

Vita

John M. Decman, Ed.D.

26006 Steele Flower Drive

Richmond, TX 77406

281-639-2792

dr.decman@gmail.com

Education

- Ed.D., Ball State University, 2000
- M. S., Indiana University, 1994
- B.A., Purdue University, 1989
- High School, Boylan High School, Rockford, IL, 1984

Professional Experience

Practitioner Experience

- High School Principal, West Central High School, Francesville, Indiana, 1999 – 2001
- High School Assistant Principal, Eastside High School, Butler, Indiana, 1994 – 1999
- High School English Teacher, East Noble High School, Kendallville, Indiana, 1990 – 1994
- High School English Teacher, Marmion Military Academy, Aurora, Illinois, 1989 – 1990

Higher Education Experience

Professor, Educational Leadership and Policy Analysis, 2021-present

Associate Professor of Educational Management, University of Houston-Clear Lake, 2007-2021

Assistant Professor of Educational Management, University of Houston-Clear Lake, 2001-2007

- Teaching Assignments (2001- present)
 - Organizational Leadership (EDLS 8030)
 - Human Resources Management (EDLS 8330)
 - Introduction to Educational Leadership (ADSU 6030)
 - Curriculum (ADSU 6132)
 - Principalship (ADSU 6233)
 - Administration of Special Programs (ADSU 6235)
 - Student Legal Matters (ADSU 6237)
 - Instructional Leadership (ADSU 6333)
 - Management Theory (ADSU 6432)
 - School Resource Management (ADSU 6436)
 - School Law (ADSU 6437)

- Appraisal of Teaching (ADSU 6533)
- School-Community Relations (ADSU 6638)
- Graduate Practicum (ADSU 6739)
- Leadership Research Seminar (ADSU 6735)
- Dissertation (EDLS 8939, EDLS 8969, EDLS 8999)
- Administrative Assignments
 - Program Coordinator – Administration and Supervision (2006-2011) (2017-present)
 - Graduate Internship Coordinator (2004-2011)
 - Principal Writer of NCATE folio (Special Program Area Report) for Administration and Supervision program (2002, 2011, 2017-2019)
- Dissertation Chair of multiple dissertations
 - Scurry, S. (2010). Perceptions of instructional coaches in the elementary school setting and their impact on teacher self efficacy.
 - Powell, E. D. (2011). The relationship between elementary school climate and teacher perceptions about evaluation.
 - Derrick, B. S. (2011). The effects of Senate Bill 7 on student-teacher ratios, percentages districts pay above state salary standard, total per pupil expenditures, and per pupil instructional expenditures.
 - Estes, A. (2011). Superintendents’ perceptions of principals: Characteristics needed based on accountability ratings.
 - Randall, A. M. (2011). A comparison of bilingual programs and the effects on English language proficiency.
 - Badgett, K. W. (2011). Examining the contribution of teacher graduate degrees on student achievement as measured by district level TAKS test performance.
 - McCarley, T. (2012). Transformational leadership related to school climate.
 - Bell, S. (2015). Transformational leadership and its impact on the collective efficacy of a school.
 - Dorsch, T. G. (2020). Development of an effective organizational performance instrument to facilitate post-secondary institutional change: A variation on Likert’s Management Systems 1-5.
 - Molinaro, M. (2020). How elementary and middle school teachers’ perceptions of supportive principals’ behaviors impact the overall T-TESS evaluation process.

Publications

Refereed Chapters in Books

Decman, J., Badgett, K., Garrett, J., & Simieou, F. (2020). Supporting parents as strategic partners. In Templeton, N.R. (Ed.) *Voices from the Field: Building Capacity for Leadership and Social Change in Rural Schools* (99-111). Ypsilanti, MI: ICPEL Publications.

Decman, J. (2005). Athletics. Chapter in *Contemporary Issues in Higher Education Law*, Ed.: Beckham, J. & Dagley, D. Dayton, OH: Education Law Association.

Refereed Journal Articles

Decman, J., Badgett, K., & Simieou, F. (2021, under review). Leadership through Chaos and the Demand for Resiliency.

