

JOHN F. LAYMON III

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Master of Arts - Teaching

Trinity University - San Antonio, Texas

May 2012

Bachelor of Arts - Political Science

Trinity University - San Antonio, TX

May 2011

CERTIFICATIONS

- Principal Certification - November 2016 - Texas
- School Counselor Certification K-12 - April 2015 - Texas
- Mental Health First Aid USA - 2015- National Council for Behavioral Health
- IB Economics Certification - 2013 - International Baccalaureate Organization
- Social Studies Composite (Grades 8-12) - 2012 - Texas

LEADERSHIP SELECTIONS

HISD Rice Executive Education Academy & Leadership Partners

Houston ISD - Houston, TX

2021-2022

- Recommended by Dr. Ponce and was a part of HISD Cohort 10 Rice Executive Education Academy for Educators modeled after the Executive Academy for corporate CEOs. In this academy I learned organization management and communication skills to improve human relations, human capital, & employee retainment at my campus.

HISD Principal Candidate Development Opportunity

Houston ISD - Houston, TX

2020-2021

- Recommended by Dr. Ponce for the 2020-2021 PCDO cohort and participated in all cohort meetings and activities

EMPLOYMENT HISTORY

Performance & Continuous Improvement Manager (PCIM)

Houston ISD - Houston, TX July 2022 - Present

- Under my director Ms. Reagins I was able to partner with Research & Accountability and design a framework for tracking student performance data in alignment with teacher walkthrough and observation ratings. We also worked together with Student Assessment to design processes for data validation and security for the HISD Teacher Incentive Allotment (TIA) designation program for TEA.
- Designed PowerBi dashboards and a weekly campus data reporting system that revolutionized centralizing timely appraisal tracking and supports for campuses. With the new reporting system we were able to create an additional sub-department on my team and we became responsible for shaping weekly appraisal data into personalized reports and reminders sent to campus appraisers and district leaders each Monday. I designed the processes to create an interactive data dashboard for all appraisal systems in PowerBi and trained two other PCIMs on how to conduct the data reporting and shaping and processes for our weekly distribution timelines. We then developed a protocol to review targeted data with the PCIMS in the field to help focus support in high needs areas based on appraisal process due dates or student performance needs.
- Supported secondary campuses with T-TESS calibration walks, trainings, and support needs for T-TESS.
- Conducted New Employee district T-TESS trainings.
- Developed and delivered professional development for the T-TESS, Non-Teacher, School Leader, & Principal Supervisor appraisal systems.

Dean of Students & Instruction

Furr High School – East Area HISD - Houston, TX June 2019- July 2022

- At Risk Coordinator
- Campus PEIMS Coordinator
- HB4545 Accelerated Learning Coordinator. Worked with Yancy Life, HISD Multilingual, & HISD IAT Office to provide daily HB4545 tutoring support in every core class. Conducted ALC intervention meetings for over 300 students.
- Pre-AP Coordinator, under my leadership we were the first HISD school to adopt official Pre-AP curriculum and the first to train our teachers in 2021
- Advanced Placement Coordinator: my role was to orient teachers and students in exam registration, design test day procedures, and serve as the SSD coordinator, AP course auditor and also oriented students for exam registration. Tracked and messaged students and families with the COVID-19 crisis and provided continual updates and information for online testing and study resources. 21-22 Transitioned back to regular AP testing procedures.
- AP SSD coordinator, worked with our SPED department to advocate and apply for approval of appropriate testing accommodations for students from College Board
- Oversaw HCC Dual Credit recruitment, increase in TSI testing, and worked with our HCC counselor and HISD College Readiness to increase the number of on-campus staff providing dual credit opportunities for students
- Worked with Principal Moran to coordinate 4 year commitment with Collegeboard's Springboard curriculum for ELA & Math 9th -12th grade. Trained and provided PD to teachers in PLC throughout the year
- Worked with Principal Moran to coordinate professional development with ASCD & HISD Multilingual for the 2021-2022 school year. Re-focus on gradual release of responsibility and scaffolding analytical reading and writing tasks for students while increasing ELL supports.
- Coordinated Credit Recovery & District Camp Spark Camps
- Worked with registrar's office, counseling team, and credit recovery team to host bi-weekly weekend credit recovery and attendance appeal camps
- Designed PSAT, SAT, STAAR, & AP testing staffing patterns, proctor procedures, test logistics and campus testing logistics trainings.
- Oversaw and collaborated with my counseling team as they led the testing security training components ensuring they met district deadlines and adjusted staffing patterns and logistic trainings to the needs they examined.
- Designed strategies to increase Advanced Placement scheduling and recruitment doubling our offerings for the 2020-2021 school year
- Designed school master schedule with and built master schedule with counseling team focused on helping students recover credit in more face to face and scaffolded learning environments
- Appraiser for 504 chair 2019-2021
- IAT lead providing informed consent for 504 evaluation 2019-2021
- Setup and led IAT meetings and follow up meetings with our IAT chair and district diagnosticians 2019-2021
- Designed and implemented campus-wide tardy tracking system
- Designed and implemented campus-wide hall pass system
- 2019-2021 Handled all 9th grade discipline issues, parent contact, & DAEP visits. 9th grade has double the number of students than all other grade levels
- 2021-2022 Looped up and handled 10th grade discipline
- Designed student crisis protocols for counseling and social work team to follow aligned with HISD guidelines and legal best practices when referring students out. Worked with an

