

## RESUME

PAOLA GARCÍA CASTILLO

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## BRIEF

Paola is a bilingual educator who holds a master degree in directing schools and specialized in education. She is formed to lead using transformational leadership. Besides, she has a wide career leading teams in directive positions at private bilingual schools and managing international programs such as Cambridge and CIS.

She has worked in diverse educational positions such as teacher, head of a department, Principal in pre school, primary, middle and high school.

She has experience directing and leading educational public policy as pedagogical consultant for the Ministry of Education in Colombia and General manager for “Jornada Única” at the Bogotá’s District Educational Secretariat.

She was chosen by UNESCO, APCEIU, as one of the top experts to do an expert consultation reviewing curriculum.

She is great at leading, designing and following up academic standards, as well as, researching and handling students and parents in formal and non formal education.

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## SKILLS

Paola is committed, hard worker, honest, rigorous and always looking for excelling in the job. She has great abilities to communicate and lead, and she is interested in knowledge, investigation and creativity.

She is able to find, recognize and boost each member of the team in their own abilities, to direct them towards team’s objectives. Moreover, she is capable of inspiring others towards school’s goals. She is great at planning, following and evaluating projects. Additionally, she is self-motivated, self controlled and passionate about education, art and literature. She adapts very easily to change.

## EDUCATIONAL BACKGROUND

<b>Masters degree.</b> 2013 - 2010	Master degree in Administration of Educational Institutions. Instituto Tecnológico de Monterrey.
<b>Higher degree.</b> 2008 - 2007	Higher degree in Education with emphasis in Arts. Universidad de los Andes. Bogotá, Colombia. Tutor: Magdalena Agüero.
<b>Undergraduate degree.</b> 2003 - 1998	Option in Creative writing. Universidad de los Andes. Bogotá, Colombia.
<b>Main undergraduate degree.</b> 2003 - 1998	Master in Arts with emphasis in Plastic Arts. Universidad de los Andes. Bogotá, Colombia.
<b>High school.</b> 1996 - 1990	Colegio del Sagrado Corazón- Niza, Bogotá, Colombia. Liceo Moderno Campestre. Bogotá, Colombia. Validación- Academia Nacional de Aprendizaje. Bogotá, Colombia.
<b>Primary.</b> 1990 - 1985	Colegio del Sagrado Corazón- Niza. Bogotá, Colombia.

## PROFESSIONAL EXPERIENCE

Colegio Liceo de Colombia Bilingüe. Bogotá, Colombia	
<b>Primary School Principal.</b> Jan. 2018 - actual	Designing, guiding and directing MEN curricula and The Cambridge Primary Program from Cambridge University. Planning, coordinating, managing, leading and following academic issues in the section (3 <sup>rd</sup> , 4 <sup>th</sup> and 5 <sup>th</sup> ). Coordinating, leading, following and guiding teachers and students. Designing and following the development of methodology, teaching instruction and evaluating processes. Attempting parents and students from the section. Designing and following strategies among methodology, didactics and evaluation processes in the school. Communicating and directing staff.

UNESCO – APCEIU, Seúl, Corea	
<b>Revising curriculum</b> Aug.-sep. de 2017	Expert consultation to comprehensively revise the document: “Global Citizenship Education: A Guide for Policymakers”. Revising, adjusting and giving feedback about the document: “Global Citizenship Education: A Guide for Policymakers”. Participating enriching participants of the 2 <sup>nd</sup> International Conference on GCED.

Secretaría de Educación Distrital. Bogotá, Colombia

<p><b>Pedagogical manager for “Jornada Única”</b></p> <p>July – dec. 2017</p>	<p>Leadership, managing and coordination of the pedagogical team for “Jornada Única” and “Jornada Extendida”.</p> <p>Leadership, managing, developing and evaluating proposals and educational policies for the District of Bogotá.</p> <p>Leadership in the process of working with different educational organizations in Bogotá.</p> <p>Planning, leading and motivating pedagogical groups and project with teachers, researchers, experts, principals and tutors from Bogotá.</p> <p>Leadership, following up and helping Bogotá’s schools in their pedagogical development to become “Jornada Única”.</p> <p>Leadership, following up and teaching Bogotá’s tutors (PAPs) in pedagogical matters.</p> <p>Identifying critical matters to plan and develop educational public policy for Bogotá.</p> <p>Revising and updating pedagogical documents for the District of Bogotá.</p> <p>Evaluating and giving feedback on the schools’ projects to apply “Jornada Única” in the District of Bogotá.</p>
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**Ministry of Education. Bogotá, Colombia**

