

DR. BONDY GIBSON-LEARN, PMP®

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Organizational Leadership | Labor Relations | Project Management

Driving transformation in global learning ecosystems through innovative strategies, inclusivity, and evidence-based advocacy.

“Dr. Gibson’s leadership has brought trust and credibility to her recommendations when collaborating with others to ensure that all stakeholders are working towards specific goals and shared accountability in meeting those goals. She always displays passion and courage in her work and leaves a legacy and culture that inspires others to move the vision forward.”

**Dr. Hamlett, Superintendent,
Chapel Hill-Carboro City
Schools**

Dynamic professional with a strong passion for implementing transformative change in human services systems. Capable of analyzing organizational leadership and labor relation trends, collaborating with employees at every level of the organization, and expertly translating research into actionable policies and programs. A highly creative thinker who embraces diversity, possesses attention to detail, and forges evidence-based solutions. An effective and persuasive communicator with expertise in preparing compelling materials for widely diverse stakeholders and adeptly facilitating impactful organizational systems change. Dedicated to tirelessly shaping the future of human services through innovative strategies and meaningful partnerships with all stakeholders. Eager to contribute valuable expertise to organizations’ capacity to foster equitable, high-performing, and sustainable systems of positive, impactful labor relations.

- *Achieved a significant increase in recruitment and retention, elevating the fill rate for positions from 65.38% to an impressive 78.95% year over year.*
- *Highly proficient in tech adoption from productivity platforms (Microsoft Office, Adobe Creative Cloud suite, Google Suite) to LMS (Blackboard, CANVAS, Schoology) to professional development software (Digital Promise, Frontline) to communication platforms (Slack, WebEx, Google Meet) to Project Management software (Click Up, Wrike).*
- *Successfully designed HQIM for leadership development program in the 90th largest school system in the U.S. resulting in a 28% increase in retention rate among placed building administrators.*
- *Highly engaged in successful strike negotiation with Superintendents’ delegation resulting in 15% pay increase for school staff over a 3 year period.*

Professional Experience

2015 to 2023 • JEFFERSON COUNTY SCHOOLS • JEFFERSON COUNTY, WV

Jefferson County serves as a suburban commuter community to the DMV (Washington DC, Maryland, Northern Virginia)

SUPERINTENDENT

Oversee the end-to-end execution of \$43M of facility build and improvement projects, after leading a financial turnaround from a \$1.3M deficit to a \$3.4M surplus in two fiscal years. Supervised a nationally recognized COVID-19 reentry plan, enabling early school reopening and earning recognition from the US Department of Education for innovation and outstanding safety measures. Demonstrate adept management of a school system comprising 9,200+ students, 1,200 staff members, and an annual budget of \$102M, ensuring the delivery of high-quality education.

- *Attained 3 to 1 public support with the approval of a \$22M annual tax levy for school funding.*
- *Successfully led system with zero employee grievances for the 18 month duration of COVID – 19 response through high engagement with union leadership and employees.*
- *Guaranteed significant academic improvements by elevating math scores from 17th to 3rd in the state, raising the graduation rate to 92%, and introducing innovative programs directly targeting increased minority student achievement.*
- *Introduced the first Employee Assistance Plan (EAP) to Jefferson County to support improved labor relations and employee engagement.*
- *Pioneered comprehensive Recruitment and Retention plan to include the first Micro-credentialing system in West Virginia for public school employees.*

2010 to 2015 • HENRICO COUNTY PUBLIC SCHOOLS • RICHMOND, VA

Henrico County Public Schools is the sixth largest public-school division in Virginia, one of the 100 largest in the nation and is comprised of 81 schools and program centers serving more than 50,000 students.

DEPUTY SUPERINTENDENT

Directed technology programs, executed R&D planning, and oversaw the recruitment and training of principals. Implemented proactive recruitment and retention strategies, fostering increased African-American leadership representation to align staff

demographics with the majority-minority student population. Handled the enrollment of over 52,000 students and directed a dedicated staff of 7,000+ team members, while effectively managing a substantial budget of \$504M.

