Curriculum Vitae

**Julia Collier Earl, Ph.D.**

Baylor University

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**EDUCATION**

Doctor of Philosophy in Curriculum and Instruction

 Texas A & M University

Post-Graduate Work and Superintendent Certification

 Sam Houston State University

Master of Arts in English

 University of Louisiana at Monroe

Bachelor of Arts in English Education with Social Studies minor

 University of Louisiana at Monroe

**CERTIFICATIONS**

Superintendent (Texas Standard Certificate)

Mid-Management Administrator (Texas Professional Certificate)

 Secondary English (Texas Provisional for Life)

 Secondary English (Louisiana)

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**PROFESSIONAL EXPERIENCE**

**Baylor University**

**Baylor University, Waco, TX**

**Lecturer**

Fall 2019-present

Full-time responsibility for designing and teaching courses in the EDD program and advising students through their Problem of Practice Dissertation in the EDD Online Program as well as participating in various committees, meetings, application reviews, mentoring new faculty, and advising doctoral students.

Courses Taught:

*EDC 5392*. Issues in Diversity: Doctoral course focused on understanding diversity issues that affect student’s areas of practice and prepare them for further research in the doctoral program.

*EDC 6360*. Instructional Design: Doctoral course that examines issues related to instructional design in K-12 and post-secondary education as well as in corporate, military, health, and other environments.

*EDC 6361.* Leadership and Organizational Change: Doctoral course that focuses on theories of leadership and organizational behavior to help develop students as leaders.

*EDC 6368*. Future Trends in Leadership: Doctoral course focused on examining industry, education, and society trends to prepare leaders of the future.

*EDC 6391.* Problem of Practice Phase 1: Doctoral course designed for cohort students to write the literature review for Chapter 1 of their Problem of Practice.

*EDC 6392.* Problem of Practice Phase 2: Doctoral course designed for cohort students to write the methodology for Chapter 2 of their Problem of Practice.

*EDC 6333.* Problem of Practice 3: Doctoral course designed for cohort students to write Chapters 3 and 4 of their Problem of Practice.

*EDC 6393.* Problem of Practice Capstone: Doctoral course designed for cohort students to defend and submit their final Problem of Practice.

Participation in planning, development, and execution of the Baylor Emerging Research Conference.

Planning and development of EDC 6368 Future Trends in Leadership.

Mentor for new faculty members 2023

Lead Faculty, EDC 6368 Future Trends in Leadership

Lead Faculty, Cohort 5 EDC 6333 Problem of Practice 3 and EDC 6393 Problem of Practice Capstone

Lead Faculty, Cohort 10 EDC 6391 and EDC 6392 Problem of Practice 1 and 2

**Adjunct Instructor, Baylor EDD LOC**

Spring 2019-Summer 2019

Responsibility for teaching online synchronous sessions and guiding students through their first semester in the EDD Online Program as well as participating in various committees, meetings, and application reviews.

*EDC 5392*. Issues in Diversity: Doctoral course focused on understanding diversity issues that affect student’s areas of practice and prepare them for further research in the doctoral program.

**Co-Teacher/Adjunct Instructor, Baylor C&I Department**

Fall 2017-Spring 2019

Responsible for providing instruction and supervising the TA experience

*TED 3396*-Secondary Language Arts Practicum: Teacher preparation course focused on preparing students to become effective teachers and introduced them to field experience.

**PROFESSIONAL PRESENTATIONS/PUBLICATIONS**

Blevins, B., Cooper, S, Crocker Papadakis, L., Earl, J., Howell, L., Lively, C., Meehan, J., Murray, E.A., Pratt, S., Sanguras, L., Talbert, T.L, Talbert, T., Werse, N.W. (in press). Reframing the problem of practice: Transitions in Baylor University’s Ed.D. in Learning and Organizational Change program. Impacting Education: *Journal on Transforming Professional Practice.*

Cooper, S., Blevins, B., Earl, J., Howell, L., Lively, C., Meehan, J., Pratt, S., & Talbert, S. (2020, October 14-16). Supporting EdD students to conduct rigorous research in a three-year, online program [Conference session]. #CPED20 October Convening of Carnegie Project for the Education Doctorate (CPED). Tempe, AZ. <https://cped.memberclicks.net/>

Lively, C., Blevins, B., Cooper, S., Earl, J., Kaul, C., Pratt, S., Sanguras, L., & Talbert, S. (2020, October 14-16). From a distance: Community building in virtual environments [Conference session]. #CPED20 October Convening of Carnegie Project for the Education Doctorate (CPED). Tempe, AZ. <https://cped.memberclicks.net/>

Talbert, T., Blevins, B., Lively, C. & Earl, J. (2020, November 10-14). Following our own lead:Building and online doctoral program through equal parts strategy and serendipity. [Conference Session]. #OLCaccelerate. November Convening of Online Learning Consortium (OLC). Orlando, FL. <https://onlknelearningconsortium.org>

**GRADUATE RESEARCH DIRECTION**

**Baylor EDD-LOC Cohort 3**

Tamesha Armstead, *“When You Finally See Us”: A Narrative Inquiry of The Rare Sighting of Black Females in Officer Ranks and Positions in the United States Air Force*

Problem of Practice Dissertation Advisor.

