

# Janet McDade, Ed.D.

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## CORE COMPETENCIES

- Executive Leadership
- Curriculum and Instruction
- Special Programs
- Community Relations
- Organizational Learning
- Strategic Planning
- Board Policy and Regulations
- Climate and Culture
- Leadership Development
- Community Relations
- Presentations and Training
- Technology

## EDUCATION

**2019**

### DOCTORATE OF EDUCATION

TEXAS A&M - COMMERCE

Major: Educational Administration, 2019

Dissertation: *School Leadership: Implementation of Effective Leadership Practices of Three Principals in a Suburban District*

**2002**

### MASTER OF EDUCATION, EDUCATIONAL ADMINISTRATION

TEXAS CHRISTIAN UNIVERSITY, FORT WORTH, TEXAS

**1996**

### BACHELOR OF SCIENCE, INTERDISCIPLINARY STUDIES AND SPECIAL LEARNING

ANGELO STATE UNIVERSITY- SAN ANGELO, TEXAS

## CERTIFICATIONS

Superintendent  
Mid-Management /Administrator  
Texas Teaching Certification

## **EXPERIENCE**

**August 2023- Present**

**Clinical Assistant Professor, School of Education**

- Teach multiple courses within the School of Education related to Masters level and Doctoral level content.
- Supervise students, in Clinical Experience for Educational Leadership (CEEL) field experiences, who are working on Superintendent's certification.
- Facilitate mentee assignments.
- Observe and conference with Mentees and mentors 3 times over the duration of the CEEL.

**July 2022-June 2023**

**Coordinator for Assessment and Secondary RtI**

MIDWAY ISD WACO, TEXAS

Leader for the Midway Independent School District, a school district of 8400 students, PK-12.

### **Instructional Leadership**

- Prepares and uses research findings, test scores, and district studies to improve the outcome of the teaching/learning process.
- Supervises the secondary testing program in conjunction with the Director of Secondary Curriculum and Assessment.
- Monitors the implementation of the secondary RTI process.
- Works with principals, district administrators, content coordinators, and teachers to communicate, understand, and utilize the secondary Response to Intervention system.
- Compiles, maintains, and files all reports, records, and other documents as required by federal and state rules and regulations and district policy and procedures regarding RTI and state assessments.

### **School Organizational Climate**

- Provides leadership and technical assistance for principals, teachers, district administrators and coordinators so that overall performance is improved.
- Maintains a communication system that effectively collects and disseminates information to other professionals as appropriate.
- Relates to staff, students and parents in ways that convey mutual respect, concern and high expectations.

### **Personnel Supervision**

- Fosters collegiality and team building among staff members. Encourages their active enrollment in decision-making processes as it pertains to testing and assessments.

## **June 2021-July 2023**

### **Baylor University, Lecturer - School of Education**

- Part-time Lecturer for the Educational Leadership Department within the School of Education.
- Designed engaging learning opportunities for a Doctoral level course, Conflict Management and Resolution.
- Utilized network of retired and active superintendents to contribute to the cohort growth and learning around the course topic.
- Mentor cohort students in their professional capacity on an on-going basis.

## **July 2021-Present**

### **Executive Coach**

#### **Engage2Learn**

#### **Executive Leadership**

- Provide executive level coaching to districts who are in Year 2 and Year 3 of the Resilient Schools Support Program.
- Support districts in COVID recovery and learning acceleration planning and implementation.
- Provide executive level coaching to Special Populations Program Directors and Specialist.
- Support districts in coaching co-teach teachers.
- Provide executive level coaching on data analysis and systems for campus level administrator coaching based on the data.
- Facilitate districts through 5 step process for Strategic Vision: Collaborate, Engage, Design, Create, and Lead.
- Conduct Professional Learning for target groups within districts designed to meet the needs of the district.
- Facilitate teams through Critique protocols to ensure authentic and constructive feedback is provided throughout processes.
- Collaborate with leaders to establish expectations and protocols for sharing trends and information.
- Cultivate authentic, ongoing relationships with educators while creating meaningful connections and maintaining trust.
- Engage districts in systems thinking strategies to evaluate context and systemic structures to ensure scalability and sustainability.
- Coach educators to evaluate student data and the impact of strategies on outcomes while collaborating with students to provide new ideas and perspectives.
- Facilitate authentic, educator-centered, collaborative coaching conversations by modeling inquiry, focusing on building capacity to design solutions.

