



Curriculum Vita

August 2026

Instructor: Kristy K. Mulkey, Ed.D., Adjunct Faculty

Academic Department: College of Innovation and Design

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EDUCATION

Doctor of Education, Educational Leadership

Stephen F. Austin State University, 2014

Dissertation: *A Holistic View of the Autism Puzzle: A Biographical Study of Mark's Journey*

Superintendent Certification

The Bill Ratliff School Executive Academy, Texas A&M University–Commerce & Region VIII ESC Cohort Program, 2009

Master of Education, Educational Leadership (Principal Certification)

University of Texas at Tyler, 2007

Bachelor of Science, Elementary Education

East Texas Baptist University, 2000

TEACHING EXPERIENCE

2026 – Present, Adjunct Faculty Member, East Texas A&M University (College of Innovation and Design)

- Serve as instructor for the College of Innovation and Design

2021 – 2026, Director of Curriculum, Instruction, and Assessment (previously Director of Curriculum and Program Advising), 240 Certification

- Supervised a team of curriculum developers and program advisors responsible for building and revising certification coursework and supporting candidates through program completion.
- Managed all Canvas-based coursework, including building modules, revising assignments, and aligning content to TEA standards and TAC requirements.
- Applied principles from cognitive science (e.g., memory, knowledge building, and cognitive load) when designing and evaluating instructional materials.

- Developed key curriculum components, including standards alignment charts, syllabi, course guides, instructional videos, and assessments, to support student success and certification goals.
- Taught a diverse range of courses in the ED 5100–5700 series, covering foundational education topics, classroom management, instructional design, pedagogy, differentiation, and technology integration.
- Served as a 240 Certification Prep Academy facilitator, leading half-day and full-day sessions in EC–6 and 4–8 mathematics, supporting teacher candidates in strengthening content knowledge and applying instructional strategies aligned to certification and classroom practice.
- Provided personalized, constructive feedback on student work, helping students progress toward certification and career readiness.
- Conducted structured reviews of coursework using internal and external rubrics (including Quality Matters), providing written feedback to improve alignment, rigor, and usability.
- Offered academic advising and mentorship to students, assisting them with curriculum navigation, job placement, and professional development.
- Supervised Program Advisors, refining processes to improve student advising and program performance.
- Played a key role in program leadership, contributing to strategic planning and decision-making to drive continuous improvement and program growth.
- Ensured curriculum and instructional materials met TEA standards and Texas Administrative Code (TAC) requirements, including alignment to teacher certification expectations.
- Coordinated quality assurance for online courses as the Quality Matters Program Coordinator, upholding standards of excellence in course design and delivery.
- Supported the admissions team in student recruitment and program onboarding processes.
- Courses Taught:
 - ED 5100 Education Foundations; ED 5200 Classroom Environment and Management; ED 5300 Advanced Instructional Design and Planning; ED 5400 Pedagogy and Assessment; ED 5500 Learner Differences, Differentiation, and Intervention; ED 5600 Teaching with Technology in the 21st Century; ED 5700 Student Development and Diversity

2020 – 2021, Workshop Coordinator, 240 Tutoring

- Developed and delivered content-focused test preparation videos for TExES and FTCE exams, utilizing various social media platforms to reach candidates.
- Created engaging general education videos and webinars, enhancing accessibility to crucial exam preparation resources.
- Provided ongoing support to prospective teachers via social media, addressing inquiries and promoting effective study strategies.
- Collaborated with the team on marketing initiatives, serving as a featured presenter in promotional videos.
- Contributed to the development of the Constructed Response Question (CRQ) component for TExES study guides, ensuring comprehensive exam readiness.

