

LAKIA MARIE BAYMON

Lakia.baymon@gmail.com

EDUCATION

- **B.A., English/Africana Studies/Government**, Bowdoin College, Brunswick, ME, May 2006
- **M.Ed., Middle School Leadership**, American International College, Springfield, MA, May 2018
- **Ph.D., Educational Leadership**, Springfield College, Springfield, MA, anticipated, May 2026

LICENSURE AND CERTIFICATION

- **License**, Superintendent/Assistant Superintendent, June 2019
- **License**, Principal/Assistant Principal (PreK-6), January 2018
- **License**, Principal/Assistant Principal (5-8), September 2015
- **License**, English 5-8, July 2013
- **License**, English, 8-12, November 2009

WORK EXPERIENCE

MA Department of Elementary and Secondary Education, Everett, MA Aug. 2024 – Current
Registered Teacher Apprenticeship Program Coordinator

- Coordinate the design and rollout of Massachusetts' first Registered Teacher Apprenticeship Program in collaboration with internal and external stakeholders, including the Executive Office of Education's Office of Labor & Workforce Development. -
- Increase the teacher pipeline by creating and implementing a job-embedded licensure pathway at no cost to candidates.
- Develop partnerships with teacher preparation providers, K-12 schools, and districts to support multi-year, job-embedded training and instruction.
- Lead diversity initiatives to expand the educator workforce through targeted apprenticeship programs.
- Identify and secure funding streams through preparation providers and school districts to ensure low-cost program participation.
- Oversee the release and management of competitive grant applications for K-12/Educator Preparation Program (EPP) partnerships.
- Create a comprehensive guidebook and resources for all roles within the apprenticeship model, including apprentices, mentors, and EPPs.
- Partner with districts and educator preparation providers to establish eligibility and readiness criteria for the apprenticeship program.
- Lead the selection and onboarding process for cohorts of K-12 district/EPP partner sites.
- Direct procurement processes to secure professional development and technical assistance providers for program implementation and mentor training.
- Collaborate with the Office of Licensure to establish a streamlined certification process for apprentices.
- Seek and apply for state and federal grant funding to support the program's implementation and scale.
- Secure a vendor to develop professional development academies focused on culturally responsive mentorship for mentor teachers.
- Liaise with stakeholders to ensure alignment with DESE's Educational Vision and strategic objectives.
- Supervise staff and contracted partners to ensure effective program implementation.
- Support additional research-based educator recruitment initiatives to diversify the educator workforce.
- Collect, maintain, and monitor data for program reporting and evaluation.
- Perform additional duties as assigned, including travel to regional and national conferences as needed.

Springfield College, Springfield, MA Sept. 2024 – Current
Adjunct Professor

- Teach undergraduate courses with an interdisciplinary approach, integrating diverse perspectives to encourage critical thinking and engagement.

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- Design and deliver course content aligned with learning objectives to foster intellectual growth and adaptability.
- Facilitate class discussions and interactive activities to support students' transition to college-level learning.
- Provide timely feedback on assignments, promoting academic success and reflective practices.
- Serve as a supervising practitioner for aspiring teachers, modeling effective instructional strategies, providing mentorship, and supporting professional development.

Springfield Public Schools, Springfield, MA

Jun. 2019 – Aug. 2024

Principal

- Promote a positive school culture by setting expectations for students and staff
- Ensure effective instructional programs are designed and delivered to students
- Provide professional learning opportunities for educators
- Serve as the instructional leader, supporting and guiding staff based on knowledge and experience
- Supervise instructional personnel to monitor performance and provide for professional growth
- Increase personal knowledge, skills, and abilities and ensure best practices are implemented
- Ensure compliance with state statutes, board of education policies, administrative practices and procedures, and employee handbook
- Manage the school site and organizational systems and efficiently manage resources
- Conduct meetings to coordinate activities and achieve school objectives
- Ensure staff and educators follow ethical standards and are accountable for their responsibilities
- Delegate administrative functions to manage the workload efficiently and grow leadership capacity
- Develop written and electronic reports to guide curriculum, instruction, assessment, and student achievement
- Evaluate assigned personnel to ensure standards are achieved and performance is maximized
- Facilitate communication among personnel, students, parents, and community members to solve problems and resolve conflicts
- Represent the school within community forums to maintain ongoing community support for educational goals
- Respond to inquiries from internal and external sources to identify issues and recommend or implement remediation plans

Springfield Public Schools, Springfield, MA

Dec. 2017 – Jun. 2019

Associate Principal

- Managed the school in the absence of the principal
- Collaborated with school staff and district administrators to achieve goals
- Led the development and implementation of instruction and learning experiences for students
- Developed and monitored the school's improvement plan and student achievement data
- Aligned resources to enhance teaching and learning
- Engaged staff in a shared vision for effective teaching with a standards-based, rigorous curriculum
- Reviewed instructional practices and implemented a continuous improvement cycle based on data
- Evaluated teaching effectiveness through regular classroom observations and feedback sessions.
- Performed additional tasks and responsibilities assigned by the principal and superintendent

