

BRIAN MARTIN, PhD

VICE PRINCIPAL | ACADEMIC SYSTEMS | INSTRUCTIONAL LEADERSHIP

Calm, principled leadership that supports teachers, clarifies systems, and improves student outcomes.

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4 SUBJECTS

CURRICULUM ALIGNMENT

Cross-department coordination

90+

CLASSROOM OBSERVATIONS

Feedback cycles and trend analysis

EXEMPLARY

ORGANIZATION

Performance rating

PhD + LICENSE

CREDENTIALS

Educational leadership and DC principal credential

CORE LEADERSHIP

- Instructional Leadership
- School Improvement
- Faculty Development
- Curriculum and Assessment
- Data Informed Decisions
- Department Leadership
- Professional Learning
- Teacher Retention
- Academic Systems
- Cross Cultural Leadership

PROGRAMS AND SYSTEMS

- IB MYP and DP
- AP
- MAP Growth
- SAT
- Cogna
- Responsive Classroom
- Responsible AI
- Academic Integrity

LANGUAGES

English Native

Spanish B1 / Intermediate

EXECUTIVE PROFILE

PhD qualified Vice Principal and international academic leader with 20+ years of experience across K to 12 education, secondary mathematics leadership, business, and technology. Currently leads Upper School instructional quality, department heads, assessment practices, professional learning, curriculum alignment, and academic systems at Colegio Panamericano. Known for visible, organized, humane leadership that combines high expectations with trust, evidence, and follow through.

SELECTED LEADERSHIP IMPACT

CURRICULUM AND AP ALIGNMENT

Coordinated curriculum alignment across math, science, English, and Spanish. Built an AP grades versus exam results tracker to identify alignment gaps.

RESPONSIBLE AI

Developed bilingual AI policy guidance on academic integrity, responsible teacher use, privacy, and human oversight with a cross-department committee.

TEACHER GROWTH

Completed 90+ classroom observations and feedback cycles. Developed a peer-coaching framework linking model lessons, implementation, reflection, and follow-up.

ONBOARDING AND SYSTEMS

Supported international teacher onboarding, developed an Upper School course catalog draft, and coordinated a Grade 6–7 transition plan.

PROFESSIONAL EXPERIENCE

Vice Principal and Academic Coordinator, Upper School | Colegio

Panamericano

Bucaramanga, Colombia | Aug 2025 to Present

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

PROFESSIONAL EXPERIENCE, CONTINUED

Head of MYP and DP Mathematics | Newton College

Lima, Peru | 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 readiness, progression, and rigorous expectations.

Head of MYP and DP Mathematics | The English School

Bogota, Colombia | Aug 2019 to Aug 2021

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

EARLIER CAREER FOUNDATION

INTERNATIONAL EDUCATION Earlier mathematics and science teaching experience across China, Jordan, The Bahamas, and Latin America built deep cross cultural fluency and a strong classroom foundation.

ENTREPRENEURSHIP Founded and operated Tiger Paw Hostel, a 30 bed international hospitality business recognized by Hostelworld and TripAdvisor.

CORPORATE LEADERSHIP 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.

LEADERSHIP BEYOND THE JOB DESCRIPTION

RESEARCH TO PRACTICE Author of Early Dismissal, 2025, translating doctoral research on teacher retention, autonomy, and school culture into practical leadership guidance.

PROFESSIONAL VOICE Guest on Fred Buskey's Assistant Principals Podcast to discuss academic systems, practical teacher support, and leadership.

CONFERENCE 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."

CONTINUOUS IMPROVEMENT Received an Exemplary rating in Organization for clarity, dependability, follow through, and turning loose processes into usable systems.

SELECTED SYSTEMS PORTFOLIO

ACADEMIC LEADERSHIP Four-subject curriculum alignment, course catalog development, and unit planning.	ASSESSMENT SYSTEMS AP alignment tracker, exam procedures, proctoring expectations, and student surveys.
PEOPLE SYSTEMS New teacher onboarding, transition support, feedback gathering, and practical arrival tools.	POLICY AND INTEGRITY Bilingual responsible AI guidance, privacy safeguards, and academic integrity.

EDUCATION

PhD in Educational Leadership

University of the Cumberland
2024

Master of Education, Math and Science

College of Charleston
2017

BS in Agricultural Engineering

Clemson University
1995

LICENSURE

- Principal License, Washington, D.C.
- PACE, South Carolina Alternative Licensure

PROFESSIONAL LEARNING

- PTC Curriculum Leadership, 2026
- Responsive Classroom, 24 hours, 2026
- ACCAS / LEAP Leadership Development, 2026

PROFESSIONAL CONTRIBUTIONS

- Author, Early Dismissal, 2025
- Podcast guest on leadership and teacher retention
- Leadership portfolio at drbrianmartin.net

LEADERSHIP LENS

PEOPLE
Trust and growth

INSTRUCTION
Quality and evidence

SYSTEMS
Clarity and follow through

SUPPORT TEACHERS. BUILD CLEARER SYSTEMS. FOLLOW THROUGH.