Simieou, F., Grace, J., Decman, J., & Cothorn, T. (Spring, 2021). Let's stay together: Examining a grow your own program in an urban district. *International Journal of Educational Leadership Preparation*. 16,1. (137-151)

Baker, S., Decman, J., & Willis, J. (2020, Fall). Talk or walk: School principals as instructional leaders. *School Leadership Review*.

Badgett, K. & Decman, J. (2019). Fostering inclusive culture through partnerships with nonprofits. *School Leadership Review*. Fall, 2019

Decman, J.M., Badgett, K., Shaughnessy, B., Randall, A., Nixon, L., & Lemley, B. (2017). Organizational leadership through management: Superintendent perceptions. *Educational Management Administration & Leadership*. Available at <http://journals.sagepub.com/doi/full/10.1177/1741143217714255>

Badgett, K., Decman, J., & Carman, C. (Spring, 2014). The impact of teacher graduate degrees on student reading assessments. *AASA Journal of Scholarship & Practice*, vol. 11, No.1.

McCarley, T., Peters, M. & Decman, J. (November, 2014) Transformational leadership related to school Climate: A multi-level analysis. *Educational Management, Administration and Leadership*.

Badgett, K., Decman, J., & Carman, C. (2013). The impact of teacher graduate degrees on student math assessments. *National Forum of Teacher Education Journal*, 23(3), 1-18. Retrieved from <http://www.nationalforum.com/Electronic%20Journal%20Volumes/Badgett,%20Kevin%20The%20Impact%20of%20Teacher%20Graduate%20Degrees%20on%20Student%20Math%20Assessments%20NFTEJ%20V23%20N3%202013.pdf>

Decman, J., Badgett, K., Randall, A., Parmer, R., Coryatt, D., & Sanchez, J. (Fall, 2010). Superintendent practices and ISLLC standard one. *AASA Journal of Scholarship and Practice*, vol. 17.

Grigsby, B., Schumacher, G. Decman, J. & Simieou, F. (June, 2010). A principal's dilemma: manager or instructional leader. *Academic Leadership Journal*.

Simieou, F., Decman, J., Grigsby, B., & Schumacher, G. (February 2010). Lean on Me: Peer Mentoring for Novice Principals. *International Journal of Educational Leadership Preparation*, 11(1).

Decman, J.M. & Simieou, F, III. (2009). Review of selected dissertations addressing school public relations, administrator communication, and conflict resolution, *Journal of School Public Relations*, 29(4).

Mackey, B., Pitcher, S. & Decman, J. (2006). The influence of four elementary principals upon their schools reading programs and student reading scores, *Education*, 127 (1) 39-55.

- Decman, J. (2005, Summer). Public relations in rapidly growing suburban school districts: insights from Texas superintendents Bonny Cain and Doug Otto, *Journal of School Public Relations*, 26 (3), 207-222.
- Decman, J. & Bauer, C. (2003). Student discipline and the sharing of records: FERPA, IDEA, and the duty to ensure safety, *ELA Notes*, 38 (3), 7-20.
- Decman, J. & Bauer, C. (2003, January). Student discipline and the sharing of records: FERPA, IDEA, and the duty to ensure safety, *West's Education Law Reporter*, 171 (2), 407-414.
- Kajs, L.T., Decman, J.M., Cox, C., Willman, E., & Alaniz, R. (2002). Addressing mentor-principals' lifelong learning needs in the preparation of principal candidates. *National Council of Professors of Educational Administration (NCPEA) 2002 Yearbook*. Langham, MD: Scarecrow Press.
- Kowalski, T. J., & Decman, J.M. (2002, January). Short-Term Effects of State Deregulation on the Adequacy and Equity of School Facility Projects. *Educational Leadership Review*, 3 (1).

