

RICHARD ALVARADO, PH.D.

EDUCATION

Doctor of Philosophy, Educational Administration, Texas A&M University,
College Station, Texas, 2001
Graduate Hours in Curriculum and Instruction, Our Lady of the Lake University,
San Antonio, Texas
Master of Science, Educational Administration, Texas A&I University,
Kingsville, Texas, 1983
Bachelor of Science, Elementary Education, Texas A&I University,
Kingsville, Texas 1982

CERTIFICATIONS

International Coaching Federation-ACC, Executive Coach, 2008
Standard Superintendent, Texas A&M University, College Station, Texas, 2001
Professional Mid-Management (Life), Texas A&I University, Kingsville, Texas, 1983
Professional Elementary Education (Life), Texas A&I University, Kingsville, Texas, 1982

WORK HISTORY

2021-Present Consultant
2013-2020 Executive Director, Education Service Center, Region 2
2004-2013 Associate Director, Education Service Center, Region 20
2005-2013 Lead Faculty/Area Chair, University of Phoenix-San Antonio Campus
2012-2013 Adjunct Faculty, Concordia University Texas-San Antonio Campus
2002-2004 Component Director, Education Service Center, Region 20
2000-2002 Assistant Superintendent, Curriculum and Instruction, Southside ISD
2000-2000 Interim Superintendent, Southside ISD
1999-2000 Field Service Agent, Education Service Center, Region 20
1995-1999 Administrative Officer, Human Resources, San Antonio ISD
1990-1995 Principal, Beacon Hill Elementary School, San Antonio ISD
1989-1990 Assistant Principal, Storm Elementary School, San Antonio ISD
1988-1989 Teacher Appraiser, Human Resources, San Antonio ISD
1982-1988 Teacher, P.F. Stewart Elementary School, San Antonio ISD

EXPERIENCE

2021-Present Consultant
Provide school board and superintendent training as requested. Work with aspiring superintendent candidates in preparing them for the superintendency.

2008-Present Executive Coach
Coach executives to create transformational breakthroughs that enable the client to eliminate resistance and inner blocks, while helping the client identify core beliefs that hold them back and consciously redesign those beliefs so that it fuels them to work towards their potential.

2013-2020 Executive Director, Education Service Center, Region 2 (Retired)
Responsible for oversight of a budget of 16 million, 230 employees and coordination of multiple cooperatives and supervision of internal operations. Assisted regional

- administrators and school board members in various aspects of the administrative functions including finance, accountability, administrator training, problem solving, strategic planning, and board training.
- 2004-2013 Associate Director, Education Service Center, Region 20, San Antonio, Tx
Responsible for oversight of four components, including Administrative and Instructional Technology Services, Instructional Services, Support Programs and Services, and Head Start and Adult Basic Education. Additional responsibilities include coordination for multiple cooperatives and supervision of internal operations.
- 2005-2013 Instructor/Area Chair, University of Phoenix-San Antonio Campus
Responsible for providing core competencies for adult learners that examine learning theory and the application of adult learning principles to communication skills, group processes, and personal management. I taught the entry level course which was designed to assist first-year students in adjusting to university expectations and acquiring essential skills for academic success. I also taught courses designed for students seeking Principal Certification in the Masters of Education program.
- 2002-2004 Component Director, Education Service Center, Region 20, San Antonio
Responsible for supervision of Administrative Services in assisting regional administrators in various aspects of the administrative functions including finance, accountability, administrator training, problem solving, strategic planning, and board training.
- 2000-2002 Assistant Superintendent, Curriculum and Instruction, Southside ISD
Responsible for all aspects of district level administration including curriculum, instruction, assessment, budget, federal programs, special programs, technology, planning and community and public relations.
- 2000-2000 Interim Superintendent, Southside ISD
Responsible for all aspects of district level administration including personnel, budget and finance, curriculum, instruction, assessment, federal programs, technology, food services, transportation, elections, plant management, planning, and community and public relations.
- 1999-2000 Field Service Agent, Education Service Center, Region 20, San Antonio
Responsible for assisting regional superintendents in various aspects of the superintendent function including finance, accountability, administrator training, problem solving, strategic planning, and board training.
- 1995-1999 Administrative Officer, Human Resources, San Antonio ISD
Responsible for coordination of human resource services for the district, including recruitment, retention, hiring, processing and interviewing.
- 1990-1995 Principal, Beacon Hill Elementary School, San Antonio ISD
Responsible for all aspects of campus level administration including curriculum, instruction, assessment, budget, federal programs, special programs, technology, planning, and community and public relations.
- 1989-1990 Assistant Principal, Storm Elementary School, San Antonio ISD
Responsible for some aspects of campus level administration including curriculum, instruction, assessment, federal programs, special programs and public relations.

1988-1989 Teacher Appraiser, Human Resources, San Antonio ISD
Responsible for evaluating and providing feedback to teachers based on the in classroom observation I conducted.

1982-1988 Teacher, P.F. Stewart Elementary School, San Antonio ISD
Responsible for the instructional delivery and evaluation of student progress.

TRAINING EXPERIENCE

iPEC- Institute for Professional Excellence in Coaching International Trainer
Texas Superintendents' Certification Institute - Developed and Taught the Organizational Development Module and Ethics Module, including an Online Course
Strategic Planning – Regional Trainer
School Board Trainer- TEA certified
True Colors - Regional Trainer
7 Habits by Franklin-Covey- Institutional trainer
Team Building Trainer – Train on a variety of topics
Lone Star Governance Coach—TEA certified Coach
Governance Training Optimization (GTO)—TEA certified trainer for charter school board members
Evaluating and Improving Student Outcomes (EISO)—TEA certified trainer

Accomplishments

Professor of the Year, 2008, University of Phoenix-San Antonio Campus
Professor of the Quarter, 2007, University of Phoenix-San Antonio Campus

Presentations

Association of Education Service Agencies National Conference 2010
Association of Education Service Agencies National Conference 2011
Association of Education Service Agencies National Conference 2012
Pembina Trails School Division, Winnipeg, Canada
Team Building Sessions for various school board members 2002-present
