

Janet Gibson, Ed.D.

Office: MMSCI 122

(254)710-3104

janet_gibson@baylor.edu

X(Twitter): @Doctor_J_ Instagram: doc_janet_

CORE COMPETENCIES

- Executive Leadership
- Curriculum and Instruction
- Special Programs
- Community Relations
- Organizational Learning
- Strategic Planning
- Board Policy and Regulations
- Climate and Culture
- Leadership Development
- Community Relations
- Presentations and Training
- Technology

EDUCATION

2019

DOCTORATE OF EDUCATION

TEXAS A&M - COMMERCE

Major: Educational Administration, 2019

Dissertation: *School Leadership: Implementation of Effective Leadership Practices of Three Principals in a Suburban District*

2002

MASTER OF EDUCATION, EDUCATIONAL ADMINISTRATION

TEXAS CHRISTIAN UNIVERSITY, FORT WORTH, TEXAS

1996

BACHELOR OF SCIENCE, INTERDISCIPLINARY STUDIES AND SPECIAL LEARNING

ANGELO STATE UNIVERSITY- SAN ANGELO, TEXAS

CERTIFICATIONS

Superintendent

Mid-Management /Administrator

Texas Teaching Certification

EXPERIENCE

August 2023- Present

Clinical Assistant Professor, School of Education

July 2024- Present

Program Director, EdD K-12 Educational Leadership

- Serve as the Director of the K-12 EdD Educational Leadership Program
- Work with budget team to manage the K-12 EdD Educational Leadership Program budget
- Teach multiple courses within the School of Education related to Masters level and Doctoral level content.
- Supervise students, in Clinical Experience for Educational Leadership (CEEL) field experiences, who are working on Superintendent's certification.
- Facilitate mentee assignments.
- Observe and conference with Mentees and mentors 3 times over the duration of the CEEL.
- Serve as Dissertation Chair
- Serve on Dissertation committees
- Serve as Mentor to new faculty
- Started Hale Endowed Scholarship Fellows program with 6 students 2025

July 2022-June 2023

Coordinator for Assessment and Secondary RtI

MIDWAY ISD WACO, TEXAS

Leader for the Midway Independent School District, a school district of 8400 students, PK-12.

Instructional Leadership

- Prepares and uses research findings, test scores, and district studies to improve the outcome of the teaching/learning process.
- Supervises the secondary testing program in conjunction with the Director of Secondary Curriculum and Assessment.
- Monitors the implementation of the secondary RTI process.
- Works with principals, district administrators, content coordinators, and teachers to communicate, understand, and utilize the secondary Response to Intervention system.
- Compiles, maintains, and files all reports, records, and other documents as required by federal and state rules and regulations and district policy and procedures regarding RTI and state assessments.

School Organizational Climate

- Provides leadership and technical assistance for principals, teachers, district administrators and coordinators so that overall performance is improved.
- Maintains a communication system that effectively collects and disseminates information to other professionals as appropriate.

- Relates to staff, students and parents in ways that convey mutual respect, concern and high expectations.

Personnel Supervision

- Fosters collegiality and team building among staff members. Encourages their active enrollment in decision-making processes as it pertains to testing and assessments.

June 2021-July 2023

Baylor University, Lecturer - School of Education

- Part-time Lecturer for the Educational Leadership Department within the School of Education.
- Designed engaging learning opportunities for a Doctoral level course, Conflict Management and Resolution.
- Utilized network of retired and active superintendents to contribute to the cohort growth and learning around the course topic.
- Mentor cohort students in their professional capacity on an on-going basis.

July 2021-Present

Executive Coach

Engage2Learn

Executive Leadership

- Provide executive level coaching to districts who are in Year 2 and Year 3 of the Resilient Schools Support Program.
- Support districts in COVID recovery and learning acceleration planning and implementation.
- Provide executive level coaching to Special Populations Program Directors and Specialist.
- Support districts in coaching co-teach teachers.
- Provide executive level coaching on data analysis and systems for campus level administrator coaching based on the data.
- Facilitate districts through 5 step process for Strategic Vision: Collaborate, Engage, Design, Create, and Lead.
- Conduct Professional Learning for target groups within districts designed to meet the needs of the district.
- Facilitate teams through Critique protocols to ensure authentic and constructive feedback is provided throughout processes.
- Collaborate with leaders to establish expectations and protocols for sharing trends and information.
- Cultivate authentic, ongoing relationships with educators while creating meaningful connections and maintaining trust.
- Engage districts in systems thinking strategies to evaluate context and systemic structures to ensure scalability and sustainability.
- Coach educators to evaluate student data and the impact of strategies on outcomes while collaborating with students to provide new ideas and perspectives.
- Facilitate authentic, educator-centered, collaborative coaching conversations by modeling inquiry, focusing on building capacity to design solutions.

