



Curriculum Vita
August 2024

Instructor: Teresa J. Farler, EdD

Academic Department: Educational Leadership

University Address: Educational Leadership

Frank Young Education North, Room 112 Texas A&M University-
Commerce

PO Box 3011

Commerce, TX 75429-3011

Office Phone: Phone: (903) 886-5520 (EDAD Main Office at TAMUC)

University Email Address: Teresa.Farler@tamuc.edu

EDUCATION

2005	Doctor of Education Texas A&M University-Commerce, Commerce, Texas Dissertation Title: The relationship between teacher quality and student achievement in fifth grade reading and mathematics
1993	Principal Certification Southwest Texas State University, San Marcos, Texas
1984	Master of Arts in English Wayne State College, Wayne, Nebraska
1978	Bachelor of Arts in Education Wayne State College, Wayne, Nebraska

LICENSURES & CERTIFICATIONS
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- ACUE Certification – Fostering a Culture of Belonging (2023)
- ACUE Certification – Effective Online Teaching Practices (2021)
- Field Supervisor Coaching Training (Advanced), Texas Education Agency. (2021)
- Texas Principal Evaluation and Support System, Texas Education Agency. (2016)
- Superintendent Certification, Texas State Board of Educator Certification. (2003)
- Texas Mid-Management Certification, Texas State Board of Educator Certification (1993)
- Secondary English, Texas State Board of Educator Certification (1985)
- English as A Second Language, Texas State Board of Educator Certification (1987)

PROFESSIONAL EXPERIENCE

Higher Education

2020 – present	Assistant Professor, Educational Leadership , Texas A&M University-Commerce
2023 – present	Doctoral Program Co-Coordinator , Texas A&M University-Commerce
2023 – present	Superintendent Program Coordinator , Texas A&M University-Commerce
2021 – present	Superintendent Partnership Programs Coordinator , Texas A&M University-Commerce
2020 - present	Region 10 Superintendent Certification Program Coordinator , Texas A&M University-Commerce
2020 – present	Executive Director – School Leadership Alliance , Texas A&M University-Commerce
2020 (Fall)	Principal Certificaiton Coordinator , Texas A&M University-Commerce
2012 -2013	Adjunct Professor , Educational Leadership, Texas A&M University-Commerce
2007 -2008	Adjunct Professor , Educational Leadership, Texas A&M University-Commerce

Public Education

2011-2018	<p>Superintendent, Pine Tree ISD, Longview, Texas</p> <ul style="list-style-type: none">• Improved student performance (elementary campus) from “Needs Improvement” to Acceptable• Improved student performance via the District/Campus report cards - District rated a C and Campuses all B’s• Increased both SAT and ACT scores for all students to above the state average• Increased the graduate rate to 99% for over five consecutive years• Increased the College/Career Military Readiness indicator for three consecutive years and increased the number of students entering a two-year or four-year higher education institution
2005-2011	<p>Assistant Superintendent for Curriculum and Instruction, Wylie ISD, Wylie, Texas</p> <ul style="list-style-type: none">• All campuses and district rated either Exemplary or Recognized• Increased the SAT and ACT scores and the number of students entering a two-year or four-year higher education institution

- Created Leadership³, a teacher leadership academy which led to increased instructional leadership and student achievement at the campuses
- Created CLAAS (Creating Leaders and Advocates for All Schools) which provided parents and community members with district info and opportunities to support increased student achievement

1998-2005	Principal, Wylie High School, Wylie ISD, Wylie, Texas
1997-1998	Principal, Wylie Junior High School, Wylie ISD, Wylie, Texas
1996-1997	Assistant Principal, Wylie High School, Wylie ISD, Wylie, Texas
1995-1996	Middle School Program Coordinator, Texas Education Agency, Austin, Texas
1993-1995	Teacher, Austin ISD, Austin, Texas
1985-1993	Teacher, San Marcos CISD, San Marcos, Texas
1979-1985	Teacher, Norfolk Public Schools, Norfolk, Nebraska

