

Virginia Araceli Feliz, Ed.D.
Assistant Professor
Educational Leadership and Policy Studies
Doctorate in Educational Leadership
Coordinator, TK-12 Educational Leadership Pathway
CapEd EduAnchor Fellow
California State University, Sacramento
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EDUCATION

- **2018:** Ed.D in Organizational Change and Leadership; University of Southern California, Los Angeles, CA
- **2006:** M.A. in Education, Reading and Language Arts; California State University, Fresno, CA
- **2004:** CLAD Certificate; University of San Diego, San Diego, CA
- **1994:** B.A. in English; University of California, Los Angeles, CA
- Credentials held:
 - California Clear Multiple Subject Teaching Credential
 - California Clear Administrative Services Credential
 - Reading Specialist Credential

AREAS OF INTEREST AND RELATED RESEARCH

The analysis of organizational cultures and leadership practices with a particular focus on Latinas in Educational Leadership as well as equity and access in education, and within broader society for historically marginalized communities. The six main focus areas for research are intersectionality, leadership practices, cultural wealth, shared leadership, amplifying BIPOC voices, and organizational change.

PROFESSIONAL SUMMARY

UNIVERSITY LEVEL APPOINTMENTS

Assistant Professor , Doctorate in Educational Leadership California State University, Sacramento	8/2023-present
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- Teach in the Doctorate in Educational Leadership (EdD) program
- Develop curricula that aligns with program standards
- Contribute to the University in various forms
- Engage in scholarly activities such as publications, research, and presentations
- Dissertation advising

Coordinator & Faculty Advisor, TK-12 Educational Leadership Pathway 1/2022-present
California State University, Sacramento

- Coordinate the Preliminary Administrative Services Credential pathway
- Coordinate the TK-12 Administrative Field Experience
- Academic advisor for MA in TK-12 Educational Leadership and Policy Studies students

Assistant Professor, Educational Leadership & Policy Studies 8/2020-present
California State University, Sacramento

- Teach in the graduate and professional studies department TK-12 EDLP MA program
- Develop curricula that aligns with state administrative standards
- Contribute to the University in various forms
- Engage in scholarly activities such as publications, research, and presentations
- MA project thesis advising

Chapman University, Visalia, CA

Adjunct Instructor, *Multiple Subject Credential Program* 2008-2009

Instructed credential level reading courses for candidates seeking a teaching credential with embedded RICA preparation; *EDMU 520& 521: Language and Literacy in the K-8 Classroom Parts I & II*.

College of the Sequoias, Visalia, CA

Adjunct Instructor, *English Department* 2006-2008

Instructed English courses including English 360ab; Reading and Writing Skills, English 251; Introduction to Academic Writing, and English 1; College Reading and Composition.

PK-12 LEADERSHIP EXPERIENCE

Visalia Unified School District, Visalia, CA

Assistant Principal, *Willow Glen K-8 School* 2016-2020

- Work as part of an instructional leadership team to ensure learning of all students through coordination of core, strategic, and intensive instruction.
- Provide instructional coaching and support.
- Develop and implement certificated and classified staff development.
- Serve as Site Coordinator for SST, 504, Assessment, and English Language Learner programs.
- Evaluate certificated and classified staff.
- Coordinate PBIS implementation as a multi-tiered student support system including staff, parent, and student training.
- Facilitate parent meetings and other parent education programs as assigned.
- Manage site budgets.
- Athletic Director

Visalia Unified School District, Visalia, CA

Principal, *Washington Elementary School* 2015-2016

- Management of personnel and programs, effective communication, and problem solving.
- Knowledge and implementation of curriculum, education code, district policies.
- Knowledge and implementation of state frameworks and appropriate instructional strategies

including effective MTSS models and program monitoring.

- Planned, scheduled, and implemented site staff development in all curricular areas.
- Provide instructional leadership including curriculum coaching.
- Keep and maintain accurate records, meet deadlines, communicate with individuals of diverse backgrounds.
- Maintain positive rapport with district, outside agencies, parents, and community stakeholders.

