



Instructor: Dr. Teresa J. Farler, Assistant Professor
Academic Department: Educational Leadership

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EDUCATION

- 2005 Ed.D, Educational Administration
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

ACUE Certification – “Effective Online Teaching Practices” (2021)
Field Supervisor Coaching Training (Advanced), Texas Education Agency. (2021)
Texas Principal Evaluating 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

- Superintendent Certification Coordinator
- Executive Director of the School Leadership Alliance
- Region 10 Superintendent Certification Coordinator
- Principal Certification Coordinator
- Teach Courses in the Doctorate Program in Educational Leadership
- Teach Courses in the Superintendent Certification Program
- Teach Courses in the Master's Program for Educational Leadership
- Serve on University, College, and Department Committees
- Dissertation Chair
- Dissertation Committee Member

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

Superintendent, Pine Tree ISD, Longview, Texas

- 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

Assistant Superintendent for Curriculum and Instruction, Wylie ISD, Wylie, Texas

- 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:

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

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

McGowan, Candace (November 7, 2022). Career and Technical Education Teachers' Perceptions of Professional Development Needs: A Q Methodology Study

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.

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.

Proposals:

Letterer, Mark (proposal defense December 12, 2022). Crises leadership and the Role of the Superintendent in the Covid-19 Pandemic.

Morris, Karen (proposal defense April 3, 2023). An exploration of teachers' perceptions regarding shared decision-making and organizational citizenship behavior as they relate to teacher retention.

DISSERTATION COMMITTEES, MEMBER (8)

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)

Akram, Sarah. (2022). 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)

RESEARCH INTERESTS

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

RESEARCH

Current Research Endeavors:

Jiang, M., Ballenger, J; **Farler, T.** Arrambide, M. (n.d.). Using Customized Qualitative Research Methods Coaching Sessions in Facilitating Educational Leadership Doctoral Students 'Dissertation Completion: Perspectives from Students.

Arrambide, M., Williams, C. & **Farler, T.** (n.d.). Educational Leadership in the Midst of a Pandemic.

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). Selecting Your Board President: The Perceptions of Board Members on What Skills are Important

Farler, T. & Arrambide, M (n.d.). The effectiveness of a first-year mentoring program for first year superintendents in Texas

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

Simmons, J., **Farler, T.**, & Arrambide, A. (n.d.) Beating the odds: Why novice teachers return for year two (IRB Approved and submitted)

Peer Reviewed Publications

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).

Atchley, S., Bailey, J., **Farler, T.**, Kaiser, F., Reyes, J., and Rhone, R. (n.d.). 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).

Publications

(Book)

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

(Book Chapter)

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.

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.

Request for Proposal: Region 10 Superintendent Certification Program - TAMUC awarded a three-year contract in October 2020

Grants and Scholarships:

2021-2022 Art, 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 the Region 10/TAMUC Superintendent Certification Program (\$15,000 per year for three years; total \$45,000)

Submitted for Publication:

Collins, J., **Farler, T.**, Villarreal, E., Arrambide, M. Wanoreck, H., Hendricks, L. (2023) New to Profession Elementary Teachers' and Mentors' Perceptions of the District-Wide Mentoring Program: A Narrative Inquiry Qualitative Study. Sam Houston State University

Ready, Z. Arrambide, M., **Farler, T.**, Jiang, M. (2022) A Policy Analysis: District Tardy Policies for Schools From a 2019 Texas Education Agency Campus Comparison Group. *Educator Perspectives Journal*

Selected Professional Presentations:

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, TX.

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) 47th 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, LA.

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 Professional Community:

- Communications Committee, Research on Women and Education SIG for American Educational Research Association (2022 – 2023)
- Peer Reviewer ICPEL (2022 – Present)
- Peer Reviewer for School Leadership Review (2021 – Present)
- 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:

- 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)

Department of Educational Leadership

- Coordinator – Superintendent Certification Program and Superintendent Practicum
- Coordinator – Spring School Board and Superintendent Training Conference (2021-Present)
- Wrote and facilitated the new three year MOU with ESC Region 10 for the Superintendent Certification Program 2024 -2026
- Secured corporate donations for the ESC Region 10 Superintendent program (\$25,000 per year for three years – 2024, 2025, 2026) total \$75,000
- Member, TEA Certification Program Audit – Superintendent Certification (2022)
- Coordinator - Superintendent Partnership Programs (2021- Present)
- Member, Region 10 Superintendent’s Collaboration Group (2021 – Present)
- Executive Director-School Leadership Alliance (2020 – Present)
- Scholarship Development (Dr. Lynn Turner EDAD Scholarship) with Crystal Lindley and Amber Countis (2022)
- Dissertation Chair-12 students
 - Four 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 2022
- Dissertation Committee Member (3 current 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
- Writer, RFP for Superintendent Certification Program at ESC Region 10 (accepted and program implemented) 2020
- Executive Director, School Leadership Alliance Advisory Council – Plan and facilitate the required advisory board meetings/business for the Superintendent Certification Program (2020 – Present)
- 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, Superintendent Certification Program Redesign Committee
- Member and lead author, SACSCOC prospectus for the Region 10 Superintendent Certification Program

PROFESSIONAL DEVELOPMENT

- 2023, TASA Midwinter Conference – Dare to Lead, Austin, TX
- 2023, TCPEA Conference within A Conference, Austin, TX
- 2022, Research on Women and Education Fall Conference, December 1 – 3, 2022 (Houston, TX)
- 2022, 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
- 2021 -ACUE Effective Practice Framework: Effective College Instruction – one year course (September 2020-April 2021)
- 2021, TASA Midwinter Conference, Cultivating Leaders, Austin, TX
- 2021, Texas Council of Professors for Educational Administration (TCPEA – Winter Conference) Virtual
- 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)
- 2021, Professional Development Day – TAMUC October 7, 2021
- 2021, Research and Women and Education: American Educational Research Association SIG, The 46th Annual Virtual Fall Conference, October 22-23, 2021
- 2021, Demystifying the Tenure and Promotion Process – November 18, 2021
- 2020, Attended Fall TCPEA conference - Virtual (October 2, 2020)

- 2020, Attended the Meadows Law Conference (October 18, 2020)

PROFESSIONAL AFFILIATIONS

- Member, American Educational Research Association ,SIG Research on Women and Education
- Member, International Council of Professors of Educational Leadership
- Member, Texas Council of Professors of Educational Leadership. (TCWSE)
- 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
- Friends of Texas Public Schools, Contributor
- Grayson County Master Gardener – Texas A&M University Master Gardener Certification
- 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