

CURRICULUM VITAE

Dr. Sandra Talbert
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EDUCATION

Ed.D. – Doctorate of Education in Educational Leadership and Policy Studies

Tarleton State University
2011

M.Ed. – Educational Leadership/School Administration

Sam Houston State University
1999

B.A. – Communications and English

Stephen F. Austin State University
1986

PROFESSIONAL EXPERIENCE

Higher Education

Baylor University, Waco, TX

Visiting Lecturer

Fall 2016-Spring 2017, Adjunct Summer 2014

Responsible for providing instruction and supervision in a variety of courses:

- EDC 5321 Contemporary Curriculum – Graduate level course focusing on contemporary philosophies and practice for designing and implementing the school's instructional program. Emphasis on changing philosophies in education as well as current innovations and experimentation in curriculum.
- TED 3340, 3341 Secondary Teaching Associates – Teacher preparation course focused on preparing students to become effective teachers. Course included instruction on topics such as human growth and development, legal and ethical requirements, student diversity and differentiation, student motivation, and effective instructional strategies for all students.
- TED 3396 Secondary English Language Arts Practicum, Parts I (partial semester) and II – Teacher preparation course focused on assisting students in their development as teachers of English Language Arts. Course included instruction in lesson planning, assessment, classroom management, and effective instructional strategies.
- University Liaison – Facilitated PDS partnership between Baylor University and University High School through a variety of avenues including ensuring regular, positive, communication, assisting in student placements, observing and conferencing with candidates, and serving on campus committees.

Tarleton State University, Stephenville/Waco, TX

Adjunct Faculty

2011-2016

Responsible for providing instruction and supervision in a variety of graduate courses:

- EDU 5398 Techniques of Research – Graduate level course focused on fundamental concepts and tools of research and their application to psychological and educational problems. Major topics included rationale of research, classification of research, analysis of problems, library skills, sampling, appraisal instruments, descriptive and inferential statistics, representative research designs, evaluation of research and research reports, and development of research proposals.
- EDAD 6314 Philosophy and Ethics in Educational Administration – Doctoral level course designed to assist educational leaders in studying and applying the major philosophies of education within a school organization context as well as examining frameworks for making ethical decisions. Philosophy and ethics were examined within a framework of theory and research to enhance organizational effectiveness and impact school culture.
- EDU 5300 Foundations in Educational Leadership – Graduate level course focused on the study of foundations of educational leadership emphasizing the role of school administrators in today's public schools. Students developed a personalized professional growth plan utilizing the knowledge and skills identified by the State Board for Educator Certification.
- EDAD 5342 Leadership of Campus Resources – Graduate level course designed to engage students in meaningful theory and practice of educational resources to develop the skills and knowledge base necessary to effectively align campus resources with organizational objectives. Course focused on leadership of financial resources, human resources, and community resources.
- EDAD 5399 Practicum for the Principalship – Graduate level course designed to provide supervision for future administrators as they maximize learning through guided, practical field experience in the various facets of their roles as campus leaders. Supervised professional activities in the areas of the public school principal (including elementary and secondary principalships) and the central office administrator. Students were required to demonstrate competency in the performance of appropriate professional duties as the culminating experience in the principal certification program.

Mississippi State University, Starkville, MS

Clinical Instructor

1998-2000

Served as university supervisor for elementary education student teachers as well as secondary English and speech student teachers. Responsible for weekly seminars for student teachers focusing on various aspects of education such as classroom management, effective teaching strategies, assessment, effective use of campus resources, and interviewing skills.

Co-Director Mississippi Teacher Fellowship Program

1998-2000

Conducted all MSU students' supervisory visits for Mississippi Teacher Fellowship grant program participants. The teachers in the program received a Master's Degree while teaching in a "critical shortage" school district. Coordinated various aspects of grant – determining mentors, managing paperwork, and planning/working with other participating universities.

TASK Force for Student Teacher Evaluation Instrument

1998-2000

Played a leading role in creation and revision of a new evaluation instrument to be used by all major universities in Mississippi to evaluate student teachers; co-authored the draft of the training manual that was revised and published by the TASK force; worked with directors and professors from University of Mississippi, Mississippi State University and University of Southern Mississippi; and conducted trainings throughout Mississippi on use of newly created instrument.