## **2016 – May 27, 2021**

### **ASSISTANT SUPERINTENDENT FOR STUDENT SERVICES**

### **November 2018-March 2019 ACTING SUPERINTENDENT**

## CARROLL ISD, SOUTHLAKE, TEXAS

Executive Leader for the Carroll Independent School District, a school district of 8400 students, PK-12.

Budget/Oversight: 1.5 million+

### **Executive Leadership**

- Provide executive level leadership and supervision to the departments of Curriculum and Instruction, Special Programs, Technology, Campus Principals, Counselors and Nursing Services.
- Served as Acting Superintendent (Nov. 2019-March 2020)
- Serve as a member of Superintendent's Cabinet.
- Serve as the Level II Hearing Officer for complaints under Board Policy FNG.
- Serve as Policy Committee Chair for all codes, regulations, policies, and procedures relating to District Improvement Plan, Student Code of Conduct and Handbook, Grading Guidelines, and Academic Planning Guides.
- Develop and present agenda items for Board approval.
- Conduct Board and community presentations on a variety of relevant topics.
- Oversee the implementation of the Strategic Plan, ensuring timely implementation of services.
- Lead partnership with community through Carroll Leadership Academy for Support Success (CLASS).
- Support for teacher professional learning and campus leadership.

### **Operational Leadership**

- Oversee policy review, updates, and implementation of administrative regulations.
- Supervise enrollment and transfer; attendance, discipline and climate.
- Work with the Executive Director of Curriculum and Instruction to oversee the district's curriculum.
- Created Parent University and Student University programs.
- Developed and oversee Voluntary Random Drug Testing Program.

### **Educational Leadership**

- Monitor various programs and processes for the purpose of ensuring compliance with established policies, procedures and/or educational codes.
- Developed district-wide systems for discipline and attendance for all campuses.
- Created and manage disciplinary grievances for all 11 campuses.
- Established campus Behavioral Threat Assessment Teams.
- Implemented training and monitoring for Behavioral Threat Assessment Teams.
- Lead and manage school open enrollment and transfer procedures.
- Professional Development Presentations for Leadership, Campuses and Communities.
- Personnel, budget, hiring and diversity management.

## **2014 - 2016**

### **EXECUTIVE DIRECTOR SCHOOL TRANSFORMATION**

#### **GARLAND ISD, GARLAND, TEXAS**

Executive Leader for Garland ISD, a school district with 71 Campuses, \$462M budget, 56,000+ enrollment

##### **Executive Leadership**

- Provided support for the superintendent, 71 campuses, executive council members, and the Board of Trustees.
- Provided executive level leadership and supervision to the departments of Bilingual/ELL, Career and Technology Education, Guidance and Counseling, Employee Wellness, and GISD Employee Clinic.
- Provided interpretation of policies and regulation to officials and the public.
- Model the use of effective protocols to ensure structured processes and guidelines to promote efficient communication and problem solving.
- Supported leaders in driving operational excellence through systems and processes.
- Supervised and coordinated the functions, activities, workload, and record keeping of the Superintendent's office
- Provided demographic information for use by the district in budgetary decisions, student assignments, and staffing needs.
- Collected and statistically analyzed data to forecast changes/trends in student populations.
- Coordinated district bond planning meetings for Phase 1 projects to include construction of two new buildings (\$34.4M and \$28.5M)

##### **Operational Leadership**

- Monitored and supported the district's CTE program.
- Encouraged and expanded the mentoring opportunities and apprenticeships within the business community for students.
- Monitored and supported district goals for strengthening the district's counseling program.
- Monitored software implementation and training for district counselor's.
- Monitored and supported district goals for strengthening the Bilingual/ELL program.
- Monitored and supported district goals for strengthening and expanding the CTE program.
- Assisted the Human Resources Department in staffing, interviewing, and selection of personnel for 71 campuses and district departments.

