

**KATHY J. BACY**  
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***Objective:***

To become the principal of Harris Academy and create an environment that is conducive to learning and teaching which will ultimately result in students developing into productive members of society.

***Professional Qualifications, Education, and Additional Training***

M.Ed.	Prairie View A&M University, Prairie View, Texas 1997
B.S.	Lamar University, Beaumont, Texas, 1976
<i>Certifications:</i>	<i>Elementary Education, Special Education, Principalship</i>
September 2006	Tarleton Assessment of Principals (TAP)
July 2006	Fred Jones' <i>Tools for Teaching</i>
January 2006	Texas Observation Protocols (TOP)
November 2005	Dr. Carter Leadership Training
September 2005	Brinkman Leadership Profile
2003-2004	Technology Leadership Academy
October 2002	Leadership Training with Larry Lezotte
October 2001	School Administrators Skills Assessment (SASA)
June 1997	Instructional Leadership Training
April 1991	Administrator Internship Program

***Chronological Employment History***

1999 to 2007	Assistant Principal, Harris Academy, Aldine ISD
1995-1999	Assistant Principal, Conley Elementary, Aldine ISD
1985-1995	Special Education Teacher, Conley Elementary, Aldine ISD
1982-1985	Third Grade Teacher, Conley Elementary, Aldine ISD
1979-1982	Third and Fifth Grade Teacher, Stephens Elementary, Aldine ISD
1976-1979	Fourth Grade Teacher, French Elementary, Beaumont ISD

***Professional Organizations***

Association for Supervision and Curriculum Development  
Texas Elementary Principals and Supervisors Association

### ***Experience and Responsibilities***

- Assisted principal with personnel and staffing, including reviewing portfolios and interviewing candidates
- Conducted teacher evaluations
- Conducted paraprofessional evaluations
- Conducted custodian evaluations
- Developed growth plans with teachers for professional development
- Planned with teachers for instructional improvement
- Coordinated textbook inventory
- Served as administrative representative on ARD and IAT committees
- Developed and implemented along with the campus team the Campus Improvement Plan
- Presenter at district and campus level staff developments
- Administered discipline appropriately and equitably
- Written and submitted board reports
- Addressed parental concerns
- Collaborated with surrounding campuses regarding incoming and outgoing students
- Worked with clerical staff regarding data input (discipline, attendance, tardies, etc.)

### ***Recognition***

1992 Teacher of the Year      Conley Elementary, Aldine ISD

## Reference Register

Mrs. Pat Leon-Wade, Principal  
Earl & Hazel Harris Academy  
3130 Holder Forest Drive  
Houston, Texas 77088  
(281) 878-7900

Dr. Archie Blanson, Deputy Superintendent  
Aldine Independent School District  
14910 Aldine-Westfield Road  
Houston, Texas  
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Mrs. Wanda Walker, Principal  
Shotwell Middle School  
6515 Trail Valley Way  
Houston, Texas 77086  
(281) 878-0960