

VITA

Carlos A. Flores, Jr.

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Education

08/2014 EdD - Special Education
Texas Tech University
Lubbock, Texas
12/2008 MEd - Special Education
Texas Tech University
Lubbock, Texas
12/2002 BS - Interdisciplinary Studies/Special Education
Angelo State University
San Angelo, Texas

Present Positions

2021- Present – Associate Professor of Education, Angelo State University, San Angelo, TX
2022 – Present – Consultant, 2Teach LLC
2023 – Adjunct Professor, Stockton University, Galloway, NJ

Previous Positions

2015- 2021 – Assistant Professor of Education, Angelo State University, San Angelo, TX
2012 – 2015 - Adjunct Instructor, Angelo State University, San Angelo, TX
2011 – 2015 - Special education department head, Central High School, San Angelo, TX
2008 – 2015 - SAT Supervisor, Central High School, San Angelo, TX
2003 – 2015 - Special education teacher, Central High School, San Angelo, TX
2011 – Spring/Summer II semester - Graduate Assistant, Texas Tech University,
Lubbock, TX
2010 – 2011 - Lead social studies/ELA inclusion teacher, Central High School,
San Angelo, TX
2003 – Spring semester – Special education teacher, Lincoln Middle School, San
Angelo, TX
2000 – 2002 - Educational aide in self-contained special education classroom, Central
High School, San Angelo, TX
1999 – 2000 - Permanent substitute in a self-contained special education classroom,
Lincoln Middle School, San Angelo, TX

Teaching Assistant/Grader, Texas Tech University:

EDSP 5351 (Fall 2013) Emergent Language and Literacy for Young Children
who are Deaf or Hard Hearing – Dr. Cynthia Sturkie

EDSP 5353 (Spring 2013) Education Strategies for Advanced Language and Literacy for Students who are Deaf or Hard of Hearing – Dr. Shalia Cowan
ESDP 5390 (Summer II, 2011) Physical Aspects of Hearing Impairment – Dr. Roseanna Davidson
EDSP 5354 (Spring 2011) Assessing the General Education Curriculum for Students Who Are Deaf or Hard of Hearing - Dr. Roseanna Davidson
Adjunct Instructor, Angelo State University:
SPED 2361 (Fall 2012-Fall 2014) Survey of Exceptional Children
SPED 3364 (Spring 2015) Educating Individuals with High-incidence Disabilities in an Inclusive Environment

Certifications

Classroom Teacher - State of Texas

2008 – Present - Deaf and Hard of Hearing (EC-12)
2005 – Present - Social Studies (Grades 8-12)
2003 – Present - Generic Special Education (PK-12)
2003 – Present - Elementary Self-Contained (Grades 1-8)
2003 – Present - Elementary Reading (Grades 1-8)

Classroom Aide - State of Texas

2000 – Present - Education Aide I

Professional Associations and Activities

The Arc of Texas

President – 2017 - 2019

The Arc of San Angelo

President – 2015 - 2018

Board Member – 2005, 2013- 2015, 2018

President – 2007, 2009 - 2013

Secretary - 2008

Vice-President - 2006

Activities Committee Chair - 2001 – 2005

Texas Computer Education Association – Member 2019

American Council on Rural Special Education – ACRES - Member 2011-2012

Council for Exceptional Children – CEC - Member 2010-2012, 2016 - present

Division for Teacher Education (TED) - Member 2016 - present

Small Special Education Program Caucus - Member 2016 - present

Division for Communicative Disabilities and Deafness (DCDD) - Member 2010-2012

Texas Council for Exceptional Children – TCEC – 2016 – present

President Elect – 2019 - 2021

President – 2021- 2023

Secretary – 2023 - Present

Texas Classroom Teachers Association

2000 – 2015

Grants

- 2019 – **Flores, C. A., Jr.**, & Dickerson, K. L., *Special Education Seminar for Secondary Teacher Candidates* Sponsored by Angelo State University, Faculty Learning Commons Advisory Council, \$2,500 (Project cancelled due to Covid-19 restrictions)
- 2018 – **Flores, C. A., Jr.**, *Special Education Make and Take* Sponsored by Angelo State University, Faculty Learning Commons Advisory Council, \$2,500
- 2015 – Agan, T.L., Casarez, L.L., **Flores, C.A., Jr.**, & Livengood, K.K., (2015). United States Department of Education Office of Special Education Programs, *Preparing Educators to Provide Services to Student with Low-incidence Disabilities: A Low-incidence Educator Certificate Program*, \$1,106.42 (not funded).
- 2011 - Davidson, R., (Principal), Griffin-Shirley, N., (Supporting), Richman, D., (Supporting), **Flores, Jr., C. A.**, (one of six doctoral students who assisted in writing grant) *Postdoctoral Fellowship in Special Education Evaluation and Research* Sponsored by Institute of Education Sciences, \$689,999 (not funded).