<p><b>National Coordinator of Assessment and follow up</b></p> <p>January 2017- currently</p>	<p>Leadership, direction and coordination of the Ministry's follow-up learning team.</p> <p>Management and constant monitoring of the data collected through the different evaluation instruments that are applied.</p> <p>Identification of relevant information for the definition of public policy and strategies for improvement of educational quality, based on the information gathered with the different evaluation instruments.</p> <p>Focus and articulate the different evaluations and to effectively monitor students' learning.</p> <p>Application and follow-up to the different evaluation strategies of the Ministry.</p> <p>Development of evaluation strategies and training about them to the educational community, through the different Ministry’s agents and programs.</p> <p>Update, design and use the necessary guidelines and documents to implement monitoring systems to use the results of the tests applied.</p> <p>Propose improvement actions to enhance student’s learning.</p> <p>Documentation and systematization to follow-up learning processes at the Ministry, the Secretariats of Education and the schools.</p> <p>Leadership, coordination and development of the PISA 2018 strategy.</p> <p>Leadership in the application and development of Supérate and Aprendamos evaluating tools.</p>
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**Ministry of Education. Bogotá, Colombia**

<b>Consultant. Program “Todos a Aprender”</b>	<p>Planning, leading and training tutors, trainers, teachers and principals in formative evaluation, following learning processes, academic evaluation and strategies to improve institutions.</p> <p>Assessing the Program “Todos a Aprender” in curricular integration, pedagogical evaluation and pedagogical strategies to improve quality in education.</p> <p>Implementing and following up implementation processes of the tests: “Aprendamos”.</p> <p>Active participation in teaching and following public schools in evaluation processes.</p> <p>Assessing Program’s activities.</p>
February 2016- december 2016	

#### Gimnasio Fontana. Bogotá, Colombia

<b>Middle School Principal.</b>	<p>Planning, coordinating, managing, leading and following academic and behavioral issues in the section (5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup>).</p> <p>Coordinating, leading, following and guiding teachers and students.</p> <p>Attempting parents and students from the section.</p> <p>Designing and following educational strategies.</p> <p>Communicating and directing staff.</p>
Abr. 2015 – Dec. 2015	

#### Colegio Nuevo Cambridge. Bucaramanga, Colombia

<b>High School Principal.</b>	<p>Guiding and directing MEN curricula and Cambridge Program (CIE) from Cambridge University (IGCSE – A-Level).</p> <p>Planning, coordinating, managing, leading and following academic and behavioral issues in the section (9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup>).</p> <p>Designing and following formative strategies to teach students.</p> <p>Coordinating, leading, following and guiding teachers and students.</p> <p>Leading pedagogical projects, including PEI and SGC.</p> <p>As part of the directive committee, assessing and active participating in the improvement of the curricula of the school and PEI, which kept New Cambridge School between the top ten schools in Colombia.</p> <p>Designing and following the development of methodology, teaching instruction and evaluation processes.</p> <p>Attempting parents and students from the section.</p> <p>Communicating and directing staff.</p> <p>Awareness of facilities.</p> <p>Interim Head Mistress in the absence of the Head Master.</p>
Ago. 2013- Abr. 2015	
<b>Primary School Principal.</b>	<p>Designing, guiding and directing MEN curricula and The Cambridge Primary Program from Cambridge University.</p> <p>Planning, coordinating, managing, leading and following academic and behavioral issues in the section (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup>).</p> <p>Designing and following formative strategies by leading the Behavioral Committee.</p> <p>Coordinating, leading, following and guiding teachers and students.</p>
Feb. 2010 - Ag. 2013	

As part of the directive committee, assessing and active participating in the development of the mission statement, vision, goals, objectives and curricula of the school (PEI), which made New Cambridge School one of the top ten schools in Colombia.

Active participation in the proposal and development of the Quality System of the school.

Designing and following the development of methodology, teaching instruction and evaluating processes.

Attempting parents and students from the section.

Designing and following strategies among methodology, didactics and evaluation processes in the school.

Communicating and directing staff.

Awareness of facilities.

