

Thea Layton, MS

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Math Educator ◆ Data Analyst ◆ Program Development & Management

Results-driven education professional with 10+ years of experience designing programs, leading cross-functional initiatives, and developing instructional and operational systems that improve outcomes at scale. Experienced in curriculum development, training and mentorship, stakeholder collaboration, and data-informed decision-making across K-12 and remote environments. Adept at translating complex information into actionable resources for diverse audiences.

Tools, Methods & Instructional Expertise

Math Domains: Pre-Algebra, Algebra I, Algebra II, Precalculus, Calculus AB, Discrete Math, Consumer Math

Analysis & Tools: Python, SQL, Tableau, Google Suite, Canvas LMS, Microsoft Suit

Instructional & Program Design: Instructional Design, Content Annotation, Educational Content Review, U.S. 7-12 Standards, Assessment Design, Data-Driven Analysis, Data Visualization, Team Collaboration, Written Feedback

Professional Experience

Mathematics Educator

2014 – Present

(AP Calculus AB, Precalculus, Math in Society (Discrete), Algebra II, Honors Algebra II, Algebra I, Intro to Algebra)

Bainbridge High School (WA) | Summit High School (OR) | Virtual Preparatory Academy (Remote)

Led the design, implementation, and continuous improvement of mathematics programs across multiple grade levels and delivery models (in-person and remote), supporting student achievement, curriculum alignment, and institutional goals. Partnered with cross-functional stakeholders to evaluate outcomes, address program gaps, and scale effective instructional practices.

- **Served as a member of the Superintendent hiring committee**, evaluating individuals' qualifications to ensure that the most appropriate applicant was offered the leadership position within the district.
- **Coordinated and led a meeting with key stakeholders** to address curricular overlap present within Algebra II and Pre-Calculus, developing all strategic planning to increase regulatory compliance and standards alignment across courses in direct support of over 250 students enrolled.
- **Promote sustained alignment of mathematic curriculum with state and other K-12 standards** as a member of the district-wide Math Advisory Group.
- **Support the New Educator Induction Program**, confirming that newly hired personnel receive the tools and resources needed to meet and exceed professional expectations.
- **Oversaw operations for a 550-member National Honor Society chapter**, ensuring regulatory compliance, accurate records management, and strategic planning for student leadership initiatives.
- **Mentor student teachers**, communicating relevant feedback and ensuring that individuals receive comprehensive support to increase professional development and preparedness for future career endeavors.
- **Overhauled and transformed the AP Calculus program and curriculum present**, creating all resources, tools, daily content, and assessments to increase student accessibility and remove previous, ineffective prerequisites in collaboration with another mathematics teacher.
- **Drove an 80% pass rate on the AP Calculus exam with 90 students enrolled in AP Calculus** through comprehensive information distribution, ensuring that diverse learner profiles and any misconceptions were promptly addressed.

Online Math Grader | Silicon Valley High School (Remote)

Summer 2025

- Evaluated over 1,400 Algebra II submissions, providing detailed, standards-aligned feedback to support student learning.
- Annotated and assessed student work for accuracy, understanding, and instructional alignment.
- Collaborated with remote teams to maintain grading consistency and meet tight content evaluation deadlines.

Vice President | Bainbridge Island Education Association

2021 – 2022

- Elected to represent district educators and facilitate strategic planning, communication, and policy development.
- Led monthly membership meetings and collaborated with stakeholders on initiatives impacting working conditions and educational effectiveness.
- Oversaw officer elections and contributed to updates of bylaws and organizational governance.
- Assisted in resolving personnel issues and contract-related grievances through research and negotiation.
- Represented the district at the Washington Education Association Assembly, advocating for full education funding.

Elected Treasurer | Bainbridge Island Education Association**2014 – 2021**

- Managed annual budgets, financial reporting, and compliance with district and union policies.
- Handled vendor communication and tracked all expenditures to maintain fiscal transparency.
- Created district COVID-19 safety protocols in collaboration with leadership to ensure a safe working environment.
- Supported resolution of contractual violations and grievances with documented findings and solutions.

Volleyball Coach**2014 – 2022**

- Led program operations for multiple teams, including training, scheduling, and mentorship.
- Maintained a strong win record and fostered a collaborative, student-centered team culture.
- Developed a comprehensive COVID-era competition plan involving 33 staff and players to safely continue athletic programming.
- Recruited and hired assistant coaches, evaluating qualifications and program fit.

Education/Certifications**Master of Science in Leadership & Management, Western Governors University**, School of Business, December 2021**Bachelor of Arts in Mathematics** (Majors: Mathematics, Psychology), University of Montana, May 2014**CareerFoundry Certification: Data Analyst****Advance Placement Certified, AP Calculus AB****Secondary Teaching Certificate, Teaching Endorsement: Mathematics & Psychology, WA, OR**