

Karen Chambers

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A dynamic facilitator and executive coach with over twenty-eight years of experience in creating engaging learning experiences that spark on-the-job behavior changes. I am fueled by a passion for ensuring that all students are given the opportunity to achieve at high levels. [Click here](#) to read more about how I supported my community through leadership.

PROFESSIONAL EXPERIENCE

New Leaders — Senior Director, Leadership Academy

May 2019 - Present

- Facilitates virtual and in-person sessions grounded in adult learning theory and differentiated for various learning styles
- Empowers 35 trainer-of-trainers on maneuvering courageous conversations through personalized one-on-one equity coaching
- Designs frameworks for facilitation and coaching that is being implemented in schools nation-wide

Transformational Results — Founder & CEO

January 2018 - Present

- Impacted an index of over 5,000+ students, we have provided organizational and individual leadership development support to leaders of K-12 traditional public, charter and private schools
- Designed & facilitated high-quality professional development workshops; strategic planning; and coaching. [Our domains of focus](#) entail but are not limited to executive leadership coaching, operationalizing DEI, team leadership development, professional development, career counseling, etc.

Algiers Charter Schools — School Turnaround Specialist

November 2017 - May 2019

- Closed school achievement gap by doubling the number of students scoring proficient from 33% to 66% by researching current policies and staying up-to-date on educational strategies with the greatest impact on student achievement
- Coached, mentored, and motivated low-performing teachers and leaders through weekly one-on-one sessions. Teachers became engaged in performance process and empowered to take ownership of their professional growth; therefore enhancing student achievement

FirstLine Schools — Director, Leadership Development

July 2016 - November 2017

- Reinvented professional development system for 4 schools through classroom observations and timely feedback based on Specific, Measurable, Action-orientated, Realistic, Timed, Evaluated, and Reviewed (SMARTER) Goals

CERTIFICATION

Harvard Graduate School of Education, Strategies for Effective Facilitation Certification

December 2020

Liberatory Design for Equity Process

October 2021

New Leaders for New Schools Principal Certification

Louisiana Educational Leadership Certificate

Louisiana Teacher's Certificate

Elementary Grades 1-8

Louisiana Teacher's Certificate

Upper Elementary Grades 5-8

EDUCATION

B.A. Elementary Education, Southern University of New Orleans

SKILLS

Google Workspace Microsoft Office

New Leaders — Director, Program

June 2012 - July 2016

- Established data-driven instructional cycles for Louisiana schools by coaching instructional leaders on achievable objectives
- Trained 60 teacher leaders on setting up systems and structures to drive academic gains and equitable outcomes for all students.
- Orchestrated placement of 10 equity-focused school leaders who show up as champions for racial justice in New Orleans Public Schools

New Orleans Elementary Schools — Principal

July 2008 - June 2013

- Interrupted systemic inequalities for a historically underserved school by achieving the status of the highest gaining school in the district with a 17.4 increase to the School Performance Score through applying adaptive leadership skills, increasing collective teacher efficacy, and building structures for cooperative learning
- Managed an estimated \$1 million budget exercising fiscal responsibility needed to maintain facility needs, vendor contracts, staff salaries, curriculum, supplies, etc
- Established a compelling and ambitious vision, as well as an annual strategic plan, grounded in student achievement, cultural competency, community partnership, empowerment, and professional development; Invested and motivated a variety of stakeholders; and created systems and structures to support knowledge & skill building, as well as accountability, needed to execute our strategic plan(s)
- Building and maintaining relationships and intentional partnerships with community organizations, education leaders, political leaders, and other community leaders to serve the best interest of our students and families; Designed and delivered cultural competency coursework for instructional and non-instructional staff.
 - This includes: Dramatically transforming student culture from near 50% suspension rate (prior to my arrival) down to an 3% suspension rate in the first year of leadership alone.

VOLUNTEERISM

Warren Easton Charter High School Alumni Board

- Served as Recording Secretary and was the custodian of the Association business records including the minutes of the meetings, newspaper clippings and articles, committee reports, and documents (2019-2021)
- Holds the office of Vice President where my primary responsibility is membership activities including maintaining a database of current members and coordinating class captains (2021-presently)

Holistic Educational Rehabilitation Center, INC.- Board Member

- Oversaw goal setting process and ensured they were aligned to the strategic plan to ensure the organization guidelines and goals were met (2010-2014)

Harold Hopes

- Coordinates volunteers to donate story books to Newborn Intensive Care Units for parents to read while they are bonding with their babies (2017- presently)

NOLA Ready Volunteer

- Work with the City of New Orleans to assist the public to respond and recover from emergencies and disasters of all kinds (2019- presently)

Sheriff Marlin Gusman Annual Thanksgiving Day Celebration

- Serves and delivers food to senior citizens and citizens of New Orleans who were in need (2018-presently)

Women of Purpose

- Unite women to empower other women to be their best selves (2021- presently)

CAREER HIGHLIGHTS

Speaking Engagements:

- ***“Engaging Virtual Facilitation”***
New Leaders Alumni Engagement Team, April 18, 2020
- ***“Putting People First and Managing Adaptive Change”***
New Leaders, Partner Engagement, , May 21, 2021
- ***“Leading Through Adversity”***
International Society for Technology in Education, June 30, 2021
- ***“Modern L&D Spotlight”***
Learning Cluster Design Group, August 4, 2021
- ***“Impact Through Adversity: My Journey Towards Becoming a Transformational School Leader”***
Elementary and Secondary Education Act, Feb. 18, 2022.