Conference Published Proceedings

- Simieou, F., Grigsby, B., Schumacher, G., & Decman, J. (Spring, 2009). Increasing Graduation Rates: Schools Responses to No Child Left Behind. *Education Law Association 55th Annual Conference. Conference Proceedings. (CD ROM format)*. San Antonio, TX: Education Law Association (ELA).
- Decman, J., & Simieou, F. (November 2008). Texas School Finance: Wemberly Resurrects the Discussion of Liberty and Equity. *Education Law Association 54th Annual Conference. Conference Proceedings. (CD ROM format)*. Dayton, OH: Education Law Association (ELA).
- Decman, J. M., & Arasi, T. (2004). Ethics, Integrity and Fairness: Using School Law in Standards-Based Leadership Preparation. *Education Law Association 50th Annual Conference. Conference Proceedings. (CD ROM format)*. Dayton, OH: Education Law Association (ELA).
- Decman, J. & Decman, R. (2003, November). Special Education Students and Athletic Participation Limits: A Road Better Left Uncrossed. *Winds of Change. (CD ROM format)*. Dayton, OH: Education Law Association (ELA) 49th Annual Conference in Savannah, Georgia.
- Mackey, B., Pitcher, S., & Decman, J. (June, 2003). The role of the principal in four elementary literacy programs. *Proceedings of the Ethnographic and Qualitative Research in Education 15th Annual Conference*, Pittsburgh, PA.
- Decman, J.M., Kajs, L.T., & Hilburn, S. (2002, July). The Pedagogical Implications of Integrating Brain Research into Technology-based Lesson Plans. *Proceedings of ED-MEDIA 2002 World Conference on Educational Multimedia, Hypermedia & Telecommunications: Vol. 1* (pp. 398-399). Norfolk, VA: Association for the Advancement of Computing in Education (AACE).
- Decman, J.M., & Kajs, L.T. (2002, March). Sustainability of a PT3 Program: A Case Study. *Information Technology & Teacher Education Annual. Proceedings of SITE 2002: Vol. 3* (pp. 1570-1571). Norfolk, VA: Association for the Advancement of Computing in Education (AACE).

Kajs, L.T., McCormick Grimm, L., & Decman, J.M. (2002, March). Computer Database Model to Teach Legal Issues in Principalship Program. *Information Technology & Teacher Education Annual. Proceedings of SITE 2002: Vol. 1* (pp. 495-496). Norfolk, VA: Association for the Advancement of Computing in Education (AACE).

Decman, J. M. & Bauer, C. (2002, March). FERPA, IDEA and Student Discipline: Navigating the “Shark-Infested Waters”. *Privacy Rights in the 21st Century. Winter Seminar 2002. Proceedings of Education Law Association – 2002 Winter Seminar. Lake Tahoe, NV. (CD ROM format)*. Dayton, Ohio: Education Law Association.

Reviews

Decman, J. M. (2003). Leading with Emotion: Reaching Balance in educational decision-making by James O. McDowelle and Kermit G. Buckner. *Journal of School Public Relations, 24* (Winter 2003), 53-56.

Papers Presented

Refereed National and International Presentations

Grace, J., Lastrapes, R. E, Simieou, F., & Decman, J. (November, 2021). The Development of the Anti-Racism Disposition Scale for School Administrators. Presentation at University Council for Education Administration 2021 Annual Convention. Columbus, OH

Decman, J. & Badgett, K. (November, 2021). Leadership in Chaos and the Demand for Resiliency. Presentation at Mid-South Educational Research Association Annual Meeting. New Orleans, LA.

Grace, J., Simieou, F., & Decman, J. (August, 2021). Implications for Social Justice Leadership through Examining the Experiences of Black Males. Presentation at International Council of Professors of Educational Leadership Annual Conference. (Virtual)

Simieou, F., Grace, J., Decman, J., & Cothorn, T. (August, 2021). The Road Less Traveled: Why Black Males Choose Alternative Routes that Lead to Education. Presentation at International Council of Professors of Educational Leadership Annual Conference. (Virtual)

Cothorn, T.L., Simieou, F., Decman, J., and Lastrapes, R. (August, 2020). The Professional Development of Rural School Principals: The Elements, Contexts, and Topics Desired by Principals in a Rural School District. Presentation at 2020 Annual Meeting of International Council of Professors of Educational Leadership. Denver, CO (Online).

