

Thomas Y. Kim

Objective:

To provide an equitable learning experience for all students through collaborative and student-centered practices.

Summary:

Highly motivated and proven leadership experiences with applicable knowledge of unit and high school district models. Strong writing and verbal communication abilities that will lead the district toward achieving district goals and embracing constituents within the school community.

Employment:

Niles Township HS District 219

Skokie, IL

Assistant Superintendent for Human Resources

July 1, 2018-Present

- Served as temporary acting superintendent during 2nd semester of FY21
- Responsible for recruiting, retention, and employee experience
- Facilitate district's evaluation processes
- Facilitate employee benefits programming and Wellness initiatives
- Manage district's substitute teacher pool
- Execute other duties as assigned by superintendent and/or Cabinet

Community HS District 155

Crystal Lake, IL

Assistant Superintendent of Human Resources

July 2017-June 2018

- Responsible for recruiting, retention, and employee experience
- Facilitate district's evaluation processes
- Facilitate employee benefits programming
- Manage district's substitute teacher pool
- Execute other duties as assigned by superintendent and/or Cabinet

Huntley Middle School

DeKalb, IL

Principal

July 2015- June 2017

- Supporting HR department in personnel protocols during 2016-2017 school year
- Guiding and facilitating vision of schooling and alignment to district goals
- Facilitating leadership of building teams and overall
- Implementing processes to ensure data drives instructional practices and interventions
- Ensuring curriculum and assessment is implemented in accordance with district goals
- Overseeing and evaluating assistant principals, teachers, assistants, and secretaries
- Collaborating with elementary and high school teams to improve transitions for students
- Co-facilitating facility projects: Media Center renovations and classroom buildouts

DeKalb High School

DeKalb, IL

Athletic Director

July 2014-June 2015

- Supervised and evaluated staff, head coaches, and the growth of athletic programs
- Created and managed budget
- Oversaw operating procedures of the Booster Club

Grayslake Central High School

Grayslake, IL

Associate Principal for Curriculum and Instruction

July 2012-June 2014

- Facilitated leadership of building teams and departments
- Served concurrently as interim social studies department chair

- Oversaw and evaluated teachers, assistants, and department chairs
- Coordinated annual staffing plan
- Coordinated testing and planning for the following: PSAE, AP Exams, Explore, and Plan
- Coordinated the ACT Prep Program and RtI programs
- Served on district Evaluation Pilot Committee
- Served on district Technology Committee-implementation of Bring Your Own Device
- Served on strategic planning committee

**Grayslake Central High School
Athletic Director**

**Grayslake, IL
May 2008-June 2012**

- Supervised and evaluated staff, head coaches, and the growth of athletic programs
- Created and managed budget
- Facilitated operating procedures of the Booster Club
- Founded Student-Athlete Leadership Team
- Co-facilitated facility projects: weight room, baseball facilities, softball facilities, stadium and field house scoreboards, and creation of wrestling and equipment rooms
- Earned Certified Athletic Administrator distinction by the NIAAA

**Elgin High School
Social Studies Teacher**

**Elgin, IL
August 2000-May 2008**

- Taught US History, Co-Taught US History, American Studies, World History, and Civics
- Nominated as a "Center of Influence Person" in education by the US Army and guest at US Army All-American Bowl Game in San Antonio
- Sponsored Students Against Violence Everywhere program (S.A.V.E.) from 2001-2003
- Head coordinator of German Exchange program in 2004 and co-coordinator in 2001 and 2003

Education:

Loyola University, Superintendent Endorsement
Aurora University, M.A. in Education Leadership
North Park University, B.A. in History

August 2011-May 2015
January 2002-May 2004
August 1996-May 2000

Other Leadership Experiences:

D219 Joint Stipend Committee Chair
D219 Educational Policy Advisory Committee Co-chair
D219 Wellness and Benefits Committee Chair
#ProudlyDeKalb City Committee, District Representative
D428 Wellness Committee Co-leader
D428 Differential Review Committee
D428 Bilingual Parent Advisory Committee
D428 Minority Recruiting Committee
United States Marine Corps Officer Candidate School
Head Football Coach - Elgin High School
Head Girl's Track and Field Coach - Elgin High School

July 2018-present
July 2018-present
July 2018-present
September 2016-June 2017
September 2015-June 2017
November 2016- June 2017
January 2016- June 2017
August 2015- June 2017
May 1999-June 2000
June 2004-June 2008
January 2003-June 2005

Other Related Experiences:

- Presenter for state and national school human resource associations
- Annual presenter and partner in Community Learning Series with Northern Illinois University
- Annual presenter and adjunct professor in pre-service and leadership training for SOE-North Park University
- Represented D428 for community #ProudlyDeKalb Committee
- Co-founded annual Toys for Tots Basketball Game with DeKalb's Police Dept., Fire Dept., and Park District
- Co-led D428 Wellness Committee, D428 Differential Committee, and D428 Bilingual Parent Advisory Committee
- Annually volunteered at Barb Food Mart Pantry for D428 families in need
- Annually volunteered Feed Our Starving Children

- Understanding by Design presentations at D127 professional development days

Professional Organizations:

AASPA American Association of School Personnel Administrators (Leon Bradley Scholarship Committee Chair)
ASCD: Association for Supervision and Curriculum Development
IASA: Illinois Association of School Administrators
IASPA: Illinois Association of School Personnel Administrators – **Named New HR Administrator of the Year for Illinois in 2019** (serving as a Board member and Sponsorship Chair)