- amazing HISD Police team and the HISD legal department this year to revise transitional procedures for students in need of psych transport and CPS transport
- Currently working with administration to possibly help transition school to have an early college or P-Tech magnet school within a school
 - Worked with our partners director Mr. Elizondo, the HISD College Readiness and CTE teams to establish a certified nursing assistant pathway
 - Worked with our partners director Mr. Elizondo in assisting with establishing OSHA, CNA, & Adobe certification programs for the first year at Furr
 - Led counseling department in initiatives to increase CCMR obtainment numbers, CTE pathway completions, and increased advanced academic recruitment
 - Collaborated with our HCC counselor and junior counselor to ramp up recruitment for the Barbara Jordan CTE magnet program and further grow our relationship with Barbara Jordan program
 - Designed and provided Buck Institute PBL training campus-wide for year one rollout and worked with XQ Institute and Schlechty center consultants to help instructors design successful PBL and experience-based learning units for their students
 - Worked with our partners director Mr. Elizondo who facilitated project-based learning field experiences
 - Worked with re-design, Schlechty center consultants, Principal Stapleton and our partners director Mr. Elizondo, and Mr. Stapleton to create training and assist in establishing a teacher cohort of faculty SEL ambassadors. Their focus is to help increase day-to-day SEL activities integrated into daily instruction in the classroom
 - Designed and created online training modules for our school's HISD at H.O.M.E workflow during the COVID-19 crisis. Assisted instructors and admin team with Microsoft Teams and the HISD LMS itslearning so instructors could successfully conduct online instruction.
 - Designed and led training webinars for online instruction platforms during COVID-19 crisis
 - Followed the vision from Principal Stapleton to establish systems to monitor instructor work from home expectations and track teacher to family contact during the COVID-19 crisis.

Instructional Coach – Pedagogy & Instructional Technology

HISD Secondary Curriculum – Instructional Technology - Houston, TX June 2018- June 2019

- Implement district instructional technology initiatives at campuses
- Provide instructional coaching and assistance to 23 high school teachers, 6 on PPAs
- Provided instructional technology support at eight high schools
- Co-taught and provided STAAR intervention support for 7th grade at one middle school
- Developed and delivered professional development for district-wide PD sessions and individualized PD for campus needs and one-to-one coaching

Guidance Counselor

HISD McReynolds Middle School

June 2017- June 2018

Designed and led the campus guidance and SEL programs. As part of the administration team I assisted in helping the school achieving six out of seven distinctions outlined by the Texas Education Agency. We were one of 4 middle schools in Houston ISD to receive at least six distinctions and we were a model school for improvement required campuses. The campus tied for 1st in comparative academic growth in the state of Texas for schools identified between 95-96% low socioeconomic status.

- Responsible for creating and maintaining campus master schedule
- Trained and implemented teachers and administration in restorative discipline and restorative justice practices
- Adapted nationally recognized guidance curriculum and delivered guidance curriculum to all students bi weekly

- Created college and career readiness curriculum for all grade levels that culminated in experiential learning trips to Rice University and the Junior Achievement Career Simulation Center
- Provided individual and group counseling services to students as well as partnered with Vecino Clinic in Denver Harbor to connect students and adults with individual therapist services
- Worked with the Houston Food Bank, Nurse Martha Jimenez, HISD Nutrition Services, and campus administration under Mr. Stapleton to help supplement nutritional and health needs of students
- Partnered with Dr. Ryan Hill of Baylor College of Medicine to evaluate guidance curriculum and provide specialized social and emotional interventions to identified high needs students
- Piloted Baylor College of Medicine's LEAD Intervention program for Middle Schools to reduced perceived burdensomeness and improve student intervention supports
- Working with HISD SEL and Baylor College of Medicine to help other schools implement the LEAD intervention program
- Working with other HISD school counselors to form a counselor collaborative to share best practices and strategies through bi-monthly SEL workshops

Implementation Specialist/ Instructional Coach - Middle & High School Social Studies

