

KENYA J. WASHINGTON, MA; EdM

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EDUCATIONAL LEADERSHIP/TRAINING & DEVELOPMENT PROFESSIONAL

DYNAMIC MULTI-FACETED EDUCATIONAL CAREER with 20 years' combined *teaching, counseling, program management and administrative experience*. Peak performing record of outstanding achievement combines expertise in teaching, strategic planning, and organizational learning / training with an exceptional track record in staffing and project coordination. Reputation for consistently performing at the next highest level; an innovative, cross-culturally aware, results-oriented educational leader. Recognized success working in fast-paced environments, balancing diverse demands and delivering results on schedule. Highly articulate; excellent verbal skills both oral and written. Hold two Master's Degrees in Psychological Counseling and Mental Health from Columbia University and specialized certifications in School Management and Leadership from Harvard University.

Signature skills and competencies include:

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|--------------------------|-------------------------------------|--------------------------------------|
| ✓ Program Administration | ✓ Program Development | ✓ Multi-Cultural Experience |
| ✓ Strategic Planning | ✓ Budget Administration | ✓ Curriculum Design & Implementation |
| ✓ Project Management | ✓ Staff Training and Development | ✓ Cross-Functional Team Leadership |
| | ✓ Quality & Performance Improvement | |

Qualified to serve organizations that will benefit from:

- ☑ **TEACHING AND TRAINING TALENT** to successfully deliver highly effective instruction.
- ☑ **MANAGEMENT SAVVY** to anticipate contingencies, control expenses, and stretch operating dollars.
- ☑ **TEAM LEADERSHIP SKILLS** to analyze organizational needs, influence change and revamp operations to excel in academic excellence.
- ☑ **PROFESSIONAL CERTIFICATION:** School Management & Leadership; International School Principalship; New York State Licensed Mental Health Clinician (LMHC).

VALUE OFFERED

- ◆ Organized, take-charge academic leadership professional with *exceptional follow-through abilities* and *detail orientation*; able to plan and oversee a full range of special projects from concept to successful conclusion.
- ◆ Proven ability to *conceptualize* and *implement new ideas, analyze problems* and *develop effective solutions*.
- ◆ Demonstrated ability to *efficiently prioritize* a broad range of responsibilities in order to *meet deadlines*. Proven track record in consistently meeting and then exceeding all targeted goals.
- ◆ Versatile; proven ability to *manage multiple projects*.
- ◆ *Proven ability* to work in *multicultural settings*, developing positive relationships with students, parents, faculty, and community members.

PROFESSIONAL EXPERIENCE

UNITED NATIONS INTERNATIONAL SCHOOL, New York, NY 2003 – Present
Nearly two decades providing skillful expertise encompassing Administration, Program Development & Facilitation, Curriculum Development, and Counseling.

Assistant Division Head: Upper School (400 students / 60 Faculty)

2017 – Present

- ◆ As an integral member of the SCHOOL LEADERSHIP TEAM, consistently produce effective results in resolving school-wide concerns, developing policy; and exploring and developing curricula related programming to further improve student learning outcomes.
- ◆ Effectively supervise, evaluate, and appraise faculty and staff in accordance with the Teaching and Learning policies and practices of the School.
- ◆ Reengineered five-step behavioral intervention process for both teachers and students achieving a significant reduction in disciplinary issues and suspensions: dramatically slashed suspensions by 50%.

UNITED NATIONS INTERNATIONAL SCHOOL *continued*

- ◆ Successfully formulated the well-regarded Advisory System. Created a comprehensive program to facilitate successful transition into the High School program and then on to the University.
- ◆ Created a comprehensive curriculum for grades 5 through 10 focusing on goal development and student wellness.
- ◆ Played major role in program / policy revision for the student support team, set up referral process.
- ◆ Successfully supervise and coach probationary teachers thereby *increasing staff retention* by nearly 30% with *98% of new hires successfully attain tenure*.
- ◆ Instituted series of workshops for new faculty, revamped faculty handbook, implemented processes focusing on inclusion in decision-making resulting in a significant 37 % decrease in disciplinary infractions with only one suspension.
- ◆ Re-formulated the Parent-Teacher Association, soliciting considerable parent feedback and consultation regarding changes to policy and procedure, and achieving and enhanced level of harmony between the school, the parents, and the students.
- ◆ Acknowledged for: scheduling, policy, procedural, and training innovations; all contributing to an enviable increase in students receiving graduation diplomas.