2016 – May 27, 2021

ASSISTANT SUPERINTENDENT FOR STUDENT SERVICES

November 2018-March 2019 ACTING SUPERINTENDENT

CARROLL ISD, SOUTHLAKE, TEXAS

Executive Leader for the Carroll Independent School District, a school district of 8400 students, PK-12.

Budget/Oversight: 1.5 million+

Executive Leadership

- Provide executive level leadership and supervision to the departments of Curriculum and Instruction, Special Programs, Technology, Campus Principals, Counselors and Nursing Services.
- Served as Acting Superintendent (Nov. 2019-March 2020)
- Serve as a member of Superintendent's Cabinet.
- Serve as the Level II Hearing Officer for complaints under Board Policy FNG.
- Serve as Policy Committee Chair for all codes, regulations, policies, and procedures relating to District Improvement Plan, Student Code of Conduct and Handbook, Grading Guidelines, and Academic Planning Guides.
- Develop and present agenda items for Board approval.
- Conduct Board and community presentations on a variety of relevant topics.
- Oversee the implementation of the Strategic Plan, ensuring timely implementation of services.
- Lead partnership with community through Carroll Leadership Academy for Support Success (CLASS).
- Support for teacher professional learning and campus leadership.

Operational Leadership

- Oversee policy review, updates, and implementation of administrative regulations.
- Supervise enrollment and transfer; attendance, discipline and climate.
- Work with the Executive Director of Curriculum and Instruction to oversee the district's curriculum.
- Created Parent University and Student University programs.
- Developed and oversee Voluntary Random Drug Testing Program.

Educational Leadership

- Monitor various programs and processes for the purpose of ensuring compliance with established policies, procedures and/or educational codes.
- Developed district-wide systems for discipline and attendance for all campuses.
- Created and manage disciplinary grievances for all 11 campuses.
- Established campus Behavioral Threat Assessment Teams.
- Implemented training and monitoring for Behavioral Threat Assessment Teams.
- Lead and manage school open enrollment and transfer procedures.
- Professional Development Presentations for Leadership, Campuses and Communities.
- Personnel, budget, hiring and diversity management.

2014 - 2016

EXECUTIVE DIRECTOR SCHOOL TRANSFORMATION

GARLAND ISD, GARLAND, TEXAS

Executive Leader for Garland ISD, a school district with 71 Campuses, \$462M budget, 56,000+ enrollment

Executive Leadership

- Provided support for the superintendent, 71 campuses, executive council members, and the Board of Trustees.
- Provided executive level leadership and supervision to the departments of Bilingual/ELL, Career and Technology Education, Guidance and Counseling, Employee Wellness, and GISD Employee Clinic.
- Provided interpretation of policies and regulation to officials and the public.
- Model the use of effective protocols to ensure structured processes and guidelines to promote efficient communication and problem solving.
- Supported leaders in driving operational excellence through systems and processes.
- Supervised and coordinated the functions, activities, workload, and record keeping of the Superintendent's office
- Provided demographic information for use by the district in budgetary decisions, student assignments, and staffing needs.
- Collected and statistically analyzed data to forecast changes/trends in student populations.
- Coordinated district bond planning meetings for Phase 1 projects to include construction of two new buildings (\$34.4M and \$28.5M)

Operational Leadership

- Monitored and supported the district's CTE program.
- Encouraged and expanded the mentoring opportunities and apprenticeships within the business community for students.
- Monitored and supported district goals for strengthening the district's counseling program.
- Monitored software implementation and training for district counselor's.
- Monitored and supported district goals for strengthening the Bilingual/ELL program.
- Monitored and supported district goals for strengthening and expanding the CTE program.
- Assisted the Human Resources Department in staffing, interviewing, and selection of personnel for 71 campuses and district departments.

Educational Leadership

- Coordinated and facilitated the implementation of a Professional School Based Mentoring Program at 14 campuses across the district to benefit the district's highest risk students.
- Supervised the Family and Community Engagement Department and ensured the programs and initiatives were aligned with the district's vision, mission, and goals.

