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ABOUT ME

***“Knowing is not enough; we must apply.
Being willing is not enough; we must do.”***
—Leonardo da Vinci

My career in education spans over 18 years, during which I have held transformative leadership roles as Superintendent of Schools, Executive Director of Academics, and Assistant Principal, as well as classroom teaching roles. These roles have deepened my passion for fostering academic excellence, empowering educators, and building equitable opportunities for every student.

As Superintendent at West Sabine ISD, I have led the district through strategic improvements, raising its accountability rating from D to B, enhancing student and staff engagement, and securing significant grant funding to support district operations and innovation. I have also implemented systems to align curriculum, strengthen leadership capacity, and modernize communication, fostering a culture of trust and collaboration.

Throughout my career, I have driven initiatives to enhance teacher retention, expand career and technical education (CTE) pathways, and improve access to resources for students. My leadership philosophy centers on building strong relationships with staff, families, and the community to ensure every decision benefits students and promotes equity.

From revitalizing district systems to mentoring emerging leaders, my focus remains on innovation, equity, and creating environments where students and educators can reach their full potential.

***“Education is the most powerful weapon
which you can use to change the world.”***
— Nelson Mandela

EDUCATION

Sam Houston State University | Huntsville, TX

Doctor of Education in Educational Leadership,
2021
Concurrent Superintendent Certification Program

Master of Education in Instructional Leadership,
2012
Concurrent Principal Certification Program

Bachelor of Arts in Speech Communication,
Minor in English, 2006

PROFILE OF PROFESSIONAL HIGHLIGHTS

12 Years in Education Leadership

- Served in roles including Superintendent of Schools, Executive Director of Academics, and Assistant Principal, leading district- and campus-wide initiatives in rural and suburban educational settings.

5 Years as Superintendent

- Led West Sabine ISD as the Chief Executive Officer, overseeing instructional leadership, finance, operations, and communications.
- Increased the district's fund balance while maintaining a perfect School FIRST Rating for two consecutive years.

4 Years in District-Level Leadership

- Directed district-wide academic initiatives and professional development as Executive Director of Academics, aligning curriculum and enhancing instructional outcomes.

4 Years as Campus Administrator

- Managed academic and operational responsibilities as Grade Level Principal/Assistant Principal and Dean of Students, improving campus culture, instructional quality, and student engagement.

NOTABLE ACHIEVEMENTS

- **Financial Stewardship:** Grew the district's fund balance from \$4.6 million in 2021 to \$6.47 million in 2023 while maintaining a perfect School FIRST Rating for two consecutive years.
- **Infrastructure Development:** Led the acquisition and planning for the West Sabine Leadership and Community Development Center, set for completion in 2024, and supported a \$1 million elementary cafeteria renovation project. Supported district growth and development with the addition of a 3300 sq. ft. Annex Building & 10 acres of property.
- **Program Expansion:** Secured a \$140,429 Texas Workforce Jet Grant to modernize the Applied Agricultural Engineering program and introduced new Career and Technical Education pathways to enhance student opportunities. Secured \$1 million in Federal funding for a Stop the Violence campaign for ongoing staff and training on bullying and advocacy for the student body.
- **Academic Leadership:** Elevated the district's accountability rating from D to B by aligning curriculum and strengthening professional development through the creation of the Office of Academics.
- **Communication Innovation:** Implemented a district-wide communication system overhaul, including a new app, website, and cloud-based tools, enhancing stakeholder engagement and operational efficiency.
- **Recognition and Leadership:**
 - Selected for the Leadership Impact Superintendent Institute at Southern Methodist University.
 - Named one of the Top 50 Black Professionals and Entrepreneurs of Texas, TASB Regional Superintendent of the Year (2024), and Sam Houston State University College of Education Distinguished Educator of the Year (2025).

