

# Kareem Bond

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- Highly motivated fast learner with over twelve years of organizational leadership experience
- Highly skilled at process & program/project planning, data analysis, and identifying/interpreting client needs
- Excels at risk management, risk assessment, and risk mitigation
- Successfully led teams in achieving organizational improvement goals for a variety of businesses

## EDUCATION & CREDENTIALS

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### **Scrum Master (July 2022)**

**Certificate in Bilingual Special Education (2008)**  
George Washington University -District of Columbia

**Master of Science – Educational Administration and Supervision (May 2004)**  
Virginia State University- Virginia

**Bachelor of Arts – English Literature (May 1999)**  
James Madison University- Virginia

### **Certifications**

Maryland State Advanced Professional Administrator I and II  
English 7-12  
Middle School: English Language Arts 4-9

## SKILLS

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| • Structured Query Language   | • Agile Project Management  |
| • Personnel Development and Support                                 | • Confluence                |
| • Training, Teaching, Mentoring, & Developing Instructional Leaders | • Jira                      |
| • Contingency Plan Development                                      | • Strategic Planning        |
| • Positive Behavioral Interventions & Supports                      | • Program development       |
| • Data Analysis and Data Driven Decision Making                     | • OWASP top-10              |
|   | • Risk Management Framework |

# PROFESSIONAL EXPERIENCE

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## **Manager of Strategy and Logistics**

2023-present

District of Columbia Public Schools

- Maintain financial accounts and records
- Data analysis and database management
- Customer relations
- Incident reporting and record keeping
- Maintenance and management of Inventory and supplies
- Compliance

## **BUSINESS ANALYST**

2021-2022

*KBonney Solutions LLC*

- Planning and managing the work of information teams
- Designing and implementing new organizational structures
- Assisting an organization in translating its vision and strategy into core human resources and business process
- Leading clients through streamlining, reengineering, and transforming business processes
- Developing and executing project budgets
- Creating Jira tickets based on severity and priority
- Developing and managing Agile process: facilitating sprints, sprint planning, epic burndown reports, refinement
- Facilitate and obtain signoff Product Backlogs, Pre-UAT/Demo and UAT
- PI planning and user story development

## **CLASSROOM TEACHER**

2018-2021

*Paul Laurence Dunbar HS*

*Alice Deal MS*

- Monitored, collected, and analyzed student performance data to improve instructional practices
- Implemented a variety of instructional techniques to meet the needs of diverse learning abilities and an amalgam of learning experiences
- Collaborated with teachers in developing unit lesson plans
- Conducted and participated in collaborative walk-throughs to identify instructional pluses and deltas
- Delivered quality, differentiated, and rigorous instruction to meet the individual needs of a diverse student population

## **ASSISTANT PRINCIPAL**

2007-2018

*Takoma Park MS, Montgomery County MD*

*Francis Scott Key MS, Montgomery County MD*

- Developed School Improvement Plan (SIP) Monitoring Grid to increase Instructional Council (IC) staff accountability for actions aligned with SIP goals
- Coordinated Data Driven Decision Making training and professional development
- Designed, implemented, and facilitated annual School/Community event to generate parental awareness of community resources that support adolescent development
- Observed, evaluated, and instructed teachers in the areas of classroom management, instruction, communication, content knowledge, and the integration of materials and methodology
- Developed and led teams of instructional staff on improving pedagogy that addresses the challenges of top tier students and the evolving demographic
- Coached aspiring Assistant Principals that were completing internships for Admin Supervision program coursework
- Served as a guest presenter at a professional development seminar for Assistant Principals
- Partnered with central office and administrative staff to conduct simulated Professional Development Team meeting for Assistant Principal cohorts in the Leadership Development program for Montgomery County Public Schools
- Presented Whole Child Development: Building Student Leadership Capacity through Mentoring and the Common Core at Montgomery County Association of Administrators and Principals (MCAAP) conference
- Cooperated with County Recreation Department to implement Teen Club in an effort to improve adolescent development among middle school students
- Established partnership with Howard University School of Law and Catholic University of America School of Law to create a mentoring program, which resulted in a 10% decrease of referrals among top tier students
- Established partnerships with Gandhi Brigade, Class Act Arts, and Passion 4Learning: non-profit organizations that focus on intellectual and behavioral development in adolescents, via technology and art to provide experiential learning experiences that help students master life and academic skills assessed on the national middle school

