



Kimberly Wilson Daniel
EDUCATE. EQUIP. EMPOWER.

Kimberly Wilson Daniel, Founder & Director
Keystone Instructional Services, Inc.



✉ kimberlydaniel@keystoneinstruction.com

🌐 www.keystoneinstruction.com

According to the National Education Association, teacher burnout is **“a condition in which an educator has exhausted the personal and professional resources necessary to do the job.”**

Teachers are increasingly frustrated with the profession. They face challenges such as low pay, long hours, and lack of support on top of the other daily demands. They entered teaching with passion, vision, and a desire to “be the change they wanted to see;” but now, many are walking away. There is a cry for genuine support, not just checkbox programs or superficial initiatives.

Results from a Gallup poll indicate that **“55% of female teachers are feeling burned out while 44% of male teachers feel the same way.”** It would not be a stretch to say that many teachers are suffering from **Pandemic PTSD** based on what they endured before, during, and after the pandemic. For a while, teachers continued to show up day in and day out for students; but, they are finding it difficult to keep this up. They are trying their best to be loyal to their students and the profession. They are trying their best to be there for everyone; but is there anyone truly there for them?

Teachers need to be seen, heard, and provided with meaningful, customized support that recognizes their individual needs. Keystone Instruction is presented as a solution to minimize teacher burnout, bridge the gap between teacher preparation programs and the classroom, empower new teachers who need mentorship within their first five(5) years in the profession, and support CTE teachers transitioning from industry to education.

Our products and services are designed to reduce attrition rates among teachers with five or fewer years of experience by educating, empowering, and equipping them to thrive personally and professionally in the teaching profession.

Our professional development models assist in:

- ✓ Recognizing the signs and symptoms of burnout and the impact of burnout on teachers and students.
- ✓ Helping teachers avoid overwork and burnout by coaching them on setting boundaries and achieving work-life balance.
- ✓ Establishing an effective and engaging new-teacher mentorship program that supports the mission and vision of the school and increases instructional capacity.
- ✓ And, maintaining teacher well-being over time by ensuring they remain in the career fulfillment zone.



BOYS & GIRLS CLUB
OF TOCCOA-STEPHENS CO.



Achievements

Fulton Schools College and Career Academy - Coordinator/Principal

- ▶ Increased instructional capacity of teachers which led to EOPA passage rates of 80% or higher across pathways
- ▶ Restructured Recruitment/Application process; increased enrollment from 5 home schools to over 300 without enrolling 9th graders
- ▶ \$60,000 CTAE CONNECT Construction Grant for 3 simulators–Bobcat, Forklift, & Mobile Crane
- ▶ Strategic Partnerships with GA Restaurant Association, J.E. Dunn, & Fulton Co. Schools Early Childhood Education program
- ▶ Implemented successful PBIS program and Realigned the Work-based Learning Program






Benjamin E. Mays High - Master Teacher Leader/ CTAE & World Language PLC Lead

- ▶ Increased instructional capacity of teachers leading to 4 CTAE Pathways gaining Industry Certification - AVTF, Graphics Design, Business, & Sports Medicine
- ▶ Increased End of Pathway Assessment Passage Rate in 5 CTAE Pathways Vertically aligned middle school and high school world language departments

North Springs High School - District Learning Architect & Pathway Lead

- ▶ New Teacher Mentor and Professional Development Leader
- ▶ Largest gains in core subject scores in history of at-risk after school tutoring program
- ▶ 100% NOCTI – End of Pathway Assessment passage rate

Experience

 Leadership	7.5 years
 Teaching	12.5 years
 College & Career Coaching	11 years
 Facilitating Professional Development	11 years
 Process Improvement	13 years
 New Teacher Mentorship	10 years

Leadership Roles

- ▶ College and Career Academy Coordinator/Principal
- ▶ Fulton County Schools HR Advisory Committee
- ▶ Master Teacher Leader
- ▶ CTAE/World Language PLC Lead
- ▶ Standards Mastery Learning Architect
- ▶ Business Education Pathway Lead
- ▶ Infinite Campus Train the Trainer
- ▶ Director of School - Metro South Association of Realtors
- ▶ Director of Financial Aid

Proven Track Record of Educating, Equipping, & Empowering Teachers

Over the years, my passion for creating dynamic educational environments has led to outstanding teacher, student, and parent experiences. With over 20 years in college and public-school sectors, I've built a strong college and career readiness network, fostering collaborations between students, staff, parents, business leaders, and the community. As a collaborative and results-driven educational consultant, my goal is to work closely with school leaders, faculty, and stakeholders to cultivate a successful learning culture for all teachers and students with empowered parents supporting the journey. My diverse roles have equipped me with extensive knowledge and experience such as:

- ✓ Establishing and supporting a Parent University while conducting parent workshops
- ✓ Leading a Summer Bridge Program and after-school enrichment program for students labeled "at-risk"
- ✓ Effective leadership of staff
- ✓ Budgeting and management of financial resources
- ✓ Using data analysis to accelerate student outcomes
- ✓ Analysis, building, implementation, and evaluation of curriculum
- ✓ Teacher mentorship
- ✓ Delivery of relevant professional development
- ✓ Forging partnerships with stakeholders, i.e. Principals, teachers, parents, students, and business and community members, and
- ✓ Building and sustaining strong parent, student and staff relationships

Professional Affiliations

- ▶ Leadership Georgia – Class of 2019
- ▶ National Career Development Association (NCDA)
- ▶ Metro South Association of REALTORS (MSAR)

Certifications

- ▶ Tier I – Education Leadership
- ▶ GA Teacher Certification - Business Education/PE and Health
- ▶ Global Career Development Facilitator (GCDF)
- ▶ Entrepreneurship/Management Certificate of Advanced Learning
- ▶ Culturally Proficient Coaching Endorsement
- ▶ TKES Credentialing Assessment
- ▶ Microsoft Office Specialist - Word
- ▶ M.A. Ed. Curriculum & Instruction – Computer Education
- ▶ Bachelor of Business Administration
- ▶ AAT Computer Information Systems