TEACHING EXPERIENCE

Texas A&M University-Commerce – Assistant Professor

EDAD 628	School District CEO Leadership: The Superintendent
EDAD 611	School District CEO Leadership: The Practicum
EDAD 641	School District Instructional Leadership: The Superintendent
EDAD 647	Ethics and Philosophy of Educational Administration
EDAD 620	School District Organizational Leadership: Human Resources
EDAD 627	School District Organizational Leadership: Finance
EDAD 651	School District Organizational Leadership: Facilities
EDAD 628	School District CEO Leadership: The Superintendent
EDAD 507	Using Evaluation and Data to Improve Learning
EDAD 569	Instructional Leadership
EDAD 554	Leading the Learning Community
EDAD 718	Dissertation

Texas A&M University-Commerce – Adjunct

EDAD 607	Using and Evaluating Data for Learning
EDAD 619	Designing Curriculum
EDAD 634	Dynamics of Change and Conflict
EDAD 656	Building Capacity for Powerful Learning

DISSERTATIONS

CHAIRPERSON

Dissertations (Successfully Defended):

Conrad, Therese. (June 5, 2024). Central Office Administrator Perceptions of Teacher Professional Learning in the aftermath of Covid-19: An Interpretive Qualitative Study.

- Hernandez, Marie. (June 10, 2024). An Exploration of Principals' Perceptions on Leading Schools Through Levels of School Improvement: A Qualitative Study.
- Letterer, Mark. (December 11, 2023). Crisis Leadership and the Role of the Superintendent in the Covid-19 Pandemic: An Interpretive Qualitative Study.
- Morris, Karen. (October 18, 2023). An Exploration of Teachers' Perceptions Regarding Shared Decision-Making and Organization Citizenship Behavior as they Relate to Teacher Retention.
- Critton, Sarah (May 18, 2023). An Exploration of Teachers' Experiences with the Teacher Incentive Allotment Program and their Motivation to Stay at High-Needs Schools.
- Trejo, Shannon (April 5, 2023). The Impact of the Texas Reading Academy Training on Reading Scores for African American and Emergent Bilingual Elementary Students in a North Texas School District.
- McGowan, Candace (November 7, 2022). Career and Technical Education Teachers' Perceptions of Professional Development Needs: A Q Methodology Study
- Collins, Jennifer L. (March 8, 2022). New to Profession Elementary Teachers' and Mentors' Perceptions of the District-Wide Mentoring Program: A Narrative Inquiry Qualitative Study. Texas A&M University-Commerce
- Simmons, Jordan. (April 18, 2022) The Lived Experience of Novice Teachers who chose to return to their Middle School for their Second Year during the Covid-19 Pandemic. Texas A&M University-Commerce

DISSERTATION COM MITTEES (Successfully Defended), MEMBER

- Chitwood, Sharilyn, (2024). Texas Teacher Incentive Allotment and Teacher Retention: A phenomenological Study at a Large, Urban School District (Chair Dr. Melissa Arrambide).
- Kim, Susan, (2024). A Study of the Relationship between Assistant Principals' Socio-Cognitive Mindfulness and Thriving Mediated by Psychological Capital (Chair Dr. Peter Williams)
- Hale, Donna. (2024). A Causal-Comparative Quantitative Study to Examine School Funding Equity Under House Bill 3. (Chair Dr. Ray Thompson)
- Akram, Sarah. (2023). The Narrative Study of Third Grade Teachers' Instructional Strategies for the STAAR in Title I School in the Aftermath of Covid 19. (Chair Dr. Tami Morton)
- Lisa Castillo (2023) Early College High School Models: A Qualitative Study on Organizational Resilience (Chair Dr. Peter Williams)

Healey, Jolee (2023) School Turnaround: Student Achievement Sustainability (Chair Dr. Melissa Arrambide)

Russo, Elizabeth (2022) The Relationship Leadership Style and Job Burnout have on Turnover Intention Among Texas High School Principals During the Covid 19 Global Pandemic (Chair Dr. Ray Thompson)

