***Kimala E. Ross***

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Managerial experience includes heading a department of more than ten people, organizing and facilitating professional developments for more than thirty educators, monitoring and assessing the use of data driven decision-making processes to find relevant solutions that enable teacher and student growth and development.

**Education**

**2008** University of Houston- Clearlake, Houston/Webster, TX

Certification Educational Leadership GPA: 3.9

Principal Certificate, Professional Development Appraisal System and Instructional Leadership Development Certificates

**1995** Rice University, Houston, TX

Masters Music GPA: 3.5

**1991** Texas Southern University, Houston, TX

Bachelors Music Education GPA: 3.2

**Certifications and Recent Trainings**

T-TESS Certification (Training)- Presently-Region 4

DDIS Cohort-Data Driven Instructional Specialist Cohort

Principal EC-12,

Music EC-12,

HISD Assistant Principal Cohort

Instructional Leadership Development-ILD & Professional Development-PDAS, S.M.A.R.T Goals

HISD-TADS-Teacher Appraisal Tool (2019), Gifted and Talented,

**Texas A & M Certificate Continuing Education A-Plus P -10 Credit hours**

2021/03/24 A-PLUS P: Critical Dialogues

2021/03/24 A-PLUS P: Understanding English Learners' Needs and Dual Language Programs

2021/03/23 A-PLUS P: Leading and Learning in Professional Learning Communities

2021/03/23 A-PLUS P: Monitoring Curriculum and Instruction

2021/03/18 A-PLUS P: Using Data to Make Instructional Decisions 2020/05/06

GT\_ Administrators Nature and Needs with Service Options

Social and Emotional Needs of GT Student

**Professional Experience:**

**2019-2022 Houston Independent School District**

**8th Grade Assistant Principal and Magnet Coordinator**

**7th Grade Assistant Principal and Magnet Coordinator**

Evaluate and Coached 14 Teachers using the Teacher Appraisal and Development System

Evaluate 2 clerical staff-one for magnet and one for the 8th grade Assistant Principal’s Office

Managed Transportation

Managed Magnet Applications

Organized and Facilitated Magnet Recruiting Events and Signing Ceremonies

Conduct Magnet In-Person and Virtual Tours to Promote Program

During COVID, Developed Audition Process and Implemented with the assistance of the Magnet Team

Evaluated Programs and worked with teachers to create an improvement plan

Co-Facilitated PLC’s

Implement and monitor Student Growth Plans (Chair Re-evaluation and Exit Meetings)

Student Discipline

Assisted Test Coordinator

Assisted with School Registration

Created Student Schedules

**2011 – 2021 Houston Community College, Houston, TX-Professor-Central Campus**

Choir and Voice Teacher (Voice classes for Music Majors)

Consultant on programs and events for recruitment and student retention to incoming students (Susan Hines) 2011-2015, 2019

Chaired and organized a recruitment/ scholarship program that bridged high school students to the two-year college and bridging the two-year college student to the four-year programs.

Collaborated with Organizing and managing a department, increasing the numbers by 30% using Specific, measurable, achievable, results-focused, and time bound practices (S.M.A.R.T. Goals) Growth yielded a full-time position.

Generated a proposal/grant for college students to travel to participate in the largest Music Education Convention in the nation (Texas Music Educators Association).

**2014-2018 FBISD District MS Facilitator/Head Choir Director Fort Settlement MS**

Organized and Coordinated district and region events

Wrote Curriculum for District- TEKS Based for secondary instruction (Unpacked TEKS and placed in progressions)

Mentored Teachers

Assisted with setting recruitment standards, and screenings for interviews

Collaborated with District Supervisor and assisted with Professional Learning Communities

**2007-2011 FBISD Hightower High School**

Principal Internship

Assisted with master scheduling, assessed needs of the department, and collaborated with stakeholders to evaluate, pursue, and plan successful outcomes

Wrote curriculum for the school district (6th- 12th grades) curriculum utilized by more than 20 educators and 3000 students.

**1997-2007 FBISD McAuliffe Middle School**

Principal Internship (assisted with student discipline, lead campus professional developments)

Mentored Beginning Teachers, Chaired Campus Climate Committee, Chaired Department (Supervised more than ten teachers)

Collaborated on the curriculum team, Gathered, analyzed and interpreted data (test scores, dropout rates, graduation rates and more), created tables and/or charts highlighting strengths and weakness

Served as Co-Manager of Dress Code Compliance Team

Assisted with facilitation of Essential Question Workshop Mo. City MS (Margarette Patton)

**1994 – 1998 HISD Briargrove and Montgomery Elementary**

Reading Specialist-Success for All

Member of CBLT Team

**Skills/ Trainings**

Writing Curriculum- Unwrapped/Unpacking Standards/TEKS

Budget Development & Management –PeopleSoft, Program Development & Management

Experienced Educator K-12 thru Early College

Gather, Analyze, and Interpret Data

S.M.A.R.T. Goals- Finding the Greatest Area of Need (GAN)

Ability to Mentor, Train, Asses and Monitor, Supervised Student Teachers (from Texas Tech Univ. & Prairie View A&M)

CHARMS-Office Management Program, Microsoft Desktop Tools: Word, Power Point and Excel

Great Interpersonal skill

Harry Wong Classroom Management, CHAMPS, PBIS-Behavior Interventions and Support

**Awards/Recognition**

Teacher of the Year

UHCL Deans List-Scholarship Candidate

University Interscholastic League Adjudicator (Region 13, Region 17, and Region 23)

Rice University Academic Scholarship Recipient

Texas Southern University Advisory Committee-

Houston Grand Opera CO. Education Consultant and Advisory Board Member

More than 25 UIL Sweepstakes Awards

Appointments to the Fort Bend ISD Fine Arts Facility/ Academy Committee and Professional Development Selection Committee

**References:**

Ms. Susan Hines

Supervisor-Houston Community College [Susan.Hines@hccs.edu](mailto:Susan.Hines@hccs.edu) 713-306-5507

Dr. Margaret Patton

Mentor Principal Intern evaluator [educatorprep.drmcp@gmail.com](mailto:educatorprep.drmcp@gmail.com) 281-795-5168

Ms. Tracy Anderson

Colleague and former assistant [Tracy.Anderson@fortbendisd.com](mailto:Tracy.Anderson@fortbendisd.com) 281-460-6901

Ms. Claran Johnson [CJOHNSO8@houstonisd.org](mailto:CJOHNSO8@houstonisd.org) 713-513-0774

Associate Principal at

MPVA-Present Campus

Herman Lee 832-265-3989

FBISD-Former Principial Supervisor