

Kishia K. Towns, Ph.D.

Enthusiastic, results-driven, self-motivated Director with over twenty years of experience in education with a proven record of success in student achievement, strategic planning, program development, data analysis, leadership, and community engagement to meet organizational goals.

Achievements

- ✓ *Reduced the number of office discipline referrals Districtwide by 55% since 2015*
- ✓ *Reduced the number of in-school suspensions Districtwide by 69% since 2015*
- ✓ *Reduced the number of out-of-school suspensions Districtwide by 50% since 2015*
- ✓ *Reduced bullying incidents Districtwide by 47% since 2015*
- ✓ *Increased the number of schools receiving a School Climate Star Rating by 11% since 2016*
- ✓ *Established the first Districtwide Positive Behavioral Interventions and Supports (PBIS) Program in 2015*
- ✓ *Created the DeKalb County School District Employee Mediation Procedural Manual*
- ✓ *Managed the first Safe Schools Team in DeKalb County School District*
- ✓ *Assisted in designing the School Choice automated registration and lottery system increasing participation by 30%*
- ✓ *Increased Gifted Program funding by appropriately identifying and scheduling eligible students*
- ✓ *Assisted more than 80 DeKalb County Juvenile Court Rebound Drug Court youth in successfully receiving a high school diploma*

Professional Experience

Director, Student Relations, DeKalb County School District, 2012-present

- Oversees the management of the Department of Student Relations, including daily operations, personnel selection and evaluation, budget management, and provision of professional learning opportunities
- Ensures appropriate technical assistance and advisement is provided to District and school level personnel, students, parents, and other stakeholders on school law, court decisions, best practices, and procedures relative to student discipline and due process
- Manages placement of students returning from suspension, expulsion, incarceration, or other serious matters
- Prepares the Division of Equity and Student Empowerment Strategic Action Plan
- Analyzes and aggregates data to prepare and maintain reports of District programs
- Works cooperatively and effectively with community and business partners to develop and achieve school and Districtwide performance goals
- Conducts professional learning workshops and seminars for District administrators, school level personnel, and community stakeholders on student discipline, due process, bullying, PBIS, and restorative practices to improve school climate and culture
- Coordinates with Student Support, Federal Programs, Public Safety, School Choice, and English Learners to provide wrap-around services, updated safety initiatives and plans, and placement options
- Facilitates the Department of Student Relations “Let’s Talk About…” Series
- Serves as a My Brother’s Keeper (MBK) Co-Lead
- Serves as the Educational Liaison for DeKalb County Juvenile Court Rebound Program
- Serves as the District liaison for the Student Attendance Protocol Committee, DeKalb Board of Health, DeKalb Child and Adolescent Coalition, and DeKalb Judicial Screening Committee

Positive Behavioral Interventions and Supports District Coordinator, DeKalb County School District, 2015 present

- Oversees the implementation of Districtwide Positive Behavioral Interventions and Supports (PBIS) by assessing and monitoring all cohort schools to ensure compliance of Georgia Department of Education procedures governing the implementation of PBIS
- Ensures achievement of all PBIS program goals and objectives outlined in the District PBIS Implementation Plan
- Monitors School-Wide Information System (SWIS) and district databases to track and analyze student behavioral data including office discipline referrals, suspensions, team implementation, coach assessment of schoolwide implementation, and climate survey patterns
- Conducts trainings and provides ongoing technical and data analysis support to staff who use school wide data collection systems, ensures regular meetings, visits sites 2-4 times yearly, facilitates problem solving, and assists with evaluation of fidelity
- Delivers presentations to the Superintendent, district administrators, community partners, and other groups/organizations as necessary to educate and inform stakeholders of PBIS activities and outcomes
- Participates in regional, statewide, and national PBIS leadership conferences and meetings
- Assists the District in obtaining outside funding for PBIS related activities including writing grants, collaborating with community sponsors, and other partnerships
- Works closely with internal and external partners including Regional Educational Service Agencies (RESAs), the Georgia Learning Resources System, Department of Early Care and Learning (DECAL), colleges/universities, other state agencies, local school districts, and community partners on school climate