Sarah Chambers, *Spirit of the Buffalo: A Qualitative Case Study Examining the Perceived Efficacy of Principals on a Northern Plains Reservation*

Problem of Practice Dissertation Advisor.

NaTasha Crain, *The Implementation of Social Emotional Learning (SEL) through Culturally Relevant Pedagogy (CRP) in Low Socioeconomic Schools: A Phenomenological-Case Study at Jones Elementary,* Problem of Practice Dissertation Advisor.

Daniel Kopperud, *The Effect of Unsanctioned Part-time Work on International Students in South Korea,* Problem of Practice Dissertation Advisor.

CleRenda McGrady, *Teenage Girls’ Self-Efficacy and Motivation: A Qualitative study exploring the Positive Influence African American Fathers Have on Their Daughters,* Problem of Practice Dissertation Advisor.

Marta Torres, *Linguistic Diversity: Implementing English Language Practices in Museum Education Programs: A Case Study,* Problem of Practice Dissertation Advisor.

Karen Tracy, *Exploring the Employee Perception of Performance Feedback: An Inquiry into Improving Employee Motivation and Performance*, Problem of Practice Dissertation Advisor.

Elizabeth Valdez, *An Examination of Educators’ Perceptions of Their Students' Mental Health Needs and Barriers to Support Services: A Mixed Methods Study*, Problem of Practice Dissertation Advisor.

**Baylor EDD-LOC Cohort 5**

Katherine Becker, *Enhancing Graduate Medical Education Support with Artificial Intelligence: A Qualitative Case Study,* Problem of Practice Dissertation Advisor.

Miranda Elise, *Latina Leaders: A Case Study of Successful Latina Administrators in South-Central Texas,* Problem of Practice Dissertation Advisor, in progress.

MaryLynne Lawson, *Transformation through professional development: A qualitative case study examination of faculty experiences participating in online diversity, equity, and inclusion workshops,* Problem of Practice Dissertation Advisor.

Wallace Potts, *Understanding Drivers of Technical Debt by Factors That Cause Reductions to Innovation Within the United States Department of Veteran Affairs: A Mixed-Methods Exploratory Sequential Study,* Problem of Practice Dissertation Advisor.

Carlissa Runnels, *Creating Positive Work Environments: A Case Study of Human Resource Practitioners,* Problem of Practice Dissertation Advisor.

Jared Smith, *Military Junior College Early Commissioning Program Second Lieutenant: Factors that Impact their Success or Failure at their Follow-on Institution,* Problem of Practice Dissertation Advisor.

Alfonzo Torres, *Intelligent Mapping: A Competing Values Case Study to Optimize Mapping Operations for the National Geospatial-Intelligence Agency,* Problem of Practice Dissertation

Advisor.

Michelle Turek, *The Silenced Voices of Principals: A Narrative Case Study of Principal Perspectives Throughout Complex Traumas and their Resilience,* Problem of Practice Dissertation Advisor.

Neal Weber, *An Exploratory Qualitative Single-Case Study in Evaluating Attitudes of a Medical Educators on Educational Principles within the Framework of Social Cognitive Theory, ,* Problem of Practice Advisor, in-progress.

Athena Williams, *Understanding the Effect of a Career Development Program on Employees’ Basic Need Satisfaction and Autonomous Motivation: An Explanatory Sequential Mixed Methods,* Problem of Practice Dissertation Advisor.

**Baylor EDD-LOC Cohort 10 (Spring 2023)**

Currently advising 12 students just beginning their Problem of Practice Dissertation

**PROFESSIONAL EXPERIENCE**

**PreK-12 Schools**

**Associate Superintendent for Special Projects, Natrona County School District**, Casper, Wyoming

18,000 Students

* Led community process to determine visionary, long-range plan for a 21st century educational framework and facilities planning *(Path to 2025).*
* Facilitated a formal organizational assessment of the district.
* Provided district leadership for school transformation to prepare all students for college and highly skilled careers.
* Led change management strategies for systems alignment, curriculum delivery, and facilities planning.

**Superintendent,** Nashua School District, Nashua, New Hampshire

13,000 students

* Focused the district on continuous improvement processes and improved academic achievement to address the state’s first accountability system.
* Transformed the instructional programs for two 21st century high schools that focused on college and career readiness.
* Implemented a national standards-based approach to curriculum alignment (PDK Curriculum Management Audit).
* Initiated program-based budgeting that resulted in community involvement and balanced budget.