Visalia Unified School District, Visalia, CA

Principal, *Ivanhoe Elementary School*

2011-2015

- Management of personnel and programs, effective communication, and problem solving.
- Knowledge and implementation of curriculum, education code, district policies.
- Knowledge and implementation of state frameworks and appropriate instructional strategies including MTSS and program monitoring.
- Planned, scheduled, and implemented site staff development in all curricular areas.
- Provide instructional leadership including curriculum coaching.
- Provide direction to others and make independent judgments.
- Keep and maintain accurate records, meet deadlines, communicate with individuals of diverse backgrounds.
- Maintain positive rapport with district and outside agencies.
- Established Folclórico Club

Visalia Unified School District, Visalia, CA

Coordinator, State & Federal Projects, *Educational Office Complex*

2009-2011

- Coordinated state and federal programs/assessment and accountability.
- Managed district level categorical budgets
- Coordinated the implementation of the No Child Left Behind Act of 2001 (NCLB).
- Advised school principals in regards to Federal and State program regulations to assure compliance.
- Assisted site administrators in the evaluation and implementation of program improvement plans.
- Developed surveys and data collection procedures and analyzed assessment data to assist in the evaluation of site and district program effectiveness.
- Assisted with the development and implementation of the district wide accountability and assessment system including school improvement team site visits.
- Planned, scheduled, and implemented site and district level ELD staff development.
- Planned, scheduled, and coordinated district and site level Parent University programs.
- Managed and coordinated district-wide Migrant Education Program Services including budgets.
- Served as the Migrant Education Program Summer School Principal.
- Maintained positive relationship with outside agencies such as consultants, the County Office of Education and the State Department of Education during federal program reviews and recurring program meetings.
- Supervision of the district Language Assessment Center (LAC) operations and staff.
- Planned, scheduled, and coordinated District English Learner Advisory Committee (DELAC) meetings.

Visalia Unified School District, Visalia, CA

Curriculum Coach, *Annie R. Mitchell Elementary & Union Elementary*

2007-2009

- Served as Principal's Designee
- Supported teachers with curriculum planning, model lessons, and implementation of intervention

strategies based on state standards, district benchmarks, and assessed needs.

- Planned and implemented staff development targeting the needs of diverse student populations including High Functioning Learners, English Learners, and Educationally Disadvantaged Youth.
- Organized, planned, and scheduled site intervention programs.
- Responsible for identification and student placement in extended day or intervention programs based on data analysis of multiple assessment measures.
- Devised and maintained intervention schedules and Master Multiple Intervention list.
- Coordinated school Math Club and Spelling Bee
- Established Drama Club.
- Supervised site Accelerated Reader program.

Visalia Unified School District, Visalia, CA

BTSA Support Provider

2008-2009

- Supported, coached, and guided beginning teachers in CFASST events 1-6.

K-12 TEACHING EXPERIENCE

Visalia Unified School District, Visalia, CA

Teacher, *Elbow Creek Elementary & Willow Glen Elementary*

1997-2007

- Taught, supervised, and managed a classroom, students, curriculum, and extra-curricular activities in grades K, 1, 2, 4, & 5, including bilingual instruction and combination classroom instruction.
- Responsible for CELDT administration and coordination.

Montebello Unified School District, Montebello, CA

Teacher, *Winter Gardens Elementary*

1996-1997

- Taught, supervised, and managed students, curriculum, and extra-curricular activities in a Spanish primary language Kindergarten classroom.

UNIVERSITY COURSES TAUGHT

Fall 2020	EDLP 200-Equity and Diversity in Educational Leadership EDLP 495A-Field Experience in Educational Leadership I EDLP 500A-Thesis/Project Advising
Spring 2021	EDLP 202-California School Law EDLP 495B-Field Experience in Educational Leadership II EDLP 500B-Thesis/Project Advising
Summer 2021	EDLP 209- Human Resources and Organizational Systems
Fall 2021	EDLP 200-Equity and Diversity in Educational Leadership EDLP 495A-Field Experience in Educational Leadership I EDLP 500A-Thesis/Project Advising
Spring 2022	EDLP 402-Internship in Educational Leadership Field Experience EDLP 495B-Field Study in Educational Leadership—MA/PASC Pathway EDLP 495B-Field Study in Educational Leadership—EdD/PASC Pathway EDLP 500B-MA Thesis/Project Seminar
Summer 2022	EDLP 209- Human Resources and Organizational Systems

Fall 2022	EDLP 200 Equity and Diversity in Educational Leadership EDLP 299 Special Problems-CalAPA Support EDLP 401-Internship in Educational Leadership Field Experience EDLP 495A-Field Study in Educational Leadership—EdD/PASC Pathway EDLP 500A-Thesis/Project Advising
Spring 2023	EDLP 202 Education Law and Ethics EDLP 299 Special Problems-CalAPA Support EDLP 402-Internship in Educational Leadership Field Experience EDLP 495B-Field Study in Educational Leadership—EdD/PASC Pathway EDLP 500A-Thesis/Project Advising EDLP 500B-Thesis/Project Advising
Summer 2023	EDLP 209- Human Resources and Organizational Systems
Fall 2023	EDD 616B—Dissertation I-Writing EDLP 200—Diversity and Equity in Educational Leadership EDLP 299C— Individual Projects for Preliminary Administrative Services Credential EDLP 500A—MA Thesis/Project

