

Bondy Shay Gibson-Learn, Ed.D.

71 MUIRFIELD CT. CHARLES TOWN, WV 25414
PHONE: 304-582-0181 ♦ E-MAIL: BONDYGIBSON@GMAIL.COM

WEBSITE: WWW.BONDYSHAYGIBSON.COM

SUMMARY OF QUALIFICATIONS

- Proven leadership through successful growth in achievement as measured across multiple indicators from academic to social-emotional to operational.
 - Experience in writing legislation, policy and curriculum both at the state and national level
 - Ability to disaggregate diverse longitudinal data strands and analyze trends as a way of informing strategy for long-term
 - A 25+ year history of creating and supporting collaborative teams through building relationship as the foundation of all success, communicating frequently and clearly and modeling personal responsibility and stewardship
 - A proven innovator with extensive experience creating new programs to meet evolving community expectations for performance
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PROFESSIONAL EXPERIENCE

Superintendent

Jefferson County Schools, West Virginia

2015-current

Student Body: 9200+

Staff: 1200 professional and service

Budget: \$102 million annually

Results:

- Passed public voter approved tax rate for funding schools \$22 million annually with highest approval rating in the state of West Virginia.
- Passed \$43 million building bond
- Managed a \$1.3 million deficit into a \$3.1 million surplus in 5 years
- Increased graduation rate to 92%
- Increased mathematics achievement from 17th in state to 3rd
- Increased ACT & SAT scores for all students with increases in minority achievement
- Implemented first Social Emotional Support department in West Virginia

Deputy Superintendent

Henrico County Public Schools, Virginia

2010-2015

Student Body: 52,000+ (90th largest school system in the United States)

Staff: 7,000+ teachers and operational staff

Budget: \$604 million annually

Results:

- Increased special education graduation rate by 12%
- Completed authorization to become IB World School
- Supervised/Expanded English Language Learner Welcome Center to include parent education programming
- Initiated Advanced Placement Capstone

- Supervised Maggie Walker Gifted and Talented Magnet Program with increased enrollment
- Passed first voter approved meal tax to generate \$28 million in revenue for Henrico Schools.
- Supervised and expanded the Athletic program to include new sports and facility expansion
- Served and supported the Henrico Education Foundation

Director of Accountability and Instructional Services

York County School Division, Virginia

2007-2010

Student Body: 12,500+ students
 Staff: 1750 professional and service
 Budget: \$140 million annually

Results:

- Achieved 94.5% graduation rate.
- Supervised virtual communication program for deployed military parents
- Increased SAT scores above state and national average
- Led Math, Science and Technology Magnet for elementary students
- Increased ACT & SAT scores for all students with increases in minority achievement
- Served as Chair for Committee for Minority Affairs

Civil Rights Officer

Virginia Department of Education, Virginia

2005-2007

Reviewed and revised multiple educational legislative initiatives vetted through the VDOE prior to committee/floor introduction. Conducted independent federal monitoring reviews of local educational agencies and private programs to ensure compliance with federal and state regulations. Utilized conflict resolution processes to resolve civil rights and Section 504 complaints from citizens of the Commonwealth of Virginia. Reported to the federal Office of Civil Rights on the Commonwealth of Virginia's compliance with civil rights legislation. Presented training at the state and national level on compliance with federal law and appropriate instructional programs for at-risk student populations.

Director of Special Education

Greene County Public Schools, Virginia

2000-2005

Collaboratively developed instructional programs for at risk student populations resulting in 28% increase in SOL scores among subgroups. Developed response to intervention program to decrease special education population from 24% to 18%. Served on operational committee for construction of new middle and high school complex. Developed local policy and procedure for assessment, evaluation and instructional programming of at risk populations in district. Developed and maintained annual budget in excess of \$4 million in state, local, and federal funding with reporting responsibility to each funding entity.

Director of Piedmont Works/ Admin. Adjunct Faculty

Piedmont Virginia Community College, Virginia

1998-2000

Managed 8 federal grant programs for special population workforce and curriculum development with total budget in excess of 1 million dollars.

Developed and taught curriculum of workforce development, professional development and basic computer skills. Maintained multiple program locations with 50 separate computer workstations across 3 LAN networks, virtual career center homepage and employment workshops. Wrote federal, state, and local grants while maintaining fiscal oversight in compliance with separate jurisdictional laws.

Program Coordinator

Region Ten Community Service Board, Virginia

1995-1998

Developed and taught training programs for new staff in areas of medication, behavior management and mediation resulting in reduction of turnover. Recruited and supervised 56 direct care staff multi-disciplined across 7 locations. Developed and implemented individual program plans for 25 dual diagnoses (MR/MH) clients in compliance with state/federal regulations with a 0% rejection rate.

Special Education Teacher

Paulding County Public Schools, Georgia

1994-1995

Conducted and interpreted educational and intelligence testing for multiple special populations including LD, EBD and MR. Developed and instructed multiple parent education workshops on special education and family issues. Wrote federal grant for continuation of special education reading program and was funded as one of three in the state of Georgia. Chaired the Southern Accreditation for Colleges and Schools committee for 5-year renewal of certification and received commendation of excellence.

Lead Therapist/Educator

South Metro PsychoEducational Center, Georgia

1991-1994

Conducted individual/group educational and behavioral evaluations to develop IEP's for severely emotionally disturbed population. Performed crisis intervention/counseling for both students and their families. Developed and implemented 1st athletic curriculum in history of the institution and supported by writing education innovation grant.

EDUCATION

2021 Diversity and Inclusion Certification

Cornell University

2008 Superintendent Certification Program

Virginia Tech

01-04 Educational Doctorate: Educational Administration

Nova Southeastern University

Magna cum laude

91-94 Master of Special Education: Emotional Behavioral Specialization

University of West Georgia

Summa cum laude

87-91 Bachelor of Science: Psychology

Florida State University

Landis Honors

PRESENTATIONS

Shepherd University Commencement Speaker – 2021 Graduation

Women’s Leadership Conference (keynote) 2018, 2019

West Virginia Association for School Administrators Conference 2017

Virginia School Board Association 2015

Virginia State PTA Conference 2012

Virginia Council of Administrators of Special Education 2010, 2012

Governor’s Conference for Education 2008, 2010

Peninsula Transition Fair Conference (keynote) 2007

Special Education Administrators Mentor Conference 2007

Career and Technical Education Administrators Conference 2006

National MOA Coordinators Conference 2006

Charlottesville Albemarle Interagency Non-Profit Conference 2003

Piedmont Virginia Community College summer graduation 1999

PROFESSIONAL CERTIFICATIONS

Diversity and Inclusion Certification – Cornell University

Superintendent’s Certification – Administrative and Supervision PK-12

Emotional Disability Teaching Certification - International Career Transition Coach

American College Testing: Work Keys Profiler - Medicare/Medicaid Direct Care Provider

COMMUNITY SERVICE VOLUNTEER

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

REFERENCES UPON REQUEST