STEM Middle Academy, Springfield, MA

Jun. 2014 – Dec. 2017

Assistant Principal

- Collaborated with the principal to elevate the school's rating from three to Level one in two years
- Served as acting principal during the principal's absence, ensuring continuity in leadership
- Supported the selection, training, and implementation of district standards and initiatives
- Assisted in scheduling, goal setting, and selecting instructional materials
- Analyzed assessment data to enhance instructional methods and achieve student performance goals
- Designed and executed Title 1 programs and supported multi-language and special education initiatives

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- Aided in the supervision and evaluation of classroom instruction
- Facilitated the implementation of instructional strategies, catering to diverse learners and improving delivery methods, assessment, and staff development
- Provided support to teachers managing student behavior issues
- Contributed to the development and management of the school budget and the implementation of HR policies
- Assisted in planning and facilitating professional development workshops and sessions

Chestnut Middle School, Springfield, MA

Aug. 2013 – Jun. 2014

Seventh Grade ELA (Talented and Gifted) Teacher and Collaborative Professional Development Teacher (CPDT)

- Delivered daily instruction to over 70 students
- Collaborated with grade-level colleagues to develop and implement high-quality lessons
- Served on the School Redesign Team, Instructional Leadership Team, Achievement Network Leadership Team, and Positive Behavior Interventions and Supports Team
- Prepared incoming sixth-grade students for middle school transition through the Springfield Public Schools Early Start Summer Program.
- Coordinated the school's MCAS Boot Camp for ELA and Math
- Partnered with the ILS team to plan and facilitate PLC meetings and professional development workshops
- Provided in-class support to teachers and students through small group instruction, modeling, co-teaching, and co-planning
- Collaborated with the administrative team to deliver targeted support for teachers and students through observations, coaching, and feedback

Martin Luther King Jr. Charter School of Excellence, Springfield, MA

Teacher and Academic Coordinator

Jun. 2009 – Aug. 2013

- Collaborated with grade-level peers to develop and implement daily math, ELA, science, social studies, and writing lessons
- Fostered strong relationships with students and consistently communicated with families regarding academic and behavioral progress
- Created a safe and well-managed classroom environment, ensuring 100% student engagement during structured learning times
- Facilitated professional development workshops on writing, classroom management, and data-driven instruction
- Served on various committees and boards, including the Working Towards Excellence Committee, Engineering Club, School Chorus, Dr. King Jr. Scholarship Committee, Annual Celebration of Learning Committee, and School Building Committee
- Provided one-on-one instructional support to students per their IEPs and offered after-school tutoring for individual and small groups of students
- Oversaw the planning and implementation of the school's assessment system
- Led the data analysis team and developed progress reports for parents, teachers, administrators, board members, and the Massachusetts Department of Elementary and Secondary Education
- Collaborated with teachers to set academic goals for all students and create action plans to meet mid-year and end-of-year achievement targets
- Developed and coordinated a remediation/intervention tutoring program for students
- Coordinated annual summer support and enrichment programs, MCAS Saturday School, and after-school tutoring programs
- Facilitated bi-weekly, school-wide data meetings
- Organized monthly professional development training on instructional techniques, classroom management, and assessment data analysis
- Supervised and evaluated paraprofessional staff and substitute teachers
- Conducted formal and informal observations of teachers in collaboration with the principal

- Oversaw the curriculum development team
- Facilitated cross-grade level planning meetings with teacher leaders and literacy and math coaches

ACHIEVEMENTS AND AWARDS

- **Influence 100 Fellow**, Department of Elementary and Secondary Education
Selected by a committee to undergo training for the role of superintendent. Graduated, Aug. 2025
- **Principal and Teacher Advisory Cabinet**, Department of Elementary and Secondary Education
Collaborated with a committee to create leadership opportunities, elevate excellent teaching and leadership, and foster networking and collaboration among educators. Served as an advisor for updating educator evaluation rubrics to ensure they supported effective, culturally responsive teaching and leadership for all students. Sept. 2021
- **Inspired Fellow**, Massachusetts Department of Elementary and Secondary Education
Selected by a committee to collaborate with other fellows to increase the racial diversity of the teaching workforce in Massachusetts by providing support resources and promoting interest in the profession. Sept. 2021
- **Urban Principal Development Institute**, Teachers 21
Nominated and selected by a committee of educators and school leaders to participate in an aspiring administrator training program for teachers. Mar. 2010
- **Pioneer Valley Excellence in Teaching Award Recipient**
Recognized as one of 40 teachers awarded for excellence in teaching in Western Massachusetts. Mar. 2010
- **Public Interest Career Fund Fellow**, Bowdoin College
Awarded a prestigious fellowship as one of 10 students selected from a college-wide pool of applicants for demonstrating a solid commitment to working in social service and social justice. Apr. 2004
- **John Brown Russwurm Scholar**, Bowdoin College
Awarded a full scholarship by the Bowdoin College Admissions Committee based on outstanding academic achievement. Aug. 2002

PROFESSIONAL AFFILIATIONS

- Recruiter/Member, Bowdoin College Alumni Association, 2008-Current
- Member, Alumni Leadership Program, 2006-Current