Oscar Rodriguez

oscar@rodriguezo.com

Education

Ed.D - Educational Leadership	TCU	August 2025
M.B.A. - Information Systems and Operations	TCU	August 2016
M.S. Global E-Learning	Texas A&M, Commerce	December 2013
B.A. Operations Management	UT, Arlington	August 2006

Certifications

Certified Superintendent (Intern Cert)	REGION 13	In Progress, Fall 2026
Registered Texas School Business Administrator	TASBO	October 2024
Certified Teacher - Technology Applications	TEA	June 2012
Certified Teacher - Math 9-12	TEA	June 2012

Skills

Fluent in Spanish, MS Office, Google Apps, Cloud-Based Applications, Business Intelligence, Project Management (Agile and Waterfall), Lean Systems, Process Architecture, Kepner-Tregoe Problem Solving and Decision Making, Process Analytics, Process Optimization,

International Experience

- **China - 2016**. Hong Kong, Guangzhou, Beijing, and Curacao. Study market competition, entrepreneurship, and consumerism between state-owned enterprises (SOEs) and foreign firms. Identified key differences between educational models and paradigms between Chinese and American societies.
- **South Africa - 2017**. Cape Town. Study poverty and unemployment within post-apartheid South Africa. Analyzed the role of government and education in determining outcomes for different racial and ethnic groups within South Africa. Focused on systemic educational issues with capacity, equity, and growth.
- **The United Kingdom - 2018**. London and Edinburgh. Understanding education organizational culture and policies regarding diversity, equity, and inclusion concerning student attainment gaps in higher education.

Organizations

Blazier Intermediate PTA	2025-2026
Austin ISD Reading Mentor	2023 - 2025
COSN CTO Academy	2022
District Administration's Leadership Academy	Fall 2021 Cohort
Dallas ISD District Leadership Cohort	2020-2021 Fellow
TCU Global Outlook Ambassador	2018-2019 Fellow
Leadership ISD	2017-2018 Fellow
GEMS Camp STEM Program	2018-2021 Board of Directors

Awards, Recognition, and Articles

- AWS Education Champion 2023-2025 - Award for educational leaders driving digital transformation in the cloud.
- Incident IQ Case Study: How Austin ISD Turned "Simple, Standard, and Secure into $200K Savings"
- 2025 Cisco "Bold Explorer" Nominee
- 2024 AWS Panel Speaker - "Venturing Into the Future" Accelerating Modernization and Digital Evolution."
- 2023 - CBS Austin - "AISD Proactive on Cybersecurity Threats, Chief Technology Officer Says Days After Doxing Threats."
- 2022 Salesforce Community Champion
- 2020 - Univision - "Dallas ISD Brinda Alimentos A Familias que Carecen de Hogar En Medio De La crisis Por El Coronavirus"

