



## GAYLE WHITE

Curriculum | Leadership Coaching | Adult Learning

956.202.2601 • gayle.white30@gmail.com • linkedin gayle-white • Teague, TX

### Summary

An educational professional with over 13 years of experience in leadership development and school improvement with an expertise in curriculum design and strategic planning. Seeking an Assistant Professor of Higher Education position at Sul Ross University, where my leadership development and school improvement skills will support your mission of maximizing the learning and growth of graduate students.

### Skills and Achievements

#### Curriculum and Instruction

Experienced in state accountability and improved student growth driven by strategic curricular mapping and standards-based mastery teaching. Expertise in curriculum alignment auditing standards and research-based instructional observation-feedback best practices.

#### Qualitative Research

Experienced in qualitative research methods with demonstrated success. Reviewed and advised Ed. D. dissertation projects for Baylor graduate students and served as a volunteer dissertation committee member.

#### Leadership Coaching and ICF

Implemented district coaching program with improved teacher retention and student growth. Depth of knowledge in Get Better Faster Coaching Model, Leverage Leadership, and Impact Coaching Model. ICF certified professional coaching focused on raising energy conscientious levels for personal and professional executive leadership growth.

#### Culture and Team Building

Designed systems and coordinated trainings for campus and district wide behavior management impact with improved culture-driven results through leveraging SEL, Teach Like a Champion, and PBIS techniques and strategies.

#### Data-Driven Leadership

Analytical mindset with the ability to interpret data and translate insights into bite-size actionable steps for district and campus improvement planning. Lead administrator for ESF Diagnostic and School Improvement with 18% improved elementary STAAR Math within 2 years.

#### Professional Development

Extensive experience in adult learning strategies and prepared multiple professional development experiences including New Teacher Orientation, Instructional Coach Training, PLC, STAAR Redesign, MTSS, and PBIS.

### Experience

#### Midway ISD

##### Secondary Schools Content Development Lead

Waco, Texas

01/2020 - 06/2024

- Created and facilitated over 80 trainings and presentations to adult learners
- Created and managed sizable curriculum budget for 20+ subjects including AP, G/T, and intervention courses
- Trained, facilitated, and monitored over 40 professional learning community (PLC) teacher leaders with positive growth in team efficacy and teaching alignment as evidenced in observational and formative data
- Coached, monitored, and evaluated 12 secondary instructional specialists utilizing the Impact Coaching Model
- Created, analyzed, synthesized district benchmark assessment data and facilitated team meetings, resulted in 10- 21% increase in ELA/SS student scores respectively and improved teacher effectiveness
- Achieved a 95% satisfaction rate among educators for the quality and relevance of professional development content by incorporating teacher feedback into content development
- Designed new secondary literacy instructional framework and trained 40+ teachers and leaders on research-based workshop model instructional strategies resulting in increased student engagement by 35% as evidenced in observation data

## Experience

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### Rapoport Academy Public Schools

Waco, Texas

#### Chief Academic Officer

06/2017 - 07/2020

- Customized, coordinated, and implemented district-wide leadership coaching program utilizing Get Better Faster Coaching Model resulting in increased teacher and leader retention and improved culture
- Designed, coordinated, monitored, and evaluated new hire orientation and annual professional development for 140 employees
- Supervised, monitored, and evaluated 16 campus and district leaders, including multiple academic and student service programs such as G/T, ESL, 504, SPED, and MTSS
- Managed 250K district budget including 500K government school improvement grant
- Collaborated with school board and executive leaders in Lone Star Governance Retreat to strategically plan and align the district's mission and vision with its needs assessment, governance, and goals, leading to a 50% increase in school board meetings centered on student achievement
- Achieved a 20% improvement in SPED graduation rates by revamping student support services and enhancing academic resources
- Implemented new Exit and Stay interview for improved retention, including assignments of personnel contracts, dismissals and renewals

### Kerens ISD

Kerens, TX

#### High School Principal

01/2013 - 06/2017

- Supervised all academic and student programs and services including UIL Athletics
- Achieved a 25% increase in college admission rates among graduates by establishing robust AP and dual credit programs
- Reduced student behavioral issues by over 30% by implementing a new school-wide Positive Behavioral Interventions and Supports (PBIS) system
- Managed and evaluated a staff of 50 teachers and 10 administrative personnel, fostering a collaborative work environment

