

### **Professional Objective**

To become an integral component of an innovative team with the goal of developing and implementing programs that maximize resources for faculty and minimize barriers for student success.

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### **Employment**

2007 – Present	<b>Campus Principal</b> <i>Wylie Independent School District – Wylie, TX</i>
2000 – 2007	<b>Secondary Assistant Principal</b> <i>Garland Independent School District – Garland, TX</i>
2001 – 2002	<b>Summer School Campus Principal</b> <i>Garland Independent School District – Garland, TX</i>
2000 – 2000	<b>Secondary Assistant Principal Intern</b> <i>Garland Independent School District – Garland TX</i>
1993 – 2000	<b>Secondary Teacher/Fastrax Coordinator – English</b> <i>Garland Independent School District – Garland, TX</i>

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### **Education & Certifications**

- ❖ **Harvard Institute of School Leadership- The Art of Leadership, Summer 2010**  
Harvard University-Cambridge, Mass
  - ❖ **Doctor of Education, Educational Administration, Spring 2007**  
Texas A&M University – Commerce  
*Dissertation: The Relationship Between School Size and Student Achievement in Texas Middle Schools*
  - ❖ **Principal Leadership Academy Certificate, Summer 2004**  
Region X Educational Service Center
  - ❖ **Texas Superintendent's Certificate, Spring 2003**
  - ❖ **Meadows Principal Improvement Program, Spring 2001**  
Texas A&M University – Commerce
  - ❖ **Master of Science, Educational Administration, Spring 2000**  
Texas A&M University – Commerce
  - ❖ **Texas Mid-Management Certification, Spring 2000**
  - ❖ **Professional Development and Appraisal System Certificate, Fall 1999**
  - ❖ **Instructional Leadership Training Certificate, Summer 1999**
  - ❖ **Advanced Placement Certificate, Summer 1998**
  - ❖ **Gifted and Talented Certificate, Fall 1997**
  - ❖ **Texas Provisional Teaching Certificate (English), Spring 1995**
  - ❖ **Bachelor of Science, English Education, Spring 1993**  
University of Arkansas at Pine Bluff
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## **Responsibilities and Results**

### **SCHOOL CLIMATE:**

- ❖ Implemented professional learning communities which resulted in improved collegiality, team building, instructional practices, and lifelong learning.
- ❖ Participated in Organization Health Inventory (OHI) and utilized data to increase campus practices and efficiencies in order to increase student and teacher success.
- ❖ Established professional learning leaders and campus operations leaders to build teacher leadership capacity and employ shared leadership.

### **SCHOOL IMPROVEMENT:**

- ❖ Led campus initiative for creating an accelerated instruction program for at risk students which resulted in the highest percentage of students meeting minimum expectations on state standardized test in the history of the school.
- ❖ Conducted district and campus professional development activities for elementary and secondary professional employees.
- ❖ Analyzed campus data to develop short and long term goals for Campus Improvement Plan.
- ❖ Directed Advanced Placement, Gift/Talented, English Language Learners, and Texas Scholar Programs.
- ❖ Researched and implemented intervention strategies to address student academic and behavioral needs.
- ❖ Established an innovative Texas Assessment of Knowledge and Skills (TAKS) tutoring and pullout program to address campus needs in Reading, Math and Science.
- ❖ Developed a curriculum for a new advisory program providing support for students needing additional assistance in core classes.
- ❖ Established a new teacher induction program to increase teacher retention.

### **INSTRUCTIONAL MANAGEMENT:**

- ❖ Utilized data to develop master schedule and introduced curriculum for new programs which resulted in increased student success on coursework and Texas Assessment of Knowledge and Skills (TAKS) test.
- ❖ Facilitated the integration of professional learning communities to work closely with teachers to instill the confidence necessary to perform effectively in the classroom and earned Harrison Intermediate School the distinction of Texas Education Agency (TEA) citation as a Recognized School with overall outstanding performance and all subpopulation groups exceeded minimum standards and met Adequate Yearly Progress (AYP).
- ❖ Established 1:1 Laptop Pilot program to transform instructional practices.
- ❖ Served as Campus Instructional Leader.

### **PERSONNEL:**

- ❖ Developed teams of teachers to mentor at risk students subsequent to analyzing individual strengths and weaknesses of staff members, created camaraderie between students and staff, and increased the confidence of students prior to second administration of Texas Assessment of Knowledge and

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- Skills (TAKS) test.
- ❖ Refined New Teacher Orientation to restructure support services in order to reduce teacher turnover.
- ❖ Interviewed, Evaluated, and Supervised Instructional and Support Staff.
- ❖ Served as a district recruiter at Teacher Job Fairs.

### **ADMINISTRATION:**

- ❖ Prioritized campus needs to prepare annual budget, established priorities for instruction, professional development, and technology.
- ❖ Prepared agendas, planned, and conducted staff meetings to address curriculum concerns, analyzed disaggregated test data, shared instructional strategies, and planned for improved student learning.
- ❖ Supervised teachers participating in Teacher Alternative Certification Programs, Non-Certified Teachers, and first-year teachers to provide support and mentoring to increase teacher retention rates.
- ❖ Served as coordinator and director of all school-site: Standardized Testing Programs, Public Information Management System (PEIMS) Documentation, 504 Documentation, Student Support Team, Pentathlon Competition, Language Proficiency Assessment, and Campus Technology committees in order to meet compliance standards.
- ❖ Managed all attendance office functions by promoting and monitoring student attendance; averaging a 97% attendance rate at the intermediate level and 93% attendance rate at the high school each six weeks.
- ❖ Directed the day to day operations of the school. Main objective to remove barriers that impede student and teacher success.

