

JUAN C. CARDONA, Ed.S.

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School Leader Profile: sites.google.com/view/juancarloscardonaeds
CPS PRINCIPAL ELIGIBILITY LIST CANDIDATE

LEADERSHIP PROFILE

Student-centered CPS instructional leader with nearly 20 years of experience advancing achievement, strengthening school culture, and building equitable systems across elementary and high school settings. Expertise includes bilingual and ESL programming, MTSS, teacher development and evaluation, CIWP implementation, restorative practices, CTE and IB programming, grant-funded operations, and family engagement. Known for visible, collaborative leadership; transparent communication; and strong partnerships with students, staff, families, and community organizations.

LEADERSHIP EXPERTISE

Instructional Leadership & Coaching | School Improvement & CIWP | MTSS & Data Analysis | Bilingual/ESL Programming | Teacher Evaluation (REACH) | Restorative Practices | CTE & IB Programs | Family & Community Partnerships | Budget, Grants & Operations | Student Voice & School Culture

ADMINISTRATIVE LEADERSHIP EXPERIENCE

Chicago Public Schools - Penn Elementary School

Lead Educator Coach | Present

- Serve as a member of the Instructional Leadership Team, partnering with administrators and teacher leaders to identify instructional priorities and advance school improvement goals.
- Build educator and teacher-leader capacity through coaching cycles that include co-planning, modeling, observation, actionable feedback, reflection, and follow-up support.
- Facilitate collaborative teacher teams in analyzing student work and academic, behavioral, attendance, and language-acquisition data to strengthen Tier 1 instruction and implement responsive MTSS supports.
- Lead professional learning in sheltered instruction, differentiation, culturally responsive practice, and progress monitoring to expand rigorous, inclusive learning for multilingual learners and students with diverse needs.
- Coordinate bilingual and ESL programming, promote compliance and equitable access, and support clear, culturally responsive communication with families in their home language.

Chicago Public Schools - Scammon Elementary School

Assistant Principal | 2022-2023

- Co-led development and implementation of the Continuous Improvement Work Plan, aligning priorities, professional learning, and schoolwide action steps.
- Conducted REACH observations and evaluations, using actionable feedback and reflective coaching to support teacher growth.
- Analyzed student achievement data to strengthen instruction and expand access to rigorous learning opportunities.
- Maintained a visible leadership presence and reinforced a safe, positive, and restorative learning environment.

Chicago Public Schools - Prosser Career Academy

Assistant Principal | 2019-2022

- Supervised one of CPS's largest Career and Technical Education departments and managed complex grant-funded budgets, compliance requirements, and operational systems.
- Evaluated and coached educators across IB and CTE programs to strengthen instructional quality and student access to college and career pathways.
- Served as administrative liaison to Student Voice, the Parent Advisory Council, and the Bilingual Advisory Council, expanding stakeholder engagement.
- Designed efficient schoolwide systems while keeping teaching, learning, and student experience at the center of operational decisions.

Chicago Public Schools - Jordan Community School

Assistant Principal | 2018-2019

- Developed and led a year-long professional learning plan focused on instructional technology and digital learning.
- Strengthened home-school partnerships through family workshops on Parent Portal, technology access, and digital citizenship.
- Collaborated with educators and families to improve communication and coordinate student supports.

Chicago Public Schools - Bridge Elementary School

Assistant Principal | EL Department Chair | Classroom Teacher | 2007-2018

- Advanced from classroom teacher to EL Department Chair and Assistant Principal through sustained instructional and organizational leadership.
- Led bilingual education initiatives that closed achievement gaps between English Learners and monolingual peers.
- Established the school's first student athletics program, expanding opportunities for engagement, leadership, teamwork, and school pride.
- Coached educators through collaborative planning and data-informed decision-making while building trust with students, families, and staff.

EDUCATION

Education Specialist (Ed.S.), Administration and Supervision | National Louis University

Master of Science, School Psychology | National Louis University

Master of Science, Bilingual Education | Northern Illinois University

Bachelor of Science, Developmental Psychology | Northeastern Illinois University

LICENSES & CERTIFICATIONS

Illinois Professional Administrator License (Type 75) | Illinois Professional Educator License: K-9 Self-Contained, Middle School, Bilingual (Spanish), and ESL | Illinois Teacher Evaluator (REACH) | WIDA/ACCESS Certified | LBS1 Endorsement (Completed)

PROFESSIONAL AFFILIATIONS

Network of Hispanic Administrators in Education | Illinois Principals Association | Chicago Principals and Administrators Association