

Jerry Gibson Ed.D.

EDUCATION & CERTIFICATIONS

Ed.D.	Professional Leadership	University of Houston (2015)
M.Ed.	Education Administration	Lamar University (2002)
BS		East Texas Baptist University (1993)

Additional Studies:
Prairie View A&M University,
Stephen F. Austin State University,
Texas Southern University

Superintendent (EC-12); Principal (EC-12); Physical Education (PK-12)

PERSONAL

Wife – Tamara Gibson

Son – Andrew (education) wife Kourtney (education) 1 daughter

Daughter - Alaina (education) husband Brandon (operator) 1 daughter/1 son

Daughter – Alicen (education) 2 sons/1 daughter

ADMINISTRATIVE EXPERIENCE

Superintendent of Schools	Galveston ISD	2021 - 2023
Superintendent of Schools	Marshall ISD	2016 - 2021
Superintendent of Schools	Coldspring-Oakhurst CISD	2013 – 2016
Executive Director of Secondary Ed	Waco ISD	2011 – 2013
Principal	Whitney HS	2010 – 2011
Principal	Deweyville HS	2007 - 2010

PROFESSIONAL EXPERIENCE

Superintendent of School	Galveston ISD	2021 - 2023
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- Passed a 314.7 Million Dollar Bond for a new High School, Stadium and Middle School renovations.
- In 2022, earned over 400 point overall gain in district wide STAAR Test
- Consolidated three Middle Schools into one 7/8 grade campus, one 6th grade campus and one 5th grade campus. To ensure equity for all students to receive the same advanced academic education. To strengthen, Fine Arts, Athletics and Robotics.
- Introduced a new curriculum for Pre – K students.
- Expanded Dual Credit partnership with Galveston College
- Expanded partnership with University of Texas Medical Branch to further enhance Bio-Med learning community at Ball High School.
- Implemented an Across the Board Discipline Matrix to ensure consistency in discipline across the School District.
- Superior First Rating – Financial Integrity Rating System in Texas (2020, 2021)

- Night to Shine – A partnership with the Tim Tebow Foundation to host a prom for special needs students and adults.

Superintendent of Schools

Marshall ISD

2016 – 2021

ACADEMICS & INSTRUCTION

- Developed and Implemented a five item instructional approach from researched best instructional practices
- Introduced a new curriculum for Pre – K enabling students to be more prepared for elementary school.
- In 2017, earned a 20 point overall gain in district wide STAAR Test
- In 2017, earned a 38 point gain in bilingual STAAR Test
- In 2018, earned a 78 point overall gain in district STAAR Test
- In 2019, earned a 30 point overall gain in district STAAR Test
- Established partnership with Texas State Technical College to allow CTE students dual credit classes.
- Created Mav-up meetings to discuss academic growth and academic needs with campuses following Common Based Assessments and Benchmark testing.
- Led Strategic Design for Marshall ISD.
- Began On-Ramps through the University of Texas to provide Dual-Credit opportunities for low socio-economic students at no cost to students.

FISCAL MANAGEMENT & BOND OVERSIGHT

- Conducted research-based assessment to reduce Marshall ISD’s overall budget by \$2 million to stop historical trend of adopting a deficit budget.
- Work with department directors to create deferred plan for transportation and maintenance to assist in annual budgeting.
- Opened four new campuses as a result of a \$110 million bond.
- Oversaw major renovation of elementary school.
- Oversaw major renovation of high school.
- Established a plan to spend contingency from bond funds to upgrade security across the district.
- Superior First Rating – Financial Integrity Rating System in Texas (2016, 2017, 2018, 2019)

OPERATIONS

Child Nutrition

- Provide guidance and support to the Director of Child Nutrition.
- Generate weekly updates to trustees sharing meal service data.

Human Resources

- Evaluate and recommend relevant, valuable policies to ensure effectiveness and provide positive customer service.
- Created and implemented Administrative Guidelines
- Monitor openings and potential postings to assist in budgeting and position control.
- Conduct regular needs assessment to identify opportunities to more effectively serve students.

Safety & Security

- Implemented Active Shooter Reaction Plan for MISD Campuses – Working with MISD Police Department & City of Marshall Police Department.
- Through bond funds, increased safety through secure entrances on all campuses.
- Regularly inspect campuses to ensure a safe and secure environment.

STUDENT SERVICES

- Created multiple Learning Differences Parent Networks for parents with special needs students.
- Provide guidance and support in Student Services offering insight on district investigations.
- In collaboration with the School Board, rezoned district boundary lines to accommodate growth.
- Established a more consistent discipline matrix to ensure fair and consistent treatment of every student.
- Work with campus principals to implement strategies to improve attendance.

