

# Adrian Gibson – Assistant Principal Candidate

Camp Creek Middle School

## Leadership Philosophy

*Empower others through systems, clarity, and accountability — always keeping instruction at the center.*

- Build systems that empower stakeholders and keep instruction at the center of everything I do
- Develop the capacity of those I lead while maintaining clear, consistent accountability
- Lead as a collaborative partner — supporting team cohesion and advancing the principal's vision

## AVID Isn't an Add-On — It Is the System

*AVID is the plate everything rests on and the vehicle that moves us forward.*

- Strengthen school culture through relationships and student agency
- Improve instruction through rigor, collaboration, and WICOR strategies
- Increase stakeholder ownership and engagement

## AVID in Action: School Culture & Climate

- Implement Universal Classroom Systems focused on relationships
- Train staff in AVID strategies: Marking the Text, Jigsaw, Study Groups
- Recognize students and staff to build community
- Increase Canvas Observer (parent) accounts to improve communication

## AVID in Action: Instructional Rigor & Collaboration

- Transition PLCs to teacher-led collaboration focused on rigor and data
- Use Canvas for instructional delivery with WICOR strategies embedded
- Leverage enrichment for study groups, on-demand writing, grade checks
- Highlight WICOR strategies in walkthroughs and meetings

## Why Adrian Gibson?

- Prepared: Trained across every major leadership domain
- Proven: Led initiatives that strengthened systems and outcomes
- Plugged In: Deep understanding of our culture — with fresh eyes for opportunity