

TATWEBWA SOLOMON

DIGITAL TRANSFORMATION & EDUCATION TECHNOLOGY LEADER | DATA-INFORMED OPERATIONS | CAPABILITY BUILDING

Bsalim, Mount Lebanon, Lebanon | +961 70 793 405 | tatwebwasolomon@gmail.com | Open to hybrid/remote work and international travel

EXECUTIVE PROFILE

Education technology and transformation leader with 10+ years of experience across education, institutional leadership, staff development and digital learning operations, including seven years leading institution-wide LMS/SIS administration and adoption. As Deputy Head Teacher, led a team of over 60 teachers and managed a budget of approximately US\$2.5 million, combining people leadership, resource stewardship, performance management and operational accountability. Demonstrated digital delivery experience spanning system planning, implementation, testing, user enrolment, staff training, records digitisation, data quality, reporting and continuous improvement. Progressed through Head of Science, Director of Studies and Deputy Head Teacher roles, translating strategic priorities into operational plans, coordinating interdependent workstreams, building staff capability and using performance data to inform leadership decisions. Currently completing an MA in Computing in Education at the American University of Beirut, with focus on learning management systems, digital learning design, education data systems, ICT integration and basic programming. Competent practical user of generative AI tools, including LLM-based assistants, with an emphasis on responsible use, learning design, knowledge work and workflow improvement. Strong cross-cultural communicator with experience coordinating educators, leadership, IT and learner-support stakeholders in a mission-driven environment.

CORE LEADERSHIP & DIGITAL CAPABILITIES

Digital Transformation & Technology Adoption	LMS/SIS Portfolio Leadership & Operational Delivery
Data Quality, Reporting & Decision Support	Change Leadership, Training & Capability Building
Stakeholder Requirements & Cross-Functional Coordination	People Leadership (60+ Staff) & Budget Management (~US\$2.5M)
Performance Management & Continuous Improvement	Generative AI / LLM Tools & Responsible AI Practice

PROFESSIONAL EXPERIENCE

THE AMAZIMA SCHOOL, UGANDA | 2017-2026

Progressive and concurrent appointments spanning senior academic leadership, digital systems, staff development, data operations and programme coordination.

Deputy Head Teacher - Academics & Organisational Improvement | 2024-2026

- Led a team of over 60 teachers and managed a budget of approximately US\$2.5 million, providing people leadership, resource oversight, performance accountability and operational coordination across the academic function.
- Worked as part of senior school leadership to translate institutional priorities into academic operations, staff-development plans and measurable follow-up actions; coordinated performance management through lesson observations, coaching, structured feedback and improvement plans.
- Used learning outcomes, staff-performance information and operational reports to identify priorities, support decision-making and monitor implementation of agreed actions.
- Coordinated professional-development activities and cross-functional work involving leadership, teachers, student-support staff and digital systems, balancing competing priorities and deadlines.
- Led resolution of complex academic and operational issues requiring stakeholder consultation, practical analysis and clear communication.

Learning Management System (LMS) & Student Information System (SIS) Lead | 2019-2026 | Concurrent appointment

- Led planning, implementation, testing, course setup, user enrolment and ongoing administration of institution-wide LMS and student-information systems, supporting adoption by staff and students.
- Gathered operational needs from academic users, worked with IT on system configuration and updates, and translated workflow problems into practical system or process improvements.

- Designed and delivered staff capability-building sessions on digital teaching tools, assessment tracking, reporting and communication workflows, with ongoing user support after rollout.
- Supported the transition from paper-based records to digital, searchable systems, improving accessibility, data retrieval, continuity and institutional resilience.
- Maintained accurate and confidential learning records and produced participation/performance reports that informed leadership decisions and programme improvement.
- Identified opportunities to improve platform use and digital workflows, combining user feedback, operational requirements and data-quality considerations.

Director of Studies - Academic Programmes, Data & Operations | 2021-2024

- Designed and managed the master academic schedule, coordinating school-wide timetabling, examinations, reporting cycles and multiple interdependent academic workstreams.
- Managed academic records and reporting processes, strengthening accuracy, completeness, confidentiality and retrievability of student information.
- Facilitated cross-functional faculty meetings on learning quality, assessment and student progress; documented decisions, tracked follow-up actions and supported implementation.
- Coordinated with specialists and internal stakeholders to deliver targeted learner-support processes and maintain continuity across academic programmes.
- Used structured review and reporting to identify operational issues, support improvement planning and strengthen delivery quality.