PUBLICATIONS

MANUSCRIPTS IN PRINT

Fowler, D.J., Jouganas, S.M., & **Feliz, V.A.** (Preliminary Edition) (2024). *Leadership: Theories, styles, and approaches in education*. San Diego, CA: Cognella Publishing, Inc.

Feliz, V.A. (2023). Introduction. In Fowler, D.J., Vasquez Heilig, J.V., Jouganas, S.M., & Johnson, A. (Eds.), *Equity & Access: An Analysis of Educational Leadership Preparation, Policy, & Practice* (pp. xi-xiii). Information Age Publishing, Inc.

Feliz, V.A., Prince-Cheng, K., & Khalid, T. (2023). Educating students, teachers, and leaders to recognize and address systemic oppression. In Lillo, S.R. & McIntosh, S. (Eds.) *enacting equitable global citizenship education in schools: Lessons from dialogue between research and practice* (pp.132-141). Routledge.
DOI:10.4324/9781003241874-15

Publisher's Webpage: <https://www.taylorfrancis.com/chapters/edit/10.4324/9781003241874-15/educating-students-teachers-leaders-recognize-address-systemic-oppression-virginia-araceli-feliz-karla-prince-cheng-tahsin-khalid>

Feliz, V.A.; Hobbs, S.D.; Borunda, R. (2022). Strengthen and respect each thread. *International. Journal of Environmental. Research and Public Health*, 19, 14117.

PDF Version: <https://www.mdpi.com/1660-4601/19/21/14117/pdf>

Feliz, V.A. (August, 2020). Educational practices that decrease opportunity gaps in literacy. *Journal for Leadership, Equity, and Research* (JLER).

Link: <https://journals.sfu.ca/cvj/index.php/cvj/article/view/101/165>

MANUSCRIPTS IN PRESS

Fowler, D.J., Jouganatos, S.M., & **Feliz, V.A.** (First Edition) (2024). *Leadership: Theories, styles, and approaches in education*. San Diego, CA: Cognella Publishing, Inc.

MANUSCRIPTS ACCEPTED

Feliz, V.A.; Hobbs, S.D.; Borunda, R. (2022). Strengthen and respect each thread. In Borunda, R. & Murray, A. (Eds.) (TBD). *Disrupting Racism in US Schools: Transcending the (un)Civil War*. New York: Palgrave-McMillan Publishing.

MANUSCRIPTS IN PROCESS

Feliz, V.A. & Jouganatos, S.M. (Fall 2023). *Latina TK-12 Leadership in California* for submission to the *Journal of Research on Leadership Education*.

CONFERENCE PRESENTATIONS

COMPLETED

March 18, 2023: California Teachers Association Equity and Human Rights Conference in Santa Clara, CA

Co-Presenter; *Humanist Social Science Curriculum*

November 16-20, 2022: University Council on Educational Administration (UCEA) Conference in Seattle, WA

Roundtable Co-Presenter; *Contra historias de Liderazgo: School experiences, cultural wealth, and the racial identities of Latinx women school administrators*

March 26, 2022: CA-NAME Conference at CSU, Bakersfield

Co-Presenter; *A conversation on the detrimental effects on youth of exclusionary education and discipline practices*

March 20, 2021: CSUS [College of Education Multicultural Conference](#): Co-presenter (Virtual) for Centering Black Women in Teaching Fellowship on Historical Black Women Educators: *Mary Ann Shad Cary*

March 21, 2021: Co-presenter for the Centering Black Women in Teaching Fellowship [Sunday Symposium](#) (Virtual)

ACCEPTED

November 13-15, 2023: California Educational Research Association (CERA) Conference in Anaheim, CA

Co-Presenter; *Contrahistorias de Liderazgo: School experiences, cultural wealth, and the racial identities of Latina school administrators*

SUBMITTED

April 11-14, 2024: American Educational Research Association (AERA) Conference in Philadelphia, PA

Presenter (Paper Session): *Latinas in Educational Leadership Roles in California*

