



INDIANA STATE BOARD OF EDUCATION

MEMORANDUM

To: Indiana State Board of Education
From: Ron Sandlin, Senior Director of School Performance & Transformation
Date: July 25, 2019
RE: Approval of South Bend Empowerment Zone Chief

Recommendation: Approve the South Bend Empowerment Zone (SBEZ) board recommendation to hire Dr. Cheryl Camacho as the South Bend Empowerment Zone Chief.

History: The State Board of Education (“Board”) approved the South Bend Community School Corporation’s plan to create a transformation zone that includes Navarre Middle School, a turnaround academy, and four feeder elementary schools. The SBEZ, the organization overseeing the autonomous zone of five schools, was required to consult with Board staff throughout the interview process, and the final selection of the zone chief is subject to Board approval.

Board staff was consulted throughout the recruitment and selection process. Consultation included, but was not limited to, the solicitation of prospective candidates, review and feedback on key interview materials and protocols, and directly interviewing the finalists identified for the position.

Analysis: After a comprehensive national search and rigorous interview process, the SBEZ has conditionally offered the position of zone chief to Dr. Cheryl Camacho. Dr. Camacho comes to South Bend after most recently completing her Doctor of Education Leadership at the Harvard Graduate School of Education. As a component of the doctoral program, Dr. Camacho spent the past year in residency at the Massachusetts Department of Elementary and Secondary Education serving as Special Assistant to the Commissioner.

Dr. Camacho brings a fresh perspective and over 15 years of urban education and non-profit experience to South Bend. She began her career as a first grade teacher with Atlanta Public Schools. She went on to serve as a teacher and principal in Champaign, IL before transitioning to a senior leadership role at Teach For America, a national non-profit committed to eliminating educational inequity.

During the interview process, Dr. Camacho demonstrated the knowledge, experience, and competencies necessary to successfully lead the transformation effort at Navarre Middle School and the four feeder elementary schools.

