
[admin_super] Announcing Chief of Staff Carmen Xiomara Urbina

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Sender : admin_super <admin_super-bounces@4j.lane.edu>
Subject : [admin_super] Announcing Chief of Staff Carmen Xiomara Urbina
To : admin super <admin_super@4j.lane.edu>

We are thrilled to welcome Carmen Xiomara Urbina, who will be rejoining our 4J team as Chief of Staff. Carmen Xiomara brings with her a wealth of experience and a profound commitment to educational equity. With her diverse background in program administration, community engagement, intergovernmental affairs, and education system design, she will be an invaluable addition to our district.

Carmen Xiomara's journey is a testament to her unwavering dedication to educational excellence. With over three decades of experience, including six years as Deputy Director at the Oregon Department of Education (ODE), Carmen has demonstrated exceptional knowledge and leadership in complex agency administration, strategic planning, program management, stakeholder engagement, and policy development.

During her tenure at ODE, Carmen Xiomara led transformative initiatives, including the Every Student Belongs implementation and the Equity, Diversity, and Inclusion Strategic Plan. This plan serves as a cornerstone for fostering awareness and capacity-building within organizations. She also played a key role in developing the Grant Consolidation Initiative, integrating various educational programs to maximize impact and efficiency. Carmen Xiomara also provided oversight and support to key offices within ODE, including the Offices of Teaching, Learning, and Assessment; Enhancing Student Opportunities; Educator Advancement Council; Research, Assessment, Data, Accountability, Education, Innovation, and Improvement; Reporting; Equity, Diversity, and Inclusion; and the Office of Indian Education.

Moreover, Carmen Xiomara's ties to our community run deep. Before her tenure at the ODE, she spent 26 years in Eugene, where she served as our district's Equity, Diversity, and Inclusion Manager, and as the Executive Director of Centro

LatinoAmericano, as well as leadership positions at the University of Oregon, and Lane ESD. Her dedication to community involvement is evident through her participation in organizations like GLAD (Community Latino Advocacy Group), Ophelia's Place, NAACP, and others, underscoring her commitment to civic engagement and social justice. Beyond her professional accomplishments, Carmen has been an active volunteer, serving as the past president of the Eugene City Club and assuming diverse volunteer roles with the County, United Way, and the City of Eugene, including the Human Rights Commission.

As Carmen Xiomara returns to Eugene, this role holds profound significance for her. Not only did she serve 4J for 11 years, but she also nurtured her two daughters through their education within the district. Now, as a proud grandmother, with her oldest grandchild about to finish kindergarten and ready to start 1st grade in a 4J school next year, Carmen's connections to our district run deep. Moreover, her youngest daughter serves as an Educational Assistant for Special Education, and her son-in-law is a 4J teacher. As Carmen Xiomara expressed, this transition feels like returning home, reuniting with family and a community she had the privilege of being part of for 26 years.

Carmen Xiomara's exemplary leadership, extensive experience, and deep-rooted connections to our community make her the ideal person for the Chief of Staff position. We are thrilled to welcome her back to Eugene and look forward to her invaluable contributions to our district's continued success.

Carmen Xiomara will start part-time on June 17 and transition to full-time on July 1, 2024.

Updated 10/25/23 SM
