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**[admin\_super] Administrator staffing news May 2021**

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**Sender :** admin\_super <admin\_super-bounces@4j.lane.edu>  
**Subject :** [admin\_super] Administrator staffing news May 2021  
**To :** admin super <admin\_super@4j.lane.edu>

Mon, May 03, 2021 08:17 PM

Team,

We have a few more changes coming to our administrator team. It is my pleasure to announce our two new assistant superintendents.

**Assistant Superintendent for Instruction: Dr. José Salgado**

José Salgado is joining 4J as our assistant superintendent for instruction, with Charis McGaughy departing at the end of the school year.

José has worked at all levels of education over more than 30 years, in different cultures, languages and geographies, in a wide range of capacities and leadership roles. His experience ranges from teaching in rural Central America to teaching in the first dual immersion bilingual program in the U.S., leading schools in inner-city Boston to serving as provost of a university in Honduras. He holds a doctorate in education from Harvard University.

He is currently serving as the chief academic officer of Jackson Public Schools in Mississippi, where he has worked to create the vision for the district's instruction and curriculum for the next five years, and developed the online system for teaching and learning in response to COVID-19 restrictions. Previously he served as the chief academic officer of Schenectady City School District in New York.

José's diverse experiences have taught him that each individual situation deserves a unique approach, tailored to local context and a unique understanding of what it is required to improve student and school outcomes at every level, by leveraging effective teams, creating a clear and attainable vision, and setting clear goals and accountability systems.

He has focused his career on closing achievement gaps and increasing academic outcomes. He believes success in education can be achieved when systems and structures are in place to support instructional leaders to increase student achievement in literacy and numeracy, align health and nutrition issues, technology, discipline approaches beyond punishment, and students' voice and leadership, accompanied by meaningful principal and teacher training around data, pedagogy, climate and cultural changes, and approaches to learning.

José's expertise in teaching and leading is of the highest caliber, and he will be an outstanding addition to our team in this critical role.

**Assistant Superintendent for Administrative Services (Temporary): Dr. Brooke Wagner**

Brooke Wagner has been selected to serve as our assistant superintendent for administrative services for the 2021–22 school year.

Brooke will bring a strong instructional lens to operational workings in our district. She has broad and deep experience at all school levels, and as a classified, licensed and administrative staff member.

Before serving as director of elementary and preK–8 education for the past five years, she worked in three of the four school regions in 4J and served as a middle and elementary school principal in Springfield. She holds a doctorate in education from the University of Oregon.

Throughout her career Brooke has emphasized building and maintaining relationships and created a foundation of trust, transparency and approachability. Her various experiences have enabled her to see the connections and importance of all employees with a focus on supporting all students.

Brooke's combination of enthusiasm, experience, leadership, and essential skills and qualities will continue to be a valuable asset to the district in the administrative services realm.

Please join me in welcoming José Salgado to Team Eugene and congratulating Brooke on her new role!

Cyd

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Cydney Vandercar  
Interim Superintendent  
Eugene School District 4J

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