Gifted Coordinator, School Choice Office, DeKalb County School District, 2009-2012

- Implemented and monitored procedures designed to appropriately identify, establish eligibility, and provide instructional services for the Gifted Program
- Coordinated the Gifted In-Field Endorsement Certification Program and other professional services including program evaluations, strategy workshops, and professional development
- Supervised full-time equivalent (FTE) counts for gifted program; ensured program compliance with relevant state guidelines; maintained department budget

School Choice Coordinator, Schools Choice Office, DeKalb County School District, 2006-2012

- Managed the daily operations of the School Choice program, registration, and lottery system
- Prepared and monitored program budgets for school choice program by ensuring compliance with established federal, state, and local regulations and procedures

Instructional Coordinator, Academy of Science and Mathematics, Benjamin E. Mays High School, Atlanta Public Schools, 2003-2006

- Supervised a staff of thirty faculty members and 550 magnet and gifted students
- Managed the daily operations and budget of the Academy
- Developed the master schedule for a student population of over seventeen hundred students
- Analyzed school test data and assisted with the development of school improvement plans
- Coordinated internship programs to provide relevant job experiences and career awareness in the fields of science, technology, engineering, and mathematics

Chemistry Instructor, Magnet program for High Achievers, Chamblee Charter High School, DeKalb County School District, 1997-2003

- Increased Georgia High School Graduation Science Test (GHS GT) scores for 81% to 89% by implementing the first GHS GT science workshop to remediate students with science deficiencies by reinforcing the Quality Core Curriculum (QCC) science standards
- Science Department Chairperson

Education

Ph.D. Organic Chemistry, Georgia State University, Atlanta, Georgia, August 1997

B.S. Chemistry, Fisk University, Nashville, Tennessee, May 1992

Certifications

Georgia Educator Certificate #315328

Educational Leadership, Tier II, SRL-7

Teacher Support Specialist, SRS-7

Science (6-12), SRT-7

Schoolwide Information System (SWIS) Facilitator

Presentations

Courageous Conversations, Panelist, DeKalb County School District Board of Education, September 2022

Culture & Climate: Nuts & Bolts of Social Emotional Learning, Presenter, Empowerment Wednesday, DeKalb County School District, July 2022.

Conflict Resolution, Guest Speaker, The Lunchroom, DeKalb County School District, May 2022.

Lady Talk, Panelist, Towers High School, DeKalb County School District, March 2022.

Let's Talk, Real Talk, Guest Speaker, Miller Grove Middle School, DeKalb County School District, March 2022.

District 6 Town Hall Meeting, Panelist, DeKalb County School District Board of Education, October 2021.

Back to Basics, Panelist, DeKalb County Juvenile Court Educational Forum, September 2021.

Laying the Foundation for Positive School Behavior and Climate, Presenter, Summer Leadership Conference, DeKalb County School District, July 2021.

Gallup Employee Engagement Session, Panelist, Summer Leadership Conference, DeKalb County School District, July 2021.

Second Annual Human Trafficking Symposium, Panelist, Decatur Alumnae Chapter of Delta Sigma Theta Sorority, Inc., January 2021.

School Safety, Panelist, EngageMENT Now, DeKalb County School District, December 2018.

Professional Training

Darkness to Light's Stewards of Children Sexual Abuse Prevention

Human Trafficking Awareness and Capacity Building

QPR Suicide Prevention Gatekeeper Program

Restorative Practices

Sources of Strength Suicide Prevention

Title IX Appellate Decision-Maker

Tribunal Officer Training

Committees

DeKalb Child Welfare Collective

Educational Alternatives Task Force

Leading and Learning in Excellence Committee

Social Emotional Learning (SEL) Curriculum Development

Professional Affiliations

Association of Positive Behavioral Supports

Atlanta Restorative Practices Consortia

Be THE Voice

DeKalb County Juvenile Court Rebound Drug Court Program Advisory Board, Secretary

MENTOR Georgia

National Association of Hearing Officers