

**Laurie Kimbrel, Ed.D.**  
**Curriculum Vitae**

**EDUCATION**

**Ed.D.** Curriculum & Instruction, Loyola University, Chicago, Illinois  
*Dissertation: The Impact of Proactive Classroom Management Focusing on Student Behavior and Creating a Positive Classroom Climate of Teacher Self-Efficacy*

**Ed.S.** Educational Leadership, National Louis University, Chicago, Illinois

**M.S.** Special Education, Dominican University, River Forest, Illinois

**B.S.** Music and Business, Millikin University, Decatur, Illinois

**PROFESSIONAL EMPLOYMENT**

**Associate Professor, Educational Leadership, 2022- present**

**Assistant Professor, Education Leadership, 2017-2022**

**University of West Georgia, Carrollton, GA**

Course Taught:

Spring 2024 - Leadership for Student Learning (EDLE 6327), Effective Management to Promote Student Learning (EDLE 8305)

Fall 2023 - Ethics for Leadership in Education (EDLE 8324), Leadership for Student Learning (EDLE 6327), Advanced Instructional Practices to Improve Schools (EDSI 9942)

Summer 2023 - Leadership for Student Learning (EDLE 6327), Effective Management to Promote Student Learning (EDLE 8305), Ethics for Leadership in Education (EDLE 8324)

Spring 2023 - Leadership for Student Learning (EDLE 6327), Effective Management to Promote Student Learning (EDLE 8305)

Fall 2022 - Ethics for Leadership in Education (EDLE 8324), Leadership for Student Learning (EDLE 6327), Advanced Instructional Practices to Improve Schools (EDSI 9942)

Summer 2022 - Ethics for Leadership in Education (EDLE 8324), Effective Management to Promote Student Learning (EDLE 8305), Doctoral Seminar (EDSI 9901)

Spring 2022 – Leadership for Student Learning (EDLE 6327), Effective Management to Promote Student Learning (EDLE 8305)

Fall 2021 – Leadership for Student Learning (EDLE 6327), Advanced Instructional Practices to Improve Schools (EDSI 9942)

Summer 2021 – Professional Learning Communities (EDLE 6327), Ethics for Leadership in Education (EDLE 8324)

Spring 2021 - Professional Learning Communities (EDLE 6327), Effective Management to Promote Student Learning (EDLE 8305)

Fall 2020 - Policy Analysis for School Improvement (ESI 9925), Professional Learning Communities (EDLE 6327)

Summer 2020 – Professional Learning Communities (EDLE 6327), Ethics for Leadership in Education (EDLE 8324)

Spring 2020 - Professional Learning Communities (EDLE 6327), Effective Management to Promote Student Learning (EDLE 8305)  
Fall 2019 - Schools and Community Engagement (EDLE 7312), Policy Analysis for School Improvement (ESI 9925), Professional Learning Communities (EDLE 6327)  
Summer 2019 - Schools and Community Engagement (EDLE 7312), Ethics for Leadership in Education (EDLE 8324)  
Spring 2019 - Schools and Community Engagement (EDLE 7312), Policy Analysis for School Improvement (ESI 9925)  
Fall 2018 - Schools and Community Engagement (EDLE 7312), Policy Analysis for School Improvement (ESI 9925)  
Summer 2018 – Schools and Community Engagement (EDLE 7312), Ethics in Educational Leadership (EDLE 8324)  
Spring 2018- Schools and Community Engagement (EDLE 7312), Using Data to Improve Schools (EDLE 6341)  
Fall 2017 – Schools and Community Engagement (EDLE 7312), Policy Analysis for School Improvement (ESI 9925)

Doctoral Dissertation Committees:

Alexandra Szatkowski; chair (Completed 2020)  
Kibbey Crumbley; chair (Completed 2021)  
Bonnie Mondesir; committee member (Completed 2021)  
Cheryl Rice; chair (Completed 2022)  
Sharon Turner, committee member (Completed 2023)  
Mandy Fueston, committee member (In progress)  
Adrienne DeFoe Dobbs, chair (In progress)  
Alissa Farias, chair (In progress)  
Tara Thompson, chair (In progress)  
Chanda Harris, chair (In progress)  
Anna Janusz, committee member (In progress)