Simieou, F., Cothorn, T., & Decman, J. (August, 2020). Let’s Stay Together. Presentation at 2020 Annual Meeting of International Council of Professors of Educational Leadership. Denver, CO (Online).

Decman, J., Badgett, K. (August, 2020). Utilizing Parents as Strategic Learning Partners. Presentation at 2020 Annual Meeting of International Council of Professors of Educational Leadership. Denver, CO (Online).

Decman, J., Badgett, K., Simieou, F., & Cothorn, T. (August, 2020) Working with the Media: PR from the Media Perspective. Presentation at 2020 Annual Meeting of International Council of Professors of Educational Leadership. Denver, CO (Online).

- Baker, S., Decman, J., & Willis, J. (March, 2020). *Hidden Figures: Administrators' Perceptions of Professionally Trained School Librarians*. Presentation at 2020 Society for Educational Technology and Teacher Education) SITE Annual Meeting. New Orleans, LA.
- Decman, J., Badgett, K., Simieou III, F., & Cothorn, T. (July, 2019). *Learning from Non-Profits: Lessons for P-12 Educational Leaders*. Presentation at 2019 International Council of Professors of Educational Leadership. Aliso Viejo, CA.
- Decman, J. (August, 2017). *Implications of the Contextual Demands of Public and Private Leadership*. Presentation at 2017 National Council of Professors of Educational Administration Conference. San Juan, PR.
- Badgett, K.W. & Decman, J. M. (June, 2015). *School and Community Partnerships: Successes, Challenges, and Lessons Learned*. Presentation at 2015 Annual Meeting of American Educational Research Association. Chicago, IL.
- Decman, J. M., Peters, M. L., McCarley, T., Simieou, F. & Badgett, K. W. *Dispositions of School Leaders: Impact on School Climate*. Presentation at 2015 Annual Meeting of American Educational Research Association. Chicago, IL.
- Badgett, K, Decman, J., et al., (November, 2014). *School Public Relations: The Media as Strategic Partner*. Presentation at Annual Convention of University Council of Educational Administration.
- Decman, J. Badgett, K., Simieou, F., et al. (April, 2014). *Identifying Factors Related to Student Success*. Presentation at Annual Meeting of American Educational Research Association.
- Simieou, F., Decman, J., Peters, M., & Badgett, K. (July, 2013). *Texas Afterschool Centers on Education (ACE): What's Going On?* Presentation at 2013 National Council of Professors of Educational Administration Conference.
- Decman, J. M., & Badgett, K. W. (April, 2013) *Examining the Impact of Graduate Degrees on Reading Achievement in Texas*. Presentation at 2013 Annual Meeting of American Educational Research Association. San Francisco, CA.
- Decman, J., Badgett, K., Nixon, L., Lemley, J. (April, 2011). *The Implementation of ISLLC Standard Three: Superintendent Perceptions*. Presentation at Annual Meeting of American Educational Research Association. New Orleans, LA.
- Decman, J., Badgett, K., Randall, A., Nixon, L, Lemley, J., Benivides, B. (April, 2011). *Superintendent voices in an era of accountability: Politics and Social Intelligence*. Presentation at Annual Meeting of American Educational Research Association. New Orleans, LA.
- Decman, J. M., Badgett, K. W., Coryat, D. R., Parmer, R., Randall, A. M., & Sanchez, J. T. (April, 2010). *The Implementation of ISLLC Standard One: Superintendent Perceptions*. Presentation at Annual Meeting of American Educational Research Association. Denver, CO.
- Grigsby, B., Schumacher, G, Decman, J., & Simieou, F. (August, 2009) *A Principal's Dilemma: Instructional Leader or Manager*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. San Antonio, TX.
- Decman, J., Davis, A., Coronado, C., & Pena, N. (August, 2009). *Agents of Change: Superintendent Response and Influence of External Environments*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. San Antonio, TX.

