

Influential Women Showcases Dr. Harriette Thompkins: Advancing K-12 School Improvement Through Leadership

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-- Educational Consultant and
Leadership Coach Draws on Decades
of Experience to Help School Leaders
Build Stronger Cultures, Improve
Instruction, and Create Equitable
Learning Environments

Birmingham, Alabama – Dr. Harriette Thompkins is an accomplished educational consultant, leadership coach, and school improvement advocate whose career reflects decades of commitment to strengthening K-12 education. As the Founder of IntentionalLeadersK12, she works with principals and school leaders to develop effective decision-making, communication, instructional observation, feedback systems, and student agency.



With extensive experience across classroom teaching and school administration, Dr. Thompkins brings a practical, leadership-focused perspective to the complex challenges facing today's schools. Her work is centered on helping educators develop the skills and systems necessary to create positive school cultures, strengthen instructional practices, and establish equitable learning environments where both students and educators can thrive.

Dr. Thompkins began her education career in the late 1990s as an English teacher with Birmingham City Schools. Over the course of more than 15 years, she taught at the secondary level before transitioning into school leadership. She subsequently served as an assistant principal and principal at Wylam Elementary School, where she took on significant school improvement responsibilities. Her career in the district ultimately culminated in her retirement following years of dedicated service.

Throughout her leadership career, Dr. Thompkins demonstrated a strong ability to guide schools through challenging periods of transformation. Her experience includes leading school turnarounds in which struggling schools progressed from failing to proficient performance levels through strategic leadership, collaboration, and instructional redesign. She also founded Invictus Career Institute, a charter school, further expanding her experience in developing educational systems and leadership structures.

In May 2026, Dr. Thompkins earned her doctorate in Educational Leadership, complementing her Ed.S. in Educational Leadership from the University of Alabama at Birmingham and her Bachelor of Arts in English from Talladega College. She is also a Certified Instructional Leader through CLAS and maintains professional memberships with organizations including the National Council of Teachers of English (NCTE), ASCD, the Council for Leaders in Alabama Schools (CLAS), and the Influential Women Network. and the Golden Key International Honor Society.

Her approach to leadership is deeply rooted in perseverance and purpose. Dr. Thompkins credits her early experiences working in challenging Title I school environments with shaping her resilience and strengthening her leadership abilities. Her mother's enduring advice—"Don't give up, don't quit, stay focused"—has remained a guiding principle throughout her professional journey.

Today, Dr. Thompkins applies those lessons to her work with emerging and established education leaders. She encourages young women entering educational leadership to remain grounded in their purpose, maintain consistency, and persevere when confronted with difficult circumstances.

Among the major challenges she identifies in education today are learning loss following the pandemic, rebuilding school culture after disruption and mergers, and resource gaps involving technology and instructional support. Rather than viewing these challenges solely as obstacles, she sees them as opportunities to redesign instruction, strengthen leadership practices, and develop more effective systems of support.

Through IntentionalLeadersK12, Dr. Thompkins continues to champion purposeful leadership and meaningful school transformation. Her career demonstrates that lasting educational improvement requires resilience, collaboration, focused leadership, and an unwavering commitment to students and educators.

For Dr. Thompkins, perseverance and focus remain central to both her professional philosophy and personal life. Alongside her dedication to education, she values family and cherishes time with her nieces, nephews, and loved ones. By remaining grounded in relationships, purpose, and resilience, she continues to inspire school leaders to stay focused and keep moving forward.

Learn More about Dr. Harriette Thompkins:

Through her Influential Women profile, <https://influentialwomen.com/connect/Harriette-thompkins> Influential Women, or LinkedIn [linkedin.com/in/dr-harriette-thompkins-941bb126a](https://www.linkedin.com/in/dr-harriette-thompkins-941bb126a)

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