PROFESSIONAL EXPERIENCE

PreK-12 Public Schools

Lorena Independent School District, Lorena, TX

Superintendent of Schools

2006-2016

Responsible for overall success of Pre-K through 12 public school including instructional, student, personnel, fiscal and facility management, and public relations. Academic and instructional leader for the district focused on research-based curriculum decision making for each campus and grade level as well as intentional staff development resulting in student success. Focus on curriculum and instruction at all levels:

- Student level – ensuring appropriate, challenging curriculum for all students via varied, research-based instructional methodology
- Teacher level – providing for teacher growth through intentional, focused staff development with emphasis on rigorous curriculum, relevant application, reflective practice, and relationship development
- Administrator level – requiring leadership in curriculum analysis and instructional practice to provide success for all students

Responsible for district-wide culture focusing on “student first” decision-making, high expectations for all, development of teacher leaders and personal reflection to drive improvement.

Principal, Lorena Middle School, Lorena, TX

2003-2006

Responsible for day to day operations of 5th-8th grade public school campus including curriculum, budgeting, staffing, student success, data disaggregation, staff development, school safety and security, communication and campus-to campus collaboration. Served as primary decision-maker regarding appropriate curriculum for each grade level and content area. Engaged in research to make appropriate decisions regarding curriculum based on current data.

Assistant Principal, Lorena Middle School, Lorena, TX

2002-2003

Responsible for assisting in the day to day operations of 5th-8th grade campus (525 students) with focus on student management and attendance, students with exceptionalities, and personnel supervision. Played a leading role in monitoring the implementation of best instructional practices in the classrooms as well as relevant and rigorous curriculum.

Clear Creek Independent School District, League City, TX

Assistant Principal, Creekside Intermediate School

2000-2002

Responsible for monitoring and ensuring student success on a 6th-8th campus (850 students). Served as 504 Coordinator and Campus At-Risk Coordinator. Played leading role in English/Language Arts department in implementation of district-adopted curriculum and adapting that curriculum to meet the individual needs in each classroom. Led new teacher mentoring program on campus assisting teachers with areas such as curriculum alignment (vertical and horizontal), classroom management, best practices in education, conflict resolution, appropriate time management, and more.

Teacher in Public Schools

- Huntsville Independent School District, 1993-1998
 - Huntsville, TX
 - 6th Grade Language Arts and Gifted and Talented Language Arts
 - 5th and 6th Grade Communications/Speech
- Andrews Independent School District, 1992
 - Andrews, TX
 - English I, English I Gifted and Talented, English II, English II Gifted and Talented, 8th Grade Language Arts
- China Spring Independent School District, 1986-1992
 - China Spring, TX
 - English III, English III Honors, English IV, English IV Honors, Language Arts I and II

PUBLICATIONS

Talbert, S. & Beach, D. (2013). *Superintendent Retention*. SRCEA Yearbook.

Talbert, S. (2011). *Why do superintendents stay: Components of Organizational Commitment and Superintendent Longevity*. (Doctoral Dissertation). Proquest.

PROFESSIONAL ENGAGEMENT AND SERVICE

Presentations

- *Learning to Lead; Leading to Learn* – Invited trainer for Riesel School Board, Riesel, Texas, January 2017
- *Take Me To Your Leader: How to Live Long and Prosper as a School Board President* – School Board Conference, Invited presenter at Region 12 Education Service Center, Waco, Texas, 2013
- *Puzzling Roles in Education: Sorting out Who does What* – Invited presenter at Greater Waco Community Education Summit, Waco, Texas, 2013
- *Getting and Staying on the Same Page* – Invited presenter at Riesel School Board, Riesel, Texas, 2013
- *Superintendent Retention: Organizational Commitment and Superintendent Longevity* – Invited presenter at Southern Regional Council on Educational Administration Conference, New Orleans, Louisiana, 2012

- *Building Successful Staff Development: Using Intentional Staff Development to Improve Student Success* – Invited presenter at Region 12 Education Service Center, Waco, Texas, 2012
- *No More Sighs and Shudders: Professional Development with Pizzazz!* – Texas Association of School Boards Midwinter Conference, Austin, Texas, 2011
- *Team of 8: Making it Great* – Invited presenter at Bosqueville School Board, Bosqueville, Texas 2011
- *Putting It all Together: Using Vision, Leadership, Staff Development, and Reflection for School Improvement* – Invited presenter at Region 12 Education Service Center Superintendent Academy, Waco, Texas, 2009
- *Together We CAN Make a Difference!* (with C. Borchardt) – Louisiana Educational Diagnosticians Association Conference, Lake Charles, LA., 2008
- *Strategies for Success* – Invited presenter at Superintendent’s Forum, Salado, 2008
- Invited Guest Presenter, Tarleton State University Superintendent Classes, Waco and Stephenville, Texas, 2006-2012
- *Classroom Walk Through Trainer* – Lorena ISD, Calallen ISD
- *Effective Student Teacher Evaluation* – schools throughout Mississippi
- *Oh No, I Have a Few Minutes Left!* – Huntsville ISD, MSU, Clear Creek ISD, Lorena ISD
- *Making it Work: Conflict Resolution for Teachers* – MSU, Clear Creek ISD
- *The Same but Different: Differentiation in the Classroom* – MSU, Clear Creek ISD