- Decman, J., Scurry, S., Burchfield, T., & Bidby, D. (August, 2009). *Superintendents and ISLLC Six: Understanding and Responding*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. San Antonio, TX.
- Schumacher, G., Grigsby, B., Decman, J., & Simieou, F. (November, 2009). *Teacher Perceptions of the Impact of a Standards-Based Evaluations Process on Their Teaching Performance*. Presentation at Annual University Council on Educational Administration (UCEA) Convention in Anaheim, CA.
- Simieou, F., Grigsby, B., Schumacher, G., & Decman, J. (October, 2009). *Responding to Regulation: The Dropout Dilemma*. Presentation at Education Law Association (ELA) Annual Conference in Louisville, KY.
- Decman, J., & Simieou, F. (November 2008). *Texas School Finance: Wemberly Resurrects the Discussion of Liberty and Equity*. Presentation at Education Law Association (ELA) Annual Conference in San Antonio, TX.
- Decman, J., Estes, A, Sansing, L., Derrick, B. & Lopez, G. (July 2008). *Does Preparation Play a Role in Hiring? Superintendent Perspectives*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. San Diego, CA.
- Simieou, F., Decman, J. & Grigsby, B. (August, 2008) *Leadership Development: The Opportunities and Constraints of a Regional Network*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. San Diego, CA.
- Grigsby, B., Simieou, F. & Decman, J. (July, 2008). *NCLB and School Reconstitution: Redefining Our Meta Values*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. San Diego, CA
- Simieou, F., Decman, J. & Boske, C. (August, 2007). *Middle School Parent Involvement: Implications for Preparing Future Educational Leaders*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. Chicago, IL.
- Decman, J., Simieou, F., & Boske, C. (August, 2007). *Formative Pedagogical Assessment Utilizing Data-Driven Decisions: Leadership Implications for Middle School Principals*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. Chicago, IL.
- Boske, C., McCollum, D, Decman, J., & Simieou, F. (August, 2007). *In the Spirit of Our Nation's Children: Superintendents and the National Leadership Standards*. Presentation at Annual Meeting of National Council of Professors of Educational Administration. Chicago, IL.
- Decman, J.M., Mackey, B, & Pitcher, S. (April, 2006). *The Influence of Four Elementary School Principals on School Reading Programs and Student Reading Scores*. Presentation at American Educational Research Association (AERA) Annual Meeting in San Francisco, CA.
- Decman, J. M., & Arasi, T. (2004). *Ethics, Integrity and Fairness: Using School Law in Standards-Based Leadership Preparation*. Education Law Association (ELA) 50th Annual Conference. In Tuscan, AZ.
- Decman, J. M. (2004). *The Principal Internship: Tying Standards to Reflective Practice*. Presentation at 58th Annual Summer Conference of National Council of Professors of Educational Administration (NCPEA) in Branson, MO.