RESEARCH**STUDIES IN PROGRESS**

Jouganatos, S.M. & **Feliz, V.A.** (Expected Winter 2024). *Contrahistorias de Liderazgo: School experiences, cultural wealth, and the racial identities of Latinx women school administrators in the United States*. Role: Co-Investigator

Feliz, V.A. & Leslie, A. (Expected Fall 2024). *Reducing Polarization and Bridging the Divide: A humanist secondary (middle/high school) social science curriculum pilot*. Role: Principal Investigator

OTHER EDUCATIONAL ACTIVITIES:**GRANT APPLICATIONS AWARDED**

2023 Jouganatos, S.M. & **Feliz, V.A.** Research and Creative Activity (RCA) Program. *Contrahistorias de Liderazgo: School experiences, cultural wealth, and the racial identities of Latinx women school administrators in the United States*.

GRANT APPLICATIONS NOT AWARDED

2023 **Feliz, V.A.** & Leslie, A. Research and Creative Activity (RCA) Program. *Reducing Polarization and Bridging the Divide: A humanist secondary (middle/high school) social science curriculum pilot*. Role: Principal Investigator

2021 **Feliz, V.A.** Probationary Faculty Development Grant Award. Amplifying Latinx Voices: Understanding the TK-12 experiences of Latinx youth in California and the practical implications for leadership. Role: Principal Investigator

2022 Jouganatos, S.M. & **Feliz, V.A.** Research and Creative Activity (RCA) Program. *Contra historias de Liderazgo: School experiences, cultural wealth, and the racial identities of Latinx women school administrators in the United States*.

ACADEMIC SERVICE AND VOLUNTEER WORK**UNIVERSITY (CSUS)**

Fall 2023-Spring 2026—Voting Member, Faculty Senate Subcommittee-Council on the Preparation of School Personnel (CPSP)

Fall 2022-Present—Member, Credential Unit Advisory Group (CUAG)

Fall 2022-Present—Coordinator, Center on Race, Immigration, and Social Justice (CRISJ)

Spring 2021-Present—Chair, CRISJ Literacy Empowerment Committee

2020-Present—Faculty Associate, Center on Race, Immigration, and Social Justice (CRISJ)

Spring 2021-Fall 2022—Faculty Mentor, U Mentor, Division of Student Affairs

COLLEGE OF EDUCATION

September 2022-present—Member, IEP Simulation Committee

September 2022-present- Co-Chair, Curriculum, Assessment, Technology & Teaching Excellence (CATTE)

September 2022-Present-GPSE Alternate, College Research Review Committee (CRRC)

September 2022-Present- Member, Dean's Advisory Council (DAC)

September 2021-May 2022- Member, Curriculum, Assessment, Technology & Teaching Excellence (CATTE)

Fall 2021-Present-Member, Dean's BIPOC Faculty Advisory Group

Fall 2020 -Volunteer Reviewer, CRRC-Human Subjects Review Committee

BRANCH (GPSE/EDLP)

Fall 2023-Educational Leaders Network Event

Spring 2022- Present: EDLP Interim Coordinator TK-12 Educational Leadership Pathway (Field Experience & PASC)

Spring 2021-Present : EDLP Program Application Reviewer

Spring 2021-Present : EDLP Applicant Interviewer

COMMUNITY

Fall 2023—Spring 2024: Reviewer, California Commission on Teacher Credentialing (CTC) PASC Program Review (Green Cohort)

Fall 2022-Present—Mentor, UCLA OrgulloSO Mentoring Program of the UCLA Latino Alumni Association

Spring 2023—[CRISJ Youth Literacy Empowerment Day at Sacramento State](#)

Fall 2023-Present—Team Lead for CSUS Team providing professional development support to Heredia-Arriaga Dual Immersion School in Natomas USD.

January 2022-Spring 2022—EduAnchor Fellow: Natomas Unified School District-Support for parents, community, and professional development for district leadership and staff for the establishment of the district's first dual language immersion school; Heredia-Arriaga Elementary.

Fall 2021-June 2022—Encina High School-Support for administration and faculty for revisioning process.