**Superintendent, Tamalpais Union High School District, Larkspur, CA  
2008- 2015**

**Associate Superintendent for Programs and Personnel, Grayslake Community High School District 127, Grayslake, Illinois  
2004-2008**

**Assistant Principal for Instruction, Grayslake Community High School District, Grayslake, Illinois  
2002-2004**

**Dean of Students, Lake Forest School District 115, Lake Forest, Illinois  
1998-2002**

**Special Education and Regular Education Teacher, 1990-1998**

## PUBLICATIONS

### Book Chapters

Kimbrel, L.A. (2023). Pursuing Equity through Effective Teacher Hiring Practices. In Fowler, D., Heilig, J. V., Jouganatos, S. M., & Johnson, A. (Eds.), *Equity & Access: An Analysis of Educational Leadership Preparation, Policy, & Practice*. Information Age Publishing.

### Peer Reviewed Journal Publications

Kimbrel, L.A. (2023). The renewed promise of strategic planning to improve K12 public school outcomes. *International Journal of Educational Foundations and Management*, 11(6) 1-7.

Gantner, M.W. & Kimbrel, L.A. (2022). Shaping the engagement of online learners through instructor made videos with quizzes. *Journal of Educators Online*, 19(1).  
<https://doi.org/10.9743/JEO.2022.19.1.4>

Kimbrel, L.A. (2021). The impact of virtual employment interviews on the teacher hiring process. *Administrative Issues: Connecting Education, Practice, and Research*, 11(1) 1-16. <https://doi.org/10.5929/2021.11.1.1>.

Kimbrel, L.A. & Gantner, M.W. (2021). Student perceptions of instructor made videos with quizzes in an asynchronous online course. *The International Journal of Educational Leadership Preparation*, 16(1), 24-45. <https://doi.org/10.9743/jeo.2022.19.1.4>

Nixon, A., Packard, A., Kimbrel, L., & Nhekairo, N. (2020). Principals tackle teacher performance. *AASA Journal of Scholarship and Practice*. 7 (3), 6-18.

Kimbrel, L.A. (2020). The Impact of A Structured Protocol on Graduate Student Perception Online Asynchronous Discussions. *Journal of Curriculum and Teaching*, 9(3), 172-181.  
<https://doi.org/10.5430/jct.v9n3p172>

Kimbrel, L. & Varga, M.A. (2020). Predicting Ed.D. candidate success using structured behavior interviews during the application process. *Impacting Education: Journal on Transforming Professional Practice*, 5, 27-32. <https://doi.org/10.5195/ie.2020.109>

Kimbrel, L.A. (2019). The disconnect between research based best practices and processes used by school principals. *Administrative Issues Journal: Connecting Education, Practice, and Research*, 9(2), 12-27. <https://doi.org/10.5929/9.2.2>

Kimbrel, L.A. (2019). Understanding teacher hiring practices in rural, urban, suburban schools in the United States. *International Journal of Education*, 11(3), 119-143. <https://doi.org/10.5296/ije.v11i3.14925>

Kimbrel, L.A. (2019). Teacher selection: School principal hiring practices, level of training, and confidence. *International Research in Education*, 7(2), 106-122. <https://doi.org/10.5296/ire.v7i2.15332>

Kimbrel, L.A. (2019). Improving the teacher hiring process through the combination of teacher quality and employee selection research. *AASA Journal of Scholarship and Practice*, 15(4), 14-21.

Kimbrel, L.A. (2018). High quality professional development in charter schools: Barriers and impact. *International Journal of Educational Leadership Preparation*, 13(1), 64-81.

### Editor Reviewed Publications

- Kimbrel, L.A. (2022). Teacher Hiring During COVID-19: Lessons Learned. *School Administrator*, 6(79), 38-41.
- Kimbrel, L.A. (2020). Creating a Culture of Coaching and Collaboration in High Schools Through Shared Leadership, *Principal Leadership*, 20(9), 40-45.
- Kimbrel, L.A. (2019). Attracting high quality teachers: Schools are focusing on value driven recruiting and selection processes to stand out. *NAESP Communicator*, 42(8). <https://www.naesp.org/communicator-april-2019/attracting-high-quality-teachers>
- Kimbrel, L. A. (2018). Wrestling with career changes post superintendency. *School Administrator*, 11(77), 20-21.

### **Honors/Awards**

- Kimbrel, L. A. (2018). Wrestling with career changes post superintendency. *School Administrator*, 11(77), 20-21. Article selected and reprinted in *Best Of 2018-2019* special issue of AASA School Administrator.

