
KIANA L. KING

PROFESSIONAL SUMMARY

A visionary and experienced educational leader that possesses a strong commitment to promoting academic excellence for all students within the organization while fostering a culture where collaboration between all stakeholders is encouraged.

KEY COMPETENCIES AND PROFESSIONAL HIGHLIGHTS

- Team supervision, support and program enhancement
- Competency in making Data Driven Instructional decisions
- Development and implementation of procedures and practices for increased organizational effectiveness
- Increased access to professional development for staff of students with disabilities (SWDs)
- Monitor the inclusion of SWDs to ensure equity and access
- Encourage communication with colleagues, parents, and the community
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PROFESSIONAL/LEADERSHIP EXPERIENCE

Director, Special Education, 1/2022-Present

DeKalb County School District-Stone Mountain, GA

- Supervise special education programming for over 10,000+ students with disabilities within an urban school district
- Ensure compliance oversight and expenditure spending of grant and local funds for a 60+ million-dollar budget
- Provide general supervision of IDEA implementation and instructional best practices for 500+ District level employees
- Collaborate across multiple divisions to develop, enhance and facilitate professional development activities for teachers of students with disabilities
- Develop, implement and monitor the implementation of the special education strategic plan to improve academic outcomes and post-secondary goals for students with disabilities
- Monitor the implementation of the identified goals and action items included in the District Plan of Support to address the above and beyond needs for the district's federally identified schools
- Monitor and evaluate all general supervision activities related to special education matters
- Facilitate, monitor and supervise all dispute resolution activities as directed by the Georgia Department of Education
- Facilitate parent engagement activities to increase timely, effective and proactive communication
- Engage district and school level staff in activities to improve the graduation rates for students with disabilities
 - Increased the graduation rate for students with disabilities from 47.8% to 60.3% during my leadership as Coordinator III and Director
- Facilitate oversight for the Incarcerated Youth Program for DCSD students with disabilities

Exceptional Education Coordinator III, 08/2018-01/2022

DeKalb County School District – Stone Mountain, GA

- Design and coordinate the implementation of Districtwide professional development activities to support teaching and learning for special education teachers and administrators
- Establish and monitor departmental policies, practices and procedures for the department of exceptional education to ensure alignment with state and District guidance
- Develop, implement and monitor the implementation of a continuous plan for improving the academic outcomes post-secondary goals for students with disabilities

- Monitor and analyze trends regarding the implementation of Specially Designed Instruction (SDI) special education classrooms
- Lead and facilitate District activities to increase the graduation rate for students with disabilities through the implementation of the State Systemic Improvement Plan (SSIP)
- Support the develop and implementation of state and district reports and improvement plans such as the District Plan of Support, District improvement plan and the consolidated LEA Improvement Plan
- Prepare and participate in the dispute resolution process to include compliance reviews, pre-litigation and litigation proceedings, mediation sessions and professional development as needed
- Align the department's professional learning framework with the District's strategic goal areas to ensure success with equity and access and to improve staff efficacy
- Monitor and assess student academic and behavioral performance data to inform decision making
- Provide guidance and support to school-based staff on the requirements of the Individuals with Disabilities Education Act (IDEA) and its alignment to the implementation of student IEPs
- Supervise certified personnel and evaluate staff using the DeKalb Keys Evaluation System (DKES)
- Collaborate with internal and external stakeholders to include parents, administrators, district staff and GaDOE representatives
- Supervise the implementation of academic, behavioral and technology resources available for students with disabilities to include instructional software programs, progress monitoring tools, and crisis prevention and intervention (CPI) and Mindset certification