##### **Educational Leadership**

- Coordinated and facilitated the implementation of a Professional School Based Mentoring Program at 14 campuses across the district to benefit the district's highest risk students.
- Supervised the Family and Community Engagement Department and ensured the programs and initiatives were aligned with the district's vision, mission, and goals.

## **2013 - 2015**

### **AREA DIRECTOR**

**GARLAND ISD, GARLAND, TEXAS**

10 Campuses (one High school, two Middle Schools, seven Elementary Schools)

Enrollment 8,245

Demographics: African-American (14%); Hispanic (60%); Anglo (10%); Other (6%); Economically Disadvantaged (75%); LEP (35%); Special Education (6%); At-Risk (54%)

Budget Oversight/Approval: General Funds \$1,947,898.00/Title I Funds \$831,281.00

#### **Operational Leadership**

- Served approximately 8200 students representing 10 campuses and 30 administrators.
- Managed combined budgets of about \$3 million.
- Served as central office executive responsible for leading, directing, managing, supervising, and evaluating leadership.
- Increased Advancement Placement qualifying scores by 35%.
- Implemented A/B block scheduling for enhanced student opportunities.
- Evaluated personnel at all campuses to ensure effective leadership practice.
- Presented School Board presentations on instructional initiatives
- Chaired the Partnership Committee on the district's 2014-2015 strategic plan
- Steered action groups in prioritizing the focus for a \$455,500 bond.
- Directed the planning and implementation of inaugural Employee Health Clinic.
- Coordinated volunteer opportunities with community groups to enhance involvement.
- Supported Facility Planning relative to enrollment projections, construction and renovations.

#### **Human Capital Leadership**

- Provided support for leadership teams through mentoring, coaching, active listening, and reflective thinking.
- Modeled and conducted critical conversations.
- Created and organized the Future Principals' Institute for current assistant principals who desire to become campus principals.
- Inspired campus administrators to enhance their own leadership capacity.
- Worked collaboratively with all campuses to ensure compliance of policies and procedures.
- Led and trained school leaders and other staff on the appropriate use of Budgetary funds to improve efficiency in programming.
- Enhanced Professional learning opportunities for all teachers and administrators.
- Actively support the efforts of others to achieve goals and objectives and performance objectives.
- Review and approve all assigned campus budgets based on documented campus needs. Evaluate job performance of assigned leaders and other assigned staff to ensure effectiveness.

## **Educational Leadership**

- Coached campus leadership teams for effective practices
- Implemented collaborative culture models to embrace diversity.
- Conducted Professional Development for Leadership Advancement.
- Aligned district and campus goals for achievement.
- Experience with supporting campuses through Intervention Systems.
- Led the development, training, implementation of strategic initiatives.
- Collaborated with departments for compliance with federal funding.
- Supervised implementation of technology initiative.
- Conducted campus analysis for evaluation reports.
- Facilitated learning meetings using protocols for organization and training.
- Encouraged leadership to foster innovative practices and intuitive thinking.
- Knowledge of research and best practice in the area of educational data.

**2009 - 2013**

**PRINCIPAL**

**MANSFIELD ISD, MANSFIELD, TEXAS**

**BEN BARBER CAREER TECH ACADEMY/FRONTIER HIGH SCHOOL (2011 - 2013)**

Enrollment: 2600

- Instructional leader of career tech high school with a two-year magnet high school within.
- Developed strong community partnerships to enhance culture and academics.
- Enhanced digital literacy with design and implementation of specialized learning space.
- Implemented instructional learning walks to increase focus on CTE alignment with TEKS and industry standard certifications.
- Increased accountability measures in reading, writing and math.
- Implemented quality teaching and data-driven instruction initiatives.
- Facilitated, organized, and implemented staff development activities aligned with the strategic plan for increased academic achievement.
- Monitored curriculum and supervised curriculum audit for CTE courses.
- Developed discipline management procedures for increased performance.
- Identified, analyzed, and applied research-based strategies to facilitated school improvement.
- Created and implemented Information meetings to enhance school operations.