Selected Achievements:

- ☞ Praised by principal, “ *Kenya is an Assistant Principal that students, parents, faculty, and staff respect and appreciate for her work ethic, extraordinary professionalism and strong empathy. Her role in the recruitment process has been instrumental. Kenya deals quickly and effectively with disruptions to learning and the regular routine that may take place during the day.* ”
- ☞ Recognized for ‘seeing the big picture’, participating in brainstorming which resulted in student learning improvements as well as bringing more best practices to UNIS.
- ☞ Commended on improvements to class scheduling. Collaborating with faculty, innovated efficient 10-day schedule and doubled the number electives, offered to Juniors and Seniors, over the last two years.
- ☞ Recognized for expertise - selected to serve on the: **Council of International Schools (CIS) Evaluation Team; CIS-United Nations International School: Self-Study Chair for accreditation Pre-K through grade 12.**

Upper School Counselor / Group Facilitator

2003 - 2017

2013 – 2015

PALLIDIA INC., STAR HILL INPATIENT FACILITY, Bronx, NY
Mental Health Clinician

- ◆ Provided direct services to adult dual diagnosed population exhibiting a range of mental health and substance abuse histories.
- ◆ Conducted effective psychosocial assessments and collaborated on treatment plans with interdisciplinary clinical and medical team.

2002 – 2005

JOHN JAY COLLEGE OF CRIMINAL JUSTICE: CITY UNIVERSITY OF NEW YORK, NY, NY
Counselor: Counseling Services / Office of Student Development

- ◆ Provided counseling services for undergraduate, graduate, and returning adult students using psychodynamic and cognitive behavioral approaches.
- ◆ Counseled clients on issues including: academic underachievement and probation; situational depression; anxiety; anger management; low self-esteem; relational abuse; issues surrounding cultural and sexual identity; and symptoms of borderline disorder.

Adjunct Professor

2002 – 2004

- ◆ Effectively taught courses including: Adjustment to College / Higher Education; Diversity and Identity; Interpersonal Relationships; Career Counseling Theory; Concepts of Intelligence; and Social / Kin Support Systems

CONTINUING PROFESSIONAL DEVELOPMENT	PRINCIPAL'S TRAINING CENTER	
	Certification: International School Principalship	2022
	<input checked="" type="checkbox"/> Leadership and Team Dynamics; Assessment Leadership in the International School; Supervision and Evaluation	
	COUNCIL of INTERNATIONAL SCHOOLS ACCRDITION TRAINING	2020
	<input checked="" type="checkbox"/> Completed Coursework: Approaches to Teaching and Learning, IBO DP Category 3; Theory of Knowledge, IBO DP Category 3.	
EDUCATION	TEACHERS COLLEGE, COLUMBIA UNIVERSITY , New York, NY	2002 - 2005
	Master of Arts: Psychological Counseling	
	Master of Education: Psychological Counseling /Mental Health	
	IONA COLLEGE , New Rochelle, NY	
	Bachelor of Arts: Major – Psychology; Minor – Spanish	2003
PUBLICATIONS	The International Educator:	
	Article: <u>Exploring Cultural Competence & Cultural Inclusion in International Schools</u>	October 2019
	Article: <u>Considerations for Creating a Culturally Inclusive Environment in Schools</u>	January 2021
PRESENTATIONS	GUILD OF INTERNATIONAL BACCALAUREATE SCHOOLS (GIBS)	2017
	Topic: Guidance Roundtable: Social Emotional Learning & International Baccalaureate Diploma Process. Region: Americas (New York, NY- UNIS)	
	INTERNATIONAL BACCALAUREATE ORGANIZATION (IBO)	2016
	Topic: Social Emotional Considerations for IB Diploma Programme Students. Region The Americas	
REFERENCES	Excellent References Will Be Furnished On Request	