

Kia A. Billingsley, Ed. D.

EXECUTIVE SUMMARY

Strategic and equity-driven district leader with 20+ years of instructional leadership experience, including service as Executive Administrator for High Schools, Middle Schools, Elementary Schools, Regional Coordinator, and Principal in one of Georgia's largest and most diverse school districts. Proven ability to lead large-scale instructional transformation, strengthen Tier 1 instruction, design districtwide professional learning systems, and support principals to accelerate student achievement. Deep expertise in closing achievement gaps, implementing high-quality instructional materials, and developing leaders through coaching, data-driven decision-making, and continuous improvement frameworks.

Recognized for building strong cultures of learning, mobilizing communities, and driving strategic initiatives aligned to district goals, including The Six Systems Framework, MIRACLES Framework, Collaborative Calibration Visits, and strategic plan development. Champion for equitable access, early literacy, multilingual learners, gifted, and high-quality curriculum and instruction.

EXECUTIVE INSTRUCTIONAL LEADERSHIP EXPERIENCE

DeKalb County School District, Stone Mountain, GA

July 2025 – Current

Executive Administrator, Middle Schools

- **DeKalb County Middle School Area: 16 Middle Schools (Grades 6-8)**
 - *Middle School Area Instructional and Supervisory Responsibilities*
 - 8 Middle Schools
 - 2 IB Schools
 - 1 magnet school
- Designed and implemented Extended Learning Time (ELT) Framework for the Middle School Area
- Supported the implementation of the Middle School Area's Tiered Plan of Support
- Implementation of feedback to leaders through Grow Level Data
- Facilitated and supported the Curriculum and Instruction cross divisional collaboration for Job Alike restructuring
- Curriculum and Instruction liaison for the Division of Schools and Leadership
- Organized and led consistent data professional learning for the Middle School Area
- Designed and Co-presented "Instructional Planning for ELA" for all middle school principals
- Support and assists planning professional development and help school leaders address academic and other challenges to support student success
- Engage in meaningful dialogue with Principals to address instructional, social and emotional, and other needs of students and families
- Assist principal and school leadership teams to expand their repertoire of instructional strategies to ensure deeper learning
- Complete performance evaluations of Principals as requested by Area Superintendent
- Support parents, students, families, and community members in resolving conflicts
- Identify recurring obstacles to student success through the study of common causes of discipline problems and works with school leadership to address these problems with particular attention to the achievement gap
- Collaborate with school teams to develop innovative, evidenced-based practices to support effective teaching and learning

- Support a positive culture and climate in schools that is conducive to learning by providing professional development and developing positive parent and community relationships

DeKalb County School District, Stone Mountain, GA

July 2024 – July 2025

Executive Administrator, Area 3 Elementary Schools

- **DeKalb County Area 3: 11 Elementary Schools**
 - *Area 3 Elementary School Instructional and Supervisory Responsibilities*
 - 8 Elementary Schools
 - 1 magnet School
 - 1 STEM School
- 2 Literacy Lead School recipients
- 1 1 Lead Math School recipient
- Developed Area 3 SharePoint for effective communication and a repository of instructional resources to support Area 3 principals, leaders, and teachers.
- Developed and implemented workshop for Area 3 leaders on the implementation of effective Professional Learning Communities
- Designed and implemented workshop for rising leaders in DeKalb at the DeKalb Leadership Institute on leveraging Reality Checks and CCVs to maximize impact on instruction
- Organized and facilitated cross-divisional session to write and implement the DCSD Professional Learning Community Framework
- Developed and implemented the Executive Administrator Progress Monitoring Tool to maximize instructional impact and results
- Coach and supervised principals at the elementary level in schools to achieve higher achievement levels for students with an emphasis on closing gaps
- Focus on using multiple sources of data to assist principals in determining strategies to support student success; identifies professional development needs based on data indicating schools' needs.
- Support and assists planning professional development and help school leaders address academic and other challenges to support student success
- Engage in meaningful dialogue with principals to address instructional, social and emotional, and other needs of students and families
- Assist principal and school leadership teams to expand their repertoire of instructional strategies to ensure deeper leaning
- Complete performance evaluations of principals as requested by Area Superintendent
- Support parents, students, families, and community members in resolving conflicts
- Identify recurring obstacles to student success through the study of common causes of discipline problems and works with school leadership to address these problems with particular attention to the achievement gap
- Developed and supported the implementation of district programing and goals including but not limited to The Six Systems, the Strategic Plan, uniform master scheduling process and procedures, DCSD Reality Checks, Learning Walks and Collaborative Calibration Visits in Area 3
- Collaborate with school teams to develop innovative, evidenced-based practices to support effective teaching and learning
- Support a positive culture and climate in schools that is conducive to learning by providing professional development and developing positive parent and community relationships

