

KHUSHWINDER KAUR GILL, Ed. D.

1202 Cochran Drive, Tracy, CA 95377

Phone: (209) 597-1954 | Email: khushgill30@gmail.com | Website: www.khushwindergill.com

PROFESSIONAL SUMMARY

A visionary education leader with over 30 years of experience, dedicated to academic excellence, equity, inclusion, and fiscal responsibility. Embracing servant and transformational leadership, I prioritize the needs of students, staff, and communities while driving growth and organizational change. Passionate about closing achievement gaps, supporting social-emotional learning, and ensuring equitable access to high-quality instruction, I inspire lasting, positive impact on educational communities.

EDUCATION AND QUALIFICATIONS

- Doctorate of Education Administration & Leadership, *University of the Pacific*, Stockton, CA May 2012
- Master of Education Administration, *University of the Pacific*, Stockton, CA May 2006
- Administration Credential, *University of the Pacific*, Stockton, CA May 2006
- Single Subject Teaching Credential, *California State University*, Sacramento, Credentials in Home Economics, General Science & Biology, BCLAD Emphasis (Punjabi) December 1997
- Master of Science, Clothing and Textiles, *Punjab Agricultural University*, India January 1992
- Bachelor of Science: Home Economics, *Punjab Agricultural University*, India November 1988

LEADERSHIP TRAINING HIGHLIGHTS

- Association of California School Administrators: Superintendents Academy, Personnel Services Academy Budget Academy (Certificate Programs)
- California Association of School Business Officials: Chief Business Official Certification (BEL Program)
- Education Leadership Organization: Good to Great Superintendent Academy
- Equity, Diversity, and Inclusion Trainings - EPIC and Courageous Conversations

COUNTY OFFICE LEADERSHIP EXPERIENCE

Assistant Superintendent, Personnel Services

Santa Clara County Office of Education (SCCOE) June 2024 – Present

- **Comprehensive Personnel Services Program:** Lead all functions of personnel services and workforce development, including professional development, credentialing, evaluations, negotiations and relationships with labor partners, layoffs, reclassifications, compliance, employee wellness, and retention for 1,600+ employees, ensuring alignment with SCCOE goals.
- **Recruitment:** Enhance staff quality by conducting recruitment fairs for SCCOE and Santa Clara school districts and charter schools, prioritizing highly qualified candidates and expanding diversity through outreach to universities.
- **Culture and Staff Morale:** Foster a positive, inclusive work culture by recognizing employees, building relationships, and facilitating professional development for equitable student learning.
- **Leadership at State and County Levels:** Serve on the California County Superintendents' Personnel

Administrative Services Committee, providing training and support for personnel and employee relations across Santa Clara school districts.

- **Fiscal Management:** Manage Budget of over \$6 million, aligning staffing needs with financial resources to prevent overstaffing or understaffing and maintain fiscal stability.
- **Support for Governance:** Ensure HR policies align with SCCOE goals, provide data-driven insights on staffing trends, compensation, and assist with board meetings, and proactive communication.

PREK-12 DISTRICT LEVEL EXPERIENCE

Assistant Superintendent, Human Resources, Student Services, and Health Services

Benicia Unified School District (BUSD)

July 2017 – June 2024

- **Visionary Instructional Leadership:** Implemented literacy initiatives, STEAM education, the Science of Reading, and instructional rounds to provide professional development. Supported tiered academic interventions and an equitable learning environment.
- **Human Resources Operations:** Led systemic change by developing and implementing a human resources procedural manual, streamlining hiring processes, and improving employee wellness, retention, and compliance. Transformed year-long contentious labor negotiations into a positive experience, successfully settling agreements in under an-hour for six consecutive years.
- **Culture and Climate:** Implemented programs like Teacher of the Month and Employee of the Year to recognize staff. Fostered trust through staff climate surveys and personal engagement, including classroom visits and participation in community events.
- **Student Safety and Health:** Streamlined student and health services programs by developing a procedural manual and implementing Positive Behavioral Interventions and Supports (PBIS).
- **Governance:** Enhanced collaboration between the Board of Education and district leadership through clear communication and active involvement in board meetings and policy development.
- **Fiscal Management:** Managed a \$4+ million budget, including multi-year projections, staffing, state/federal funding (ESSER, COVID), and supported the LCAP and funding allocations.

