

Tia N. Locke-Simmons, EdD
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EDUCATION

- **Ed.D. Educational Leadership** - Sam Houston State University
- **M.Ed. Educational Leadership** - Stephen F. Austin State University
- **B.A. Psychology** - Our Lady of the Lake University

GRADUATE CERTIFICATES

- **Higher Education Teaching and Learning** - Harvard University
- **National Institute for Urban School Leaders** - Harvard University

CERTIFICATIONS

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| • Texas Superintendent Certification | Expires June 30, 2025 |
| • Texas Administrator Certification | Expires June 30, 2025 |
| • Texas Generic Special Education (K-12) Certification | Expires June 30, 2025 |

PROFESSIONAL EXPERIENCE

School Support Officer – Houston ISD **2022-Present**

Responsible for leading a portfolio of 6 schools in Texas' largest school district. Responsible for supporting principals with instructional, cultural, and operation decisions aligned to a collective \$27,364,987 budget for a collective 4000 scholars.

- Responsible for the collaborative development of pillars, levers, and look-fors relative to attracting and retaining high-quality talent, high-quality instructional materials, community engagement, and enrichment and extended-learning opportunities.
- Responsible for identifying and hiring campus principals.
- Responsible for directing multiple levels of management and the deployment of key initiatives covering **multiple major disciplines** with direct accountability for results in terms of effectiveness, costs, methods, and employees for a portfolio of schools.
- Responsible for the launch of the Prairie View A&M University collaboration for the **principal certification Build Your Own** initiative, inclusive of funding for three years.
- Responsible for supporting, coaching, and mentoring campus principals to:
 - Provide **strategic feedback** to principals to coach their leadership teams and teachers.
 - Monitor **scholar performance** data to determine **instructional trends** and **professional development** needs.
 - Coach campus leaders in the **analysis of TTESS feedback** quality to support increased teacher instructional capacity.
 - Facilitate **instructional** classroom observation and walkthrough **calibrations**.
 - Ensure programmatic and **performance outcome increases** grounded in data-driven **Tier I instruction and interventions**.
 - Ensure campus **compliance with state and federal regulations** and requirements.
 - Increase the **instructional capacity** and effectiveness of teachers and campus leaders.
 - Monitor and support **fiscal decision-making** to ensure alignment of resources with identified needs, staff, and time.

Director of Gifted and Talented Education – Houston ISD **2019-2022**

Responsible for leading Texas' largest school district's gifted education program and services with over 33,000 GT scholars, 6 GT Program Specialists, 283 GT Coordinators, and \$200,000 departmental budget in addition to dispersed campus funding.

- Authored the **digitization of district-wide GT Platform** with PowerSchool.
- Developed board-approved **revisions-Local Board Policy-EHBB** in accordance with TEA State Plan for GT.
- Developed Houston ISD Gifted and Talented **Program Manual and governing documents**.
- Established **digital processes** for monitoring and supporting campus compliance and evidence of state-required trainings.
- Established district-wide systems for continuity of and provisions for **GT instructional supports**.
- Led the identification and execution of district-wide **instructional framework** for gifted education.
- Conducted identification **equity analysis** and **reconstituted** district **GT identification processes** to identify specified giftedness.
- Developed district **virtual GT Expo processes** (now internationally launched by Renzulli Learning) with **>300 scholars**.
- Executed processes for GT professional learning resulting in **>500K hours of training** for 2020-21 GT.
- Developed district-wide repertoire of **asynchronous on-demand professional learning**.
- Developed Summer College Career Military Readiness (**CCMR**) **Enrichment Institute** for GT scholars.
- Developed and **launched GATES** (Gifted & Talented Education Supporters) Parent Advisory Council.
- Developed **industry mentor program** for GT scholars in partnership with local university alumni and business partners.
- Coached campus leaders to support **Depth and Complexity** instructional framework.
- Facilitated Parent Symposium with **> 1500 family participants**.
- Collaborated with Curriculum and Instruction Department to **align and embed Depth and Complexity framework** into curriculum documents.

Executive Principal of Duncanville High School – Duncanville ISD **2016-2019**

Responsible for leading the United States' second largest physical high school with over 4,300 students and 340 faculty and staff, including 1 collegiate academy principal, 3 associate principals, and 12 assistant principals.

- Earned Duncanville High School's first **TEA Distinction - Post Secondary Readiness**.
- Managed and ensured effective utilization and stewardship of **\$2.2 million budget**.
- Collaborated with campus and district leadership on strategic planning for advanced academics that resulted in the award of a **\$750,639 grant** from National Math and Science Initiative.
- Established **Duncanville High School Collegiate Academy** in partnership with Mountain View Community College.
- Led strategically focused and intentional efforts for instructional monitoring and ongoing improvement of student outcomes that resulted in consistent **A-F Accountability Rating increases**:
 - **2016 - Projected F Rating; 2017 - Projected D Rating; 2018 – Rated a C; 2019 - Rated a B**
- Strategically planned and collaborated to develop, implement, and monitor instructional processes and practices that resulted in **consistent academic performance improvements that reflected double-digit gains**.
- Increased **Advanced Placement participation by 327% in one year** through the development of Advanced Academics Committee and parent education.

