTENDENT INTERN VIA NAU DOCTORAL PROGRAM

Laveen School District | July 2017 - December 2018

- Participated in community, school, and district meetings and organizations as appropriate or assigned

STUDENT ACHIEVEMENT STRATEGIST, K-3 MOVE ON WHEN READING COORDINATOR,
DIBELS DISTRICT ASSESSMENT COORDINATOR

Isaac School District | July 2014 - June 2017

- Collaborated with principals and teachers in identifying effective instructional and solution strategies that accelerated student achievement
- Provided "real time" instructional coaching and other professional development to enhance teacher's content knowledge and effective use of instructional strategies
- Engaged with teachers to use student data to strategically develop rigorous lesson plans and to differentiate instruction for various level student groups
- Monitored and demonstrated how to align instructional materials and district curriculum to the AZ College and Career Readiness Standards
- Researched and identified best practices for differentiating instructional strategies to support interventions
- Coached teachers to effectively integrate technology and use an appropriate blended learning model
- Guided teachers to strategically use the district's online assessments and data to inform instructional practices
- Provided expertise training to new and all teachers in assigned areas and levels

PRINCIPAL DESIGNEE, INSTRUCTIONAL ENRICHMENT INTERVENTION SPECIALIST,
K-3 MOVE ON WHEN READING COACH, K-8 LITERACY COACH, KINDERGARTEN AND 1ST
GRADE EDUCATOR, AND 2012-2014 SUMMER SCHOOL COORDINATOR,

Phoenix Elementary School District | January 2011 - June 2014

- Served as an instructional leader- responsible, alongside the principal, for the operation of the school
- Assisted Principal in supervision and coordination of school programs and activities
- Established good interpersonal relationships with parents, students, staff and community
- Assisted instructors with data analysis, instructional plans, and follow-through
- Worked closely with educators to implement instructional strategies through collaborative team meetings
- Researched, developed and presented staff development workshops
- Initiated a community engagement program to assist in effective reading and writing instruction
- Researched, developed and presented parent/guardian workshops on AIMS Web and effective reading instruction
- Developed and implemented standard-based instruction
- Oversaw all components of running a successful summer school program

ONLINE EDUCATION INSTRUCTOR FOR CHAPMAN/BRADMAN UNIVERSITY THROUGH
EDUCATIONAL CAPSTONE CONSULTING

Educational Capstone Consulting | January 2004 - Present

<http://edcaps.com/courses/reading.html>

- Elementary Reading and Decoding
- Secondary Reading/Decoding ELL
- Research-Based Systematic Phonics
- Reading Assessment
- Multicultural Children's Literature
- Elements of Content Area Reading/Writing
- Diagnosis and Remediation of Reading
- Essential Elements of Reading/Writing Instruction
- Reading Practicum
- Elements of Content Area Reading/Writing Instruction

READING SPECIALIST AND ADMINISTRATIVE INTERN AT VILLAGE MEADOWS AND
SIERRA VERDE

Deer Valley Unified School District | August 2002 - May 2004

- Effectively developed and maintained professional cooperative relationships
- Facilitated and provided staff development in the area of language arts and standard based curriculum planning
- Developed, collected, analyzed and documented data utilized for adequate yearly progress as well as school improvement
- Assisted teachers with focused, targeted implementation of scientifically researched-based instructional strategies
- Provided small-group reading and writing instruction for K-6 and whole-group literature instruction for grades K-3



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BILINGUAL EDUCATOR AT HORIZON AND MELVIN E. SINE

Glendale Elementary School District | 1999 to 2000: Melvin E. Sine-K, 1995 to 1997: Horizon-K, 2nd grade

- Utilized Cognitive Coaching strategies with educators as a Bilingual/English Second Language Mentor
- Implemented successful parent math and literacy partnerships
- Provided staff development on district and school site chosen English language strategies
- Worked collaboratively to develop cooperative learning themes and instruction utilizing all core areas of math, science, reading and writing for kindergarten and second-grade students
- Assisted teachers with administering and utilizing Bilingual Syntax Measures

EDUCATION

DOCTORATE IN EDUCATIONAL LEADERSHIP

Northern Arizona University | 2019

ADMINISTRATIVE CONTINUING EDUCATION

Chapman University | 2004

MASTER OF EDUCATION WITH HONORS

Northern Arizona University | 1999

BACHELOR OF ARTS IN EDUCATION

Arizona State University | 1995

ASSOCIATE OF ARTS WITH DISTINCTION

Phoenix College | 1992

ENDORSEMENTS

GIFTED EDUCATION ENDORSEMENT

Arizona Department of Education | 2020- Present

STRUCTURED ENGLISH IMMERSION ENDORSEMENT

Arizona Department of Education | 2015- Present

MIDDLE SCHOOL LANGUAGE ARTS ENDORSEMENT

Arizona Department of Education | 2015- Present

EARLY CHILDHOOD ENDORSEMENT BIRTH-AGE 8

Arizona Department of Education | 2012- Present

READING SPECIALIST K-12 ENDORSEMENT

Arizona Department of Education | 2004- Present

SPANISH BILINGUAL K-12 ENDORSEMENT

Arizona Department of Education | 1995- Present

DISSERTATION COVERAGE

DOCTORATE IN EDUCATIONAL LEADERSHIP

Northern Arizona University | 2019

Dissertation topic:

Arizona English Learner Program

Model Effectiveness

CERTIFICATES

ARIZONA SUPERINTENDENT CERTIFICATE

Arizona Department of Education | 2018- Present

ARIZONA PRINCIPAL CERTIFICATE

Arizona Department of Education | 2004- Present

ARIZONA TEACHING CERTIFICATE

Arizona Department of Education | 1995- Present

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