**Associate Superintendent for Instruction and Student Services,** Klein Independent School District, Klein, Texas. 48,000 students

* Led all aspects of the instructional programs in the district including curriculum and instruction, assessment systems, student support services, special programs, instructional technology, professional development, district and campus planning, and other areas.
* Completed “Shaping Our Future”, a visionary long-range plan for Klein ISD that defined 21st century education for students and linked instruction and construction.
* Improved student achievement by using a data-driven approach to instruction and utilizing best practices as well as innovative approaches.
* Facilitated district strategic planning process, initiated a data driven campus planning process, and created a district Office of Quality Improvement to address continuous improvement throughout the district.

**Assistant Superintendent for Instruction and Learning,** Carrollton-Farmers Branch Independent School District, Carrollton, Texas 28,000 students

* Set the vision for and led all aspects of the district’s instructional programs.
* Implemented Curriculum Management Audit Standards to accomplish a systems alignment in support of teaching and learning.
* Increased academic achievement, narrowed the achievement gap, and improved graduation rates.
* Developed instructional technology baseline standards and increased use of technology for instruction and decision-making.
* Created the area’s first Professional Pathways partnership with universities and businesses to assure college and career readiness for all graduates.
* Provided leadership and oversight for all district and campus planning.
* Worked directly with planners and architects to design innovative 21st century learning environments.
* Supervised campus principals and campus improvement.

**Director of Instructional Services,** Brenham Independent School District, Brenham, Texas

5,000 students

* Implemented comprehensive district restructuring plan for curriculum, instruction, assessment, and professional development.
* Completed district curriculum alignment project.
* Developed and delivered professional development to administrators, teachers, and staff.
* Supervised all special programs and support services in the district.

**Campus Administrator**, Pasadena ISD, Pasadena, Texas. 60,000 students

**Teacher, Department Chair**, **Huntsville ISD, Huntsville, TX Teacher, Department Chair**.

**PROFESSIONAL EXPERIENCE**

**Consulting Work**

* Consultant for the Department of Defense Education Agency worldwide.
* Independent Consulting work for multiple school districts throughout the United States to meet client needs in differing educational settings.
* International Senior Consultant for Catapult Learning.
* Consultant for Pearson Education, Compass Learning, and Literacy First.
* Leadership development and curriculum alignment work with multiple school districts.
* Coaching support for teachers and leaders in private, parochial, and public schools and districts throughout the United States.
* Editor and writer.
* Advisor to school and business leaders on critical issues, product development, and strategic initiatives

**RECENT EDUCATIONAL TRAINING AND CONSULTING PROJECTS**

*Archdiocese of Chicago, Chicago, IL* (2016, Summer, Fall)

Three Instructional Institutes

Formative assessment, close reading, engaging students

*Archdiocese of Houston-Galveston, Houston, TX (2015-2020)*

AIM: The Archdiocese Instructional Model

A five-year comprehensive plan to implement ongoing professional development and coaching to 13 Archdiocese inner city schools.

*Archdiocese of Miami, Miami, FL (2017-2019)*

3-year project to provide principal leadership coaching and Collaborative Quality Analysis evaluation of school in the Archdiocese

*Department of Defense Education Agency (*DODEA) (2016-2021)

Building sustainability through college and career readiness standards (CCRSL)

A five-year project with Catapult Learning and DODEA to implement CCRSL in all DoDEA schools throughout the world.Consulting work on more than 10 military bases in the US and Europe.

*Houston Independent School District, Houston, TX (2015, 2016)*

Two instructional institutes

Core instructional model, literacy in the content area, early literacy K-5, vocabulary development

*New York City Department of Education, New York, NY (2013-2020)*

Ongoing professional development sessions and coaching visits to more than a dozen NYDOE schools.

*Okeechobee Middle School, Okeechobee, FL (2015-2018)*

Literacy in the content areas

12 professional development sessions and 15 coaching visits.

12 professional development sessions and 15 coaching visits.

And others.

**PROFESSIONAL ENGAGEMENT**

**Professional Memberships (Past and Present)**

American Educational Research Association

American Association of School Administrators

Texas Association of School Administrators

National School Board Administrator

Association of Supervision and Curriculum Development

National Staff Development Council (now Learning Forward)

National Council of Teachers of English

National Middle School Association

Texas Council of Women School Executives

Association of Career and Technology Association

National Curriculum Audit

**Past Presentations**

National School Board Association

Texas Association of School Boards Mid-Winter Conference

Texas Association of Secondary Administrators

Texas Elementary School Principals Association

Association of Supervision and Curriculum Development

Association of Career and Technology Association

Learning Forward and Learning Forward Texas

And others

**Specialized Trainings/Certifications**

Baldrige Quality Award

Quality Texas Award

National Curriculum Audit

Theory U Change Management

**SERVICE AND COMMUNITY ENGAGEMENT**

Huntsville First Methodist Church

Metrocrest Leadership

Farmers Branch Rotary Club

Huntsville PTA President

SHSU Student Teaching Advisory Board

Huntsville Chamber of Commerce

TEA Certification Advisory Board