

# LESLIE GRIMM, MA

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## PROFESSIONAL SUMMARY

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Advocate for multilingual learners and educators in PreK-12 education. Dynamic and results-driven professional with 10+ years of experience in operational strategy, portfolio management, and team leadership within the field of multilingual education. Proven expertise in developing and implementing strategic plans that align with organizational goals, optimize resource allocation, and enhance the effectiveness of professional learning programs. Adept at managing budgets, improving process efficiencies, and integrating innovative eLearning solutions. Strong communicator with a track record of fostering collaborative, high-performance teams and building effective relationships with key stakeholders. Committed to promoting equity, diversity and inclusion, leveraging extensive experience in the PreK-12 educational landscape to support educators and multilingual learners. Highly skilled in using data-driven insights to inform decision-making and drive continuous improvement. Seeking to contribute to WIDA's mission as the Director of Professional Learning Operations, utilizing a deep understanding of WIDA's values and strategic priorities.

## KEY COMPETENCIES

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- Strategic Planning and Implementation
- Operational Strategy and Process Optimization
- Stakeholder Data Analysis and Reporting
- Stakeholder Engagement and Relationship Management
- eLearning Innovation and Integration
- Cross-functional Team Leadership
- Superior Communication and Organizational Skills
- Team Leadership and Mentoring

## EXPERIENCE

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January 2024-Present

### **Assistant Director of Professional Learning Operations, WIDA**

- Co-led the process and documentation of departmental strategic planning.
- Co-managed and communicated data and analytics for WIDA's professional learning to internal and external stakeholders.
- Made targeted recommendations to drive PL program improvements.
- Established content and facilitation priorities for the ELRP department leveraging multiple data sources.
- Sponsored and managed development projects for PL package and WIDA website.
- Managed and reported the relationships and budget with external video vendors.
- Provided subject matter expertise on the development of WIDA website content and professional learning for self-paced, virtual, and in-person formats on reading with multilingual learners and PreK-3 offerings.
- Led a team of 5 ELRP professional learning coordinators to ensure effective coordination of ELRP's systems and programs.

Sept 2015-Dec 2023

**Assistant Director of Educator Learning Research and Practice, WIDA**

- Led the development, implementation, and operationalization of a well-articulated PL Design process for new professional learning offerings.
- Co-led and operationalized the adoption and maintenance of WIDA Consortium eLearning.
- Established, communicated and operationalized content and facilitation priorities for the ELRP department leveraging multiple data points on a yearly basis.
- Provided coaching and guidance to State Education Agencies (SEAs) to develop state professional development plans.
- Sponsored and managed development projects for PL Consortium package and WIDA website.
- Developed, facilitated and operationalized the onboarding activities of new Professional Learning Specialists.
- Provided subject matter expertise on the development of professional learning for self-paced, virtual, and in-person formats on WIDA ELD offerings supporting educators of multilingual learners PreK-12.
- Co-managed and communicated data and analytics for WIDA's professional learning to internal and external stakeholders.
- Systematically used stakeholder feedback to inform WIDA's PL portfolio.
- Led a team of 5-8 professional learning experts and researchers to design and deliver high-quality professional learning, resources and research.

Sept 2011-Oct 2015

**Professional Learning Senior Development Specialist, WIDA**

- Designed and facilitated online and in-person professional learning offerings about the WIDA Standards and Assessment System to WIDA Consortium states and territories.
- Led the development of professional learning offerings and resources about WIDA formative language assessment and offerings for school leaders.
- Designed and facilitated internal onboarding activities for new professional learning staff.

June 2009-August 2011

**Program Support Teacher for ESL/Bilingual Division, Madison- Metropolitan School District**

- Developed and facilitated professional development to school and district staff about best practices for multilingual learners, ACCESS for ELLs, literacy for multilingual learners and second language acquisition.
- Facilitated dialogue between ESL/BRT staff and gen ed. staff to improve instruction for multilingual learners.
- Administered ACCESS for ELLs in support of schools.
- Coordinated services for students from PreK to fifth grade across different program models.
- Collaborated with school administrators to plan professional learning about multilingual learners.

Sept 2010-Sept 2012

**Adjunct Instructor of Second Language Acquisition in the Content Areas, Edgewood College**

- Provided instruction through multiple modalities to graduate students in refining teaching practice to meet the needs of multilingual learners.
- Curated resources to refine course syllabi.
- Evaluated student performance with ongoing formative feedback.