PROFESSIONAL EXPERIENCE

SUPERINTENDENT OF SCHOOLS

West Sabine Independent School District | Pineland, TX

2020–Present

- Serve as the district's Chief Executive Officer, overseeing all aspects of operations, including finance, curriculum and instruction, facilities, transportation, and human resources.
- Fostered collaboration among district leadership to implement a unified vision and strategic plan, emphasizing student success, staff development, and community engagement.
- Developed and executed fiscally responsible budgets to support administrative, instructional, and operational priorities, growing the district's financial reserves while maintaining compliance with state standards.
- Directed the implementation of curriculum enhancements through the creation of the Office of Academics, ensuring alignment with state standards and improving instructional outcomes.
- Championed innovative programs to enhance Career and Technical Education (CTE), introducing new career pathways to better prepare students for postsecondary opportunities and workforce demands.
- Strengthened district communications through the launch of a new district app, updated website, and streamlined messaging tools to improve transparency and stakeholder engagement.
- Successfully led the acquisition and planning for the West Sabine Leadership and Community Development Center to provide advanced facilities for district and community use.

EXECUTIVE DIRECTOR OF ACADEMICS & CURRICULUM

West Sabine Independent School District | Pineland, TX

2016–2020

- Directed district-wide academic programs, ensuring vertical alignment of PK–12 curriculum to support student preparedness for state assessments and future educational opportunities.
- Designed and implemented professional development initiatives to enhance teacher effectiveness, collaborating with regional service centers to provide targeted training aligned with district goals.
- Provided guidance and mentorship to campus leaders on instructional strategies, data-driven decision-making, and program implementation.
- Played a critical role in integrating a new teacher evaluation system, training administrators and staff to ensure consistency in appraisal practices and alignment with district priorities.
- Partnered with community organizations and higher education institutions to expand opportunities for students, including dual enrollment and early learning programs.

GRADE LEVEL/ASSISTANT PRINCIPAL & DEAN OF STUDENTS

Dueitt Middle School, Spring Independent School District | Spring, TX

2013–2016

- Supported the principal in managing the academic and operational aspects of the campus, ensuring a positive and productive learning environment for students and staff.
- Conducted teacher evaluations and collaborated with instructional teams to identify professional growth opportunities and enhance teaching practices.
- Served as the liaison for bilingual education programs, facilitating compliance with state and district regulations and addressing the needs of English Language Learners.
- Coordinated campus safety initiatives, managing duty schedules, student supervision, and emergency protocols to maintain a secure learning environment.

ASSISTANT PRINCIPAL

West Sabine High School, West Sabine Independent School District | Pineland, TX

2012–2013

- Provided leadership in overseeing daily operations, including teacher duty assignments, extracurricular activities, and compliance with federal and state education regulations.
- Managed student support systems, including attendance, discipline, and activity programs, to ensure alignment with district objectives and promote a positive school climate.
- Supported teachers in integrating instructional strategies and technology into their classrooms to improve student engagement and learning outcomes.

PROFESSIONAL ORGANIZATIONS & AFFILIATIONS

American Educational Research Association

- Graduate Student Council Member

Sabine County Shared Service Arrangement

- Board of Trustees

BOM Bank

- Advisory Board Member

Moak Casey

- Client Advisory Council

National Alliance of Black School Educators (NABSE)**National Honor Society****Pineland Early Learning Center**

- Presiding Board Member (2020–2024)

Pineland Housing Authority

- 2nd Vice President of Trustees

Pineland Service Club

- Immediate Past President & Past Fundraising Chairman
- Funds Allocation Committee, Chairman

Region 7 Education Service Center

- Executive Committee

Sabine County Food Pantry

- Board Member

Texas Alliance of Black School Educators (TABSE)

- Superintendent Institute Member

Texas Association of Rural Schools

- Member (2021)
- Executive Committee (2022–2024)

Texas Association of School Administrators

- Executive Committee, Inaugural Design Team-Small Schools Network
- Future-Ready Superintendents Leadership Network

Texas Association of School Administrators

- 2024 Regional Superintendent of the Year

Texas Association of Secondary School Principals**Textbook and Academic Authors Association (TAA)****University Council for Educational Administration**

- Barbara L. Jackson Scholar

REFERENCES

Dr. Kevin Brown

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