Updated September 2025

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

Courses Taught:
Ed.S., Tier I and Tier II Leadership Certificate Levels:
- Leadership for Student Learning (EDLE 7400) – 10 semesters
- Ethics for Leadership in Education (EDLE 8324) – 9 semesters
- Effective Management to Promote Student Learning (EDLE 8305) – 7 semesters
- Schools and Community Engagement (EDLE 7312) – 7 semesters
- Professional Learning Communities (EDLE 6327) – 5 semesters
- Using Data to Improve Schools (EDLE 6341) – 1 semester

Ed.D Level:
- Advanced Instructional Practices to Improve Schools (EDSI 9942) – 7 semesters
- Policy Analysis for School Improvement (EDSI 9925) – 6 semesters
- Doctoral Seminar (EDSI 9901) – 1 semester

Doctoral Dissertation Committees:
- Chair, 5 dissertations completed (2020–2023)
- Committee Member, 3 dissertations completed (2021–2024)
- Chair, 2 dissertations in progress (proposals defended 2024)
- Committee Member, 1 dissertation in progress

Instructional Support:
- Adjunct Course Contact: *Leadership for Student Learning (EDLE 7400)* – 4 semesters

- Adjunct Course Contact: *Ethics for Leadership in Education (EDLE 8324)* – 1 semester
- Adjunct Course Contact: *Policy Analysis for School Improvement (EDSI 9925)* – 1 semester
- Georgia BEST Instructional Support Mentor: *Policy Analysis for School Improvement (EDSI 9925)* – 3 semesters

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

Invited Presentation

Kimbrel, L. (2024, November 13 &14). *What school districts' strategic plans reveal about their future needs for products, services, and supports.* Two sessions at Education Week Market Brief Annual Conference.

Peer Reviewed Presentations

Kimbrel, L. (2025, February 20). *The renewed promise of strategic planning to improve K-12 public school outcomes.* Research presentation at Eastern Educational Research Association Annual Conference.

Kimbrel, L. (2025, February 20). *A Program Evaluation of a K-12 District's Grade Reporting System: Findings, Insights, and Recommendations.* Research presentation at Eastern Educational Research Association Annual Conference.

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. R*oundtable 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 Evaluation & Policy Analysis, peer review (2024)
Educational Leadership Review (ICPEL Publication), peer review (2018, 2019, 2020, 2022, 2024, 2025)
Educational Leadership Review of Doctoral Research (ICPEL Publication), peer review (2018, 2022, 2024, 2025)
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 (2020-2024)
International Journal of Educational Leadership Preparation (ICPEL Publication), peer review (2020-2025)
International Journal of Leadership in Education, peer review (2020, 2023)
Impacting Education (CPED), peer review (2024)
Journal of Education, Society, and Behavioural Science, peer review (2021)
Journal of School Leadership, peer review (2021-2023)
Leadership and Policy in Schools, peer review (2022)
Mentoring and Tutoring (ICPEL Publication), peer review (2020, 2021)
SAGE Open Journal, peer reviewer (2021-2025)
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, 2024)
Georgia Undergraduate Research Conference, peer review & session moderator (2019, 2020)
National Youth at Risk Conference, peer review (2018, 2019, 2020, 2022, 2023, 2024)
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 & 2025-2028)
    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, Chair (2024)
Post Tenure Review Committee, Chair (2024)
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 Department Programs

- Curriculum Development: Led full revisions of *EDSI 9925* and *EDLE 6327* course materials and assignments (2024).
- Faculty & Departmental Service: Chair, Clinical Faculty Search Committee (2022–2023); Member, Third-Year T&P Review Committee (2023); Contributor to LRSI departmental retreat and Tier I initiatives.
- Student Support & Program Development: Candidate/application reviewer (2018–2024); Dissertation proposal and award reviewer (2023); Dissertation boot camp participant (2018); Orientation and professional development session leader (2019–2021).
- Professional Learning Contributions: Panel member for dissertation topics and academic expectations sessions (2021–2022); Presenter for research, leadership assessment, and program development sessions (2019–2023).
- Advisory Roles: Member, EDSI Advisory Committee (2019–2020).

PROFESSIONAL GROWTH

Timely Grader Pilot
AI grading tool pilot group member (2025)

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.

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, Higganaum, 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 (2023-2025)
- 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)
- Council Bluffs Community School District, Council Bluffs, IA – Program Review of Grade Reporting & Assessment System (2024) Reports publicly available on the district website:
    - Data reports – student performance data analysis, survey data analysis, qualitative data analysis
    - Final program evaluation report
- White Plains City School District, White Plains, NY – Facilitation of professional development to implement strategic plan (2023-2025)

CERTIFICATIONS

Georgia Professional Standards Commission Teaching Certificate – Educational Leadership
California Administrative Services Credential – Educational Leadership
Illinois Professional Educator License – Special Education, Educational Leadership, Superintendent