- Decman, J.M., & McDonald, D. (2004). *Ensuring Beginning Teachers' Productivity and Longevity: An Examination of Perceptions and Expectations of Initial Teaching Skills, Assumed Knowledge, & Valued Attributes*. Presentation at American Association of Colleges of Teacher Education (AATCE) Annual Conference in Chicago, IL.
- Craig, C., Burchell, H., Dyson, J., Clandinin, J., McDonald, D., Decman, J., Foster, A. & Schorzman, E. (2004). *Reflective Spaces: Creating Opportunity For Professional Growth Through Individual And Collective Inquiry*. Presentation at American Educational Research Association (AERA) Annual Meeting in San Diego, CA.
- Pitcher, S., Mackey, B., & Decman, J. (2003, December). *Taking the Lead: How Eight Elementary Principals Influence their School Reading Programs*. National Reading Conference in Scottsdale, Arizona.
- Decman, J. & Decman, R. (2003, November). *Special Education Students and Athletic Participation Limits: A Road Better Left Uncrossed*. Education Law Association (ELA) 49th Annual Conference in Savannah, Georgia.
- McDonald, D. & Decman, J. (2003, October). *Expected Skills, Assumed Knowledge and Valued Attributes: Perceptions of Competencies and Individual Characteristics Necessary For Beginning Teacher Productivity and Longevity*. Presentation at the American Association of Teaching and Curriculum (AATC) 2003 Conference in Baltimore, MD.
- Craig, C., Burchell, H., Dyson, J., Clandinin, J., McDonald, D., & Decman, J. (2003, October). *Creating Reflective Spaces: Professional Learning in Higher Education*. Presentation at the American Association of Teaching and Curriculum (AATC) 2003 Conference in Baltimore, MD.
- McDonald, D. & Decman, J. (2003, August). *Graduate Cohorts: A Supportive Catalyst for Professional Identity Formation*. Presentation at the Association of Teacher Educators (ATE) 2003 Summer Conference in Santa Fe, NM.
- McDonald, D. & Decman, J. (2003, August). *A Kaleidoscope for Change: Multiple Visions of the Faculty Academy*. Presentation at the Association of Teacher Educators (ATE) 2003 Summer Conference in Santa Fe, NM.
- Decman, J. & McDonald, D. (2003, August). *What Are They Expected to Know? Perceptions of Competencies Necessary for Beginning Teachers' Productivity and Longevity*. Presentation at the Association of Teacher Educators (ATE) 2003 Summer Conference in Santa Fe, NM.
- Mackey, B., Decman, J., & Pitcher, S. (2003, August). *Leadership Traits: The Influence of Eight Elementary Principals on School Reading Programs*. Presentation at 57th Annual Summer Conference of National Council of Professors of Educational Administration (NCPEA) in Sedona, AZ.
- Mackey, B., Pitcher, S., & Decman, J. (June, 2003). *The role of the principal in four elementary literacy programs*. Presentation at the Ethnographic and Qualitative Research in Education 15th Annual Conference, Pittsburgh, PA.
- McDonald, D., Decman, J., & Peterson, J. (2003, April). *Developing Graduate Inquiry: Supporting the Metamorphosis of Professional Identity*. Presentation at the Invisible College for Research on Teaching (IC) in Chicago, IL.

- Craig, C., Burchell, H., Dyson, J., Clandinin, J., McDonald, D., & Decman, J. (2003, April). *Creating Reflective Spaces: Professional Learning in Higher Education*. Presentation at the Invisible College for Research on Teaching (IC) in Chicago, IL.
- Decman, J. M., & Decman, R. S. (2002, November). *Embracing the Disenfranchised: The Importance of Including All Students in Extracurricular Activities*. Presentation at the 2002 Education Law Association (ELA) Annual Conference in New Orleans, LA.
- Decman, J. M. (2002, August). *Beyond the In-Box: Integrating Decision-Making and Reflection into Web-Enhanced Teaching and Learning in Educational Administration Preparation Courses*. Presentation at 56th Annual Summer Conference of National Council of Professors of Educational Administration (NCPEA) in Burlington, VT.
- Decman, J. M. & Kajs, L. T. (2002, June). *The pedagogical implications of integrating brain research into technology-based lesson plans*. Presentation at the 14th ED-MEDIA World Conference on Educational Multimedia, Hypermedia & Telecommunications / Association for the Advancement of Computing in Education (AACE) in Denver, CO.
- Decman, J.M., & Kajs, L.T. (2002, March). *Sustainability of a PT3 Program: A Case Study*. Presentation made at the Society for the Integration of Technology in Education (SITE) Annual Conference in Nashville, TN.
- Kajs, L.T., McCormick Grimm, L., & Decman, J.M. (2002, March). *Computer Database Model to Teach Legal Issues in Principalship Program*. Presentation made at the Society for the Integration of Technology in Education (SITE) Annual Conference in Nashville, TN.
- Decman, J.M., & Bauer, C. (2002, March). *FERPA, IDEA and Student Discipline: Wise Administrative Practices to Avoid Litigation*. Presentation at the Education Law Association (ELA) Winter Conference in Lake Tahoe, NV.
- Kowalski, T.J., & Decman, J.M. (2001, April). *Effects of State Deregulation on the Quantity and Adequacy of School Facilities*. Presentation at the American Educational Research Association Conference in Seattle, Washington.