- Developed strategy to increase parent and community involvement and documented over **7,700 parent volunteer hours**.
- Implemented college and career readiness strategies with a focus on dual credit courses resulting in **13% increase in utilized dual credit seats** and an increase in career and technical education courses offered.
- Created a college-bound culture that resulted in the Class of 2018 being awarded over **\$15.5 million in scholarships**, military readiness and appointments, National Hispanic Merit Scholars, Gates Millennium Scholars, and **65 scholars** participating in Mountain View Community College commencement for conferring of degree and/or industry certification.
- Recognized as a *Dallas County Promise School* (1 of only 41 schools in Dallas Metroplex) where **97% of Class of 2019 graduates registered**.
- Recognized as the first *Dallas County Promise School* to be awarded **\$1 million in Financial Aide**.
- **Tripled** the year-over-year increase in the number of students graduating with **associate degrees**.
- Demonstrated action-oriented school and community partnerships to address literacy needs through the design, construction, and installation of over **10 Little Free Libraries**, delivering over **14,000 student community service hours**, and the utilization of career and technical programs.

Spring Independent School District – Spring ISD 2013-2016

Led team of 12 administrators, over 200 faculty and staff, and 3200 scholars.

- **Principal of Spring High School 2014-2016**
 - STAAR Percent Exceeded Progress **5% increase**
 - Dual Credit Enrollment **13% increase**
 - Established **community partnerships** in wake of on-campus murder that occurred prior to my appointment.
 - Documented over **800 parent volunteer hours** each year.
 - Developed *Data Talks* for **instructional planning and delivery** monitoring.
- **Director of Accountability and Assessment and District Testing Coordinator 2012-2014**

Klein Independent School District – Klein ISD 2005-2012

Led team of 14 administrators, over 250 faculty and staff, and 4100 scholars.

- 2009-2013 Associate Principal - Curriculum & Instruction (Klein High School)
- 2006-2011 Klein ISD Summer School Principal - Districtwide Leadership
- 2005-2009 Assistant Principal (Klein High School)

Cypress-Fairbanks Independent School District 1999-2005

- 2003-2005 Behavior Support Specialist (Grades 3 - 12) - Districtwide Leadership
- 2001-2003 Special Education Co-Teacher - MAPSS Facilitator (Jersey Village High School)
- 1999-2001 Adaptive Behavior Teacher (Jersey Village High School)

PROFESSIONAL LEARNING/COMMITTEES/EXPERTISE

- Behavior Event Interviewing (**BEI**)
- Get Better Faster Sequence
- Carnegie Learning
- Amplify
- Commissioner’s Advisory Committee for GT
- Texas Principal Evaluation and Support System (**TPESS**)
- Texas Teacher Evaluation and Support System (**TTESS**)
- Instructional Leadership Development (**IDL**)
- Professional Learning Communities-Solution Tree (**PLC**)
- Uncommon Schools - Leverage Leadership
- Opportunity Culture (**OC**)
- Southern Association of Colleges and School Accreditation Team (**SACS**)
- Breakthrough Coach
- Aspiring Superintendents Academy – TASA Mid-Winter and Region IV
- Raise Your Hand Texas Leadership/Legislative Symposiums

REPRESENTATIVE RECENT COMMUNITY RECOGNITIONS AND ENGAGEMENT

- 2023 JG Consulting – Leadership Academy (James Guerra)
- 2022 TASA Aspiring Superintendents Cohort
- 2021 Urban School Relations Advisor Missouri Juvenile Justice Association
- 2021 Region IV *Aspiring Superintendents Cohort*
- 2020 Texas Association of Gifted and Talented Administrator of the Year
- 2020 Texas Association of Gifted and Talented *Emerging Leaders Program*
- 2019 U.S. News and World Report Recognition for *Best High Schools in America*
- 2018 Mavis Knight *Excellence in Education NAACP Award*
- 2017 YMCA- Dallas - Administrator of the Year
- 2017 *Trailblazer Award* - National Association of Negro Business and Professional Women’s Club’s Inc.
- 2017 Estella Doty *Young Scholars Distinguished Lecturer* – African American Museum
- 2016 Spring ISD *Secondary Principal of the Year*
- 2015 National Women of Achievement *Yellow Rose Award*
- 2015 Wheeler Avenue Inner City Visions – *Audrey H. Lawton IMPACT Award*

MEMBERSHIPS

- Texas Association of Secondary School Principals
- Texas Council of Women School Executives
- Texas Association of School Administrators
- National Association of Parliamentarians
- Texas Alliance of Black School Educators
- Delta Sigma Theta Sorority, Incorporated

PUBLICATIONS

- Contributing Author - *A Joyful Heart; More Precious Than Gems; Heal Her* - Amazon #1 International Best Sellers