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Experience

Technology Officer Austin ISD - IT *August 2022 to Present*

- Orchestrated a portfolio of high-stakes digital transformations designed to secure the district's long-term fiscal and regulatory standing. This included deploying a mission-critical Special Education platform to meet state mandates, a comprehensive ERP overhaul to stabilize financial operations, and launching 'Enroll Austin,' establishing a high-integrity operational foundation that aligns statutory requirements with district-wide instructional goals.
- Led the strategic deployment of generative AI pilots across the district, leveraging a structured council to oversee resource allocation and implementation. This effort focused on optimizing administrative workflows and identifying scalable, cost-effective technologies to enhance district-wide operational productivity. Within the IT division, a pilot initiative achieved up to 75% efficiency gains in certain workflows.
- Spearheaded a $4.5 million budget reduction initiative, utilizing a data-driven 'Zero-Based' approach to achieve a 35% decrease in operating costs. Exercised decisive leadership in evaluating technology programs and their demonstrated value, allowing for the strategic reduction of non-essential expenditures while maintaining 100% continuity of essential support for campus-level operations.
- Spearheaded a comprehensive enterprise system consolidation initiative, reducing fragmented systems by sunsetting redundant platforms. By migrating to a unified 'Strategic Partner' model, I leveraged the district's total scale to negotiate long-term agreements, securing up to 60% discounts in some instances from retail costs.
- Cultivated a culture of institutional accountability by re-engineering the district's PEIMS and state reporting ecosystem. By aligning district leadership with centralized data governance standards, I ensured the integrity and validity of district submissions, maximizing state funding revenue and providing the district with confidence in our regulatory and fiscal reporting.
- Architected a holistic cybersecurity and data privacy framework that transitioned the district from reactive defense to proactive stewardship; this strategy protected 100% of instructional minutes from cyber-disruptions while aligning digital protocols with the ethical imperative to safeguard student and staff information, fostering a high-trust environment for educational innovation.
- Championed developing and implementing a software review policy to improve how the district uses technology. As a result of this policy, all software used is now secure and aligned with the district values, academic curriculum, and student needs. The policy has also enabled the technology team to provide data and support to schools in making informed decisions about student learning.
- Worked to ensure that all students and staff have the proper technology for their learning needs, including sustaining the district's 1:1 program, which provides a device to every student in grades 1-12 and classroom sets for Pre-K students.
- Forged public/private sector partnerships to offer learning opportunities for students, such as internships. Partners include Canva, Salesforce, Amazon, Google, the City of Austin, and Travis County.
- Partnered with the City of Austin and Travis County to improve connectivity and broadband.
- Prioritized strong communication and community building. Organized focus groups and developed surveys to collect feedback from staff, teachers, and families before, during, and after a project. Developed communication plans and training strategies to ensure parents, teachers, and educational leaders have the resources to

understand changes, regularly visited the district's 116 schools to meet with principals to gather feedback about technology needs.

Executive Director of Enterprise Applications Austin ISD - IT *August 2021 to August 2022*

- Supervised and managed the enterprise application team of forty that oversaw all software applications and data within the district.
- Directed district-wide change strategy to modernize enterprise applications and technology systems, including:
    - implementation of a new enterprise resource platform (ERP);
    - relaunching and support of the district's student information system (SIS);
    - launching a new case management platform for special education (EdPlan);
    - planning for a unified enrollment solution to launch in the 23-24 SY (Salesforce);
- Through the implementation of the ERP Project:
    - collaborated with the project manager, redirected the project plan, vendor resources, and internal resources to bring the project back on track and an improved timeline, increasing the probability of success;
    - recouped approximately $.5 mil in costs from the vendor, including additional dedicated project resources;
    - collaborated with executive leadership and established efficient decision-making frameworks to guide internal business process redesign across all district divisions to ensure alignment with best practices in K12 education;
- Identified department core competencies and high-value-added activities to the district and maintained key service level agreements through a 30% reduction in staffing and resources.
- Collaborated with cabinet, executive, and functional leadership across all divisions and provided guidance and mentorship to support successful, unified, and aligned district change management outcomes.
- Developed and implemented a digital transformation strategy to improve the district's security position, align district processes with industry best practices, and engage multiple layers of leadership cross-functionally.
- Implemented district technology steering committees that included all cabinet and executive leaders to ensure all enterprise systems launched from a unified cross-functional district approach that addressed all stakeholder needs, including communication, training, and access.
- In collaboration with the Chief Technology Officer, implemented a data governance strategy as part of the larger district-wide digital transformation of systems and processes, including:
    - partnering with an external vendor to create a secure cloud-based data warehouse;
    - implementing an improved data visualization platform to better communicate district data, such as district scorecard results and student performance outcomes to all internal and external stakeholders (Tableau);
    - data governance structures to organize and curate standard data sets and identify data owners to improve data reliability, validity, and accuracy;
    - implementing and establishing data standards to improve data interoperability and reduce overall costs of district data management such as EDFI and OneRoster to reduce the time for rostering instructional applications.