2014 – 2020, Associate Professor, East Texas Baptist University

- **Graduate Teaching:** Taught a diverse array of graduate courses for students pursuing master's degrees in education with certification pathways for teaching and principal licensure. Courses included:
 - EDUC 5323 Adapting the Curriculum for Diverse Learners
 - EDUC 5333 Technology in Today's Classroom
 - EDUC 5380 Strategic Operations
 - EDUC 5302 Educational Psychology and Learning Theory
 - EDUC 5325 Academic Coaching
 - Developed course content, assessments, and instructional strategies to align with current standards, ensuring students were prepared for leadership roles in education.
- **Online and Hybrid Teaching Leadership:** Spearheaded the transition to online and hybrid learning environments, designing robust digital learning experiences through Canvas LMS. Integrated Google Educator certifications into courses to enhance digital literacy and prepared students for modern, technology-driven classrooms.
 - Led faculty training initiatives, resulting in increased faculty proficiency with online tools and improved student engagement in digital learning settings.
 - Facilitated graduate coursework in four instructional formats: face-to-face, online, hybrid, and online-enhanced, successfully meeting the needs of diverse student populations.
- **Undergraduate Teaching:** Delivered undergraduate coursework to students pursuing EC-6 teaching certifications, focusing on instructional strategies, classroom management, and technology integration. Courses included:
 - EDUC 3102 Technology and the Curriculum
 - EDUC 3304 Integrated Curriculum for EC-8
 - EDUC 3314 Educational Assessment
 - EDUC 3323 Classroom Management and Effective Teaching Strategies
 - EDUC 3317 Behavior Intervention
 - EDUC 3318 Differentiating the Curriculum for Diverse Learners
- **Curriculum Development and Course Design:** Played a critical role in the creation and revision of both graduate and undergraduate courses. Highlights include:
 - Wrote the online course for EDUC 5302 Educational Psychology and Learning Theory and hybrid courses for EDUC 5325 Academic Coaching and EDUC 5333 Technology in Today's Classroom.
 - Revised EDUC 5380 Strategic Operations to meet the latest TEA principal standards, ensuring graduate students are prepared for leadership roles in education.
 - Created new courses, including EDUC 3325 Academic Coaching and EDUC 3314 Educational Assessment, as well as courses within the Special Education track.

- Consistently adapted coursework to align with TEA accreditation standards, ensuring high program quality and compliance with state requirements.
- **Diversity, Equity, and Inclusion (DEI):**
 - Integrated inclusive teaching practices into the curriculum to support diverse learners, ensuring equitable access to course materials for students from a range of backgrounds and abilities.
 - Developed performance-based assessments and instructional materials that reflect culturally responsive pedagogy in both online and face-to-face courses.
- **Instructional Innovations:**
 - Established the use of Flipgrid, role-playing, and simulation-based learning to enhance student engagement and practical application of course concepts.
 - Integrated Google Educator Training and Certifications into curriculum requirements, preparing students to excel in technology-enhanced learning environments.
 - Developed and implemented standards-based rubrics through Canvas LMS, ensuring consistent and clear assessment of student performance.
 - Led the creation of the Elementary Education Capstone Project, an integrated thematic unit that serves as a comprehensive assessment of student knowledge and skills.
- **Mentorship and Advising:**
 - Provided dedicated academic advising for 25–40 students per semester, offering guidance on course selection, career planning, and certification processes.
 - Mentored graduate students through research projects, helping them refine their academic work and contribute original research to the field.
- **School of Education Contributions:**
 - Led curriculum audits to align programs with TEA accreditation standards, resulting in successful audits and improved curriculum quality.
 - Designed advanced data tracking systems to monitor student progress on TExES exams, contributing to increased pass rates and overall program effectiveness.
 - Played a key role in the development of the Superintendent Certification Program, collaborating with faculty to ensure high-quality instructional materials and course alignment.
 - Served as Quality Matters Program Coordinator, ensuring that all online and hybrid courses adhered to rigorous quality standards for instructional design and delivery.
- **University Service and Leadership:**
 - Actively engaged in university committees, including the Teacher Education Council, New Faculty Committee, and Canvas Adoption Committee.

- Organized major university events, such as the Education Department Showcase, Move-in Day, and Graduation Ceremonies, contributing to the broader campus community.

2012 – 2014, Independent Educational Consultant (Self-Employed); Adjunct Professor & Supervisor of Student Teachers, Texas A&M University–Texarkana and East Texas Baptist University

- Taught undergraduate courses in education for students pursuing EC-6 teaching certification, focusing on curriculum design, instructional strategies, and classroom management.
- Supervised and mentored graduate-level student teachers in the East Texas region, providing ongoing support and feedback to enhance their teaching practices and professional development.
- Delivered specialized training to Head Start programs, focusing on Parent, Family, and Community Engagement, leadership development, and serving special populations.
- Provided consultation and professional development to school districts and campuses, with expertise in:
 - Curriculum and Instruction
 - Math and Science Best Practices
 - Alignment of Assessment with Curriculum
 - Classroom Management and Organization
 - Working with Special Needs Students and Families
 - Technology Integration for enhancing teaching and learning environments
- Provided individualized support and guidance to students preparing for the TExES exam, addressing specific learning needs and enhancing their readiness for certification.

2011 – 2012, Assistant Director, Region 7 Education Service Center Head Start

- Collaborated with staff to develop the Strategic Plan, Self-Assessment, and Community Assessment, enhancing program effectiveness.
- Monitored and managed the Head Start budget, ensuring compliance with funding requirements and effective resource allocation.
- Led initiatives to implement technology, such as iPads, in classrooms, improving student engagement and learning outcomes.
- Provided professional development and training to educators, focusing on Head Start Performance Standards and best practices in early childhood education.
- Coordinated community engagement efforts, fostering partnerships to support the needs of families and enhance program visibility.