Head of Science Department - Team Leadership & Capability Development | Nov 2018-2021

- Led departmental planning, goal-setting, curriculum implementation, assessment coordination and teacher-performance support.
- Organised professional-learning and peer-support sessions; coached teachers in instructional delivery, assessment, classroom management and effective use of learning tools.
- Monitored departmental progress, addressed delivery risks and supported team members through feedback and follow-up.

Science Teacher - Biology & Chemistry | 2017-2019

- Delivered Biology and Chemistry instruction, assessed learner progress and used evidence from assessment to adapt support and improve learning outcomes.
- Contributed to digital and blended learning through preparation of teaching resources and technology-supported instruction.

Science Teacher - Taibah International School, Uganda | May-Aug 2017

- Taught science, assessed learning and supported students through structured instruction, feedback and classroom guidance.

SELECTED DIGITAL TRANSFORMATION & DELIVERY EXPERIENCE

- Institution-wide LMS/SIS implementation and adoption: planning, testing, configuration support, user onboarding, staff training, operational support and continuous improvement.
- Digital records transformation: supported migration from paper-based records to searchable digital systems, with focus on accessibility, retrieval, confidentiality and data integrity.
- Data-informed management: built and maintained reporting processes for student progress, staff performance, participation, examinations and academic operations to support leadership decisions.
- Capability strengthening: designed and facilitated professional development on digital tools, assessment tracking, reporting workflows and instructional practice; supported users after implementation.
- Cross-functional technology delivery: coordinated educators, school leaders, learner-support staff and IT around requirements, workflows, implementation issues and adoption.
- Applied generative AI: competent practical user of generative AI and LLM-based assistants for learning design, research, content development, knowledge work and workflow improvement, with attention to responsible and appropriate use.
- People and resource leadership: led 60+ teachers and managed approximately US\$2.5 million in budget responsibility as Deputy Head Teacher, aligning people, resources and performance expectations with institutional priorities.

EDUCATION

Master of Arts in Computing in Education - In Progress | American University of Beirut (AUB), Lebanon | 2025-Present

- Focus: learning management systems, digital learning design, education data systems, ICT integration and basic programming.
- Graduate research examines teachers' awareness of ADHD and how awareness influences academic support in Ugandan secondary schools, strengthening research, data interpretation and evidence-based decision-making skills.

TECHNOLOGY, DATA & PROFESSIONAL SKILLS

Platforms	PowerSchool LMS; Student Information Systems (SIS); learning-records / HRIS-style systems; cloud-based digital records
Data & Reporting	Data accuracy, records management, reporting, participation/performance tracking, digital archiving, backup practices
Digital Delivery	System rollout support, testing, user enrolment, training, adoption, workflow improvement, change support
Productivity & Coding	Microsoft Office Suite; basic Python, HTML, CSS and Java
AI & Emerging Technology	Competent practical use of generative AI and LLM-based assistants; AI-supported research, content development, learning design and workflow improvement; responsible AI awareness.

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Biblical Integration Trainer - Association of Christian Schools International (ACSI) Certified
- Trust-Based Relational Intervention (TBRI) - Certified
- Registered Teacher - Ministry of Education and Sports, Uganda

LANGUAGES & INTERNATIONAL / CROSS-CULTURAL EXPERIENCE

Languages: English - Fluent | Luganda - Fluent | Runyoro / Rutooro - Fluent | Swahili - Conversational | Arabic - Currently learning

Cross-cultural experience: Long-term work in an international, mission-driven school environment in Uganda; currently based in Lebanon and completing graduate study at AUB. Experienced collaborating across professional, cultural and faith backgrounds.

ADDITIONAL LEADERSHIP

- 10+ years of youth mentorship and development, strengthening coaching, relationship-building, communication and safeguarding-minded support.
- Experienced presenter and facilitator of professional learning for educators, including digital tools, teaching practice and staff development.