Refereed Regional and State Presentations

- Badgett, K., & Decman, J. (November, 2021). *Leadership in Chaos and the Demand for Resiliency*. Presentation at Mid-South Educational Research Association Annual Meeting in New Orleans, LA.
- Kowalski, T.J., & Decman, J.M. (2000, October). *Effects of State Deregulation on the Quantity and Adequacy of School Facilities*. Presentation at the Midwest Educational Research Association Conference in Chicago, Illinois.

Grants and External Funding

- Primary Investigator to Collaborative Academy of Effective School Leadership (CAESL), Institute of Education Sciences (IES). (\$3.5 million) (unfunded), 2020
- Awarded Faculty Research Support Funding Award (with T. Cothorn, F. Simieou III and R. Lastrapes), 2019
- Co-Investigator to Developing Excellence in Educational Leadership Grant Application; US Department of Education, Office of Innovation and Improvement SEEDS (Supporting Effective Educator Development) Programs (unfunded, \$8.5 million), 2017
- Curriculum Specialist to Collaborative School Librarian Training (CSLT) II Grant

- Three-year, \$900,000 grant, 2009
- Chaired committee receiving \$102,350 technology grant at West Central School Corporation (Indiana), 1999-2000
- Wrote \$150,000 plan for technology grant at DeKalb County Eastern Community School District (Indiana), 1996

Certifications and Activities

- Superintendent Certification in State of Texas
- Superintendent Certification in State of Indiana
- Certified *Field Supervisor Coaching Trainer*, Texas Education Agency, 2016
- Certified *Advancing Educational Leadership* Instructor for State of Texas, 2015
- Certified Instructor of *Texas Teacher Evaluation and Support System*, 2016
- Certified Instructor of *Instructional Leadership Development* for State of Texas, 2002
- Certified to present “From ILT to ILD: Moving Texas Forward” PDAS appraiser recertification training in the State of Texas, 2002
- Certified Professional Development and Appraisal System Appraiser
- Certified to participate on Campus Intervention Teams for Academically Unacceptable Schools in Texas
- Certified as Continuing Professional Education (CPE) Provider in Texas
- Educational Facilitator for Indiana Department of Education, 1991 – 1994
- Chaired North Central Association Accreditation Visiting Team, 2001
- Member of North Central Association Accreditation Visiting Team, 1999 and 2000

Honors

- Awarded *2019 Educator of the Year* Award by the Texas Council of Professors of Educational Administration
- Nominated for *Minnie Piper Excellence in Teaching Award* at the University of Houston – Clear Lake
- Awarded *Distinguished Hoosier Award* by Indiana Governor Evan Bayh, 1993

Service

Professional Service

National

- International Council of Professors of Educational Leadership, Onsite Planning Committee – Member (2019-2020)
- Mentoring Mosaic, International Council of Professors of Educational Leadership, Committee Member (2020)

- Program Reviewer for Education Leadership Constituent Council (ELCC) Special Program Area (SPA) to National Council for Accreditation of Teacher Education (NCATE) (2009, 2010)
- Reviewer for *AASA Journal of Scholarship and Practice* (2014 – present)
- Reviewer for *Educational Management, Administration, and Leadership* (2014 – present)
- Reviewer for *NCPEA Connexions*
- Reviewer for *NASSP Bulletin*
- Reviewer for *School Leadership Review*
- Reviewer for *Administrative Issues Journal*
- Reviewer AERA Division A Conference Proposals
- Reviewer AERA Special Interest Group: Leadership for School Improvement (2013)
- Reviewer AERA Special Interest Group: Learning and Teaching in Educational Leadership (2013)