### **STUDENT MANAGEMENT:**

- ❖ Created a master schedule which resulted in improved classroom behavior, reduced need for corrective action, and increased time for instruction.
- ❖ Developed a campus Enrichment Club available to all students enhancing reading, math, and science skills with the use of enriching and engaging activities.
- ❖ Monitored the discipline of Regular and Special Education students.
- ❖ Employed conflict resolution techniques in dealing with students, teachers, and parents.

### **PROFESSIONAL GROWTH:**

- ❖ Attended and presented professional development for Texas Association School Boards, Texas Association of Secondary School Principals, and Texas Association of School Administrators, shared effective instructional leadership with administrators and supervisors statewide.
- ❖ Facilitated various district professional development sessions, shared effective teaching strategies.
- ❖ Led campus books studies in an effort to guide continuous school improvement.

### **SCHOOL/COMMUNITY RELATIONS:**

- ❖ Initiated a new format for spring open house, "Showcase," included student presenters, entertainment, and door-prizes and affected increased parent attendance.
- ❖ Acted as Liaison between campus and Alternative Certification Programs and Regional Service Center and area Universities in order to help teachers obtain certification.

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- ❖ Designed Parent Involvement Week activities to facilitate better communication between campus and parents increasing parent volunteerism.
- ❖ Served on District Textbook Committees, District Grading and Grouping Manual Middle and High School Committees, District Wide Education Improvement Committees, Committee Chairperson for Super Quiz Competition for Regional Academic Pentathlon, and Committee Co-Chairperson for District Administrative Retreat Committee.
- ❖ Coordinated district-wide teacher study sessions for TExES Teacher Certification State Exam.

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### **Presentations**

- ❖ *Intentional Conversations to Increase Student Achievement*  
Texas Association School Boards Summer Leadership Conference, January 2010 and Texas Association of Secondary School Principals Conference, June 2010
- ❖ *Power: Strengthening the Connection between Leadership, Professional Learning, and Student Achievement*  
Texas Association of School Administrators Mid-Winter Conference, January 2009
- ❖ *District-Wide Vertical Collaboration- Utilizing Protocols to Enhance Instruction*  
Wylie Independent School District, October 2008 and October 2009
- ❖ *District-Wide Collaboration- Designing Lessons through the Nested Process – Math and Science*  
Wylie Independent School District, Fall 2008
- ❖ *District-Wide Collaboration- Designing Engaging Lesson for our Students – Keep, Create, or Dump*  
Wylie Independent School District, Fall 2008
- ❖ *Dropout Prevention Program - Fastrax*  
Garland Independent School District, Fall 1998
- ❖ *Taking Successful Field Trips*  
Garland Independent School District, Spring 1996
- ❖ *GISD's Promoting Academic Mastery - ProAM Camp*  
Garland Independent School District, Spring 1996
- ❖ *Preparing Students for the Job Force*  
Garland Independent School District, Spring 1995

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### **Training & Continuing Education in Administration**

- ❖ Texas Principal Excellence Program(TxPEP) – 2010
- ❖ Region X Principal Leadership Academy- 2010
- ❖ Association for Supervision and Curriculum Development Conference- 2009
- ❖ Leadership Development Process Training – 2009
- ❖ Blue Ribbon for Excellence Conference - 2009
- ❖ Region X Educational Service Center Leadership Training – Fall 2000 to present
- ❖ Texas Association of School Administrators' Mid-Winter Conference – Winter 2008 & 2009
- ❖ Region X Educational Service Center Fall Leadership Conference – Fall 2008
- ❖ Professional Learning Communities at Work Conference – Summer 2008 & 2009
- ❖ Closing the Achievement Gap Conference – Summer 2008
- ❖ Leading Professional Learning Communities Conference – Summer 2008
- ❖ Building a Balanced Assessment System Conference – Spring 2008
- ❖ Adequate Yearly Progress Retreat – Summer 2007 & 2008
- ❖ Texas Association of School Administrators' Law Conference – Summer 2001-2008
- ❖ Schlechty Center WOW Conference – Fall 2007
- ❖ Texas Association of School Administrators' Conference – Summer 2001-2006
- ❖ Southern Association of Colleges and Schools Accreditation Team – Spring 2006
- ❖ Principal's TAKS (Texas Assessment of Knowledge and Skills) Academy – Fall 2003

## **Kimberly L. Gilmore, Ed.D.**

- ❖ Texas Alliance of Black School Educators' Conference – Spring 2001 & 2002
- ❖ National Alliance of Black School Educators' Conference – Fall 2001 & 2002
- ❖ DuPont Leadership Training – Spring 2001

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### **Organizations/Affiliations/Honors**

- ❖ T.E.A. Exemplary Campus, Harrison Intermediate School, Wylie ISD-2009
- ❖ T.E.A. Recognized Campus, Harrison Intermediate School, Wylie ISD- 2008
- ❖ Featured Keynote Speaker at various community events
- ❖ Member, Association Supervision Curriculum Development
- ❖ Member, Texas Association of School Administrators
- ❖ Member, Texas Association of Secondary School Principals
- ❖ Member, Association of Texas Professional Educators
- ❖ Member, Texas Computer Education Association
- ❖ Member, Alpha Kappa Alpha Sorority Incorporated
- ❖ Board Member, Parent Teacher Association
- ❖ Employee of the Year 2001, 2002, 2003
- ❖ Inaugural President of the Garland Area Alliance of Black School Educators
- ❖ St. Luke Community United Methodist Church
- ❖ The Potter's House

**Kimberly L. Gilmore, Ed.D.**

**Professional References**

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