



Early Childhood Education, Component Director

Education Service Center, Region 20 (ESC-20) is requesting Board consideration and approval for the key hire position of Early Childhood Education Component Director, with direct oversight of the ESC-20 Head Start Program.

Dr. Irma Reyes has been selected for the position pending approval from the Head Start Policy Council, ESC-20 Board, and Head Start Region VI Regional Office.

The ESC-20 recruitment, interview, and selection process was used to recruit applications for this upcoming vacancy.

- Position was posted internally and externally.
- Applicants were ranked according to a selection matrix criterion to determine which candidates met the position requirements for initial screening.
- An initial screening task was conducted with qualified candidates.
- Based on the initial screening, panel interviews were conducted with three candidates and five interviewers, including three Component Directors, the Chief Instructional Officer, and the Division Deputy Director.
- Interviewed applicants were scored based on each interview question and interview task to determine the most qualified candidate to proceed to a final interview with the Executive Director.

Since Irma Reyes is an existing ESC-20 employee, she has already completed the Criminal History Inquiry and Fingerprinting process prior to the interview.

- Dr. Irma Reyes was determined to be the best candidate for the position for the following reasons. She has:
 - Experience as an ESC-20 Head Start program Coordinator III since October 1, 2023
 - Experience managing and monitoring a federal program for compliance
 - Experience with budget management
 - Earned a doctorate in Educational Leadership
 - District Director of Elementary Learning and Federal Programs experience at Floresville ISD
 - Coordinator III experience overseeing program activities related to early childhood, bilingual/ESL, Title III, reading language arts, social studies, digital age learning, and library services at ESC-20
 - Bilingual/ESL and Reading Language Arts Consultant experience at ESC-20
 - NCLB Facilitator for planning in grades pre-kindergarten to grade 3
 - Dual language teaching experience at Schertz-Cibolo ISD, East Central ISD, and Cypress-Fairbanks ISD
 - Campus, district & regional leadership experience

There will be a two-month transition period for the new Early Childhood Education Component Director with the existing Head Start Services Component Director to ensure continuity of information, procedures, implementation, and compliance.