**TARVER-RENDON ELEMENTARY (2009-2011)**

Enrollment: 612

- Implemented Professional Learning Communities to build academic vocabulary and increase student performance.
- Defined expectation for staff performance, professional growth, and leadership regarding instructional strategies, classroom management, and communication with the

public.

- Developed a campus-wide discipline management system.
- Used developmental supervision effectively and comprehensively with all staff by systematically observing and discussing performance, establishing goals, and having follow-up conferences with staff.
- Increased student achievement through enrichment programs.
- Increased student achievement in all subject areas.
- Recruited and established community involvement partnerships.



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## **COMMUNITY INVOLVEMENT AND RECOGNITIONS**

Garland Principal's Leadership Academy Leader, 2015

Garland Bond Action Group Leader, 2015

Future Principals' Institute Program Designer, 2013

District Strategic Plan, Chair of Partnership Group, 2014

Employee Health Clinic, Co-Chair, 2014

Dragon Core Value Award- Excellence, 2018-2019

Administrative Retreat Program Chair, Carroll Independent School District, 2017-2020

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## **BOARD SERVICE**

Baylor School of Education Distinguished Speakers Series Committee, 2024

Baylor Center School Leadership Advisory Board, 2022-2023

EPP Coordinating Council, 2022-2023

Kiwanis of Southlake, 2016-2021

District Advisory Council Chair, 2016-2021

Resiliency Committee Chair, 2017-2021

District Diversity Council Co-Chair, 2018-2020

CLASS Chair, 2016-2021

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## **PROFESSIONAL MEMBERSHIPS**

CPED- The Carnegie Project on the Education Doctorate

AASA-The School Superintendents Association

Texas Association of School Administrators

Texas Elementary Principals Association

Association for Supervision and Curriculum Development

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## PRESENTATIONS

***Reading with Rodney Mobile Literacy Project***, GISD School Board– January 19, 2016  
***Student for a Day***, GISD School Board, April 22, 2014 ***Strategic Plan***, GISD School Board, February 11, 2014 & April 22, 2014  
***Traditional Rich, Future Ready***, GISD School Board – February 11, 2014  
***2013-2014 IB Results***, GISD School Board – November 11, 2014  
***Thoughtexchange***, GISD School Board – July 28, 2014 & March 22, 2016  
***Junior Achievement BizTown/GISD Career Tech Center***, GISD School Board – March 22, 2016  
***Strategic Plan***, CISD School Board, Bi-annually 2016-2020  
***Academic Planning Guide and New Courses***, CISD School Board, August 2016-2020  
***Student Handbook and Code of Conduct***, CISD School Board, August 2017-2020  
***District of Innovation Plan***, CISD School Board, December 2017  
***District Improvement Plan***, CISD School Board, September 2016-2020

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## PROFESSIONAL DEVELOPMENT

Title IX Training, 2024  
Just Leadership, 2024  
UCEA Conference, 2023  
Educator Prep Program, Field Supervisor Coaching Training, 2023  
Texas Principal Evaluation and Support System-TPESS  
Texas Teacher Evaluation and Support System-TTESS  
TASA/TASB/TASBO Budget Cohort Training, 2019-2020  
School Behavioral Threat Assessment Training- Texas School Safety Center, 2021  
Capturing Kids Hearts, 2020  
STOP the Bleed, 2019  
Youth Mental Health First Aid USA, 2018  
Why Try Level 1 Training, 2018  
Crucial Conversations Training, 2017  
Lead 4ward Data Analysis, 2016-2019  
Differentiation and the Principal's Role in Student Learning, 2016  
Data Driven Instruction, 2013-2014  
Coaching for School Results, Levels I & II, 2013-2014  
Curriculum Calibration Training, 2013-2014  
Curriculum Auditing and Management Training I & II, 2013-2014