DeKalb County School District, Stone Mountain, GA

September 2023- June 2024

Executive Administrator, High Schools

- **DeKalb County High School Area: 22 High Schools and Centers**
 - *High School Area Instructional and Supervisory Responsibilities*

- 8 high schools, centers, principals
 - 1 school for exceptional education K-12
 - 3 specialty schools
 - 1 charter school
- Achieved a historic overall graduation rate 79.1%
- Achieved gains in every subgroup including Blacks and Hispanics for graduation rates.
- Coach and supervised principals at the high School level in schools to achieve higher achievement levels for students with an emphasis on closing gaps
- Focus on using multiple sources of data to assist principals in determining strategies to support student success; identifies professional development needs based on data indicating schools' needs.
- Support and assists planning professional development and help school leaders address academic and other challenges to support student success
- Engage in meaningful dialogue with Principals to address instructional, social and emotional, and other needs of students and families
- Assist principal and school leadership teams to expand their repertoire of instructional strategies to ensure deeper leaning
- Complete performance evaluations of principals as requested by Area Superintendent
- Support parents, students, families, and community members in resolving conflicts
- Identify recurring obstacles to student success through the study of common causes of discipline problems and works with school leadership to address these problems with particular attention to the achievement gap
- Work with the director of Strategic Planning to support the district strategic planning process for 2024
- Developed and supported the implementation of district programing and goals including but not limited to The Six Systems, the Strategic Plan, uniform master scheduling process and procedures, DCSD Reality Checks, Learning Walks and Collaborative Calibration Visits in the inaugural High School Area
- Collaborate with school teams to develop innovative, evidenced-based practices to support effective teaching and learning
- Support a positive culture and climate in schools that is conducive to learning by providing professional development and developing positive parent and community relationships
- Organized all the community input sessions for the implementation of the DCSD 2024-2029 Strategic Plan

DeKalb County School District
Region IV Coordinator

June 2023- September 2023

- **DeKalb County Region IV Schools**
 - **17 schools, centers and principals**
 - **Approx. 12,800 students in grades PreK – 12**
 - **2 comprehensive high schools**
 - **2 specialty schools**
 - **1 GNETS High School Center**
 - **3 middle schools**
 - **8 traditional elementary schools**
 - **1 GNETS elementary school center**
- Provided coaching and support to principals, assistant principals, leadership teams, instructional coaches, department chairs, and teachers to develop capacity in improving instruction through coaching, and professional learning communities
- Assisted with analyzing national, state, and local assessment data as it relates to school, individual student achievement, and the improvement of instruction
- Built instructional coherence in the implementation of the District and State Performance Standards and curriculum frameworks

- Assisted in the development and implementation of a well-articulated professional learning plan to help school-based leadership to better understand the use of qualitative and quantitative data to improve instruction and increase student achievement
- Supported the implementation of strong Professional Learning Communities
- Supported schools as they conduct grade and content level data-drive instructional meetings on a continuous basis
- Participated in core instructional content professional learning to bridge the gap between district and school level expectations
- Served as a liaison between the regional office and various stakeholder groups including School Councils, Parent Community groups and organizations
- Served as a regional representative in cross-division collaboration with DCSD divisions/departments and state federal agencies that support teaching and learning
- Collaborated with school leaders in leading instructional staff through the change theory process to support student achievement
- Remained up to date on exemplary practices through self-study, conferences, and other capacity-building programs
- Supported the development of the Regional Improvement Plan while facilitating the review of the school's CSIPs
- Monitored the development of master schedule and instructional data reporting

