

DR. BARBARA ESCOBIO OSTOS

EDUCATION

A.B. Harvard University, 2001, major in Government cum laude

M.A. University of San Diego, 2007, Nonprofit Leadership and Management

Ed.D. University of California, San Diego & California State University, San Marcos, 2012, Educational Leadership, Dissertation: *Tapping on the Glass: The Intersection of Leadership and Gender in Independent School Administration*

LEADERSHIP EXPERIENCE

Catlin Gabel School, Portland, OR, PreK-12, co-ed day school, 780 students, 2011-present

Assistant Head of School- July 2018-present

Worked with constituencies across the school to ensure that the school's educational and operational programs, policies, and practices reflected the school's mission and values. Collaborated with division heads to align curriculum, pedagogy, professional learning, school messaging, and strategic plan initiatives, and foster a one-school leadership mindset. Teamed with human resources on employee issues and engagement, advancement to manage a donor portfolio and support annual and capital fundraising, enrollment and communications on external presence and marketing strategies, the parents' association to ensure strong school-family partnerships, the CFO and controller on overall budget management, and facilities and technology to support the overall needs of the school.

Responsibilities and Accomplishments:

- Oversee Professional Development, Instructional Coaching Program, Athletics, Global and Outdoor Education Programs, Engineering, Summer Camps, PS-12 Math Alignment, School Garden, Sustainability Team, and Adult Community Arts Program
- Attend and participate in all Board of Trustee meetings, and serve on Advancement and Enrollment Committee of the Board, Finance Committee of the Board, and Audit Committee of the Board
- Chair all pandemic management committees (operational, instructional, and medical expert)
- Partner with Division Heads, schoolwide math teachers, and Math Academic Leader to align philosophy and practices of PS-12 math program
- Foster positive and fun school spirit through organizing community-building opportunities
- Revamped new employee orientation to include yearlong onboarding process and started monthly employee newsletter to improve internal communication
- Initiated faculty compensation review, analysis, and salary compensation improvement process

Middle School Head- 2011-2018

Directed all daily operations of the Middle School division (instructional and curricular leadership, parent relations, admissions, scheduling, budgeting, hiring, and evaluation for 30 direct reports). Facilitated curricular alignment of Middle and Upper School math and science program. Improved transitions between Lower/Middle and Middle/Upper divisions. Increased Middle School applications by 30% and Middle School racial diversity enrollment by over 40%. Established and clarified consistent support systems for students with learning differences

Senior Administrative Lead for Diversity and Inclusivity- 2011-2015

Re-energized the school's strategic direction on diversity, equity, and inclusion by creating and executing a three-year diversity plan for the school with measurable, strategic goals for each year that resulted in the creation of a Board committee on diversity, a parents' association position for diversity, and a full-time senior administrative position for diversity

Francis Parker School, San Diego, CA, PreK-12, co-ed day school, 1100 students, 2001-2011

Middle School Dean of Students, 2008-2011

Collaborated with the Middle School Principal and Grade Level Coordinators to manage all aspects of the daily operation of the Middle School. Contributed to Department Chair meetings to refine curriculum and to articulate curricular vision and alignment

TEACHING EXPERIENCE

Catlin Gabel School: Middle School Spanish, 2011-12; Yearbook Advisor, 2011-2016; Advisor 2011-2018

Francis Parker School: Middle School Spanish, 2003-2010; Running-Start English, Summer 2006; Adventures in Science, Summer 2006; Seventh Grade History, 2001-2003; History Day Teacher and Coach, 2003-2005; Tenth Grade History, 2001-2003; Upper School Study Skills Class, 2001-2003; Upper School French I, 2002-2003

MOST VALUABLE PROFESSIONAL LEARNING

ISEEN Annual Conference Host School and Organizer, 2019

NAIS Fellowship for Aspiring Heads Program, 2014-2015 (Mentor- Wanda Holland Greene, Head of Hamlin School)

NWAIS Charlotte Danielson Faculty Evaluation Training, 2014

Stanley King Counseling Institute, Summer 2009

NWAIS Leadership Coach for Emerging Leaders 2018-2020

NAIS People of Color Conference, 2002, 2003, 2004 (presented: Integrating Culture into Middle School Spanish); 2007 (Leadership Seminar attendee); 2008, 2010 (planning committee); 2016, 2020

Klingenstein Summer Institute, Columbia University, Summer 2003

PERSONAL INFORMATION

My family enjoys dancing, playing games (Monopoly, Risk, and Bananagrams competitions are fierce), watching movies, cooking, playing basketball, and bike riding.