



Mayor of Providence

Jorge O. Elorza

January 26, 2015

Honorable Members  
Providence City Council  
City Hall

Dear Honorable Members:

Pursuant to Sections 302(b) and 1009 of the Providence Home Rule Charter of 1980, as amended and Public Law, Chapter 45-50, Sections 1 through 31 passed in 1987, I am this day appointing Victor Capellan of 32 Parkside Drive, Providence, Rhode Island 02910, as a member of the Zoning Board of Review for a term ending on January 31, 2020, and respectfully submits the same for your approval. Mr. Capellan replaces Marc A. Greenfield.

Sincerely,

Jorge O. Elorza  
Mayor

**IN CITY COUNCIL**

**FEB 19 2015**

READ  
WHEREUPON IT IS ORDERED THAT  
THE SAME BE RECEIVED AND APPROVED  
  
CLERK

# Victor F. Capellán

32 Parkside Drive, Providence, RI 02910

vfcapellan@gmail.com

401-464-1333

---

*An accomplished educator seeking a key role with an organization in need of a proven leader in school reform, community and youth development, program development, assessment, and productivity enhancements.*

## CORE COMPETENCIES

- **Education and Training:** experienced in principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and measurement of training effects
- **Resourceful and well-organized:** skilled in activities planning, task management, and project follow through
- **Effective community and interpersonal skills:** adept in public and client relations, motivational skills required to allow team members to achieve goals, create positive learning environments
- **Problem solver:** experienced in evaluating problems rapidly and appropriately to changing circumstances.

## CAREER AWARDS & HIGHLIGHTS

URI Alumni Excellence Award for Community Service – URI (2001 & 2013)  
Educator Award – RI Dominican American Heritage Committee (2009)  
Selected as one of 13 LIDERES nationally - Coors Miller Brewing Co (2008)  
New York City Educator of the Week – Univision Broadcasting (2008)

## PROFESSIONAL EXPERIENCE

### Engagement Director

Jul 14 - Present

#### Mass Insight Education, Boston, MA

Lead multiple field engagements across four districts in Massachusetts and one district in Jefferson Parish Louisiana focused on transforming public schools into high-performing organizations and closing achievement gaps.

- Oversee the development and implementation of College Success Communities in five districts.
- Support the development and growth of the organization across Massachusetts and Rhode Island.

### Deputy Superintendent for School Transformation

Jul 10 – Jul 14

#### Central Falls High School, Central Falls, RI

Serve as the transformation officer for Central Falls High School, one of the first high schools in the nation to be named a persistently low achieving school. Responsible for the design, implementation and overall leadership of the school reform plan.

- Lead a team of school reformers to create and implement a plan to transform Central Falls High School.
- Serve as transformation officer responsible for implementing all aspects of the Protocol for Intervention of Persistently Low Achieving School.
- Procure and manage \$3.3 million federal School Improvement Grant.
- Hire, train, supervise and evaluate a staff of 100 diverse teachers and support staff.
- Server as coach and mentor for high school, middle school and elementary school principals.
- Create a multiple pathways strategy that led to the improvement of graduation rate from 48% to 74% in four years and a decrease in the dropout rate from 34% to 14%.
- Develop a community wrap-around system that leverages the resources of community partners to support school organization, teacher development, student achievement, parent engagement and community involvement.
- Part of the leadership team that created the Central Falls/Rhode Island College Innovation Lab, a first in the nation K-20 collaboration lab for developing and piloting replicable programs in urban education.

**Assistant Superintendent/Chief Academic Officer**  
**Fall River Public Schools, Fall River, MA**

Feb 09-Jun 10

Worked as the district's second in command and provide leadership and guidance on all district-wide issues. Provided instructional leadership as the Chief Academic Officer for the district.

- Responsible for managing federal programs and funds (Title I, IIA, III, IV and ARRA) totaling over \$16M.
- Provided leadership in all curriculum, instruction and professional development matters in the district.
- Created a district-level English Language Learners strategy to revamp the district's English Language Learners program and instituted concrete measures to monitor and improve student achievement.
- Coordinated with district leadership to design and implement the Massachusetts Department of Elementary and Secondary Education recovery plan for Fall River.