### La Feria ISD

La Feria, TX

#### High School Assistant Principal

2011 - 2013

- Managed a team of 57 educators, overseeing curriculum, instruction, and discipline for 1,100 students
- Supervisor for student attendance in collaborated with PEIMS and Truancy Officer
- Lead administrator for Positive Behavior Intervention Supports (PBIS), achieved a 40% reduction in disciplinary incidents and referrals by year one of implementation
- Supervised buildings and facilities, including 24 custodial and paraprofessional staff-scheduling

### La Feria ISD

La Feria, TX

#### High School ELA Teacher

2005 - 2011

- ELA 1, ELA III, and AP Language and Composition courses

### Lyford ISD

Lyford, TX

#### High School ELA Teacher

2004 - 2005

- ELA I, ELA IV, and Yearbook

### Santa Rosa ISD

Santa Rosa, TX

#### High School ELA Teacher

2003 - 2004

- ELA 1

## Education

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### Baylor University

Waco, Tx

#### Doctorate of Education

- Executive Leadership and Administration
- Dissertation *Transformational Principal Leadership and the Texas Instructional Leadership Action Coaching: A Case Study*

### Howard Payne University

Brownwood, Tx

#### Master of Education

- Instructional Leadership
- Thesis *Service Learning in Secondary Schools*

## Education

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### Howard Payne University

Bachelors of Business Administration

- Accounting

Brownwood, Tx

## Significant Projects

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### Instructional Leadership Coaching Initiative

Rapoport Academy

Designed and executed a K-12 instructional leadership coaching program, which involved facilitating and training leaders in evidence-based coaching strategies to enhance campus culture and boost teacher retention.

- Teacher mastery of district academic and classroom behavior expectations improved as evidenced through end of year appraisals
- Quantitative data showed leadership and teacher retention improved by 15 percent
- Survey feedback data reported 86% favorable to coaching and a sense of self and team efficacy

### Pathway 2 Champion Professional Development Plan

Rapoport Academy

Designed a multi-phased, personalized professional development (PD) program for over 120 teachers and leaders.

- Created a waterfall document clarifying expectations and levels of support necessary to reach mastery of objectives
- Rewards and recognitions, including board approved scholarships for mastery level teachers in earning a masters degree
- Faculty and leader survey data showed 96% agreed that the P2C had a positive impact on teaching, learning, and campus culture

### 6-12 Literacy Instructional Framework with Literacy Conference

Midway ISD

Coordinated, organized, and hosted a Midway ISD Literacy Conference, including individual and team follow-up trainings for improved reading and writing instruction. Implemented new MS ELAR curriculum for increased student agency and engagement.

- 6-8 Lucy Calkins Reader's and Writer's Workshop, Classroom Libraries, and Patterns of Power implementation
- Two-day conference, including surrounding K-12 school districts and Baylor English professors with 150+ attendees
- Classroom observations and survey data showed greater confidence in workshop model of instruction and improved student autonomy in reading and writing

## Certifications and Trainings

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**Superintendent** — Texas State Board of Education, EC-12

**Principal** — Texas State Board of Education, PreK-12

**Teacher** — Texas State Board of Education, ELA 8-12; Business Composite 6-12

**Certified Professional Coach** — Institute for Professional Excellence in Coaching (in process)

**T-TESS Appraiser** — Region 12 Education Service Center

**Curriculum Management Auditors Fellow** — Texas Assoc of Supervision Curriculum Development

**Curriculum and Instructional Design Level 1** — Institute of Curriculum Management Solutions

## Volunteering

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### CASA Advocate for Children of Texas

Limestone and Freestone County Volunteer

2024 - Present

Gather information from everyone involved in a child's daily life, including members of the family, foster parents, teachers, lawyers, social workers and other relevant persons then report to a judge as an advocate for the child's best interests.

### Baylor University

Dissertation Mentor and Committee Member

2024 - Present

Review and provide feedback on Ed. D. dissertations and serve as volunteer project committee member