Deaver, Christal (2022) Disparity of Representation and the Pathway to the Principalship: The Phenomenological Experience of Female High School Principals (Chair Dr. Melissa Arrambide)

Lowery, Clark A., (2021) Currently Employed Teachers' Perceptions of the Reasons Teachers Leave the Profession or Stay: A Q Method Study. Texas A&M University-Commerce. (Chair Dr. Ray Thompson)

Ready, Zelmarian D. (2020). An Analysis of District Tardy Policies for Schools from a 2019 Texas Education Agency Campus Comparison Group. Texas A&M University-Commerce. (Chair Dr. Melissa Arrambide)

Morrison, Sarah. (2020). Secondary Principal Leadership and the Impact on Engaging Hands-on Learning Strategies. Texas A&M University-Commerce. (Chair Dr. Ray Thompson)

RESEARCH INTERESTS

Leadership – Superintendency and Principalship Leadership; School Boards and Governance; School Leadership/School Improvement/Student Achievement; and Educational Advocacy

PUBLICATIONS

PEER REVIEWED JOURNAL ARTICLES

Deaver, C., Arrambide, M., **Farler, T.**, Dyer, J., & Villarreal, E. (2024). Disparity of representation and the pathway to the principalship: The phenomenological experience of female high school principals. *Journal of Texas Women School Executives*. 9(1), 64-85. <https://issuu.com/tasanet/docs/jtwse24>

Simmons, J., **Farler, T.**, Arrambide, M., & Villarreal, E. (2023). Beating the odds: Discovering why novice teachers return to the campus after year one. *International Journal of Humanities and Social Science*, 13(5), 33-37. [URL: http://dx.doi.org/10.30845/ijhss.v13n5a5](http://dx.doi.org/10.30845/ijhss.v13n5a5)

Critton, S., **Farler, T.**, Villarreal, E., & Arrambide, M. (2023). Does incentive pay motivate teachers? A closer look at the teacher incentive allotment in Texas. *International Journal of Social Policy and Education*, 5(10), 1-11. <https://www.ijspe.com/archive/vol-5-no-10-october2023>

Ready, Z., Arrambide, M., **Farler, T.**, & Villarreal, E. (2023). A policy analysis: District tardy policies for schools from a 2019 Texas Education Agency Campus Comparison Group. *Journal of Education and Social Policy*, 10(4), 10-18. [DOI: 10.30845/jesp.v10n4p2](https://doi.org/10.30845/jesp.v10n4p2) URL: <http://dx.doi.org/10.30845/jesp.v10n4p2>.

Arrambide, M., **Farler, T.**, & Winn, P. (2022) Analysis of Factors Influencing Student Program Selection for a Master's Degree in Educational Leadership. *Journal Of Texas Women School Executives*. 7 (1), 45-65. <https://issuu.com/tasanet/docs/jtcwse22>

Atchley, S., Bailey, J., **Farler, T.**, Kaiser, F., Reyes, J., & Rhone, R. (2022). Navigating pathways: we dream it, we believe it., we claim it. From the principalship to the professoriate - *Journal of Texas Women School Executives*. 7 (1), 75-87. <https://issuu.com/tasanet/docs/jtcwse22>

BOOK PUBLICATION

Farler, T., Sampson, P., Thompson, R., and Gipson, J. (2023). *Taking the Mystery Out of Texas School Finance*, (3rd Edition). ICPEL.

BOOK CHAPTER PUBLICATION

Farler, T., Thompson, R., & Holt, W. (2022). Financing Texas public schools in Templeton, N. and Oliveras, Y. (Eds.), *Texas Public School Organization and Administration*, (18th Edition). Kendall/Hunt.

Farler, T., Thompson, Parra, J., and Thompson, R. (2023). Financing Texas public schools in N. Templeton, & G. J. Miller (Eds.), *Texas Public School Organization and Administration*. (19th ed.). Kendall Hunt. Submitted on November 14, 2023, for editor annotation.

TECHNICAL REPORTS

Farler, T., Arrambide, M., & Winn, P. (2020). Region 10 Superintendent Certification Program SACSCOC Non-Substantive Change Application (December 2020).