2010 – 2011, Family Services Coordinator, Region 7 Education Service Center Head Start

- Ensured compliance with Head Start Performance Standards by coordinating family services plans and implementing tracking systems for program effectiveness.

- Facilitated access to community services, collaborating with local agencies to enhance support for families.
- Developed and delivered training for staff on family engagement strategies and effective service delivery.
- Monitored data collection regarding Family Community Partnerships, ensuring alignment with program goals and community needs.

2010 – 2011, Adjunct Professor / Instructional Consultant, Texas A&M University–Texarkana

- Taught ED 486: Strategies for Math Instruction, Science, and Physical Education, delivering targeted instruction to prepare students for teaching in elementary and middle school settings.
- Collaborated with the teacher of record to provide instruction for Math 355, ensuring alignment with course objectives and educational standards.
- Designed and implemented lesson plans, activities, and assessments to meet course requirements, fostering student engagement and comprehension.

2007 – 2010, Elementary Math and Science Curriculum Coordinator / Instructional Coach, Marshall Independent School District

- Coached PK-4 teachers to improve instructional practices in Math and Science, enhancing overall student achievement.
- Planned and conducted staff development sessions, fostering collaboration among educators to strengthen teaching strategies.
- Managed the adoption of the K-5 Math curriculum and coordinated district-wide curriculum planning, ensuring consistency and alignment with educational standards.
- Analyzed student performance data from TAKS and district assessments to inform instructional decisions and improve learning outcomes.
- Served in administrative roles, including substitute principal, contributing to school operations and leadership.

2006 – 2007, Science Curriculum Coordinator (PK–12), Marshall Independent School District

- Worked collaboratively with PK-12 science teachers to develop and implement curriculum revisions that enhanced instructional quality.
- Designed hands-on activities and assessments that aligned with curriculum standards, promoting student engagement in science learning.
- Conducted data analysis and reporting to inform instructional practices, leading to improved student performance on assessments.
- Facilitated staff development workshops, supporting teachers in integrating innovative practices into their instruction.

2001 – 2006, Teacher, Marshall Independent School District (W.B. Travis Elementary School)

- Taught 4th grade for five and a half years, specializing in Math, Science, and Social Studies instruction.

- Served as grade-level team leader, collaborating on lesson planning and curriculum design to ensure consistency and effectiveness across classrooms.
- Planned and facilitated parent involvement activities, fostering family engagement in student learning.
- Developed and analyzed formative assessments to identify student needs and adjust instructional approaches accordingly.
- Employed a range of teaching strategies, including inquiry-based learning, discovery learning, and collaborative activities, to enhance student engagement and comprehension.
- Worked with ARD and 504 committees to develop and implement individualized education plans (IEPs) for students requiring accommodations.
- Took on administrative leadership roles, serving as a substitute principal, assisting with the campus budget, and developing the master schedule and teacher duty schedule.
- Led campus-wide and district initiatives, including the Site-Based Decision-Making Committee, District Alignment Committees for Math and Science, and District Curriculum Leadership.
- Disaggregated student performance data from TAKS, TAAS, and district benchmarks to inform instructional practices and improve outcomes.
- Played a key role in hiring processes, serving as an interviewer during job fairs and assisting in teacher recruitment.
- Led the adoption of the TEKS Target Program at the elementary level and developed the Math portion of the Campus Action Plan to enhance instructional alignment.
- Acted as a vertical team leader, teacher mentor, and district Math representative, assisting teachers with lesson development and instructional implementation.

Summer terms 2001, 2002, 2004, Teacher (various campuses), Marshall Independent School District

- Taught 4th grade, self-contained (2001)
- Taught 3rd grade, self-contained (2002)
- Taught 5th grade Math (2004)

PUBLICATIONS

Note: Professional experience, education, publications, and presentations prior to 2018 may appear under the name Kristy Duckworth (name changed after marriage in 2018).

Peer-Reviewed Publications

Duckworth, K. K. (2014). "Seeing people as more than numbers." Scholar-Practitioner Quarterly: A Journal for the Scholar-Practitioner Leader, 8(4). Educator's International Press: Troy, NY.

Duckworth, K. K. (2014). Putting the puzzle together: A holistic view of autism intervention through a biographical study (Doctoral dissertation). Stephen F. Austin State University, Nacogdoches, TX.

Duckworth, K. K. (2007). "Book review." On the Line: Education Journal for East Texas Educators. Spring 2007.

Additional Scholarly Contributions

Mulkey, K. K. (2019). Chapter editor, Teaching Students with Special Needs in Inclusive Classrooms (2nd ed.), Bryant, Bryant, and Smith (Eds.). Sage Publishing.

Mulkey, K. K. (2019). Author, "Engage Learning" section of the ETBU Thrive Mentor Program Playbook.