## **CONFERENCE ACTIVITY/PRESENTATIONS**

### **Peer Reviewed Presentations**

- Gantner, M. & Kimbrel, L. (2021, August 3). *Strategies that increase graduate student engagement in online asynchronous settings*. Round table live presentation at International Council of Professors of Educational Leadership Virtual Conference.
- Kimbrel, L. & Gantner, M. (2021, August 3). *Measuring Program Impact using a Leadership Behavior Assessment*. Asynchronous presentation at International Council of Professors of Educational Leadership Virtual Conference.
- Kimbrel, L., & Gantner, M. (2021, August 3). *Instructor Made Videos: An Effective Strategy to Increase Student Engagement in Online Courses*. Asynchronous presentation at International Council of Professors of Educational Leadership Virtual Conference.
- Kimbrel, L. & Gantner, M. (2021, May 18). *Create an Instructor Made Video that will Increase Student Engagement & Learning*. Workshop session at University of West Georgia Innovations in Pedagogy Conference.
- Kimbrel, L. (2021, May 18). *Using Suspense to Create Online Discussions Students Eagerly Anticipate*. Presentation session at University of West Georgia Innovations in Pedagogy Conference.
- Shannon, D., Brinkmann, J., Bucholz, J., Cash, C., Goodman, J., Kimbrel, L., Love, S., Marshall, D., Watson, C. (2021, February 18). *The Pandemic and P12 Education: From Student Teachers to School Leaders*. Special invited session at Eastern Educational Research Association, virtual synchronous session.
- Kimbrel, L., Gantner, M. (2021, February 19). *Student Perception of Instructor Made Videos in an Asynchronous Online Graduate Course*. Long paper presentation at Eastern Educational Research Association, virtual synchronous session.
- Kimbrel, L. (2020, October 2). Teacher Hiring During COVID-19. Presentation to Georgia Educational Research Association Annual Conference, virtual synchronous session.
- Gantner, M & Kimbrel, L. (2020, August 5). *Engaging the Ruthlessly Efficient Online Learner Through Instructor Made Videos with Quizzes*. Paper presentation to International

- Council of Professors of Education Leadership Conference, virtual synchronous session.
- Kimbrel, L. & Gantner, M. (2020, August 6). *Development of a Valid and Reliable Assessment to Measure Leadership Behavior*, Roundtable presentation to International Council of Professors of Education Leadership Conference, virtual synchronous session.
- Kimbrel, L. (2020, August 5-6). The Impact of Structured Protocols on student perception of online asynchronous discussion. Paper presentation to International Council of Professors of Educational Leadership Conference, virtual asynchronous session.
- Nixon, A., Evans, G., Davis, C., Gantner, M., Ruffin, J., Kimbrel, L. (2020, August 5-6). *Collaboration for Research, Program Improvement, and Expanded Learning*. Roundtable presentation to International Council of Professors of Educational Leadership Conference, virtual asynchronous session.
- Kimbrel, L.A. (2019, July 15). *Understanding Teacher Hiring Practices in Rural, Urban, Suburban Schools in the United States*. Poster presentation to International Council of Professors of Education Leadership Conference, Aliso Viejo, CA.
- Kimbrel, L.A. (2019, July 16). *Effective community engagement: creating vision and culture that unites schools and stakeholders*. Best practice special session presentation to International Council of Professors of Education Leadership Conference, Aliso Viejo, CA.
- Kimbrel, L.A. (2019, July 16). *School Principals: Unprepared and Overconfident in Ability to Select High Quality Teachers*. Paper presentation to International Council of Professors of Education Leadership Conference, Aliso Viejo, CA.
- Kimbrel, L.A & Grant, P. (2019, June 11). *Predicting Ed.D. Candidate Success Using Structured Behavioral Interviews as an Element of the Application Process*. Presentation to Carnegie Project on the Education Doctorate Annual Convening, Lincoln, NE.
- Kimbrel, L.A. (2019, February 21). *Teacher Hiring Practices in Rural, Urban, and Suburban Schools*. Paper presented at the Eastern Educational Research Association, Myrtle Beach, SC.
- Kimbrel, L.A. (2018, October 5). *Teacher Hiring: The Disconnect Between Principals' Perceptions and Processes*. Paper presented at Georgia Educational Research Association Annual Conference, Macon, GA.
- Kimbrel, L.A. (2018, August 3). *Improving Teacher Quality Through the Implementation of Research Based Hiring Practices*. Best practice session presented at International Council of Professors of Educational Leadership Conference, Charlotte, NC.
- Johnson, C., Evans, G, Kimbrel, L., & Nixon, A. (2018, August 3). *Increased Learning for All: Providing Relevant Clinical Experiences for Educational Leaders*, Round table session presented at International Council of Professors of Educational Leadership Conference, Charlotte, NC.
- Nixon, A., & Kimbrel, L. (2018, August 3). *School Principals and a Quality Teacher in Every Classroom*. Paper presented at presented at International Council of Professors of Educational Leadership Conference, Charlotte, NC.
- Kimbrel, L. (2018, February 8). *The Barriers and Impact Associated with High Quality Professional Development in Charter Schools*. Paper presented at Eastern Educational Research Association Conference, Clearwater, FL.
- Kimbrel, L., & Berryman, A. (2018, February 8). *Research Based Hiring and Selection Processes: A missing Variable in the Teacher Quality Equation*. Roundtable presentation at Eastern Educational Research Association Conference, Clearwater, FL.