Farler, T., Arrambide, A., & Winn, P., (2020). Region 10 Superintendent Certification Program Change of Program document submitted to The Texas Education Agency.

WORKS IN PROGRESS

Farler, T. & Arrambide, M. (n.d.) Face To Face Learning in a High-Tech World: A Closer look at a Regional Superintendent Program (*IRB approved*)

Farler, T. & Arrambide, M (n.d.). First Year Mentoring for First Year Superintendents

Farler, T. & Arrambide, M (n.d). Electing your board president: The perceptions of board Members on what skills are important

GRANTS AND SCHOLARSHIPS

2021-2022 Arts, Humanities, and Social Sciences (AHSS) Research Grant, Collaborators, \$10,000. Under review, Division of Research Development, Texas A&M University-Commerce

Title: Using Customized Coaching Sessions in Facilitating Educational Leadership Doctoral Students' Dissertation Completion: Perspectives from Students

2020 – Corporate Scholarships for cohorts 2020, 2021, and 2022 - TAMUC/Region 10 Superintendent Certification Program (\$15,000 per year for three years; total \$45,000)

2023 – Corporate Scholarships for cohorts 2024, 2025, and 2026 – TAMUC/Region 10 Superintendent Certification Program (\$50,000)

2024 Dr. Lynn & Arlene Turner Region 10 Superintendent Certification Program Scholarship - \$1000 awarded annually

SELECTED PROFESSIONAL PRESENTATIONS (REFEREED)

Morris, K, **Farler, T.**, Arrambide, A., & Villareal, E. (2024, February 14). *Teachers' Perceptions of Shared Decision-Making and Organizational Citizenship Behavior as Relates to Teacher Retention*. Southwest Educational Research. Association (SERA) 47th Annual Conference, Arlington, Texas.

Trejo, S., **Farler, T.**, Arrambide, A., & Villareal, E. (2023, October 13). *The Impact of Texas Reading Academy Training on Reading Scores for African American and Emergent Bilingual Elementary Students*. (Paper Presentation). Research on Women and Education (RWE) 50th Annual Fall Conference. American Educational Research Association (AERA) Sig. Las Vegas, Nevada.

Farler, T., Villarreal, E., & Arrambide, M. (2023, February 15). *A Closer Look at a Regional Superintendent Program: A Narrative Inquiry* [Paper session]. Southwest Educational Research. Association (SERA) 46th Annual Conference, San Antonio, Texas.

Farler, T., Arrambide, M. McGowan, C. (2023, January 30). *Career and Technical Education Teachers' Perception of Professional Development Needs: A Q-Methodology*. Texas Council of Professors of Education (TCPEA), Austin, TX.

Ballenger, J., Jiang, M., Arrambide, M., **Farler, T.**, Villarreal, E. (2022, December 3) *Graduate Student Mentoring Workshop*. Research on Women and Education (RWE) 49th Annual Fall Conference. American Educational Research Association (AERA) Sig. Houston, Texas.

Farler, T., Arrambide, M., Critton, S. (2022, December 2) *An Exploration of Teachers' Experiences with the Teacher Incentive Allotment Program and Their Motivation to Remain at High Needs Campuses*: Research on Women and Education (RWE) 47th Annual Fall Conference. American Educational Research Association (AERA) Sig. Houston, Texas

Arrambide, M., Ready, Z., **Farler, T.**, & Jiang, M. (2022, February 23). *An Analysis of District Tardy Policies for Schools from a 2019 Texas Education Agency Campus Comparison Group* [Paper session]. Southwest Educational Research Association (SERA) 45th Annual Conference, New Orleans, Louisiana.

Arrambide, M. & **Farler, T.** (2021, October 23). Analysis of Factors Influencing Student Program Selection for a Master's Degree in Educational Leadership. [Synchronous Paper Session]. 2021 Research on Women and Education (RWE) Virtual Fall Conference.