Fall 2021-Present—Art Docent, Rocklin Academy Gateway

Spring 2021-UnEqual Freedoms Virtual Exhibit Reflections Writer

GUEST SPEAKING/PRESENTATIONS

November 4, 2023 Invited Guest Speaker Presentation (Zoom) for Dr. Sarah Lillo Kang's EF 400 Course at Southeast Missouri State University; *Amplifying BIPOC Student Voices*

July 29, 2023 Distinguished Speaker for the Ribbon Cutting Ceremony at Heredia-Arriaga Dual Immersion School, Natomas Unified School District

March 24, 2023 Invited Guest Speaker Presentation (Zoom) for Dr. Sarah Lillo Kang's EF 400 Course at Southeast Missouri State University; *Amplifying BIPOC Student Voices*

DISSERTATION CHAIR

Student Name	Role	Dissertation Title	Completion Date
Connie Ayala (Cohort 16)	Chair	TBD	May 2025
Prisila Isais (Cohort 15)	Chair	Title: TBD Topic: Latina Immigrant mothers, community cultural wealth, and their leadership journey	May 2024
Kaylyn Lumsden (Cohort 15)	Chair	Toward Transformative SEL: A Mixed Methods Study Evaluating Implementation Factors Affecting Culturally Responsive SEL	May 2024

MA THESIS & PROJECT ADVISING

Student Name	Role	Thesis Title	Completion Date
Matthew Callman (Co-Author)	Advisor	Successful Implementation of Distance Learning in California Middle Schools (Thesis)	December 2020
Lesley Ho (Co-Author)	Advisor	Successful Implementation of Distance Learning in California Middle Schools (Thesis)	December 2020
Amy PirkI	Advisor	Guiding Middle School Students to Making Positive Behavior Choices (Project)	December 2020
William Woehler	Advisor	Eliminating Disparities in Exclusionary Discipline (Thesis)	May 2021
Daniela Sanchez-Villa	Advisor	The Study of the Impact Black and Latinx Teachers have on the Academic Success of Black and Latinx Students (Thesis)	May 2021
Yesenia Sanchez	Advisor	Examining the Math Achievement Gap of Elementary Latino Students and Best Practices for Future Success (Project)	December 2021
Sean Corson	2 nd Reader	Analyzing Equity and Access in Physical Education for Students with Disabilities in California Schools (Thesis)	May 2021
Brenda Luna	Advisor	Efficacy of Tier 2 Interventions in a Middle School Setting (Project)	December 2021
Robby Ryals	Advisor	Toolkit for Implementing Transgender Inclusive Practices in Elementary School (Project)	May 2022
Crystal Buskirk	Advisor	Influences of Bias on the Educational Success of Emergent Bilingual High School Students (Project)	May 2022
Oscar Garibay	Advisor	Experiences of 9th- 12th-grade Newcomers at Levi High School. (Project)	December 2022
Zandi Llanos	Advisor	Latina Teacher Retention (Project)	December 2022
Liz Morales	Advisor	Latinx Parent Engagement (Project)	December 2022
Rayna Zurkic	Advisor	Best Practices for Inclusion (Project)	December 2022
Jennie Hiemke	Advisor	Best Practices for New Teacher Retention (Project)	May 2023
Manuel Garcia "Manolo"	Advisor	Teacher Attrition After the Start of the COVID Pandemic (Project)	May 2023
Sara Matley	Advisor	General and Special Education Elementary Teachers' Sources of Efficacy with Inclusive	December 2023

		Practices in a Northern California School (Project)	
Denae Merten	Advisor	PLCs as an Equitable Intervention for Teacher Retention (Project)	May 2024
Dorte Oxenvad	Advisor	Closing the achievement gap, one relationship at a time in a Northern California Middle School (Project)	December 2023

PROFESSIONAL DEVELOPMENT

Fall 2022—ASL Learning Community

Fall 2022-Spring 2023—Sobrato Early Academic Language (SEAL) Year 1 of Dual Language Pedagogy Series for Administrators

2021-2022 Praxis Cultural Competency Certification Trainer of Trainer Cohort

2020-Present—CalAPA Deep Dives and Think Tanks

Fall 2020-May 2022—Demystifying the Tenure Process, Division of Inclusive Excellence

2021-2022 Edutainment for Equity

Summer 2020-Summer Teach ON!Line Camp

2020-2021—Centering Black Women in Teaching Fellowship

2020-2021—COE Antiracism Professional and Faculty Learning Community (DAPPS)

Spring/Summer 2021-CTL Instructional Design 1:1 Consultations

Summer 2021-Summer Teaching Institute

PROFESSIONAL AFFILIATIONS

AERA	2023-present
CERA	2023-present
ACSA	2023-present; 2009-2020
Center for Race, Immigration, and Social Justice (CRISJ)	2020-Present
Chicanx/Latinx Faculty and Staff Association (CHLFSA)	2020-Present
Center for Leadership, Equity, and Research (CLEAR)	2019-Present
International Literacy Association	2018-Present