SCHOOL BASED INSTRUCTIONAL LEADERSHIP EXPERIENCE

McLendon Elementary, Decatur, GA

January 2014- May 2023

Principal

- Established high quality instructional program with effective interventions to close achievement gaps and increase student achievement throughout each grade level
- Established intervention programs which resulted in the removal from Georgia Focus List to become High Progress Reward School in 2017
- Provided support for all schools in Region 2 (27 schools) in planning and implementing the Continuous School Improvement Process as the Continuous School Improvement Liaison for Region 2 in DeKalb County School District
- Established multiple corporate partnerships throughout the community including Publix, Walmart, Tyler Perry Studios and State Farm resulting in over \$30,000 in grants and donations
- Established community partnerships with local non-profit organizations including The Gathering, Greater Baptist, and the Ismaili Community to provide more equitable opportunities for a diverse school environment
- Established partnership with DeKalb County Police Department to build positive relationships with elementary students and local law enforcement agencies
- Established programming for a diverse population of students while closing achievement gaps through the following programs: Girls Who Code, STEM for Every Child and ESOL Science Club
- Foster the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to school improvement
- Promote the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders
- Effectively gather, analyze, and use a variety of data to inform planning and decision-making consistent with established guidelines, policies, and procedures
- Foster the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources

- Foster effective human resources and management through the selection, induction, support, and retention of quality instructional and support personnel
- Fairly and consistently evaluate school personnel in accordance with state and district guidelines and provide them with timely feedback focused on improved student learning
- Foster the success of students by demonstrating professional standards and ethics, engaging in continuous professional development, and making contributions to the profession
- Foster the success of all students by communicating and collaborating effectively with stakeholders

Idlewood Elementary, Tucker, GA
Midvale Elementary, Tucker, GA

October 2012-January 2014
February 2011- June 2012

Assistant Principal

- Coordinated scheduling for all students in accordance with state and district guidelines
- Planned, updated, and monitored the implementation of the Consolidated School Improvement Plan
- Created and implemented professional development according to student, staff, and community needs including but not limited to Writer’s Workshop, RTI, Teacher Performance Standards, CCGPS, and Math Differentiation with MRESA
- Created discipline referral form to help monitor and reduce suspensions
- Used local, system and state data to make decisions at the school level to increase student performance
- Supported teachers and paraprofessionals with implementing state curriculum and instruction
- Coordinated and monitor all state testing
- Established Mustang Tutorial Program and provided Math Coach books for all students grades 1st – 5th
- Established cohesive Response to Intervention procedures
- Supported the International Baccalaureate Reauthorization process and implementation of the IB curriculum
- Evaluated and confer with teachers on an individual basis to ensure teachers receive the support needed to provide optimal instruction
- Supported parents on an ongoing basis to provide support their children’s instructional and behavioral concerns
- Established an authentic instructional leadership team at Midvale to support and engage all teachers in the instructional process

Idlewood Elementary, Tucker, GA
Success for All Facilitator

August 2012 – October 2012

6th Avenue Elementary Charter School, Los Angeles, CA
Title I Coordinator

July 2005 –June 2007

Loyola Marymount University, Los Angeles, CA
Part-time Faculty

August 2005- 2006

- Planned and created course syllabus for Cultural Paradigms course
- Facilitated learning of diverse issues in education i.e. racism, classism, sexism, gender, NCLB, and Special Education
- Evaluated student work at the graduate level
- Provided leadership for students
- Provided guidance in lesson planning with respect to classroom demographics and thematic units

DeKalb Library Foundation
Board of Directors

January 2020 – January 2022

Leadership DeKalb, DeKalb County, GA
Graduate

June 2018

EDUCATION

Loyola Marymount University, Los Angeles, CA

Doctorate in Education

Leadership and Social Justice

August 2007

Master of Arts in Education

Literacy and Language Arts

May 2002

Xavier University, New Orleans, LA

Bachelor of Science in Psychology

Minor in Biology

May 1995