



# Joy R. Wilson, Ed.D.



Bonham, Texas 75418



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469.441.3434

## EDUCATION

Doctorate in Educational  
Leadership  
Texas A&M University at  
Commerce

Masters in Educational  
Leadership  
University of Texas at  
Arlington

Masters in Bilingual  
Education  
Southern Methodist  
University

Bachelors in Interdisciplinary  
Studies  
University of Texas at  
Arlington

## CERTIFICATIONS

Superintendent  
Texas

Principal  
Texas

EC-4 Generalist  
Texas

ESL Supplemental  
Texas

T-TESS  
T-PESS

## LEADERSHIP EXPERIENCE

### SUPERINTENDENT OF SCHOOLS

**BONHAM INDEPENDENT SCHOOL DISTRICT, Bonham, Texas SY 2024-2025**

**District Size:** 2025 student 375 employees **District Accountability Rating:** C  
**Financial Management:** Successfully adopted a surplus budget, enhancing the financial stability of the organization while ensuring resource allocation aligns with strategic goals.

**Budget Oversight:** Managed a \$22 million budget, demonstrating strong fiscal responsibility and effective resource management to maximize educational outcomes.

**School Improvement Initiatives:** Implemented high-leverage strategies for school turnaround, including:

Establishing Professional Learning Communities (PLCs) to foster collaboration among staff.

Developing standards-based lessons and aligning curriculum to meet educational standards.

Facilitating demonstrations of learning to assess student progress and enhance instructional practices.

**Leadership in Curriculum and Instruction:** Led the Curriculum and Instruction Department, driving innovative teaching practices and ensuring alignment with educational standards to improve student performance.

**Human Resources Management:** Managed the Human Resources Department, overseeing recruitment, staff development, and policy changes to foster a positive work environment.

**Policy Development and Implementation:** Changed key policies and successfully implemented the Texas Teacher Evaluation and Support System (TPESS) as the principal evaluation instrument, promoting effective leadership and instructional quality.

### EMERGENT BILINGUAL PROGRAMS COORDINATOR

**FORT WORTH INDEPENDENT SCHOOL DISTRICT, SY 2022-2023, 2023-2024**

Awarded over 300 credits to newcomers within the summer learning program ensuring these students graduated with their cohort.

-Improved TELPAS rating at a comprehensive high school campus by 30% by crafting practice TELPAS practice questions for additional listening, speaking and writing practice.

-Provided Professional Learning and Strategy Deepening for Campus Principals, Lead Teachers, Parents and Community Members

### PROFESSOR

**UNIVERSITY OF NORTH TEXAS AT DALLAS, SY 2021-2024**

-Teach and foster relationships among undergraduate preservice teachers.

-Foster community relationships among area school districts to build a continuous pipeline of skilled and qualified teachers ready to join the profession.

- Collaborated with departmental colleagues to plan and align curriculum and courses with state and national standards, ensuring that student needs were met efficiently and effectively.



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## TEACHING EXPERIENCE

Bilingual Teacher | ESL Teacher  
| Dual Language Teacher | ESL  
Transitional Teacher

Irving Independent School  
District SY 2004-2008

Stipes Elementary School  
Barton Elementary School  
Johnston Elementary School

-Improved students' academic  
achievement on TAKS by 20%  
in Reading

-Improved students' academic  
achievement on TAKS by 15%  
in Math

-Improved students' academic  
achievement on TAKS writing  
by 20%

## PROFESSIONAL ORGANIZATIONS

Bilingual ESL Association  
of the Metroplex -BEAM  
DFW

Texas Council of Women  
School Executives

Texas Association of  
Bilingual Educators

Texas Elementary  
Principals and  
Supervisors Association

**EXECUTIVE DIRECTOR | INTERIM ASSISTANT  
SUPERINTENDENT | CURRICULUM CONSULTANT  
ROYAL INDEPENDENT SCHOOL DISTRICT, SY 2017-2018-2021-2022**

-Crafted application for Royal High School TEA Model School College and Career Military Readiness Measure.

-Increased the number of IBC year over year. UIL Academic Team from last place in the district to 1st place in the district with 29 students qualifying for regionals.

-Improved 4th Grade Writing Scores from a 22% to 49% in one school year.

-Improved Reading 3rd Grade Reading Scores from 57% to 69%, 4th Grade Reading Scores from 44%-51% and 5th Grade Reading Scores from 60%-75%

-District Rating went from Improvement Required to a B.

-Secured and managed TCLAS grant of 3.5 million dollars.

**SECONDARY READING COORDINATOR  
WACO INDEPENDENT SCHOOL DISTRICT, SY 2015-2016**

-Decreased the percent and number of overall re-testers in ELAR by 15% in one school year.

-Developed Re-tester Plans for all Reading End of Course Exams.

-Improved instructional processes to ensure program outcomes and success measures met student needs.

-Partnered with district and campus level administrators in directing instructional delivery to meet the needs of students.

**PRINCIPAL  
DALLAS INDEPENDENT SCHOOL DISTRICT, SY 2013-2014 – 2014-2015**

-Improved instructional planning cycles.

-Decreased the percent and number of suspensions by 20% over 2 years.

-Improved all STAAR content areas, improved campus accountability rating to Acceptable from Improvement Required.

**ASSISTANT PRINCIPAL  
GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT, SY 2012-2013**

-Decreased the number of discipline referrals over the year.

-Crafted, and coordinated school wide student discipline plan, using Capturing Kids Hearts methodology.

**MASTER EDUCATOR | LITERACY CLUSTER COACH | CAMPUS LITERACY COACH**

**FORT WORTH INDEPENDENT SCHOOL DISTRICT SY 08-09-11/12**

-Collaborated and supported grade level teams with demonstrated expertise in content, curriculum development, student learning and test analysis.

-Mentored and created professional learning opportunities for select grade levels using student data to drive team instructional practices and lesson delivery.

-Applied instructional expertise and demonstrated model teaching practices using Professional Learning Community (PLC).

-Supported 11 elementary campuses with Literacy Instruction Implementation.

-Provided professional learning to Principals, Instructional Coaches