Assistant Superintendent: Educational Services, Special Ed., & Human Resources, Maintenance

Lammersville Unified School District (LUSD)

July 2012 – June 2017

- **Curriculum Implementation and Targeted Interventions:** Led the implementation of Common Core, curriculum adoption, and technology integration to ensure academic success for all students, including English Learners and Students with Disabilities. Implemented Multi-Tiered Systems of Support (MTSS), empowering teachers to utilize data to drive instruction for content mastery.
- **Fiscal Strength and LCAP:** Secured a \$60 million bond for construction, overseeing maintenance, and leading safety and wellness programs across the district. Coordinated the District Strategic Plan and LCAP writing, engaging stakeholders to align educational initiatives and funding strategies.
- **Student Enrichment and Family Engagement:** Launched and sustained several state champion district-wide student enrichment programs for students at all schools, i.e., Science Olympiad, Special Olympics for students with disabilities, Math Olympiad, Spelling Bee, Academic Pentathlon, gardening, intramural sports, carnivals, family science and movie nights.

K-12 SCHOOL SITE LEVEL EXPERIENCE

- **Principal:** George Kelly School, Tracy Unified School District Nov 2008 – July 2012
- **Assistant Principal:** North School, Tracy Unified School District Oct 2007 – Nov 2008
- **Teacher & EL Coordinator:**
Art Freiler K-8 School (Tracy USD), Morada Middle School (Lodi USD), Einstein Middle School
(Sacramento City USD), Patterson High School (Patterson USD) July 1997 – June 2001
- **Instructional Assistant:** Tokay High School, Lodi Unified School District July 1994 – June 1997

POST SECONDARY - COLLEGE AND UNIVERSITY LEVEL EXPERIENCE

- Adjunct Faculty - *California State University Stanislaus*, Turlock Jan 2014 – Jun 2016
- Teachers College - *San Joaquin COE*, Stockton Jan 2006 – Jun 2017
- Dissertation Committee Member, Doctoral Program – *University of La Verne* Sept 2016 – Apr 2020

PRESENTATIONS AT CONFERENCES AND WORKSHOPS

- Presented workshops at ACSA and AASA Conferences (2013, 2014, 2019)
- Presented research from Doctorate Dissertation at APA and AERA Conferences (2013)
- Led Diversity and Equity presentations at ACSA Region VII Conference (2011)
- Instructed English Language Development course for CTET and CLAD credentials (AB2013)

AWARDS

- **Administrator of the Year**, Benicia Unified School District, March 2020
- **Administrator of the Year**, Phi Delta Kappa, April 2017
- **President's Award as Charter President**, ACSA Region VII, January 2014
- **California Principal of the Year**, Governor's Council of Physical Fitness, September 2011
- **Wal-Mart Teacher of the Year**, August 2005
- **Distinguish Teacher of the Year award**, Phi Delta Kappa, May 2004
- **Golden Bell Awards**, CBSA Conferences - Art Freiler School in Tracy USD - Community Gardening Program in 2006 and Science Program in 2004

MEMBER OF PROFESSIONAL AND SERVICE ORGANIZATIONS

- Association of California School Administrators (ACSA)
- California Association of African American Superintendents and Administrators (CAAASA)
- California Association of Asian and Pasifika Leaders in Education (CAAPLE)
- Former Board Member, Sister City Association, Tracy, CA
- Former Board of Directors, Sutter Tracy Hospital Foundation, Tracy, CA
- Volunteer at Relay for Life, Homeless Shelter, and Community Blind Center

GRANTS, PARTNERSHIPS AND SKILLS

- Secured \$1.5M+ in grants for programs including Educator Effectiveness, CTE, STEM, Wellness, and Gardening
- Awarded ACSA Professional Development Scholarships (2011, 2012)
- Developed partnerships with ACSA, CAAASA, CALSA, CAAPLE, higher education, and businesses to support workforce diversity and student programs
- Fluent in Punjabi, Hindi, Urdu, and English