Farler, T., Arrambide, M. & Jiang, M. (2021, October 23). The Use of Small Group Coaching Sessions to Facilitate Educational Leadership Doctoral Students' Dissertation Completion: A Narrative Inquiry Study [Synchronous Paper session]. 2021 Research on Women and Education (RWE) Virtual Fall Conference.

SERVICE

SERVICE TO THE PROFESSION

- Peer Reviewer ICPEL (2022 – Present)
- Peer Reviewer for School Leadership Review (2021 – Present)
- Peer Reviewer – 2023 American Education Research Association Annual Conference. Reviewed ten proposals for the 2024 Annual Meeting
- Peer Reviewer – 2023 Southwest Educational Education Association annual Conference.
- Communications Committee, Research on Women and Education SIG for American Educational Research Association (2022 – 2023)
- Conference Planning Committee, Research on Women and Education 2022 SIG Fall Conference (Houston, TX) for American Educational Research Association (2022)
- Peer Reviewer – 2022 American Education Research Association Annual Conference. Reviewed ten proposals for the 2023 Annual Meeting
- Peer Reviewer – 2023 American Education Research Association Annual Conference.
- Book Chapter Review – *Texas Public School Organization and Administration, 18th Edition*. (School Facilities and the Role of the Superintendent) 2021

UNIVERSITY AND EDUCATIONAL COMMUNITY

- Doc Day Orientation for Incoming Doctoral Students at TAMUC, Presenter, September 30, 2023
- Member, University Hearing and Appeals Board (2022 – Present)
- Served as the Graduate Representative for students defending their proposal (2021 – Present)

COLLEGE OF EDUCATION AND HUMAN SERVICES

- Planning Committee – College of Education and Human Services Education Symposium: A Vision for Healing (Weekly planning meetings from April 2021 – September 2021 and site support-September 24, 2021)
- Member, EDAD Curriculum Committee and completed CourseLeaf training. Entered Superintendent program/course updates to the University catalog 2021-2022 and 2023-2024)

DEPARTMENT OF EDUCATIONAL LEADERSHIP

- Chair for Assistant Professor Search Committee, Spring 2024
- Co-Coordinator for Educational Administration Doctoral Program (2023 – present)
- Coordinator for the Superintendent Program (2023 – present)
- Executive Director, School Leadership Alliance Advisory Council – Plan and facilitate the required advisory board meetings/business for the Superintendent Certification Program (2020 – Present)
- Coordinator for the Region 10 Superintendent Certification Program (2021 – present)
- Redesigned Superintendent practicum course (EDAD 611) and incorporated TK20 electronic resource for certification process
- Co-Coordinator – Spring School Board and Superintendent Training Conference (2021, 2022, and 2023)
- Secured corporate donations for the ESC Region 10 Superintendent program year for 2024, 2025, 2026 (total \$50,000)
- Member, TEA Certification Program Audit – Superintendent Certification (2022)
- Member, Region 10 Superintendent’s Collaboration Group (2021 – Present)
- Scholarship Development (Dr. Lynn Turner EDAD Scholarship) with Crystal Lindley and Amber Countis (2022)
- Dissertation Chair-12 students
 - Seven students defended their final dissertation
 - Two of the four students were 9-year students in the EDAD program
 - Three students defended their proposals in fall 2023
- Dissertation Committee Member (9 committees)
- Curriculum Advisor for 13 EDAD doctoral students
- Plans and conducts Superintendent Certification Orientation program – fall and spring (2021 – Present)
- Created the Performance Assessments and rubrics for EDAD 620, EDAD 627, EDAD 651, and EDAD 628)
- Member, master’s degree Program Curriculum Redesign (2021)
- Course Lead - EDAD 641: School District Instructional Leadership: The Superintendent
- Course Lead - EDAD 620: School District Organizational Leadership: Human Resources
- Course Lead - EDAD 627: School District Organizational Leadership: Finance
- Course Lead - EDAD 651: School District Organizational Leadership: Facilities
- Member, COEHS and Educational Leadership Department Strategic Plan Development
- Member, Educational Leadership Department Faculty Search Committee (Superintendent position) 2021
- Coordinator - Principal Certification – 2020
- Lead Author, RFP for Superintendent Certification Program at ESC Region 10 (accepted and program implemented) 2020
- Lead, Superintendent Advisory Committee (2020 – Present)
- Member, Superintendent Certification re-design committee (Created course sequence re-design, flyer for accelerated program, enrollment process)
- Created marketing documents for the Superintendent Certification program and successfully recruited students to the program (2021- Present)