Exceptional Education Coordinator II, 01/2013 to 08/2018

DeKalb County School District – Stone Mountain, GA

- Coordinate procedures to ensure implementation of effective practices to improve achievement for students with disabilities
- Establish and monitor school system procedures, practices and guidelines for exceptional education programs
- Plan and coordinate personnel needs, materials and equipment, and transportation for exceptional education programs
- Collaborate, advise and consult with school district staff, building level administrators, school district attorneys, and teachers regarding special education rules and procedures for resolution of issues and concerns for students with disabilities
- Attend IEP meetings upon request of administrators or Lead Teachers for Special education to offer support and guidance with understanding implications regarding the District policies, procedures and practices
- Provide professional development, supervise and evaluate 9 lead teachers and 39 Low incidence staff to include D/HH, Vision, and OI teachers, paraprofessionals, educational audiologists and educational interpreters
- Provide professional learning to individual schools based upon identified areas of need
- Develop and deliver professional learning on a variety of topics to multiple stakeholders including teachers, school administrators, district level leaders and parents
- Participate and support initiatives outlined in the Statewide Systemic Improvement Plan (SSIP)
- Support the implementation of specialized instruction in district special education classrooms through monitoring of fill the gap software and utilization of research-based interventions and practices
- Develop proposals and provide instruction for staff development courses in areas of needed improvement
- Develop and implement plans to resolve issues of non-compliance or partial compliance as identified by the State Department of Education

Lead Teacher for Special Education, 01/2008 to 01/2013

DeKalb County School District, Clarkston High School – Stone Mountain, GA

- Worked collaboratively to utilize federal, state and local resources to support student needs
- Provide teachers with instructional strategies based on standards
- Facilitate scheduling of all special education students
- Utilize data to plan instructional strategies for subgroups and communicates progress to GADOE and school leaders
- Supervise more than 20 teachers including hearing impaired, teacher assistants and interpreters
- Maintain compliance with monitoring eligibility and IEP timelines
- Provide training on effective differentiated instructional practices
- Facilitate implementation of high-stakes test administration
- Evaluate and monitor student data to track academic progress according to school-wide CSIP
- Maintain attendance compliance in collaboration with assistant principal.
- Monitor and maintain accurate records related to spending FTE funds to improve instruction for SWD's
- Conduct interviews with potential employees for teaching positions
- Develop and implement instructional departmental plans for success
- Support teachers to implement the 7-steps of teaching and learning for student content mastery
- Evaluate teacher lesson plans and review of best practices
- Monitor teacher performance through informal and formal observations
- Address department level complaints and internal conflicts through internal mediation practices
- Develop student/community relationships that enhance student development
- Assist with maintaining a safe, respectful, positive, and effective learning environment

TEACHING/DEPARTMENT CHAIR EXPERIENCE

DeKalb County School District

2001-2008

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| <ul style="list-style-type: none"> • Develop and Implement Individualized Education Plans (IEP) for SWD's • Develop Behavior Intervention Plans for students • Monitor student progress for caseload students • Track key performance indicators to determine future educational growth objectives for students • Assist juniors and seniors with transition needs • Attend master schedule training and serves as a team member • Leadership team member • Facilitate co-teaching training for department members • Provide formal and informal observations with feedback | <ul style="list-style-type: none"> • Collaborate with assistant principals of instruction, discipline and attendance • Initiate and monitor after-school tutorials based on data • Provided instructional and behavioral support to teachers • Worked closely with instructional AP to build master schedule |
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EDUCATION

Nova Southeastern University

Degree: *Educational Specialist*, April 2008

Concentration: Educational Leadership

Jacksonville State University

Degree: *Master of Science*, December 2005

Concentration: Educational Leadership

Georgia Southern University

Degree: *Bachelor of Science*, May 2001

Concentration: Special Education

ACCOMPLISHMENTS

Workshops/Professional Learning Presentations: GaDOE-Implementation of the DCSD Incarcerated Youth Program, DCSD Legal Symposium, Credentialed with Distinction in TKES Evaluation System, How Administrators can support the development of High Quality IEPs, Effective Communication and Legally Defensible IEPs, The school

administrators role in IEP implementation, High Leverage Practices in Special Education, LRP Education webinars and legal compliance, GaDOE Federal Programs Conference, Effective Mediation, Collaborative Teaching: The Power of two, ICE (Instruction, Collaboration and Environment) training, Marzano's High Yield Strategies, Best practices to utilize differentiated instruction, 5-step protocol training