

BRIAN MARTIN, PhD

Vice Principal | Academic Systems | Instructional Leadership | International Schools

Bucaramanga, Colombia | +57 305 277 0840 | brianstephenmartin@gmail.com | drbrianmartin.net | U.S. Citizen

EXECUTIVE PROFILE

PhD qualified Vice Principal and international academic leader with 20+ years of experience across K to 12 education, secondary mathematics leadership, instructional coaching, curriculum alignment, academic systems, business, and technology. Current work at Colegio Panamericano focuses on teacher observation and coaching, AP alignment, responsible AI policy, new teacher onboarding, department head support, assessment data, and organizational follow through. Known for practical school improvement: supporting teachers, building clearer systems, using evidence, and strengthening the conditions that help faculty and students do their best work.

CORE COMPETENCIES

Instructional Leadership | School Improvement | Faculty Development | Teacher Observation and Feedback | Curriculum Alignment | Assessment | AP | IB MYP | IB Diploma Programme | MAP Growth | SAT | Data Informed Decision Making | Department Leadership | Professional Learning | Teacher Retention | Responsible AI | Academic Integrity | New Teacher Onboarding | Cognia Continuous Improvement | Cross Cultural Leadership

SELECTED LEADERSHIP IMPACT

- Coordinated vertical curriculum alignment across Mathematics, Science, English, and Spanish, connecting standards, course sequences, and readiness across grades.
- Completed 90+ classroom observations and feedback cycles; developed a peer-coaching framework with model lessons, implementation goals, reflection, and follow-up.
- Created and advanced an AP grades versus AP exam results tracker to compare internal grades with external outcomes and identify alignment gaps.
- Developed bilingual AI policy guidance with a cross-department committee, addressing academic integrity, responsible teacher use, privacy, and human oversight.
- Worked with HR to improve new teacher arrival and transition systems, including feedback gathering, housing readiness, teacher cheat sheets, and practical support for international hires.
- Developed an Upper School course catalog draft with course sequences, prerequisites, and AP pathways; coordinated AP Fair materials and a four-block Grade 6–7 transition plan.
- Received an Exemplary rating in Organization, reflecting clarity, dependability, follow through, and the ability to turn loose processes into usable systems.

PROFESSIONAL EXPERIENCE

COLEGIO PANAMERICANO | Bucaramanga, Colombia

Vice Principal and Academic Coordinator, Upper School | Aug 2025 to Present

- Lead Upper School academic programming with responsibility for instructional quality, department leadership, assessment practices, professional learning, and alignment of academic expectations.
- Guide Heads of Department through structured leadership meetings, academic planning, curriculum conversations, data review, and follow up on schoolwide instructional priorities.
- Analyze MAP, SAT, AP, and internal assessment data to identify achievement trends, inform academic planning, and support evidence based decisions.
- Oversee teacher observation, feedback, coaching, and professional development systems focused on practical classroom improvement, clarity, professional trust, and continuous growth.
- Lead Upper School Responsive Classroom implementation and coordinate vertical curriculum alignment, especially in Mathematics and Science.
- Partner with faculty, HR, and senior leaders on academic systems, responsible AI policy, academic integrity, onboarding, communication, and organizational follow through.

NEWTON COLLEGE | Lima, Peru

Head of MYP and DP Mathematics | Aug 2021 to Aug 2024

- Led MYP and DP Mathematics programs, overseeing curriculum alignment, assessment consistency, instructional quality, and coherent pathways across secondary mathematics.
- Mentored faculty through collaborative planning, coaching conversations, professional development, and shared review of teaching and assessment practices.
- Served on the academic leadership team, advising on curriculum initiatives, instructional priorities, and cross department planning.
- Strengthened vertical alignment between MYP and DP mathematics to support student readiness, course progression, and rigorous expectations.

THE ENGLISH SCHOOL | Bogota, Colombia

Head of MYP and DP Mathematics | Aug 2019 to Aug 2021

- Led delivery of MYP and DP Mathematics curricula, supporting alignment with IB expectations, assessment practices, and high academic standards.
- Supported faculty in instructional planning, collaborative reflection, assessment design, and student centered approaches to secondary mathematics learning.
- Coordinated department priorities, resources, and collaborative planning structures to strengthen consistency across courses and grade levels.

EARLIER INTERNATIONAL EDUCATION AND LEADERSHIP FOUNDATION

- Earlier mathematics and science teaching experience across China, Jordan, The Bahamas, and Latin America developed deep cross cultural fluency and a strong classroom foundation.
- Founded and operated Tiger Paw Hostel, a 30 bed international hospitality business recognized by Hostelworld and TripAdvisor.
- Promoted from Sales Engineer to Regional Sales Manager at EPCOS, formerly Siemens, with responsibility for a \$30M+ Western North America territory and major technology accounts.

EDUCATION AND CREDENTIALS

PhD in Educational Leadership | University of the Cumberland | 2024
Master of Education, Math and Science | College of Charleston | 2017
Bachelor of Science, Agricultural Engineering | Clemson University | 1995
Principal License | Washington, D.C.
PACE | South Carolina Alternative Licensure
Spanish | B1 / Intermediate | English | Native

SELECTED PROFESSIONAL LEARNING AND CONTRIBUTIONS

- PTC Curriculum Leadership, 2026 | Responsive Classroom, 24 hours, 2026 | ACCAS / LEAP Leadership Development, 2026.
- Author, Early Dismissal, 2025, translating doctoral research on teacher retention, autonomy, and school culture into practical leadership guidance.
- Guest on Fred Buskey's Assistant Principals Podcast, discussing school leadership, academic systems, and practical teacher support.
- Selected speaker, 2026 Tri-Association Annual Educators' Conference, Santo Domingo, Dominican Republic (upcoming, October 1, 2026). "Leadership Practices That Strengthen Teacher Retention and Build Sustainable School Capacity."
- Leadership portfolio: drbrianmartin.net.

LEADERSHIP APPROACH

- Ground leadership in the real work of school improvement: support teachers, build clearer systems, follow through, and use evidence to make better decisions.
- Connect doctoral research on teacher retention to practical decisions involving onboarding, workload, trust, teacher support, and school culture.
- Emphasize visible, organized, humane leadership connected to what is actually happening in classrooms.