#### Gimnasio La Montaña. Bogotá, Colombia

<b>Head of the Art Department.</b>	Research, development, application and assessment of the visual art curriculum.
<b>Art Teacher.</b>	Leading and following teachers. Planning and developing art department activities.
Ago. 2003 - Feb. 2010	Assessing and participating in the development of the school as part of the Academic Council. Teaching: art history, visual arts and art playful classes in the following grades: Kinder and 5 <sup>th</sup> , 9 <sup>th</sup> and 10 <sup>th</sup> grade.
<b>Art Teacher</b>	Teaching: art history, visual arts and art playful classes in the following grades: pre- escolar y 9°, 10°.
Ago. 2002 – Jul. 2003	

#### Maloka, Museo Interactivo de Ciencia y Tecnología. Bogotá, Colombia

<b>Coordinator of the Project “Art and science”.</b>	Direction, investigation and development of educational activities about art, science and technology.
2001 - 2002	
<b>Guide.</b>	Educational Museum activities in Workshops and exhibition rooms.
2000- 2001	

#### Museo Nacional de Colombia . Bogotá, Colombia

<b>Assistant designing pedagogical material.</b>	Development of pedagogical material that supported temporal and exhibitions.
<b>Tutor:</b> Daniel Castro. 1998	

#### Ministerio de Cultura, Centro Interactuante para las Artes. Bogotá, Colombia

<b>Coordinator.</b>	Coordination and development of the perception workshops “Voices and Dreams”.
Director: Nuri Espinosa. 1999	

**Universidad de los Andes. Bogotá, Colombia**

**Assistant teacher.** University assistant teacher in the printing fabrics area.  
**Teacher:** Amparo Quijano.  
2000

**Centro Empresarial CAFAM. Bogotá, Colombia**

**Teacher.** Art classes for adults.  
2004-2005

**Casa Cultural del Maestro Carlos Santacruz. Bogotá, Colombia**

**Teacher.** Art classes for Little children.  
2004-2005

**Centro Comercial Andino . Bogotá, Colombia**

**Coordinator of the artistic summer classes.** Planning, coordinating, and development of art summer classes.  
1999-2001

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**IDIOMAS**

<b>TOEFL</b>	<b>98 (2014)</b>
<b>Understanding</b>	English (Excellent)
<b>Speaking</b>	English (Excellent)
<b>Reading</b>	English (Excellent)
<b>Writing</b>	English (Very good)

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**RECOGNITIONS**

<b>2010</b>	Tecnológico de Monterrey scholarship granted (Master degree).
<b>2003</b>	Colfuturo scholarship award. Colombia.
<b>2003</b>	Mention of honor to the social service spirit and community development. Given by: Uniandinos and Alianza Social Uniandina, Bogotá, Colombia
<b>1998</b>	Mention of honor in the poetry contest. Given by: Rayo Museum. Roldanillo, Valle, Colombia
<b>1997</b>	Mention of honor in the poetry contest. Given by: Rayo Museum. Roldanillo, Valle, Colombia

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**PUBLICATIONS**

<b>TÍTULO</b>	<b>MEDIO</b>
<b>Article “Las condiciones laborales y el desempeño</b>	Latin-American magazine of Education. Ed.

<b>docente. Un estudio de las condiciones de trabajo de los profesores de secundaria y su influencia en la calidad educativa, con respecto al desempeño docente”.</b>	OEI Organization of Latin-American States for the education, the science and the culture. Publication on line of September 15, 2013. The article was published in the bulletin N <sup>a</sup> 63/1 15-Sep-13 (Investigations and research) <a href="http://www.oei.es/">http://www.oei.es/</a> <a href="http://www.rieoei.org/deloslectores/5690Garcia.pdf">http://www.rieoei.org/deloslectores/5690Garcia.pdf</a> 2013 ISSN: 1681- 5653
<b>Article "Un tratado bilateral de crecimiento" (A bilateral agreement of growth).</b>	Latin-American magazine of Education. Ed. OEI Organization of Latin-American States for the education, the science and the culture. Publication in line of November 25, 2008. The article was published in the bulletin N <sup>a</sup> 47/5 25-11-08 (Summary, Jano's Looks) <a href="http://www.oei.es/">http://www.oei.es/</a> <a href="http://www.rieoei.org/presentar.php">http://www.rieoei.org/presentar.php</a> <a href="http://www.rieoei.org/boletin47_5.htm">http://www.rieoei.org/boletin47_5.htm</a> 2008 ISSN: 1681- 5653
<b>“Nuevas Voces de fin de Siglo”. (New voices from the end of the Century).</b>	Poetry EPSILON EDITORES. 1998 ISBN: 958-96616-0-2
<b>“El Aerolito de Santa Rosa de Viterbo” (The Aerolite from Santa Rosa of Viterbo).</b>	Pedagogical material. Museo Nacional 1998
<b>“En el Coro... Monjas Cantando” (In the chorus... Nuns singing).</b>	Pedagogical material. Museo Nacional 1998
<b>“Sombrero de Danzante Congo del Carnaval de Barranquilla” (Hat from the dancing Congo from the Barranquilla carnival).</b>	Pedagogical material. Museo Nacional 1998

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## QUALIFICATIONS

<b>2016</b>	1st Global capacity building workshop. APCEIU, UNESCO.
<b>2015</b>	Transformational Leadership. Universidad de Los Andes.
<b>2013</b>	IGCSE® Global Perspectives. Cambridge CIE. Cartagena, Colombia.
<b>2007</b>	Short Course in Multiple intelligences.