Duckworth, K. K. (2012). Invited editorial reviewer, Teacher Education & Practice.

Selected Presentations

Mulkey, K. K. (2019). T-TESS for new teachers. Presented at the Hallsville ISD New Teacher Orientation, Hallsville, TX.

Mulkey, K. K. (2019). Leading class discussions: Tips and best practices. Presented at the ETBU Thrive Mentor and Learning and Leading Training, Marshall, TX.

Cavin, L., & Mulkey, K. K. (2018). Using flipgrid in college classes: Online and face-to-face. Presented at the SFA Business in Education Conference, Nacogdoches, TX.

Mulkey, K. K. (2018). T-TESS for new teachers. Presented at the Hallsville ISD New Teacher Orientation, Hallsville, TX.

Mulkey, K. K. (2018). Integration of faith and learning. Poster presented at the ETBU Faculty Development week, Marshall, TX.

Cavin, L., & Duckworth, K. K. (2018). Top ten things a principal does not want to see from a first year teacher. Presented at the ATPE Student Meeting, Marshall, TX.

Duckworth, K. K. (2017). 21st century technology. Presented and facilitated discussion at the CSOTTE State Conference, Corpus Christi, TX.

Duckworth, K. K. (2017). Using digital collaboration tools with students. Presented at the ETBU Scholar Forum, Marshall, TX.

Duckworth, K. K. (2017). Autism training for church and school workers. Presented at St. Joseph Catholic School, Marshall, TX.

Duckworth, K. K. (2016). Quizzes and advanced blackboard features. Presented at the ETBU Faculty Development week, Marshall, TX.

Cavin, L., Gentsch, K., Duckworth, K. K., Hogberg, J., Sargent, J., & Winters, P. J. (2016). Preparing for a successful TEA audit. Presented at CSOTTE, San Marcos, TX.

Duckworth, K. K. (2016). Using google forms in the classroom. Presented at the TCEA Area Annual Conference, Whitehouse, TX.

Duckworth, K. K. (2016). Using google docs and drive in the classroom. Presented at the TCEA Area Annual Conference, Whitehouse, TX.

Duckworth, K. K. (2015). Office mix and blackboard. Presented at the ETBU Faculty Development week, Marshall, TX.

Duckworth, K. K. (2012). The PFCE framework and SMART goals. Presented at the Family Services Training for Sulphur Springs Head Start, Sulphur Springs, TX.

Duckworth, K. K. (2012). Maximizing your iPad in the work setting: Beginner, intermediate and advanced. Presented three sessions for Region 7 ESC, Kilgore, TX.

Duckworth, K. K. (2012). Head start correlation to school assessment data. Presented at Directors Meeting for Region 7 ESC, Kilgore, TX.

Duckworth, K. K. (2011). Child plus software implementation. Presented at Head Start Professional Development for Region 7 ESC, Kilgore, TX.

Duckworth, K. K. (2011). Creating family goals. Presented at Head Start Family Service Workers Professional Development for Region 7 ESC, Kilgore, TX.

Duckworth, K. K. (2010). Daddy stuff: How can Dads foster an early love for math and science. Presented at Region 7 ESC Parent Conference, Kilgore, TX.

Duckworth, K. K. (2010). Guiding families through goal setting. Presented at Head Start Family Service Workers Professional Development for Region 7 ESC, Kilgore, TX.

Davis, S., & Duckworth, K. K. (2009). Thinking maps. Presented at Marshall Junior High Professional Development, Marshall, TX.

Duckworth, K. K. (2009). Questioning and instructional strategies for elementary teachers. Presented at Crockett Elementary Professional Development, Marshall, TX.

Duckworth, K. K. (2008). CScope: Access and implementation. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2008). DMAC Solution: TEKScore and state assessment. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2007). Math problem solving K-4. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2006). Science curriculum alignment. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2006). Formative assessments. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2006). Elementary science hands-on learning. Presented at the Mini-CAST Conference for Region 7 ESC, Kilgore, TX.

Duckworth, K. K. (2006). Gradebook software use and implementation. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2005). Elementary science curriculum units. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2005). Use of TEKS Target program. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2005). 1st grade math curriculum implementation. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2004). 2nd grade math curriculum implementation. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2002–2005). Stasny math strategies. Presented annually at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2003). Teaching subtraction. Presented at Marshall ISD Professional Development, Marshall, TX.

Duckworth, K. K. (2002–2003). Curriculum mapping process and completion. Presented at Marshall ISD Professional Development, Marshall, TX.

RESEARCH GRANTS AND AWARDS

2018, Piper Professor Award (recognizing outstanding contributions to teaching excellence), East Texas Baptist University

2005, Tyler State Fair Teacher of the Year, Tyler State Fair

2000, Summa Cum Laude Graduate, East Texas Baptist University