## **Other Presentations**

- Gantner, M. & Kimbrel, L. (2020, August 5). Make Online Teaching More Fun with Video Quizzes, Effective Discussions, and Group Work that Works. University of West Georgia General Faculty Meeting.
- Kimbrel, L. & Gantner, M. (2020, May 27). Engaging Online Learners with Instructional Videos & Discussions. Presentation at University of West Georgia Innovations in Pedagogy Conference.
- Kimbrel, L. & Varga, M.A. (2019, October 15). Implementation of the Leadership Behavior Assessment Among School Improvement Doctoral Students. Presentation at UWG COE Research, Diversity & Study Abroad Showcase.

## **SERVICE**

### **Peer Review for Scholarly Journals**

- Educational Leadership Review (ICPEL Publication), peer review (2018, 2019, 2020, 2022)
- Educational Leadership Review of Doctoral Research (ICPEL Publication), peer review (2018, 2022)
- EERA Journal of Research in Education, peer review (2020, 2022, 2023)
- Impacting Education: Journal on Transforming Professional Practice, peer review (2020, 2022)
- International Journal of Education, editorial board (2020, 2021, 2022, 2023)
- International Journal of Educational Leadership Preparation (ICPEL Publication), peer review (2020, 2021, 2022, 2023)
- International Journal of Leadership in Education, peer review (2020, 2023)
- Journal of Education, Society, and Behavioural Science, peer review (2021)
- Journal of School Leadership, peer review (2021, 2022, 2023)
- Leadership and Policy in Schools, peer review (2022)
- Mentoring and Tutoring (ICPEL Publication), peer review (2020, 2021)
- SAGE Open Journal, peer reviewer (2021, 2022, 2023)
- Asian Journal of Education (2023)

### **Service to Professional Organizations**

- International Council of Professors of Educational Leadership Annual Conference, peer review & session moderator (2019, 2020, 2021, 2022, 2023)
- Georgia Undergraduate Research Conference, peer review & session moderator (2019, 2020)
- National Youth at Risk Conference, peer review (2018, 2019, 2020, 2022, 2023)
- Eastern Educational Research Association, conference volunteer (2018), peer review (2020, 2022)
- Mid-South Educational Research Association, peer reviewer for annual conference presentations (2018)
- GeorgiaCan, member of state advisory council, invited position, (2017-2019)

### **Service to the University**

- Search Committee for Vice President of Business and Financial Services, member (2022)
- Search Committee for Vice Provost, Chair (2021)

Faculty Senate, Elected senator for Department of Education Research, Research, & School Improvement (2019-2022)

Budget Committee, member (2019-2020)

Budget Committee, chair (2020-2021 & 2021-2022)

Georgia Undergraduate Research Conference, moderator (2020)

### **Service to the College of Education**

Tenure & Promotion College of Education Review Committee (2023)

FDMR Panel Discussion *From Pre-Tenure Review to the Dossier Process: Strategies For A Successful Dossier*, Invited presenter (2023)

Faculty Governance Committee member (2022-2024)

Personnel Committee member (2021-2022)