- Developed automated systems for internal procurement to track, monitor, and review the operational budgets, both planned and actual.
- Developed and implemented an after-action review process to analyze and improve services through a critical problem resolution process.
- In collaboration with the Office of School Leadership and Student Data team, led the district master schedule strategy and provided ongoing progress monitoring, training, and support for all campus administrators towards district goals.
- Restructured the department through agile and lean principles to provide the highest value-added and strategic support efficiently.
- Provided ongoing coaching and mentorship to the departmental leadership team around core principles and district values.

Director of Business Operations Dallas ISD - Student Transportation *October 2019 to August 2021*

- Partnered with the executive director to provide strategic and tactical leadership for department and district-wide operations and initiatives.
- Supervised and managed various operational teams, including routing and planning, budget, and information systems.
- Manage the implementation and development of an operational budget of $55 million to meet department and district goals.
- Identified a new procurement process for bus passes resulting in an increase in state transportation revenue.
- Oversee development and implementation of data-oriented culture by leveraging data dashboards with priority Key Performance Indicators (KPIs) including on-time route performance, fleet utilization, and operational efficiency.
- Designed and implemented overtime control processes, systems, and reporting resulting in a 50% reduction in overtime costs.
- Implemented audit methodologies and processes to increase departmental and operational data quality.
- Automated and streamlined annual state reporting requirements by developing data integration processes across various internal and external data systems.
- Oversee implementation of data integrations between student information systems (SIS) and transportation applications to enable automated data flows to increase service quality and decrease service time for students, parents, and campuses with provisioning transportation services.
- Developed an onboarding module and informational communications strategy for key stakeholders including parents, campus staff, and students regarding transportation services.
- Developed key cost metrics and financial models to ensure department resources were sufficient to maintain key department service level agreements (SLAs).
- Proposed a service delivery methodology, in conjunction with Racial Equity Office, that guided service allocation for proposed routes for the 21-22 school year using the district's Community Resource Index data.
- Developed emergency safety and sanitation plan to address COVID pandemic concerns during operations for all

stakeholders including staff, parents, and students.
- Developed data project to automate and facilitate student ridership data collection and processing to increase data accuracy, student safety, and service quality.

Director of Technology Operations Duncanville ISD - IT *August 2018 to October 2019*

- Supervised, directed, appraised, and developed twelve members of the technology operations teams, including helpdesk support, technical support, and instructional technology.
- Incorporated an evidence-based technology integration strategy (TPACK) to align with teaching and learning needs based on district priorities.
- Developed and implemented a software review process to ensure technology alignment with instructional goals.
- Designed and implemented an internal project management strategy and best practices to coordinate and manage district initiatives with internal and external stakeholders.
- Designed, developed, and implemented a district technology integration strategy that included professional learning, procurement, finance, systems, network, and learning goals.
- Developed various district systems to ensure effective program implementation with integrated data collection to support program evaluation, including a balanced literacy monitoring system, bullying reporting system, and various other systems and processes.
- Collaborated with various district stakeholders on an ongoing basis to support district goals and objectives such as assessment, communications, curriculum and instruction, and student services and coordinated with internal resources such as programming, network, and database to meet goals.
- Developed and streamlined department support services, such as the technology procurement process, to improve service levels and stakeholder satisfaction.
- Supported the development and implementation of project management processes to improve support to district goals and objectives.

Staffing Manager Dallas ISD - Human Capital *July 2016 to August 2018*

- Directly supervised six process teams supporting the district's candidate onboarding, including background checks, fingerprinting, and certification.
- Designed, developed, and implemented advanced data algorithms to analyze Department of Public Safety employee records, ensuring high data quality and operational audit compliance.
- Analyzed, reviewed, and updated several business processes, including background reviews for all district employees, certification validation for teachers, and on-site fingerprinting services.
    - Process optimization of background review resulted in an average 10% reduction in the month-to-month average process time with 33% less staffing resources.
- Identified systemic improvements necessary across various technical systems to reduce manual input of data into applications and increase data quality and integrity
    - Designed processes that focused on batch processing, reducing the overall average process time for candidates.