	Universidad Nacional de Colombia. Bogotá, Colombia.
<b>2006</b>	Short Course in Logic. Gimnasio La Montaña, Bogotá, Colombia.
<b>2006</b>	Short Course in Conceptual Pedagogy. Gimnasio La Montaña, Bogotá, Colombia.
<b>2006</b>	Short Courses in internal ISO Audit 9001:2000 for educational certification. Institution: INALSEG. Gimnasio La Montaña, Bogotá, Colombia.
<b>2005</b>	Graduate degree in constructive Vision from the conflict, non-violent Solutions to solve differences. Acquired degree: Promoter of living together. Institution: Cedavida. Directed by: Office of the High place Commissioned for the Peace of the Presidency of the Republic of Colombia. Bogotá, Colombia.
<b>2003</b>	Short course in Colombian Art History. Museo de Arte Contemporáneo de Bogotá. Bogotá, Colombia.
<b>1998- 2002</b>	Short course in photography. Teachers: Andrés Carmona. (Black and white). Jorge Gamboa - Abdu Aljaiek. Bogotá, Colombia.
<b>1994- 2002</b>	Short course in writing Casa de Poesía Silva, Bogotá. Directed by the famous Colombian poet Juan Manuel Roca. Liceo Moderno Campestre, Bogotá. Colegio del Sagrado Corazón, Bogotá, Colombia.
<b>1999- 1999</b>	Short course in Printing fabrics. Universidad de los Andes. Bogotá, Colombia.
<b>1991- 1997</b>	Art Studies at Olga Buitrago´s art workshop. (Colombian painter). Bogotá, Colombia.

## REFERENCES

Telmo Peña	Vice President of Scholar Development - REDCOL	(57) 7 - 6185035
Maria Mercedes de Brigard	Head Mistress – Gimnasio La Montaña	6761861



**A QUIEN INTERESE**

Trabajé como jefe directo de la señora Paola García Castillo por cuatro años y medio en el Colegio Nuevo Cambridge. En ese tiempo me desempeñaba como rector de la institución y pude ser testigo de la constante y vertiginosa evolución profesional de una gran persona; su inteligencia, madurez, transparencia, prudencia y capacidad de trabajo, hicieron que siempre la considerara como un apoyo importante en la rectoría del colegio e incluso la propuse como Rectora encargada en varias oportunidades que diligencias laborales me impidieron dirigir el colegio.

Mientras la Dra. García trabajó en el equipo directivo, fue evidente que sus consejos y visión fueron bastiones importantes para el éxito que obtuvo el colegio en diferentes aspectos académicos y convivenciales.


Paola García ayudó a construir el nuevo Proyecto Educativo Institucional del colegio, apoyó de manera trascendental la implementación del programa de la Universidad de Cambridge y logró concretar las ideas señaladas en el documento rector tanto en la sección de primaria como en el bachillerato dado el recorrido interno que tuvo en la institución.

Paola se caracterizó por enfrentar con entereza y lealtad todos los momentos turbulentos que enfrentó tanto como directora de primaria como de la escuela alta. Hoy ella cuenta con el suficiente recorrido para proyectarse con más responsabilidades dentro de cualquier organización educativa.

Es por lo anterior, que proyectos tan importantes como el IGCSE, la implementación de los A levels y la preparación para las pruebas Saber, entre otros muchos que eran trascendentales para el colegio, estaban a su cargo y cumplieron con las expectativas y parámetros de la comunidad.

Sé que Paola siempre tendrá un gran apetito por el reto y la innovación, lo cual la hace un excelente recurso que puede ofrecer a su institución. Estoy seguro que siempre llevará sus proyectos laborales hacia la transformación de la educación y que continuará aportando a esto con su gestión.

Por todo esto, recomiendo a Paola García para una posición directiva en su institución.

  
Cordialmente,  
Telmo Peña Anaya  
Vice-presidente de Desarrollo Escolar  
Redcol

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