

# ANDREW PAUL MONTOYA

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## INTRODUCTION

*Andrew has over a decade of experience in the public-school classroom and is currently serving as an organizer with the National Education Association's Center for Racial & Social Justice. Andrew has seen first-hand the bridge education creates to overcome barriers in personal and professional capacities. As the oldest of three growing up in a single-parent household, to becoming a first-generation college graduate, these experiences informed Mr. Montoya's collaborative approach to bring communities together to advance racial & social justice. His vision for creating a brighter tomorrow for his two young children is rooted in raising awareness for education justice, building capacity to create a strong force for good, and taking action, doing the work to move from the transactional to the transformational. This vision is what fuels him on the journey for justice in education every day, and solidifies his approach to make true the promise of a great public education for every student.*

## PROFESSIONAL EXPERIENCE

**MARCH 2017 – PRESENT ORGANIZATIONAL SPECIALIST, NATIONAL EDUCATION ASSOCIATION** Working as an organizer for both the Center for Racial & Social Justice (2020-present) and the Center for Organizing & Affiliate Support (2017-2019), partnering with affiliates, leaders and staff in equity-centered organizational change. Tasked with strategically developing a year-round organizing cycle focused on growth and strength through cross-center collaboration. Provided organizing support and assistance to assigned affiliates in developing and executing strategic plans, organization development, capacity building, and education justice organizing. Provided hands-on coaching and training to organize projects and campaigns, with the intent of raising awareness, developing skills and capacity among staff, local educators, and activists for the purpose of taking action to secure great public schools for all students.

**AUGUST 2012 – MARCH 2017 SECONDARY TEACHER, LAS CRUCES PUBLIC SCHOOLS** Responsibilities within the classroom included planning and implementing instruction, effectively managing the classroom, demonstrating various pedagogical skills, assessing student learning, reflecting on students' appropriate content knowledge on a daily basis, effectively communicating expectations and building effective working relationships with diverse learners.

Served as Special Education case manager and self-contained classroom instructor for the first year and transitioned to a general education inclusion instructor for the social studies department, founded the ENLACE (ENgaging Latino Communities for Education) program, specialized in culturally relevant curricula, technology integration and blended instruction, founded the first technology committee, Local NEA Affiliate Building Representative, Early Career Educator Lead, & Board Member, selected for social studies district curriculum development team, nominated to serve on the Superintendent Search advisory committee, sponsored Safe School Ambassador student program, Led the Principles of Democracy PLC, partnered with local non-profits on a number of community initiatives, contributed to student sports programs as baseball announcer and basketball scorekeeper.

## EDUCATION

**MAY 2012 BACHELOR OF ARTS & SCIENCE, SECONDARY EDUCATION & SPECIAL EDUCATION,** NEW MEXICO STATE UNIVERSITY Graduated with a 3.10 GPA and focused coursework on special education, childhood educational psychology, multicultural education and social studies with an emphasis on government, geography, and United States History. Member of Chicano Programs, National Alliance on Mental Illness Regional Member, Hispanic Education Symposium Facilitator

**MAY 2009 ASSOCIATE IN GENERAL STUDIES,** DONA ANA COMMUNITY COLLEGE First-generation college graduate, Hispanic Serving Institution Student Advisory Committee

## ORGANIZATIONAL DEVELOPMENT EXPERIENCE

- Led visioning development with multiple state affiliates through their racial justice technical assistance requests
- Built and maintained internal and external partnerships that led to the development of transformative strategies for taking action for education justice
- Developed efficient use of data systems which led to a integrated approach to articulating and assessing organizational needs and goals
- Montgomery County Education Association Institute participant for a State team for Leading to Organize: Teacher Leadership with a Focus on ESSA
- Attending Activist West Minority Leadership/Women's Leadership Training Conference
- Led the New Mexico Voices: One Message-A 21<sup>st</sup> Century Communications Workshop

- National Council for Urban Education Association's Fall Pre- Conference in Baltimore Maryland Presenter
- Elected delegate for the 2015 National Education Association Representative Assembly
- Led NEA-NM's Early Career Educators Think-Tank to develop statewide plan and advance Union ideas and values among new educators

## **STRENGTH FINDER 2.0**

TOP 5:

1. Learner: Have great desire to learn and want to continuously improve
2. Achiever: Works hard and takes great satisfaction at being productive
3. Futuristic: Inspired by the future and what it could be, inspires others with their vision of the future
4. Ideation: Able to find connections between seemingly disparate phenomena
5. Intellection: appreciates intellectual discussions

## **REFERENCES**

Available upon request