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**STUDENT SUPPORT SPECIALIST**

2005-2007

*Roberto Clemente MS, Montgomery County MD*

- Supported teachers with identifying and implementing effective instructional strategies by observing, providing feedback, and coaching
- Assisted campus principal in providing daily leadership and supervision for students and staff members. Developed and organized activities to address a variety of student and teacher needs.
- Provided ongoing support to build self-esteem, confidence, and character of scholars
- Orchestrated school-wide Cultural Competence movement to acquire Gary Howard, author and founder of the REACH Center for Multicultural Education, as a consultant
- Developed B.O.N.D. mentoring program for male scholars

**DEAN OF STUDENTS**

2003-2005

*Bailey Bridge MS, Chesterfield VA*

*James River HS, Chesterfield VA*

- Developed and implemented a campus-wide discipline plan by providing effective classroom management training and coaching which has resulted in a significant decrease in the number of student discipline referrals
- Collaborated with school leadership team to identify and develop solutions for truancy

- Assisted campus principal in providing daily leadership and supervision for students and staff members.
- Developed and organized activities to address a variety of student and teacher needs.
- Coordinated and consulted with school personnel, district officials, and parents to assess needs and challenges of correcting student behavior

## **CLASSROOM TEACHER**

1999-2001

2018-Present

*Peabody MS, Petersburg VA*

*Matoaca HS, Chesterfield VA*

*Paul Laurence Dunbar, District of Columbia*

*Alice Deal Middle School, District of Columbia*

- Monitored, collected, and analyzed student performance data to improve instructional practices
- Implemented a variety of instructional techniques to meet the needs of diverse learning abilities and an amalgam of learning experiences
- Collaborated with teachers in developing unit lesson plans
- Conducted and participated in collaborative walk-throughs to identify instructional pluses and deltas
- Delivered quality, differentiated, and rigorous instruction to meet the individual needs of a diverse student population

## **RECOGNITIONS**

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| <ul style="list-style-type: none"> <li>• Served as a member of Manchester Who's Who Among American Executives</li> <li>• Served as member of Association for Supervision and Curriculum Development</li> <li>• Served as a member on the Montgomery County Association of Administrators and Principals (MCAAP) Advisory Committee for the Associate</li> </ul> | <ul style="list-style-type: none"> <li>• Superintendent for Professional Development and School Support/ Chief School Improvement Officer</li> <li>• Served as Member At Large on the Montgomery County Association of Administrators and Principals (MCAAP) cabinet for middle schools</li> <li>• Who's Who Among American Teachers</li> </ul> |
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## **REFERENCES**

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- Kofi Bonney, Senior Application Security Engineer/Senior Developer-- *Current Supervisor*
  - o [kofi.bonney@gmail.com](mailto:kofi.bonney@gmail.com)
  - o 202-246-3015
- Marcus Moore, Grade Level Assistant Principal-- *Former Supervisor*
  - o Mmoore197676@gmail.com
  - o 240-461-9924
- Darryl Williams, Superintendent Baltimore County Public Schools-- *Former Supervisor*
  - o dlwilliams@bcps.org
  - o 443-809-4281
- Helen Nixon, Ed.D, Director, UMW Health and Pension Funds --*Former Colleague*
  - o Hapn526@gmail.com
  - o 301-675-0578
- Kim Bishop, Equity Consultant-- *Former Colleague*

- o kbishop@thKBConsults.org
- o 301-356-4634