

R.J. Mabanta

Senior Leader · Strategy, Design & Innovation

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MFA **MAEd** **CSM** **CSPO** **CCMP-I**

PROFESSIONAL SUMMARY

Founding school and program leader with 15+ years building student-centered learning environments, data-driven instructional systems, and the staff cultures that sustain them. Deeply familiar with PCI's model, mission, and the relational architecture that makes personalized learning work at the site level. Proven record driving dramatic improvements in student outcomes, staff retention, and school culture across charter and district contexts. Trained in *Art of Coaching Teams* and *Dare to Lead* frameworks; experienced with WASC accreditation, charter governance, CTE pathway design, and leading organizations through turnaround. Comes with the instructional credibility of a practitioner who has taught, coached, and led — and the operational discipline to run a site cleanly.

SELECTED IMPACT

21% → 93% College & Career Indicator <i>Multi-year systems transformation; data-driven instructional redesign</i>	37% → 88% Staff Retention <i>Talent systems and transformational coaching; team leads into leaders</i>	65% Suspension Reduction <i>Restorative and trauma-informed systems redesign; org culture turnaround</i>
98% Pathway Beginners <i>4 community-authored CTE pipelines; dual-enrollment at scale</i>	\$7M+ Competitive Grants <i>Designed and awarded; programs adopted and replicated statewide</i>	6-Year WASC Accreditation <i>Initial cycles achieved across multiple sites</i>

CORE COMPETENCIES

INSTRUCTIONAL LEADERSHIP

Instructional Coaching & Observation
Transformational Coaching Practice
Adult Learning Systems Design
Curriculum & Assessment Design
Teacher Development & Evaluation

SCHOOL CULTURE & COMMUNITY

Restorative & Equity-Centered Practice
Family & Community Engagement
Student-Centered School Design
Inclusive & Collaborative Culture
Personalized Learning Design

OPERATIONS & COMPLIANCE

CTE & College Partnership Dev.
WASC Accreditation Leadership
Charter Governance & Compliance
Budget & Resource Management
Data-Driven Strategy & Iteration

PROFESSIONAL EXPERIENCE

High School Associate Principal · Jun 2022 – Present

San Diego Unified School District · San Diego, CA

- ▶ Led full site turnaround producing a 65% reduction in suspensions within one year; rebuilt operating model, behavior systems, and school culture through restorative practices and a structured coaching cadence, supporting LMEC's exit from Continuous School Improvement (CSI) designation.
- ▶ Designed and launched four community-authored CTE pipelines — Public Health, Patient Care, Engineering-Design, and Animal & Veterinary Science — with UCSD, SDCCD, and Vertex Pharmaceuticals; 98% of students on track as pathway beginners with scalable dual-enrollment infrastructure in place.

R.J. Mabanta · continued · *Site/Program Leader* · *Heritage Peak Charter School*

- ▶ Led WASC accreditation from inception, coordinating governance structures, cross-functional evidence workstreams, and multi-team documentation to achieve initial 6-year accreditation cycle.
- ▶ Coach and evaluate teachers and instructional leaders — including intensive, resistant, and struggling practitioners — using Elena Aguilar's *Transformational Coaching & Art of Coaching Teams* and Brené Brown's *Dare to Lead* frameworks (Bright Morning LLC trained).
- ▶ Currently on special assignment designing Phase 1 of a district-wide paraprofessional workforce revamp; serve as strategic advisor to district senior leaders on policy, equity strategy, and multi-site governance.

Site Leader & School Designer · *May 2019 – Jun 2022*

Pacific Charter Institute (PCI) · *Multiple Sites* · *Sacramento & Yolo Counties, CA*

- ▶ Founded and designed New Pacific Charters (Rancho Cordova) and New Pacific School (Roseville) simultaneously, securing governing board approval, navigating divergent community contexts, and sustaining multi-year partnership investment.
- ▶ Drove site's College & Career Indicator from 21% to 93% over three years through systemic instructional redesign and data-driven strategy; built and presented the multi-year impact narrative that sustained and expanded governing board investment.
- ▶ Built organizational learning infrastructure from the ground up: onboarding academies, competency frameworks, coaching structures, and adult learning systems that developed team leads into independent instructional leaders, increasing staff retention from 37% to 88%.
- ▶ Co-led charter renewal and WASC accreditation simultaneously, coordinating cross-department workstreams and presenting evidence of impact to governing boards across state and federal compliance frameworks.
- ▶ Managed daily site operations across finance, HR, academics, and communications with full accountability for student caseloads, staff evaluations, family communication, and compliance reporting.

Mentor Teacher & CTE Lead · *Aug 2015 – May 2019*

Rio Valley Charter School (Pacific Charter Institute) · *Lodi, CA*

- ▶ Secured \$350K state grant to design and launch a statewide model CTE program; built implementation systems, performance metrics, and advisory structures for replication across multiple sites.
- ▶ Designed curriculum adopted statewide through UC Curriculum Integration (UCCI); served as primary relationship manager across a multi-organization stakeholder network with reporting accountability to state funders.
- ▶ Coached and developed emerging teacher-leaders in instructional design and facilitation practice; built adult learning culture supporting program replication and sustainability.

EDUCATION & CREDENTIALS

MAEd, Advanced Studies: School Administration

California State University, Stanislaus
With Distinction (4.0) · *Phi Kappa Phi*

MFA, Theatre, Acting

University of Delaware
Polly Russell Dowling Fellow

BA, Theatre · BA, Media Industries

University of California, San Diego
Provost's Honors · *ArtsBridge America Scholar* · *E.C. Mort Award for Excellence in Leadership* · *Stewart Prize in Theatre*

RECOGNITION & SERVICE

National Arts & Humanities Youth Program Awards — Program Finalist · *Obama's Committee on the Arts & Humanities* 21CSLA Advisory Board · Gintong Lahi Lifetime Award

CERTIFICATIONS & CREDENTIALS

CA Administrative Services Credential (Clear)
CA Single Subject: English (Clear)
CA Designated Subjects: Arts, Media & Ent. (Clear)
CSM · Certified Scrum Master — Scrum Alliance
CSPO · Certified Scrum Product Owner — Scrum Alliance
CCMP-I · Change Mgmt Professional — In Progress · ACMP

PROFESSIONAL DEVELOPMENT

Art of Coaching Teams · Bright Morning, LLC
Dare to Lead · Brené Brown / Brave Leaders Inc.
Leading for Equity · National Equity Project
Restorative Practices & Conferencing · IIRP · Liberatory
Liberatory Leadership Design · LA Education Partnership /21CSLA