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| **Bondy Gibson-Learn** | [bondygibson@gmail.com](mailto:bondygibson@gmail.com) • [LinkedIn Profile](https://www.linkedin.com/in/bondy-gibson-learn-a2b178232/)  Charles Town, WV 25414 • (304) 582-0181 |

**Qualification Summary**

**Innovative and growth-oriented leader with 20+ years of substantial experience in spearheading a wide range of educational operations and development programs, across diverse leading sectors.**

Track record of leading execution of robust strategic plans to scale organizational performance. Excel at developing and implementing high-impact training programs / procedures aimed at enhancing capacity building and driving learning solutions for employees and students. Adept at co-creating programmatic solutions with marginalized populations and leading fiscal management of large-scale budgets coupled with a strong history of DEI commitment. Solid background in creating early childhood, k-12, and higher education opportunities through data analysis and supporting change strategies while collaborating with organizations and communities. Acumen in managing client and community partnerships, contributing to community-led initiatives, and supervising diverse teams. Exemplary written and oral communication, with a particular strength in presentation for widely diverse audiences.

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|  | **Areas of Expertise** |  |
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| * Leadership & Development * Instructional Administration * Organizational Management * Project / Program Supervision * Continuous Process Improvement | * Public Presentation * Relationship Building * Change Management * Community Engagement * Strategic Communications | * Team Leadership & Growth * Financial Growth & Stewardship * Strategy Planning & Execution * Cross-functional Collaboration * Professional Development & Growth |

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|  | **Notable Accomplishments** |  |
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* Awarded ISTE Innovation award for Henrico 21 by successfully improving IT learning opportunities.
* Created multiple successful leadership/teacher development programs with emphasis on minority recruitment.
* Reduced minority discipline rates by 32% in HCPS while also increasing graduation rates for students with disabilities by 12%
* Led organization from a $1.3 million budget deficit to a $3.1 million surplus within 2 fiscal years.
* Gained community trust and support for a $43 million bond and $22million annual levy tax, as well as a $32 million annual tax approved by voters through strong relationship building. In addition to $16 million in grant awards.

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|  | **Career Experience** |  |
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**Superintendent –** Jefferson County Schools, West Virginia **2015 – Present**

Provide leadership to coordinate projects, programs, and activities across district-wide schools impacting a wide range of students. Lead strategic planning and organizational management of 1200 employees and 9000 students while determining effectiveness of assigned activities. Act as a liaison for educational legislation with state legislators as well as collaborate with schools and district to support implementation of high-quality professional learning.

* Increased graduation rates for students with disabilities and AP performance for minority students.
* Developed Social Emotional Support program as state model.

**Deputy Superintendent –** Henrico County Schools, Virginia **2010 – 2015**

Spearheaded successful management and leadership of 90th largest school system in the United States. Managed over 7,000 employees and created applicable administrative training pipeline programs to positively impact instructional improvement. Conducted policy research, development, and implementation along with research and planning on data analysis for district. Facilitated implementation of innovative instructional programs to meet identified needs.

* Established community funded program for immigrant student success through execution of best practices.
* Provided administrative direction for effective and efficient operations as well as professional development programs for district-wide instructional employees.

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|  | **Additional Experience** |  |
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**Director of Accountability |** York County Schools, Virginia

**Civil Rights Officer |** Virginia Department of Education, Virginia

**Director of Special Programs | Greene County Schools**, Virginia

**Director of Piedmont Works / Adjunct Faculty |** Piedmont Virginia Community College, Virginia

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|  | **Education & Credentials** |  |
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**Doctorate: Educational Leadership** | Nova Southeastern University – Davie, FL

**Masters of Arts: Special Education** | West Georgia University – Carrollton, GA

**Bachelor of Science: Organizational Psychology** | Florida State University – Tallahassee, FL

**Diversity, Equity, and Inclusion** | Cornell University

**Superintendent Leadership & Governance** | Virginia Tech

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|  | **Presentations** |  |
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Shepherd University Commencement Speaker 2021 ‑ Women’s Leadership Conference (keynote) 2018 & 2019 ‑ West Virginia Assoc for School Administrators 2017 ‑ Virginia School Board Association 2015 ‑ Virginia State PTA Conference 2012 ‑ Governor’s Conference for Education 2008 ‑ 2010 ‑ Peninsula Transition Fair Conference (keynote) 2007

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|  | **Community Service** |  |
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United Way Board of Directors – Jefferson NAACP Member Henrico NAACP Member – Interim Education Chair Virginia Commonwealth University – Autism Center for Excellence Board Leadership Historic Triangle – Board of Directors Children’s Behavioral Health Initiative – Board of Directors Region II Technology Council – York/Poquoson CPMT Region Ten Board of Directors – Blue Ridge Infant Toddler Council Chair Greene Community Policy & Management Team Chair – Thomas Jefferson Disabilities Board Commonwealth Special Education Endorsement Program Board PVCC Assessment Committee – Workforce Investment Act Council Charlottesville/Albemarle Interagency – FOCUS Non-profit Leadership Council VIEW Coordinating Council – Special Olympics soccer coach