- Executed diverse educational programs, including IB Middle Years, Diploma Programme, Advanced Placement Capstone, and CTE Completer Certification.
- Successfully served as a hearing officer for labor relations disputes.
- Expanded the English Language Learner Welcome Center with parent education programs and pioneered the Advanced Placement Capstone program, yielding academic growth.
- Mitigated discipline disparities among Black male students, ensuring a noteworthy 27% reduction in school removal incidents.
- Collaborated with community organizations and parent groups to implement restorative justice principles and a proactive code of conduct.
- Spearheaded a comprehensive overhaul of the special education program, achieving a 12% upturn in special education graduation rates.
- Established a highly successful Leadership Institute, incorporating weeklong evaluations and mentorship to nurture future administrators.
- Pioneered associate principal roles to facilitate seamless succession planning and provide increased job opportunities.

Labor Relations Projects

FEDERAL HR STUDY: 5 year/\$16 million federal research project to investigate the effects of various incentivization programs on staff performance and retention in low income schools. Teacher Incentive Fund (TIF) met all program goals.

LMS ADOPTIONS: Full scale LMS adoption (Blackboard) for 6000+ employees following the shift in platform from Apple to PC for staff. Full LMS adoption (CANVAS) for 1200 employees across 17 work locations with full in-person/hybrid/remote range training models. Adoptions were employee driven to increase staff productivity and respond to expressed employee needs for work environment improvements.

LEADERSHIP DEVELOPMENT: Created a flagship leadership identification and development program with an assessment center, training modules, interactive development sessions, skill gap identification and training development for the 90th largest school district in the United States resulting in increased principal retention and increased minority participation.

EMPLOYEE RETRAINING: Directed Workforce Development Center in Virginia to retrain workers in declining industries to retool for higher paying careers. Supervised federal Welfare to Work program for Charlottesville, Va and surrounding area.

EMPLOYEE ADVANCEMENT: Established scholarship for non-licensed staff to obtain free Associates Degree for career advancement.

Additional Career Experience

- DIRECTOR OF ACCOUNTABILITY** • YORK COUNTY SCHOOLS, VIRGINIA
- CIVIL RIGHTS OFFICER** • VIRGINIA DEPARTMENT OF EDUCATION, VIRGINIA
- DIRECTOR OF SPECIAL SERVICES** • GREENE COUNTY SCHOOLS, VIRGINIA
- DIRECTOR OF PIEDMONT WORKS/ADJUNCT FACULTY** • PIEDMONT VIRGINIA COMMUNITY COLLEGE, VIRGINIA
- PROGRAM COORDINATOR** • REGION TEN COMMUNITY SERVICE BOARD, VIRGINIA
- SPECIAL EDUCATION TEACHER** • PAULDING COUNTY PUBLIC SCHOOLS, GEORGIA
- LEAD THERAPIST/EDUCATOR** • SOUTH METRO PSYCHO-EDUCATIONAL CENTER, GEORGIA

Education/Credentials

- EDUCATIONAL DOCTORATE**
NOVA SOUTHEASTERN UNIVERSITY
EDUCATIONAL ADMINISTRATION
MAGNA CUM LAUDE
- MASTER OF SPECIAL EDUCATION**
UNIVERSITY OF WEST GEORGIA
SUMMA CUM LAUDE
- BACHELOR OF SCIENCE**
FLORIDA STATE UNIVERSITY
ORGANIZATIONAL PSYCHOLOGY
LANDIS HONORS

- DIVERSITY, EQUITY, & INCLUSION**
CORNELL UNIVERSITY-SCHOOL OF
INDUSTRIAL & LABOR RELATIONS
CERTIFICATION
- PROJECT MANAGEMENT
PROFESSIONAL®**
PROJECT MANAGEMENT INSTITUTE
CERTIFICATION