**Director of School Improvement & Leadership Services**  
**Fall River Public Schools, Fall River, MA**

Aug 08-Feb 09

Supported the schools principals and instructional leadership team by providing or identifying resources for direct training, guidance and facilitate school improvement initiatives.

- Provided coaching and support as necessary to the principals, created the Principals Networks.
- Created the district's School Review Visits protocol to observe schools and collect data on specific priorities in the school improvement plan and ensure that targeted feedback is provided to the schools.

**Principal**

2004-2008

**EBC High School for Public Service-Bushwick, Brooklyn, NY**

Led EBC, an urban public high school serving 630 students, through a reform process which involved changing the school's status from an alternative school to a regular high school.

- Implemented the New York City state approved curriculum and transition the school from an alternative school to a nurturing learning community with high standards for all students.
- Led EBC to represent New York City in the Broad Foundation's Top Urban School District Competition.
- Efficiently managed a budget of over \$5 million.

**Associate Director**

2002-2004

**Office of New Schools Development, NYC Department of Education, New York, NY**

Played a key role as part of a high-functioning team supporting the creation of small learning communities.

- Facilitated the closing of comprehensive low performing high schools and collaborated with parents, educators, and community leaders to develop new and effective schools within the existing academic structure.
- Managed the closing of four low performing high schools each with a population of over 1000 students.
- Created a framework used by the team of educators, parents, students, and community organizations handling the development of curriculum and standard operating procedures for new schools.
- Prepared a comprehensive plan that included communication strategies to engage parents and the community at large in underserved populations.

**Facilitator**

1999-2002

**Parent Information & Student Registration, Providence Schools, Providence, RI**

Established and implemented a new student assignment policy and standard operating procedures to enforce the policy in addition to the enrollment of students into Providence Public Schools.

- Directed school placement and registration for K-12 students.
- Implemented the Student Assignment Plan which served 27,000 Providence students and their families.
- Administered a budget of over \$1,000,000 and transformed the center's focus to customer service.

**Executive Director**

1998-1999

**Center for Hispanic Policy and Advocacy, Providence, RI**

Led non-profit community-based organization in its mission of improving the quality of life for Latinos in Rhode Island by advocating for equality.

- Raised funds and administered a budget of local, state, federal and private funds.
- Supervised the Bridge School, an alternative high school for adjudicated youth.

- Leadership Coordinator** 1996-1998  
**University of Rhode Island, Student Leadership Office, Kingston, RI**  
 Provided leadership development training to URI students by using experiential learning methods.
- Designed and implemented Leadership Development classes, designed, and implemented workshops on leadership related topics.

**EDUCATION AND CREDENTIALS**

- Master of Arts, Education** December 2002  
 University of Rhode Island
- Master of Science, Human Development & Family Studies** May 1996  
 University of Rhode Island
- Bachelor of Arts, Political Science** August 1992  
 University of Rhode Island

**Rhode Island Department of Education – Superintendent of Schools 2011**

**Massachusetts Administrator License – Massachusetts Department of Elementary and Secondary Ed 2008**

**District Administrator and Supervisor – The New York State Department of Education 2007**

**School Administrator and Supervisor – The New York State Department of Education 2004**

**PROFESSIONAL AFFILIATIONS**

- Chairman, RI Kids Count, Board of Directors 2009-Present
- Member, League of Innovative Schools, New England Secondary School's Consortium 2011-Present
- Advisory Council Member, Latino College Access Coalition 2010-Present
- Advisory Board Member, College Readiness Program 2010-Present
- Member, National Dropout Prevention Network 2010 & 2011
- President, Board of Directors, Dominican American National Roundtable 2007-2009
- Chairman, Board of Directors of Rhode Island Housing 2001-2002
- Board Member, Providence Public Libraries 2001-2002
- Board Member, Rhode Island Hospital 2000-2002