Organizations & Leadership Roles

- Texas Education Agency’s Commissioner of Education Cabinet Representative for Region 12 ESC (2011- 2016)
- TASA Legislative Committee (2011-2016)
- Superintendents’ Regional Advisory Committee, Region 12 ESC (2012-2016)
- President (2009-2011), Vice President (2008-2009), Secretary (2007-2008) of Education Co-op of Central Texas (Rio Brazos Education Cooperative prior to 2009)
- Vice Chairperson, UIL District 19AAA Executive Committee
- Region 8 UIL Music Executive Committee (2012-2016)
- Facilitator for Region 12 Superintendent Academy (2012-2013)

Advisory Committees

- Region 12 Representative for the for the Texas Commissioner of Education’s Cabinet
- *Pack of Hope* Board Member
- Region 12 Education Service Center Superintendent Leadership Academy
- TRLEF – Tarleton Research Lab on Educational Facilities (2009-present)

GRANTS

March 1999: Grant from University of Mississippi to support *Mississippi Teacher Fellowship Program*.

December 1999: Grant from University of Mississippi to support *Mississippi Teacher Fellowship Program*.

COMMUNITY ENGAGEMENT AND SERVICE

Samples of Service

- Board Member – McLennan County *Pack of Hope* providing food for students on weekends
- Advisory Committee – City of Lorena
- Lorena Economic Development Committee – Ad Hoc member of planning group for future growth for Lorena
- *National History Fair* History Fair Contest judge
- Youth Leader – Elkins Lake Baptist Church, Huntsville, Texas; First Baptist Church of Friendswood, Texas; First Baptist Church of Lorena, Texas
- Youth Director Search Committee - Elkins Lake Baptist Church, Huntsville, Texas; First Baptist Church of Lorena, Texas
- Vacation Bible School Coordinator/Worker – Elkins Lake Baptist Church, Huntsville, Texas; First Baptist Church of Friendswood, Texas; First Baptist Church of Lorena, Texas

Professional Memberships

- Texas Association of School Administrator (TASA)
- Texas Association of School Boards (TASB)
- Texas Rural Educators' Association (TREA)
- Texas Association of Mid-Sized Schools (TAMS)
- Equity Center

What are people saying about Dr. Sandra Talbert?

Baylor University Students (from course evaluation):

- “I appreciate the knowledge Dr. Talbert shared with us. She is very knowledgeable in curriculum and instruction.... She has passion for her work, and it shows through her class lectures and activities.”
- “Dr. Talbert is extremely knowledgeable about the content, which allowed for us to not only learn from the text, but from her experiences and time spent with education.”
- Contemporary curriculum taught by Dr. Talbert “...was a fabulous course and really allows for you to dive into curriculum and begin to understand it in a new way.”

Kaye Johnson – Educator, Attorney, and Entrepreneur:

“Dr. Talbert is the epitome of a professional educator. Her intellectual acumen is evident.... Her passion for education has only intensified through her varied experiences. She is diligent, dependable, consistent, and honest. Sandra excels in communication skills.... I have rarely known a woman whose professional ability and character I can support as assuredly as I support Sandra Talbert.”

Caren Hollis, retired Special Education Director:

Dr. Talbert is “a leader among administrators. She has strong communication skills, both orally and in writing. She is very well respected, has a collaborative style, and works toward consensus if at all possible. She is one of the best that I have known.”

Comments by colleagues:

- “I can say with conviction that Sandra is one of the finest educators with whom I have ever worked.... Her visionary leadership, outstanding communication skills and creative and innovative approach to teaching, learning, and supervision make her one of a kind in her field.”
- “Dr. Talbert brings something very important – ENTHUSIASM, MOTIVATION, and ENERGY.... She excels in her ability to prioritize and organize for maximum efficiency. Her calm and cheerful relationships make everyone look forward to the day’s challenges.”