



Board Appointment Form

City Clerk's Office

Appointing Office	Ivan Niño, District 5
Agenda Placement	Regular
Date of Council Meeting	08/18/26
Name of Board	Women's Rights Commission
Agenda Posting Language	
Cynthia Alarcon Retana to the Women's Rights Commission by Representative Ivan Niño, District 5.	
Appointment Type	Regular
Member Qualifications	
Cynthia Retana brings more than two decades of leadership experience in public education, administration, and community engagement. Throughout her career, she has demonstrated a strong commitment to equity, inclusion, and ensuring that all individuals have access to opportunities and supportive services. Ms. Retana currently serves on the Women's Rights Commission, where she has contributed to advancing initiatives that promote equity, inclusion, and opportunities for women throughout the community. Her continued service reflects her commitment to public service, advocacy, and collaboration in addressing issues that impact women and families. With her extensive leadership experience, expertise in policy development and organizational management, and ongoing commitment to advancing the rights and well-being of women, Ms. Retana is exceptionally well qualified to continue serving on the Women's Rights Commission.	
Nominee Name	Cynthia Alarcon Retana
Nominee Email Address	
Nominee Residential Address	
Nominee Primary Phone Number	
Residing District	District 5
City Employed Relatives	N/A
Board Membership	
Women's Rights Commission 9-1-2024 to Current Ethics Review Commission 1/20/2026 to Current	
Real estate owned in El Paso County	
N/A	
Previous Appointee	Cynthia Alarcon Retana
Reason for Vacancy	Term Expired
Date of Appointment	08/18/26
Term Begins On	09/01/26
Term Expires On	08/31/28
Term	Second Term

CYNTHIA RETANA

SUMMARY OF QUALIFICATIONS

Leveraging a comprehensive background in educational and leadership expertise, administrative acumen, and a steadfast commitment to equity and inclusion, to effectively develop and implement policies, programs, and initiatives that support students with diverse learning needs. Passionate about fostering inclusive practices, driving strategic planning, and ensuring compliance with legal requirements to enhance educational outcomes for all students.

Expertise:

- Monitor and Evaluate Programs
- Development and Implementation of Comprehensive Services and Programs
- Budget Development and Management
- Leadership Support and Mentoring
- Special Populations
- Stakeholder Collaboration
- Curriculum Development
- Principal and Teacher Evaluation
- Compliance and Evaluation
- Grant Management
- Bilingual in Spanish

EDUCATION

Master of Education

University of Texas at El Paso

Bachelor of Interdisciplinary Studies

University of Texas at El Paso

Doctoral Candidate

Texas A&M-Commerce

PROFESSIONAL EXPERIENCE

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

2021 – 2024

Executive Director of Leadership
Odessa, TX

- Direct supervision and mentorship of 17 campus principals in Ector County Independent School District (ECISD) including its various programs, policies, procedures, budget and financial services, curriculum/instruction, and campus data for grades PK3-12.
- Collaborate with all stakeholders to build vision, set priorities, and develop long and short-range plans for the day-to-day operation of campuses and district initiatives.
- Plan and coordinate bi-monthly leadership professional development for campus principals aligned with district and board improvement goals to include reviewing and setting policy.
- Facilitate communication and collaboration with the board of education and establish and maintain effective relationships with school personnel, while engaging with the external community.

- Assist in the creation of instructional systems designed for high student achievement to ensure not only enhancing student learning but improving teacher performance and planning for classroom high yield instructional practices.
- Align and meet with Special Education Department to plan and present to campuses and monitor Sped. programs for implementation and accuracy.
- Work with district and building administrators to identify, collect, analyze, and use relevant data to identify strengths to sustain and weaknesses to address.

SOCORRO INDEPENDENT SCHOOL DISTRICT
Assistant Superintendent of Schools

2018 - 2021

El Paso, TX

- Direct supervision and mentorship of campus principals in the Socorro Independent School District (SISD) including its various programs, policies/procedures, budget and financial services, curriculum/instruction, and campus data for grades PK 3-12.
- Collaborate with all stakeholders to set priorities and develop long and short-range plans for the day-to-day operation of campuses and district initiatives.
- Facilitate communication with the Superintendent and district board members and establish and maintain effective relationships with school personnel, while engaging with the external community.
- Assist in the creation of instructional systems designed for high student achievement to ensure not only enhancing student learning but improving teacher performance and planning for classroom high yield instructional practices.
- Work with district and building administrators to identify, collect, analyze, and use relevant data to identify strengths to sustain and weaknesses to address.
- Create, evaluate, and revise policy and ensure compliance district wide.
- Create and monitor yearly budgets at the district and campus levels.

SOCORRO INDEPENDENT SCHOOL DISTRICT
Principal/ Counselor
EL Paso, TX

2010 – 2018

- Hire effective personnel and ensure all policies and laws regarding hiring practices are followed.
- Provide Professional Development.
- Act as a Liaison to our parents and community.
- Managed school logistics and budgets. Set learning goals for students and teachers based on state curricula. Monitored and reported on teacher performance; presented data based on school performance to campus, district, and community stakeholders. Provided professional development, mentoring, and learning opportunities to faculty based on data and campus needs assessment.
- Researched new resources and techniques to improve teaching and best classroom practices. Interviewed and hired potential new school personnel. Attended conferences to gain knowledge on educational trends; reviewed and implemented school policies based on trends and campus needs and goals.