

Raymond A. González, Ed.D.

SUPERINTENDENT | STRATEGIC LEADERSHIP CONSULTANT



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SUMMARY

Accomplished educational leader with 28 years of experience, including 15 years as a superintendent. Brings expertise in strategic planning, governance, fiscal strategy, AI integration, and transformation. Recognized for advancing excellence, strengthening community trust, and leading multimillion-dollar capital initiatives. Advises education partners on district needs, decision-making, and practical implementation.

EXECUTIVE LEADERSHIP EXPERIENCE

January 2009 - Present

Seventeen years of executive leadership, including 15 years as a superintendent, across prominent urban, suburban, and regional school systems, including Westfield, Westwood Regional, Wayne Township, Hackensack, and Paterson.

KEY ACHIEVEMENTS

- Revitalized curriculum, instruction, and assessment frameworks to create a cohesive, vertically and horizontally aligned PK-12 system.
- Led a successful \$225 million bond referendum for districtwide facility improvements and expanded educational opportunities.
- Spearheaded districtwide AI initiatives, integrating generative AI tools across administrative, instructional, and operational functions.
- Developed and implemented multiyear strategic plans encompassing teaching and learning, safety, leadership, fiscal stewardship, and community engagement.
- Strengthened governance practices, modernized policies, and fostered transparency through innovative board communication systems.
- Expanded special education programs and inclusive instructional models, enhancing access and equity.
- Developed comprehensive communication and engagement strategies that increased transparency, strengthened stakeholder trust, and supported organizational change.
- Directed leadership development programs to build collaborative, future-ready executive teams.

EXPERTISE

- **District & Board Leadership:** Strategic Planning, Fiscal Strategy, Governance & Policy, Leadership Development, Change Management
- **AI & Organizational Innovation:** AI Integration, Digital Transformation, Educational Technology Platforms, Data-Driven Decision Making, Innovative Learning Environments
- **Education Partner Strategic Advisory:** District Insight, Product & Service Feedback, Stakeholder Engagement, Implementation Planning

ADDITIONAL EXPERIENCE

- Assistant Superintendent | Hackensack Public Schools
- Assistant Superintendent for Curriculum & Instruction | Paterson Public Schools
- Principal | Berkeley Elementary, Westwood Regional School District
- Director of Assessment, Planning & Evaluation | Paterson Public Schools
- Teacher & Technology Coordinator | Paterson Public Schools

HONORS & BOARD LEADERSHIP

- NJ Superintendent of the Year (2026)
- Mike Kneale Educational Excellence in Leadership Award, ERDI (2026)
- NJ Region II Superintendent of the Year (2025)
- Union County Superintendent of the Year (2025)
- NJ Association of Latino Administrators & Superintendents Award (2023)
- Rutgers GSE Distinguished Leader (2018)
- Board of Directors | Rutgers GSE (2026 - present)

EDUCATION

- Ed.D., Educational Administration & Supervision – Rutgers University
- M.A., Educational Administration & Supervision – Rutgers University
- M.A., Urban Education – NJCU
- B.A., Sociology, Cum Laude – Princeton University

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