2013 - 2015

AREA DIRECTOR

GARLAND ISD, GARLAND, TEXAS

10 Campuses (one High school, two Middle Schools, seven Elementary Schools)

Enrollment 8,245

Demographics: African-American (14%); Hispanic (60%); Anglo (10%); Other (6%); Economically Disadvantaged (75%); LEP (35%); Special Education (6%); At-Risk (54%)

Budget Oversight/Approval: General Funds \$1,947,898.00/Title I Funds \$831,281.00

Operational Leadership

- Served approximately 8200 students representing 10 campuses and 30 administrators.
- Managed combined budgets of about \$3 million.
- Served as central office executive responsible for leading, directing, managing, supervising, and evaluating leadership.
- Increased Advancement Placement qualifying scores by 35%.
- Implemented A/B block scheduling for enhanced student opportunities.
- Evaluated personnel at all campuses to ensure effective leadership practice.
- Presented School Board presentations on instructional initiatives
- Chaired the Partnership Committee on the district's 2014-2015 strategic plan
- Steered action groups in prioritizing the focus for a \$455,500 bond.
- Directed the planning and implementation of inaugural Employee Health Clinic.
- Coordinated volunteer opportunities with community groups to enhance involvement.
- Supported Facility Planning relative to enrollment projections, construction and renovations.

Human Capital Leadership

- Provided support for leadership teams through mentoring, coaching, active listening, and reflective thinking.
- Modeled and conducted critical conversations.
- Created and organized the Future Principals' Institute for current assistant principals who desire to become campus principals.
- Inspired campus administrators to enhance their own leadership capacity.
- Worked collaboratively with all campuses to ensure compliance of policies and procedures.
- Led and trained school leaders and other staff on the appropriate use of Budgetary funds to improve efficiency in programming.
- Enhanced Professional learning opportunities for all teachers and administrators.
- Actively support the efforts of others to achieve goals and objectives and performance objectives.
- Review and approve all assigned campus budgets based on documented campus needs. Evaluate job performance of assigned leaders and other assigned staff to ensure effectiveness.

Educational Leadership

- Coached campus leadership teams for effective practices
- Implemented collaborative culture models to embrace diversity.
- Conducted Professional Development for Leadership Advancement.
- Aligned district and campus goals for achievement.
- Experience with supporting campuses through Intervention Systems.
- Led the development, training, implementation of strategic initiatives.
- Collaborated with departments for compliance with federal funding.
- Supervised implementation of technology initiative.
- Conducted campus analysis for evaluation reports.
- Facilitated learning meetings using protocols for organization and training.
- Encouraged leadership to foster innovative practices and intuitive thinking.
- Knowledge of research and best practice in the area of educational data.

2009 - 2013

PRINCIPAL

MANSFIELD ISD, MANSFIELD, TEXAS

BEN BARBER CAREER TECH ACADEMY/FRONTIER HIGH SCHOOL (2011 - 2013)

Enrollment: 2600

- Instructional leader of career tech high school with a two-year magnet high school within.
- Developed strong community partnerships to enhance culture and academics.
- Enhanced digital literacy with design and implementation of specialized learning space.
- Implemented instructional learning walks to increase focus on CTE alignment with TEKS and industry standard certifications.
- Increased accountability measures in reading, writing and math.
- Implemented quality teaching and data-driven instruction initiatives.
- Facilitated, organized, and implemented staff development activities aligned with the strategic plan for increased academic achievement.
- Monitored curriculum and supervised curriculum audit for CTE courses.
- Developed discipline management procedures for increased performance.
- Identified, analyzed, and applied research-based strategies to facilitated school improvement.
- Created and implemented Information meetings to enhance school operations.

TARVER-RENDON ELEMENTARY (2009-2011)

Enrollment: 612

- Implemented Professional Learning Communities to build academic vocabulary and increase student performance.
- Defined expectation for staff performance, professional growth, and leadership regarding instructional strategies, classroom management, and communication with the

public.

- Developed a campus-wide discipline management system.
- Used developmental supervision effectively and comprehensively with all staff by systematically observing and discussing performance, establishing goals, and having follow-up conferences with staff.
- Increased student achievement through enrichment programs.
- Increased student achievement in all subject areas.
- Recruited and established community involvement partnerships.

