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*"Equity is the Process; Equality is the Outcome"*

## EDUCATION

**Bachelor in Science Secondary English Education** *Indiana University, Bloomington, Indiana*  
June 1993-May 1997

**Master in Education** *Indiana Wesleyan University, Marian, Indiana*  
Nov 2007-May 2009

**Indiana University Educational Leadership program; Ed.D candidate**  
Expected Graduation: 2021

## PROFESSIONAL EXPERIENCE

**Research Associate** *Center on Education and Lifelong Learning, IIDC*  
June 2016-present

- ◆ SPDG Indiana Center for Teacher Quality, facilitate and train teachers in districts around the state.
- ◆ Build and design curriculum and training, both online and face to face training series.
- ◆ Coach teachers around the state on Universal Design for Learning, Positive Behavior Supports, Restorative Practices, Educational Neuroscience, Classroom Management, Building Relationships and Creating Community, and Culturally Sustainable Teaching Practices, and Trauma Informed Care.
- ◆ Research and collaborate with colleagues on teacher efficacy and recruitment and retention practices for administrators.

**English Teacher** *Bloomington High School North, Bloomington, Indiana*  
August 2008-May 2016

- ◆ Worked in a collaborative teaching relationship with a special education teacher for 10th grade curriculum. At least one-third of our students receiving special services under an adapted Individual Education Plan (IEP). The language arts program includes instruction in grammar, usage, mechanics, and spelling along with different genres of literature specific to diverse short stories, novels, and plays.
- ◆ Teacher of Indiana University's W131/L202 curriculum.
- ◆ Teacher of Ivy Tech's English 111.
- ◆ Twenty years' experience with team teaching, collaboration and differentiated instruction. Have team taught 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> grade along with the Indiana Standards and Core 40 testing.
- ◆ Throughout 2009-2015, served on the MCCSC Curriculum Mapping committee. The committee mapped, aligned, and created assessment for English curriculum in conjunction with the Indiana Standards and newly adopted Common Core standards.
- ◆ Attended the PBS (Positive Behavior Supports) forum in Chicago, Illinois (2010), that spoke to the intervention and retention of students with higher needs in public schools.
- ◆ Avid, attentive facilitator of Professional Learning Communities and implementing those collaborative opportunities in the classroom.
- ◆ District Coordinator for book adoption for grades 7-12. Meet regularly with the Secondary Education Superintendent and colleagues district wide to establish curriculum and materials for our MCCSC students.

- ◆ Serves on the Professional Development Committee with my principal and colleagues relating to Professional Learning Committees and staff education.
- ◆ Sponsor of several school activities including Habitat for Humanity, Hoosiers Outrun Cancer, Head Academic Coach for BHSN football, and co-sponsor of National Honors Society.

**Indiana University High School** *Indiana University, Bloomington, Indiana*

May 2013-May 2015

- ◆ Online English classes for IUHS, courses 31L, 41L, and 42L.

**Adjunct Faculty** *Indiana University, Bloomington, Indiana*

August 2011-May 2012

- ◆ Methods of Teaching Discipline for English Teachers at Indiana University.

**English Teacher** *Warren Central High School, Indianapolis, Indiana*

August 1997-May 2008

- ◆ Taught 7th,8th, 9<sup>th</sup> grade Honors,11th and 12th grade literature for students receiving a Core 40 degree and aspiring to obtain a post-secondary education with the same attributes of the 9<sup>th</sup> grade curriculum without team teaching.
- ◆ First experience in serving on textbook adoption committees to make final decisions for the entire English department. I have since served on three such committees.
- ◆ Served as the lead teacher for 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grade curriculum in aligning assessments and curriculum to meet the requirements of Indiana State Standards.
- ◆ First experience with team teaching, collaboration and differentiated instruction. Have team taught 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> grade along with the Indiana Standards and Core 40 testing.

**SPECIAL ACCOMPLISHMENTS**

**Indiana University School of Education Alumni Board member**

2019-present

**Outstanding Black Educator** *Monroe County, Indiana*

2015

- ◆ Recommended by Dr. Hanks and the Board of Education as being recognized for outstanding teacher in our school district.

**Monroe County Educator of the Year** *Monroe County, Indiana*

2012-13

- ◆ On the recommendation of my colleagues in Monroe County, I was privileged to be honored Monroe County "Teacher of the Year".

**IN-TASS (Indiana Teacher Appraisal and Support System)**

2011-2013

- ◆ Dr. Sandi Cole of the Center on Education and Lifelong Learning (CELL) at Indiana University heads up these committees designed at evaluating teacher appraisal systems in light of the changes that are underway in the State house calling for more rigorous teacher standards. I was asked to serve on this committee and be the voice of high school teachers in Indiana.

**Indiana Education Reform Cabinet (IERC)**

2011-2012

- ◆ Alongside 12 other teachers around the state, I was hand-chosen by Dr. Tony Bennett, former State Superintendent, to serve on a committee that dispersed information to colleagues around the state about the Growth Model and the impact on teacher evaluation systems.

**Teacher Leadership Academy Graduate** *CIESC Learning Center*, Indianapolis, Indiana  
2001

- ◆ Upon principal and superintendent recommendation, I was selected along with a few other teachers in my district to attend a two-year seminar that taught good teachers to become great teachers.

**Principal Academy** *CIESC Learning Center*, Indianapolis, Indiana  
1999

- ◆ Upon principal recommendation, I was selected to go through the PPSP through the CIESC (Central Indiana Educational Services Center) in Indianapolis, Indiana. The Academy prepares young teachers to become administrators.

## **Conferences**

**UDL Implementation Summer Institute**  
July 2019

- ◆ Presenter and Facilitator: Block Scheduling and Universal Design for Learning

**IPS Special Education Training**  
January 2019

- ◆ Presenter: The Implementation of Universal Design for Learning in Co-teaching Classrooms

**Education Law Association November 2018 Annual Conference**  
November 2018

- ◆ Presenter: Roundtable discussion on initiating conversations about the needs of black girls in schools among teachers, administrators, and attorneys

**IPS PBIS**  
January 2018

- ◆ Presenter: Using Restorative Practices and Circles in the Classroom

## **Member**

- ◆ Indiana University Alumni Association  
2019-present
- ◆ Education Law Association  
2018

## **Publications**

Anderson, J., Gibson, T., & Eckes, S. (Dec. 2019). Legal & policy considerations for school leaders. *Principal Leadership*.

Gibson, T. & Decker, J. (2019). Failure to focus on the discipline of Black girls: Encouraging leaders to initiate conversations. *Journal of Cases in Educational Leadership*, 22(4), 80-98.  
<https://doi.org/10.1177/1555458919869760>