August 2003-August 2009

**K-1<sup>st</sup> grade Teacher, 4<sup>th</sup>-5<sup>th</sup> grade ESL Coach, Glendale Elementary school**

- Differentiated literacy and math instruction through small group, whole group and individual lessons.
- Created and modified curriculum for diverse populations of learners.
- Established a welcoming and supportive learning environment for all students.
- Leveraged a hands-on and interactive approach to teaching social studies and science.
- Analyzed data sets to guide planning and instruction.
- Evaluated student performance with ongoing formative feedback.
- Collaborated in multiple effective instructional teams.
- Increased rigor and effectiveness of ESL instruction school wide.
- Facilitated school-wide steering committee and staff meetings.
- Served on the School Leadership Team for 4 years as ELL advocate.
- Maintained strong communication between home and school via weekly newsletters, phone calls, home visits, and notes.

August 2001-July 2003

**K-1<sup>st</sup> grade Spanish Bilingual Teacher, Banting Elementary school**

- Launched new bilingual program model.
- Created new bilingual processes and communication channels to ensure equitable access for bilingual children and their families.
- Differentiated literacy and math instruction through small group, whole group and individual lessons.
- Created and modified curriculum for bilingual learners.
- Established a welcoming and supportive learning environment for all students.
- Leveraged a hands-on and interactive approach to teaching social studies and science.
- Analyzed data sets to guide planning and instruction.
- Evaluated student performance with ongoing formative feedback.
- Maintained strong communication between home and school via weekly newsletters, phone calls, home visits, and notes.

## EDUCATION

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- September 2007-May 2009     **Master of Science in Education: Educational Leadership**  
*Cardinal Stritch University, Madison WI*
- August 2001- May 2004       **English as a Second Language and Bilingual Certification**  
*University of Wisconsin-Whitewater, Whitewater WI*
- August 1996- May 2001       **Bachelor of Science: Elementary Education**  
*University of Wisconsin Stevens Point, Stevens Point WI*

## PUBLICATIONS AND CONFERENCE PRESENTATIONS

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### Publications

- WIDA Writing with Multilingual Learners in the Elementary Grades (2019)*. Guide for WIDA Summer Academy, Rosemont, IL. (Co-author)
- WIDA Scaffolding Learning through Language (2017)*. Guide for WIDA Summer Academies, Nashville, TN and Madison, WI. (Co-author)
- WIDA Early Years Promising Practices Implementation Kit Companion Guide (2017)*. Guide presented at WIDA Early Years Georgia Rollout Event, Georgia. (Co-author)
- Foundational Concepts Companion Guide: For Use with the Taking Action for ELLs Foundational Concepts online module (2017)*. (Co-author)
- WIDA Early Years Leadership Coaching Guide (2016)*. Guide presented at WIDA Early Years Coaching Institute, Madison, WI. (Co-author)
- Promoting Early Language Development for Dual Language Learners: A Resource for Massachusetts Educators (2016)*. (Co-author)
- WIDA Formative Language Assessment (2016)*. Guide presented at WIDA Fall Academy, Albuquerque, NM. (Co-author)
- WIDA ELD Standards and Assessment System for Administrators (2016)*. Guide presented at the WIDA Summer Academy, Madison, WI. (Co-author)
- Dynamic Language Learning Progressions: Background Knowledge for Professional Development Providers (2015)*. (Co-author)

### Conference Presentations

- Ascher, H., Grimm, L., & Rhoads, A. (2023, October). *Reading and Multilingual Learners: Background Knowledge and Representation*. WIDA 2023 National Conference, Milwaukee, WI.
- Daniels, J., & Grimm, L. (2016, October). *Establishing a Collaborative Culture of Learning through FLA Practices*. WIDA 2016 National Conference, Philadelphia, PA.
- Grimm, L., Musser, S., & Wright, L. (2015, March). *Strategies for Developing Key Uses of Academic Language*. Pre-Conference Workshop, TESOL Conference, Toronto, Canada.
- Grimm, L. (2010, November). *Leveraging WIDA Writing Rubrics for Instruction*. La Cosecha Conference, Albuquerque, NM.

## CERTIFICATIONS, SKILLS, ENDORSEMENTS

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- English as a Second Language and Bilingual-Bicultural Education Certificate
- Reading/Literacy Coach Certificate
- eLearning Essentials Instructional Design Certificate

- Project Portfolio Management Foundations Course Certificate
- Project Management Foundations Course Certificate
- Adaptive Schools Training
- Cognitive Coaching Training
- MS/Google Suite/Workflow tools