COMMUNITY INVOLVEMENT AND RECOGNITIONS

Baylor Center for School Leadership Resident Scholar, 2024-Present

LEAD LLC Faculty Partner, 2024- Present

Garland Principal's Leadership Academy Leader, 2015

Garland Bond Action Group Leader, 2015

Future Principals' Institute Program Designer, 2013

District Strategic Plan, Chair of Partnership Group, 2014

Employee Health Clinic, Co-Chair, 2014

Dragon Core Value Award- Excellence, 2018-2019

Administrative Retreat Program Chair, Carroll Independent School District, 2017-2020

BOARD SERVICE

Community & Belonging Advisory Group- 2025-2026

Baylor School of Education Distinguished Speakers Series Committee, 2024-2025

Baylor Center School Leadership Advisory Board, 2023-Present

EPP Coordinating Council, 2023-Present

Kiwanis of Southlake, 2016-2021

District Advisory Council Chair, 2016-2021

Resiliency Committee Chair, 2017-2021

District Diversity Council Co-Chair, 2018-2020

CLASS Chair, 2016-2021

PROFESSIONAL MEMBERSHIPS

CPED- The Carnegie Project on the Education Doctorate

AASA-The School Superintendents Association

Texas Association of School Administrators

Texas Elementary Principals Association

Association for Supervision and Curriculum Development

PRESENTATIONS

Catalyzing Joy from the Central Office, TASA Mid-Winter Conference, January 27, 2025
How to Communicate in Times of Chaos, Crisis and Conflict, BCSL Culture of Joy, September 9, 2024
Conflict Management and Resolution in Leadership, BCSL Culture of Joy, November 1, 2023
Reading with Rodney Mobile Literacy Project, GISD School Board– January 19, 2016
Student for a Day, GISD School Board, April 22, 2014 ***Strategic Plan***, GISD School Board, February 11, 2014 & April 22, 2014
Traditional Rich, Future Ready, GISD School Board – February 11, 2014
2013-2014 IB Results, GISD School Board – November 11, 2014
Thoughtexchange, GISD School Board – July 28, 2014 & March 22, 2016
Junior Achievement BizTown/GISD Career Tech Center, GISD School Board – March 22, 2016
Strategic Plan, CISD School Board, Bi-annually 2016-2020
Academic Planning Guide and New Courses, CISD School Board, August 2016-2020
Student Handbook and Code of Conduct, CISD School Board, August 2017-2020
District of Innovation Plan, CISD School Board, December 2017
District Improvement Plan, CISD School Board, September 2016-2020

PROFESSIONAL DEVELOPMENT

CPED Conference, 2024,
IRB Training, 2024 Title
IX Training, 2024
Just Leadership, 2024, 2025
UCEA Conference, 2023, 2025
Educator Prep Program, Field Supervisor Coaching Training, 2023
Texas Principal Evaluation and Support System-TPESS
Texas Teacher Evaluation and Support System-TTESS
TASA/TASB/TASBO Budget Cohort Training, 2019-2020
School Behavioral Threat Assessment Training- Texas School Safety Center, 2021
Capturing Kids Hearts, 2020
STOP the Bleed, 2019
Youth Mental Health First Aid USA, 2018
Why Try Level 1 Training, 2018
Crucial Conversations Training, 2017
Lead 4ward Data Analysis, 2016-2019
Differentiation and the Principal's Role in Student Learning, 2016
Data Driven Instruction, 2013-2014
Coaching for School Results, Levels I & II, 2013-2014
Curriculum Calibration Training, 2013-2014
Curriculum Auditing and Management Training I & II, 2013-2014

DISSERTATION DEFENSE CHAIRPERSON

Turning the Page Setting the Stage: School Culture's Profound Impact on School Turnaround Initiatives – Dr. Jeffery Cooks, November 19, 2024

Accountability Talk: A Qualitative Study Examining Quality Rating and Improvement Systems and Their Influence on Early Childhood Language and Communication Outcomes- Dr. Stevee Hart, March 27, 2025

Relationship between Black Female Elementary Teachers and Students: Perceptions of Holistic Social Emotional Learning (HSEL) Interventions- Dr. Charlmaine Lewis, March 28, 2025

Teacher Morale Affecting the Teacher Evaluation Experience: The Improvement Science for the Texas Teacher Evaluation and Support System (T-TESS), Dr. Thomas Pena, September 15, 2025