Diversity Advisory Committee member (2018-2019)

Diversity book group facilitator (2019)

Faculty Development, Retention, and Mentoring member (2018-2019)

Sub-committee to develop promotion guidelines for clinical faculty (2018-2019)

Organized implemented speed centers professional development event (2019)

### **Service to the EDSI & EDLE Program**

LRSI Department, complete revision of EDLE 6327 materials, content, and assignments

LRSI Department Committee for Third Year T & P Reviews (2023)

LRSI Department clinical faculty search committee, chair (2022, 2023)

LRSI Tier I Focus Group - wrote questions and protocol, email to invite participants, sent to department for review, sent invitations, took RSVPs, sent reminders, analyzed data (2023)

LRSI Retreat, created and delivered session regarding department goals aligned to the University Strategic Plan (2023)

EDSI Dissertation Proposal Review (2023)

EDSI Dissertation of the Year review (2023)

EDSI Dissertation Topics Session, panel member (2021, 2022)

EDSI Academic and Professional Policies Expectations Session, panel member (2021)

EDSI Research and Dissertation Development Series: Developed and delivered session -What works in schools: Using research to develop a project with lasting impact (2020)

EDSI Orientation – developed and led session on Leadership Behavior Assessment (2019)

Converted session to asynchronous online use (2020-2021)

EDSI candidate application interviews – developed instrument and facilitated interviews with Mary Alice Varga (2019-2021)

EDSI Advisory Committee member (2019-2020)

EDSI candidate application reviewer (2018, 2022)

EDSI Dissertation Sumer Boot Camp participant (2018)

## **PROFESSIONAL GROWTH**

### **Measure What Matters Courses & Certification**

OKR Certification: Leadership & Goal Setting (2023)

Concepts included in EDLE 6327 & EDSI 9942

### **Quality Matters Courses & Certification**

Quality Matters Course Certification

EDLE 6327 & EDLE 8305, May 2021

EDLE 8324 & EDSI 9924, January 2022

Quality Matters, Applying the QM Rubric Course, completed February 2020

Quality Matters, Designing Your On-Line Course, completed May 4, 2018.

### **Book Study & Discussion**

Distracted: Why Students Can't Focus and What You Can Do About It by James Lang. Faculty book study sponsored by UWG center for Teaching & Learning – September – November 2021

Small Teaching On-Line by Darby & Lang Group. Faculty book study sponsored by UWG Center for Teaching & Learning, September – November 2019

Contemplative Practices in Higher Education by Barbezat & Bush. Faculty book study sponsored by UWG Center for Teaching & Learning, September – November 2017

### **Workshops/Conferences/Professional Associations**

Visible Learning Institute featuring Dr. John Hattie, Dayton, Ohio (2022)

University of Virginia, Darden School of Business, Strategic Planning & Execution course (2023)

Georgia Education Leadership Faculty Association, (2023)

### **CONSULTING WITH K12 PUBLIC SCHOOLS**

- Laurens County School District 55, Laurens, SC – Facilitation of Strategic Plan (2018), Plan update and development of implementation plans (2022)
- Regional School District 17, Higganum, CT – Facilitation of Strategic Plan (2021), Development of implementation plans (2022)
- Community Consolidated School District 93, Bloomingdale, IL – Facilitation of development of the “Portrait of a Graduate” (2021), Facilitation of Strategic Plan (2022)
- Barrington Community Unit School District 220, Barrington, IL – Facilitation of development of priorities, objectives and learner profile (2022)
- Elmhurst Community Unit School District 205, Elmhurst, IL – Facilitation of development of Strategic Plan implementation plans and Key Performance Indicators (2022-2023)
- Yorkville Community Unit School District 205, Yorkville, IL – Program evaluation of learning and grading plan (2022)
- Irvington Free Unified School District, Irvington, NY – Facilitation of Strategic Plan (2023)
- Ohio Valley Educational Cooperative, Shelbyville, KY - Facilitation of Strategic Plan (2023 - 2024)
- Calvert County Public Schools, Prince Frederick, MD – Facilitation of Strategic Plan (2023-2024)

### **CERTIFICATIONS**

Georgia Professional Standards Commission Teaching Certificate – Educational Leadership

California Administrative Services Credential – Educational Leadership

Illinois Professional Educator License – Special Education, Educational Leadership,  
Superintendent