- Member, Principal Certification Advisory Committee
- Member and lead author, SACSCOC prospectus for the Region 10 Superintendent Certification Program

PROFESSIONAL DEVELOPMENT

- Southwest Educational Research Association 47th Annual Meeting Conference (February 14-16, 2024)
- TASA Midwinter Conference (January 28 – 30, 2024) Austin, TX
- TCPEA Midwinter Conference within a Conference (January, 29, 2024) Austin, TX
- Certificate in Fostering a Culture of Belonging - Association of College and University Educators (ACUE), Fall 2023.
- Research on Women and Education (RWE) 50th Annual Fall Conference -American Educational Research Association (AERA), (October 11 – 14, 2023) Sig. Las Vegas, Nevada.
- TCPEA Fall Conference and Graduate Research Exchange (September 29, 2023) Dallas, TX
 - Three Educational Leadership Doctoral students presented their current research
- TASA Midwinter Conference – Dare to Lead (January 28 – 30, 2023) Austin, TX
- TCPEA Conference within a Conference (January 29, 2023) Austin, TX.
- Southwest Educational Research Association 46th Annual Meeting Conference (February 12-14, 2023)
- Research on Women and Education Fall Conference (December 1 – 3, 202) Houston, TX
- Professional development sponsored by the Graduate School – New Digital Processes for Completion of Dissertations, 2022.
- TAMUC Certification Office – post TEA audit program updates and new requirements, 2022.
- ACUE Effective Practice Framework: Effective College Instruction – one year course (September 2020-April 2021)
- TASA Midwinter Conference, Cultivating Leaders, Austin, TX, 2021.
- Texas Council of Professors for Educational Administration (TCPEA – Winter Conference) Virtual, (January 27- 30, 2021)
- ICPEL Virtual Conference - Ubiquitous Learning: Harnessing the Power of Digital Learning in a New World – Virtual, 2021.
- College of Education and Human Services Education Symposium: A Vision for Healing (September 24, 2021)
- Professional Development Day – TAMUC (October 7, 202)
- Research and Women and Education: American Educational Research Association SIG, The 46th Annual Virtual Fall Conference (October 22-23, 2021)
- Demystifying the Tenure and Promotion Process (November 18, 2021)
- Attended Fall TCPEA conference - Virtual (October 2, 2020)
- Attended the Meadows Law Conference (October 18, 2020)

PROFESSIONAL AFFILIATIONS

- Member, American Educational Research Association
- Member, American Educational Research Association SIG Research on Women and Education
- Member, American Educational Research Association SIG Research on the Superintendency
- Member, International Council of Professors of Educational Leadership
- Member, Texas Council of Professors of Educational Leadership.
- Member, Texas Council for Women School Executives
- Member - Texas Association of School Administrators (TASA)
- Member, Phi Delta Kappa International

CIVIC SERVICE

- Higher Education Campaign - TAMUC Commerce Foundation, Contributor (2022 – present)
- Friends of Texas Public Schools, Contributor (2018 – present)
- Master Naturalist, Bluestem Chapter – Texas A&M University Master Naturalist Certification (2023- present)
- Grayson County Master Gardener – Texas A&M University Master Gardener Certification (2019 - present)
- Volunteer, Eisenhower Birthplace Gardens and Monarch Habitat
- Volunteer, Hagerman National Wildlife Refuge - Monarch Waystation Habitat
- Educator, Junior Master Gardeners - Sherman ISD
- Member, Friends of Hagerman National Wildlife Refuge, Contributor
- Board of Directors, Boys and Girls Club of Sherman (2018 – 2022)