

Kathia Flemens, Ph.D.

Cell: 703-472-9492

E-mail: kflemens@gmail.com

LEADERSHIP PROFILE

Excellent management and people relations skills and knowledge of legislative policies and practices affecting Elementary and Secondary Education, in particularly Title III. Strong analytical, creative, diplomatic- relations manager, with research and organizational management skills. Ability to capture abstract ideas and conceptualize into concrete impact and growth.

PROFESSIONAL EXPERIENCE

Upper School Seminar/French Teacher
Greenwich Country Day School (GCDS)
Greenwich, CT

August 2021 - present
Hours\week: 40
Supervisor: Chris Winters

Currently responsible for teaching four sections of Seminar classes, two 9th grade and two 10th grade blocks. These are project-based thematic classes; *Identity and Design Thinking* for 9th grade and *Systems, Power and Dissident* for 10th grade. Sponsor both the GCDS-DECA business club and the Model United Nations Club. Write curriculums and lead trips themed on Global Eco-Citizenry incorporating the Sustainable Development Goals (SDGs).

International Baccalaureate French Teacher
Fairfax County Public Schools
Falls Church VA

August 2016 - August 2021
Hours\week - 40
Supervisor: Tim Boyd

Taught levels 2, 3 and IB levels 1 and 2 SL, HL, and Ab Initio at Thomas Edison High School. Created lessons, unit plans and formative assessment items according to IB and Virginia Foreign Language Standards in accordance to the Common Core Standards for Foreign Language, which were adopted from the American Council for the Teaching of Foreign Language (ACTFL) **Impact:** French IB Language B increased to 85% passing rate. Increased Model United Nations membership by 30% and conferences held pre-pandemic at 850 in attendance.

French Teacher
New London School District,
New London, CT

August 2014 – August 2016
Hours\week - 40
Supervisor: Tommy Thompson

Taught Levels 1 to 4 with a global perspective at New London High School and the Science Tech Magnet. Created and wrote French Curriculum in accordance to the 21 st Century Skills Language Standard by ACTFL and all levels of assessments. Created Pre and Post assessments for all levels. Participated in “Portraits of America: We are – a nation of Immigrants” City of New London community by [Joe Standart](#). **Impact:** Led activities that increased parent and student engagement and increased enrollment in French Classes (from 15 students to 27 to 30 students per class)

Research Scientist
George Washington University
Washington DC

May 2009 – May 2014
Hours\week - 40
Supervisor: Keira Ballentyne/Judith Wilde

Provided technical assistance information for the National Clearinghouse for English Language Acquisition (NCELA) of Office of English Language Acquisition (OELA) (USDE Title III) to State Education Agencies (SEAs), Local Educational Agencies (LEAs) and the national education community serving English Language-Learners (ELLs), and responded to requests from all institutions. In the form of webinars (13 yearly) updated and disseminated information as needed for (OELA) as well as collected, analyzed, and synthesized educational information related to Title III and Native American Education Initiative. **Impact:** Results of webinar participation increased from 10% State Director Office participation to 30% and 60% increase overall. **Part-time Faculty** - Course- “Immigrant Experience”-analyzed immigration and education policy; planned, organized, and taught using comparative resources and lectures on methods of teaching culturally linguistically diverse students.

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Program Manager/Deputy Country Director

Deep Springs International (DSI), Gadyen Dlo
Léogane, Haiti

June 2012 – June 2013

Hours\week - 40

Supervisor: Michael Ritter

Managed household water treatment program in rural Haiti and UNICEF WASH project subcontract agreements. Directly managed fourteen staff members and indirectly supervised 260 health workers in the North and Southern region of Haiti. Led eight major reports and wrote proposals (in English and French) and conducted staff evaluations. Assured the timely completion of all deliverables for Water Sanitation and Hygiene (WASH)- UNICEF project, International Medical Association (IMA)-Sogé Haiti, and French non-government organization (NGO) ACTED service, subcontract, and cooperative agreements. Managed data collection and analysis and coordinated activities between contractors and subcontractors- Italian NGO CESVI, UNICEF and DSI. Participated in all WASH cluster activities. **Impact:** Increased the program's funding resulting in the expansion of product in the North West rural part of Haiti, helped move product from a “niche to a challenger” and 50% expansion of promotional materials (\$289,000+).

Graduate Administrative Assistant

Lynn University
Boca Raton FL

October - 2002 – October 2007

Hours\week - 40

Supervisor: Cheryl Serrano

Managed all administrative duties relating to grant and budget analysis and manager (\$5mil) for Project Soaring High in English Language Learning (SHELL) – a project which serviced Para-professionals and teachers in high schools with a high concentration of English Learners (ELs) in the Palm Beach County School District in Florida. Assisted the Program Director and led activities and teacher training for EL's certification program. Made sound judgments on decisions pertaining to project deliverables and outcomes with supervision of the Director. Coordinated and managed publisher's exhibit, regional seminars, and training. **Impact:** Created a support and tutoring system which resulted in an 80% graduation rate from the program with students receipt of certification and or endorsement for teaching LEPs at the secondary level.

French and Introduction to Foreign Language (IFL) Teacher

Fairfax County Public School
Springfield, VA

September 1998 – September 2000

Hours\week - 40

Supervisor: Prentice Christian

Taught French and IFL at Langston Hughes Middle School in Reston VA to middle and high school age students. Selected and taught in the Middle Year International Baccalaureate program. Initiated, planned, and organized trips to Europe.. Developed constructive and cooperative work relationships with businesses, parents, guardians and youth in the community in the development of the “Hughes Travelers” newsletter. Conducted administrative duties as assigned- budget analysis- for certain activity-related to trips and foreign language clubs. Participated on the admission and review team for admission to the Thomas Jefferson High School, Virginia State chartered governor's school in Annandale, Virginia.

EDUCATION

2000	Ph.D. Global Leadership w/focus on Ed Leadership, Boca Raton, FL
1998	MS Secondary Education , Saint Joseph's University, Pennsylvania
1993	BA Political Science and French , Rosemont College, Pennsylvania

OF NOTE

2019 - present-	International Baccalaureate Middle Year /DP,IB Presenter,Cert. K-12 WL, FCPS, Fairfax, VA
2018	International Baccalaureate Diploma Training, International Baccalaureate Organization, St. Petersburg FL
2015	Education Diplomacy - University of Southern California, <i>Monitoring and Evaluation</i> , Washington DC

LANGUAGE SKILLS: French & Creole (fluent); Spanish (beginner) **INT'L EXP:** Asia,Caribbean, Europe and West Africa

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References:

Nonye Oladimeji, Ph.D.
International Baccalaureate Coordinator, VA
703-362-9669
noladimeji@fcps.edu

Dr. Chris Winters
Principal, Greenwich Country Day School
203-536-3690
chris.winters@gcds.net

Keira Ballentyne, Ph.D.
Vice President of Program and Development
202-362-0700
kballentyne@cal.org

Sonia Martinez
International Baccalaureate Teacher/Presenter, VA
561-667-4129
smmartinezre@fcps.edu

Technical Skills:

- Proficient in the following software applications:
 - Schoology Educational Program
 - Google meets, Blackboard Collaborate, and Zoom presentation software
 - Microsoft Office Suites (Word, Excel, and PowerPoint)
 - Google Workspace
 - Adobe Acrobat and Illustrator
 - SPSS Statistical Software