THANIA A. GARIBAY

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Professional Profile

PHILOSOPHY

All students deserve highly effective school leaders and teachers that deeply care about them and their future and that work towards creating a culture of joyful learning

OBJECTIVE

To positively impact the field of education and to promote equitable opportunities for students

SBEC CERTIFICATION

Principal (EC-12)
Generalist (EC-4)
Bilingual Supplement (EC-4)

SKILLS

Biliterate (English/Spanish)
Instructional Leadership
Data Management
Accountability Metrics
Strategic Planning
Coaching and Mentoring
Professional Development
STEM Content Expertise
Curriculum Alignment
Technology Integration

EXPERIENCE

SOCIAL AND EMOTIONAL LEARNING COORDINATOR / DALLAS ISD
October 2022 – Present

Targeted support for schools to establish practices aligned to SEL components and competencies based on identified areas of need

- Collaborate with campus leadership to establish a systematic approach to the implementation of the SEL program
- Analysis of available data to set goals and create action plans
- New administrator / new teacher support
- Partner with SEL Champions to develop professional learning opportunities for staff

LEADERSHIP DEVELOPMENT DIRECTOR / SUSTAINED LEADERS
July 2021 – August 2022

Promoted the growth and development of 30 leader interns enrolled in the Aspiring Leaders Program at Southern Methodist University through ongoing and targeted coaching

- 92% of residents who took the PASL exam (Performance Assessment for School Leaders) passed it
- More than 80% of residents secured school leadership roles for the 2022 - 2023 school year
- Collaborated in the creation and development of the program's Residency curriculum
- Developed a structure for the program's coaching model
- Participated as adjunct professor at Southern Methodist University (SMU)
- Served as Field Supervisor (TEA)

ELEMENTARY SCHOOL PRINCIPAL / DALLAS ISD
July 2017 - June 2021

Increased the school's effectiveness by focusing on a holistic approach to student learning, by prioritizing teacher development and instructional leadership, and by anchoring decision making in ongoing data analysis

- Led the school to an A rating and 6/6 distinctions in one year
- Campus recognized as a "Bright Spot" by Early Matters Dallas
- Earned a Gold Ribbon award from Children at Risk every year
- Robotics program recognized at local, state, and world competitions
- Applied for the school to become a STEAM campus
- Instituted Social Emotional Learning and Computer Science at all grade levels
- Partnered with local non-profits to offer high quality Reading tutoring to students
- Established a new PTO (parental organization) and partnered with local organizations to offer multiple parent classes

ELEMENTARY SCHOOL ASSISTANT PRINCIPAL / DALLAS ISD
May 2016 – June 2017

Achieved significant improvement in the school's Math accountability metrics through strategic use of instructional leadership practices and protocols

- Domain 2B increased from a 63(D) to a 78(C) and Domain I increased by 8 points
- Led the implementation of the AVID program and earned a certification for the school
- Coordinated student behavior and campus testing
- Served as LPAC administrator
- Execution and supervision of daily operations

MATH INSTRUCTIONAL COACH / DALLAS ISD
July 2013 – April 2016

Second Assignment: Led the school to earning its first Mathematics Distinction
First Assignment: Supported the school in exiting Improvement Required status and to maintain if for the following year

- Monitored Former Improvement Required (FIR) status for the school
- Implemented instructional leadership protocols and practices
- Created and presented professional development sessions

BILINGUAL TEACHER / DALLAS ISD
June 2005 – June 2013

- Taught Kinder, Second, and Third Grade
- Served as grade level chair
- Mentored novice teachers

LEADERSHIP TRAINING AND PROJECTS

- Principal Impact Collaborative / UNT (2019 - 2020)
- Executive-Ed Leadership Team Member / Teaching Trust (2013 - 2014 / 2015 - 2016)
- Reasoning Mind Implementation Coordinator/ Adaptive Math Software (2013 - 2014)
- Member of the Campus Instructional Lead Team (2009 - 2013)
- Assessment Writer for the Math Department (2012 and 2013)
- Pilot of New Curriculum - Math (2010 - 2011)
- Foundations Committee (2008 - 2013)

EDUCATION

M.ED. IN EDUCATIONAL LEADERSHIP / SOUTHERN METHODIST UNIVERSITY
Specialization in Urban Schools / 2014 – 2016 / GPA 3.85

B.A. IN GRAPHIC DESIGN / UNIVERSIDAD DE LAS AMERICAS, PUEBLA
1990 – 2004 / GPA 4.00

GRADUATE LEVEL COURSEWORK / TEXAS WOMAN'S UNIVERSITY
2005 – 2014 / GPA 4.00 / Mathematics & Mathematics Education (18 credits) / Teaching & Curriculum (12 credits)

ALTERNATIVE CERTIFICATION PROGRAM / DALLAS ISD
2005 – 2006

ACADEMIC AWARDS

- Member of the National Society of Leadership and Success (M.Ed.)
- Magna Cum Laude (B.A.)
- Member of the Dean's List (B.A.)
- Best National GPA (High School)