PARTNERSHIPS & COMMUNITY RELATIONS

- Provide monthly on-air interview with local radio station updating the community on the status of the school district.
- Established a partnership with Mission Marshall for each third grade student who is reading on grade level or met reading goals by the close of the school year to receive a bicycle.
- Established partnership with East Texas Baptist University for students to work with elementary campuses in tutoring, student activities and campus/community activities.

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- Established partnership with TSTC to allow CTE students dual credit classes.

- Established partnership with TSTC to provide MISD with Diesel Mechanic students, increasing employee team and reducing salaries.
- Established partnership with Wiley College for 18+ program to work with special needs students.
- Annual speaker at Rotary, Lions Club, Optimist Club and Citizens Advisory Committee to share district updates.
- Rooms to Grow – Volunteers going into the home of a student and renovating the students' bedroom.
- The Starfish Society – High School Students tutoring elementary students during Saturday School Tutorials.
- Faye Whitlow, Math My Way – Community members tutoring at MJH to prepare students for STAAR test.
- Night to Shine – A partnership with the Tim Tebow Foundation to host a prom for special needs students and adults.
- Pack the Bus – Involvement of Churches and Civic Organization to collect school supplies to provide all needed school supplies to elementary students.

BOARD RELATIONS

- Created School Board Operating Procedures.
- Established protocol of communication process to allow the superintendent the opportunity to address rumors about the school district and communicate with trustees.
- Provide regular updates through emails or phone calls.
- Meet monthly with School Board President to discuss agenda to ensure effective, efficient School Board meetings.

Superintendent of Schools Coldspring-Oakhurst Consolidated ISD, TX 2013 - 2016

- Wrote and implemented a Strategic Plan to enhance student achievement.
- Began a partnership with Tenaris Incorporated to teach pre-requisites and hire five to seven students to work as interns their senior year and lead to a potential job upon graduation.
- Created a new curriculum for Pre-K to enable students to be more prepared for elementary school. The results of the implementation of the new curriculum have been measured with great success.
- Created data rooms on each campus to ensure data driven instruction.
- To have a greater knowledge of the needs of COCISD, the following was implemented Communication Council (teachers), Student Shadowing (Shadow a student for a day, to better understand what they are seeing), Breakfast with the Superintendent (Have

2003 – 2006 DAEP Director/Coach – Hempstead ISD
2001 – 2003 Taught World Geography & PE – Edison Middle School – Port Arthur
1999 – 2000 Taught All-Level Physical Education – High Island ISD – High Island
1989 – 1991 Taught Bible, Earth Science & Health – Broadway Baptist School - Houston

HONORS & APPOINTMENTS

- **ESC 7 Superintendent of the Year - 2020**
- **Finalist – Varsity Brands National Superintendent of the Year – 2020**
(Awards Ceremony Cancelled due to Covid - 19)
- **Member Engagement Committee – TASA (2020 – 2022)**
- **Board of Directors – Boys and Girls Club of the Piney Woods**
- **Executive Committee – ESC 6 (2015-2016)**
- **Board of Directors — Coldspring Chamber of Commerce (2014 – 2016)**
- **Board of Directors — East Houston Fellowship of Christian Athletes (2014 – 2016)**

SCHOLARLY CONTRIBUTIONS

“Eating an Elephant: Steps Toward a Balanced Budget”, School Business Affairs, March 2019, Volume 85, Number 3

“Reading’ & Ridin’,” Texas Lone Star, April 2019, Volume 37, Number 3

“Laying The Right Foundation: How One School District Turned Its Pre-K Campus into an Early Childhood Center” Texas Lone Star, August 2020, Volume 38, Number 7

SPEECHES & PRESENTATIONS

Texas State Technical College 2016 – Commencement Keynote Speaker
Texas State Technical College 2017 – Commencement Keynote Speaker
TASA/TASB Conference 2019 – Changing the Trend of Adopting a Deficit Budget
National Superintendents Forum – 2020 – The Non-Negotiables of School Improvement
National Association of Bilingual Educators – 2021 – Laying the Right Foundation
National Association of Bilingual Educators – 2022 – Laying the Right Foundation
Texas Association of Governance Camp – 2023 – Exploring the Many Aspects of School Safety

PROFESSIONAL ORGANIZATIONS & AFFILIATIONS

- Texas Association of School Administrators
- AASA — American Association School Administrators
- Texas High School Coaches Association