State

- Selected as *Executive Director of the Texas Council of Professors of Educational Administration* (April, 2020-present)
- Selected as *Interim Executive Director of the Texas Council of Professors of Educational Administration* (Jan, 2020)
- Elected to *Executive Board of the Texas Council of Professors of Educational Administration* (2019)
- Invited to participate as session presenter in Texas Education Agency Webinar regarding programming changes related to moving to the 268 Principal as Instructional Leader Examination (2019)
- Selected to represent higher education in Texas by ETS on Standard-Setting Committee for the PASL 368 Examination (2018)
- Selected to represent higher education in Texas by Pearson on Standard-Setting Committee for the 268 Principal as Instructional Leader Examination (2019)
- Invited Speaker: Harris County Department of Education: Passing the Principal TExES Examination (2010)
- Selected as Campus Administrator Mentor by School Improvement Resources Center (2009, 2010)
- Member of the Outstanding Dissertation Committee – Education Law Association, 2006-2007.
- Member of Research Funds Committee of the National Professors of Educational Administration, 2001 – 2004
- Member of Membership Development Committee of the Education Law Association, 2001 – 2004

Consulting and Other

- Conducted Workshops for Passing the Principal TExES Examination (2009-2017)
- Professional Consulting: Synergy Educational Consultants (2004-2011)
- Professional Consulting: Decman Educational Consultants (2004-2011)

University Service

- Fall 2020 Instructional Planning Taskforce – Member (2020)
- Search Committee: College of Education Dean – Member (2020)
- Course Design Faculty Associate (2020)
- Space Allocation and Utilization Subcommittee – Member (2009 - 2011, 2017 - 2020)
- Graduation Marshal (2019)
- University Strategic Planning Session (2019)
- Bookstore Committee – Member (2009 - 2010)
- Academic Honesty Committee – Member (2009 - 2011)

College Service

- Program Coordinator of Administration and Supervision Program – (2009 - 2011, 2018 - 2020)
- ADSU Program Advisory Committee – Chair (2009 – 2011, 2018 – 2020)
- Teacher Center Executive Board Meeting – ADSU Representative (2020)
- Tier 2
- TEA Field Supervisor Training – Trainer (2020)
- Academic Review Committee – Member (2014, 2020. Sub. in 2016, 2017, 2018 and 2019)
- Doctoral Program Committee (later renamed DLPA) – Member (2009 - 2020)
- ADSU Program Advisory Committee – Member (2012 - 2017)
- Promotion and Tenure Committee – Member (2019)
- Promotion and Tenure Committee – Member (2018)
- Promotion and Tenure (Third-year Review) Committee – Member (2018, 2019)
- Promotion and Tenure (Third-year Review) Committee – Chair (2018 - 2019)
- CAEP Accreditation Council – Member (2018 - 2019)
- CAEP Committee for Standard 4 – Chair (2018-2019)
- CAEP Advanced Standards Committee – Chair (2019)
- Writer for Special Programs Area (SPA) Report to ELCC/CAEP (2018-2019)
- Doctoral Program Admissions Committee – Member (2018-2019)
- Educational Leadership Search Committee: Assistant – Chair (2019 -2020)
- EDLS Executive Committee (2009 – 2019)
- Supervisor Coaching Training Facilitator (2017)
- Educational Leadership Search Committee: Assistant – Member (2015, 2016, 2017)
- Doctoral Examination Committee – Member (2013, 2016)
- Academic Review Committee – Chair (2012, 2013)
- English Language Proficiency Standards Committee – Member (2009, 2010)

- Unit Review Committee – Member (2009, 2010, 2011)
- Educational Leadership Search Committee: Associate/Full – Member (2009, 2010)
- Educational Leadership Search Committee: Assistant/Associate – Chair (2009, 2010)
- Educational Leadership Search Committee: Lecturer – Chair (2009, 2010)
- Comprehensive Examination Subcommittee to the Doctoral Program Committee – Chair (2009, 2010)
- Faculty Development Committee – Member (2009, 2010)

Professional Affiliations

- National Council for Professors of Educational Administration/International Council of Professors of Educational Leadership
- Texas Council of Professors of Educational Administration
- American Educational Research Association
 - Division A: Teaching in Educational Administration Special Interest Group
 - School Evaluation and Program Development Special Interest Group
 - Educational Policy and Politics Special Interest Group
- Education Law Association
- Association for Supervision and Curriculum Development
- Texas Association of School Administrators