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- Drafted support strategies for upcoming long-term district initiatives.
    - Created specifications for a Teacher of Record audit that verified teaching assignments against teacher certifications.
    - Developed the certification strategy for the District of Innovation and financial models that projected potential impacts on funding as a result of DOI.
    - Created an external certification database for stakeholders to access certification requirements digitally.
- Created several automated notification systems for recurrent documentation processes across staffing, utilizing Google Apps, saving the district time and labor costs.
- Designed, built, and implemented a Parent Advocacy and Support Services department reporting system that provided insight into key service-level metrics and identified risk issues.

Educational Technology Supervisor Dallas ISD *August 2014 to July 2016*

- Directly supervised and managed twelve videographers in the video production team to design, film, and edit video content for various internal client divisions, including School Leadership, Teaching & Learning, Human Capital Management, and Communications.
- Project manager for video, all video deliverables, composing supporting Excellence Initiative including support in process mapping, product design, quality control, and product marketing.
- Provided systems engineering support for various internal/external stakeholders with process engineering, process mapping, and data collection/reporting for various educational projects.
- Designed, organized, and advised on marketing strategy for Educational Technology Department projects such as Computer Science, Robotics, and Blended/Online Learning.
- Managed support for various internal client departments with various needs: site design and construction, graphics/logo design, audio production, video production, and overall marketing strategy design.

Adjunct Faculty Mountainview Community College *February 2011 to May 2018*

- Provide professional development to teacher interns on emerging educational/instructional technology trends within education as part of their Alternative Certification Program.

Educational Technology Coordinator Dallas ISD *February 2013 to July 2014*

- Project Team Member for District-Wide Blended and Online Learning Initiatives
    - 160,000 Students / 10,000 Teachers / 2,000 Central Staff Members & Administrators
- Project Team Member for Student 1:1 Device Selection
    - Supported, organized, and developed an initial pilot of 1,500 devices for Imagine 2020 Initiative
- Project Team Member for District Personalized Learning Initiative.
- Design / Implementation / Support for District Wide Reporting Systems for Various Internal Departments
    - Teaching Assistant Testing System. (Human Capital Management). $20,000 in cost reduction.
    - Time and Effort System Collection System (School Leadership). $200,000.00 in cost reduction.
    - District-Wide Attendance Collection System for All After School Programs. (After School / Summer

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School). Saved district $250,000.00 annually.

- Primary trainer of blended and online learning for various levels and departments of the organization: Executive Directors, Principals, Central Staff, Teachers, Teaching & Learning, Human Capital Management, Student Services

Educational Technology Coordinator Texans Can! Academies *January 2011 to June 2012*

- Develop, implement, and monitor educational technology integration projects for ten campuses (Dallas, Ft. Worth, Austin, San Antonio, Houston) and central staff.
    - SMART Board Project - Developed plans for acquiring, deploying, installing, and configuring over 100 units. Trained over 60 teachers on ten campuses.
    - GApps - Developed the plan for implementing, transitioning, and training the district to switch over to Google Apps for Education. The project would save the district over .5 million over five years in IT costs and lost productivity as well as bolster the disaster recovery plan.
    - Calculator Project - Developed a plan for standardizing calculator technology in math and science, professional development, and integration of technology into the curriculum.
    - Citrix - Co-directed a plan to virtualize 90% of district applications saving the district over .75 million over five years.

Teacher Mentor - Educational Technology Texans Can! Academies *2009 - 2011*

- Supported classroom teachers with educational technology integration support.
- Provided consulting and support on district-wide analytics/business intelligence projects focused on student performance.

Instructional Coach - Mathematics Texans Can! Academies *2007 - 2009*

- Co-taught with teachers in Dallas, Austin, Houston, San Antonio, Ft Worth, Baton Rouge, and St. Louis in the use of district mathematics curriculum and educational technology integration.
- Analyzed district-wide data to develop instructional resources for teachers to address student gaps in TAKS.
- Designed district-wide instructional frameworks in collaboration with the district's master teachers based on student, campus, district, and state data.

Teacher - Mathematics Texans Can! Academies *2005 - 2007*

- Math teacher working with 100% at-risk children 9 - 12
- Implemented a mentoring program with seniors and juniors