SAISD Office of Professional Learning - San Antonio, TX

August 3, 2016- June 12, 2017

- Implement district instructional initiatives at campuses
- Provide instructional coaching and assistance to teachers at five high schools and two middle schools
- Develop and deliver professional development for district-wide PD sessions and individualized PD for campus needs and one-to-one coaching

International Baccalaureate Humanities Instructor - U.S History & IB Economics

Lamar IB World School - Houston, TX

August 20, 2012 - June 2016

- Dept. Leader for IB Economics in 2016
- Designed technology-based curriculum for instructor use
- Created user-friendly online learning environments for students & instructors
- Maintained top performance ratings - 3 or 4 out of 4 total points each year
- Revamped IB EE program to have one of the largest number of IBDP graduates in the nation in 2013-2014
- Noted for high student achievement rates each year

International Baccalaureate Extended Essay Supervisor

Lamar IB World School - Houston, TX

Fall 2012 – May 2016

- Developed a research technique and writing class to assist IBDP students
- Developed a streamlined framework of operations for other IBDP instructors to use
- Over 80% of my mentees earned passing credit on their IB extended essays each year

Apple Specialist - Business Team

Apple North Star - San Antonio, TX

November 2009 - July 2012

- Mastered Oracle CRM database management systems, executed client communication processes, and created local to national sales tracking metrics.
- Conducted small group and one-to-one coaching to improve metrics with business clients.

CORE COMPETENCIES & SKILLS:

- Virtual Collaborative Workspaces & Curriculum Sharing Platforms
- *Understanding by Design* Curriculum
- Project & Experiential Learning Curriculum
- Online Assessment Platforms

- Digital Learning Environments
- Counseling Strategies to close achievement gaps
- Career Development & Academic Planning
- Web 2.0 applications
- Office 365, Teams, & G-Suite

ADDITIONAL EXPERIENCE

HISD ACP Counselor

Houston ISD - Houston, TX

Spring 2013 - Present

- Presented School Choice strategies to community members and families at district weekend information session
- Developed and presented guidance curriculum to 300+ juniors and seniors over topics including increasing academic achievement, study habits, career selection, improving campus-wide academic culture, college readiness tips, financial aid, and the college selection and application process
- Maintained high performance ratings in delivering guidance curriculum to students

HISD Teacher Appraisal and Development System Assessment Reviewer

Houston ISD - Houston, TX

Spring 2015 - Summer 2015

- Served as a peer reviewer for TADS in the creation of a district-wide "appraiser approved assessment" guide

Technology Task Force Member

Lamar IB World School - Houston, TX

Fall 2012 - Spring 2014

- Consulted campus leaders on the benefits of Project Based Learning techniques. Wrote the implementation guide for the one-to-one technology rollout for Lamar High School.
- Piloted and created test banks for assessment programs used in HISD

IB Extended Essay Coordinator

Lamar IB World School - Houston, TX

Spring 2012 - Spring 2014

- Working with leaders from North America's IB program I revamped the extended essay program for Lamar High School.
- Published a new mentor framework, under my leadership a **record-breaking 91 students achieved diploma status.**
- Over 80% of my mentees earned passing credit on their college-level research essays

CURRICULUM

- Laymon III, John, "Colonial America & Our Founding Documents" (2013). Understanding by Design. Paper 229. http://digitalcommons.trinity.edu/educ_understandings/229
- Laymon, John. "STAAR Aligned Pre-IB U.S History Lessons." Lamar IB World School. Houston, TX 2012-2014. <http://bit.do/ushlesson> I redesigned and modified the HISD Master Teacher lessons for U.S History for use by teachers in our HISD collaborative. Created many new units to align lessons with assessment objectives.
- Laymon, John. "IB Economics SL Lessons." Lamar IB World School. Houston, TX 2012-2015. <http://bit.do/ibecons> Integrated and created resources with a focus on improving writing skills for the IB assessment.

PAPERS

- Laymon, John. "Building Learning Communities Conference Report 2013." BLC Conference. Boston, MA 2013. <http://bit.do/bvHte>

This was an informal report used over two years in rolling out Lamar High School's own version of Flipped Classroom instruction, Project Based Learning, and their one to one laptop program.

- Tang, Yenmi, Scott, Sarah, Laymon III, John. "PTSD and Gulf War Three Veterans." Illinois State University. Normal, IL April 8, 2011
<https://pol.illinoisstate.edu/downloads/conferences/2011/Tang.pdf>

AWARDS & OTHER RECOGNITION

HISD District Advisory Committee Nominee 2015

HISD Teacher Leaders Clearinghouse Selection - 2012-2013, 2014-2015

Beginning Teacher of the Year - 2012-2013 *Lamar IB World School- Houston, TX*