Publications

Peer Reviewed

- Flores, C.A., Jr.**, (2023, May). The 3 Key Things You Need to Know About Working With Students Who Are DeafBlind. *Teachers Connecting to Advance Retention and Empowerment (T-CARE)*, 14(1), 4.
- Edinburgh, A. & **Flores, C.A., Jr.** (2023) The Underrepresentation of Females in Special Education. *Educator Perspectives*.
- Agan, T.L., **Flores, C.A., Jr.**, Casarez, L.L., (2022). Assessing Candidate Dispositions Throughout an Educator Preparation Program. In Clemm vonHohenberg, S. (Ed.), *Dispositional Development and Assessment in Teacher Education Programs*. IGI Global.
- Flores, C.A., Jr.**, (2022). Providing Feedback on a Lesson (pp. 39-40). In M.D. Elford, H.H. Smith, & S. James (Ed.), *GET feedback: Giving, exhibiting, and teaching feedback in special education teacher preparation*. New Jersey: SLACK, Incorporated.
- Flores, C.A., Jr.**, Carruth, L.D., & Dickerson, K.L., (2021). How Do Students Really Feel About Online Classes? In A. Markelz, (Ed.), TED 2021 Conference Proceedings: Steering into the Future (pp 23-27). Teacher Education Division of the Council for Exceptional Children, Fort Worth, TX.
- Flores, C.A., Jr.**, Carruth, L.D., & Dickerson, K.L., (2019). Teaching Online: What Do Instructors Really Think? *Inquiry in Education* (revise and resubmit)
- Flores, C.A., Jr.**, (2019, Nov). Using Visual Schedules in Your Classroom. *Teachers Connecting to Advance Retention and Empowerment (T-CARE)*, 8(1), 5.
- Flores, C. A., Jr.**, & Gordon, E. J. (2017). What Do New Faculty Members Want from Their University? *Change: The Magazine of Higher Learning*, 49(4), 52-54.
doi:10.1080/00091383.2017.1357100
- Flores, C. A., Jr.**, (2017) “Can Online Manual Communication Labs Be Successfully Taught From a Distance?”, *Proceedings of the 36th Original Lilly Conference on College Teaching, USA*, 48-50. Retrieved from <http://celt.miamioh.edu/lillycon/2016Proceedings.pdf>

- Carruth, L., **Flores, C. A., Jr.**, Self, R., Cuenco, E., (2017) "Creating Games and Watching Imagination Come to Life", *Proceedings of the 36th Original Lilly Conference on College Teaching, USA*, 48-50. Retrieved from <http://celt.miamioh.edu/lillycon/2016Proceedings.pdf>
- Kackley, L., **Flores, C.**, Wilson, A., (2011). Interactive learning activities for special education students in rural settings. *Proceedings of ACRES 31st Annual National Conference, USA*, 28-32. Retrieved from: <http://acres-sped.org/r/download/123893>

Presentations

Peer Reviewed

- Flores, C. A., Jr.**, Carruth, L., & Dickerson, K. L., Council for Exceptional Children, Teacher Education Division Annual Conference, *What Do Students Really Think of Online Classes?*, Fort Worth, TX, November 2021
- Flores, C. A., Jr.**, Carruth, L., & Dickerson, K. L., Council for Exceptional Children, Teacher Education Division Annual Conference, *Teacher Perceptions of Online Classes*, New Orleans, LA, November, 2019
- Sears, J. H., Cornelius, K. E., **Flores, C. A., Jr.**, Randolph, K., & Walker, J. Council for Exceptional Children Teacher Education Division Annual Conference, *Please stay! A new way of looking at special educator retention*. New Orleans, LA, November 2019
- Flores, C. A., Jr.**, ACRES 38th Annual National Conference *Special Education Make and Take Activities*, Alexandria, VA, March, 2019
- Flores, C. A., Jr.**, ACRES 38th Annual National Conference *Distance Education and the Rural Future Teacher*, Alexandria, VA, March, 2019
- Flores, C. A., Jr.**, Moos, V., Kasner, K., Council for Exceptional Children, Teacher Education Division Annual Conference, *Incorporating a Make and Take Activity into Your Course*, Las Vegas, NV, November, 2018
- Flores, C. A., Jr.**, Council for Exceptional Children, Annual Conference, *Can Distance Education Play a Role in Educating Rural Teachers?*, Tampa, FL, February, 2018
- Flores, C. A., Jr.**, Council for Exceptional Children, Teacher Education Division Annual Conference, *The Effectiveness of Distance Learning on Educating the Future Rural Educator*, Savannah, GA, November 2017
- Flores, C. A., Jr.**, Texas Council for Exception Children, Annual Conference, *Distance Education and the Rural Future Educator*, Austin, TX, June 2017
- Flores, C. A., Jr.**, Original Lilly Conference on College Teaching, *Can Online Manual Communication Labs Be Successfully Taught From a Distance?*, Oxford, OH, November 2016
- Carruth, L., **Flores, C. A., Jr.**, Self, R., Cuenco, E., Original Lilly Conference on College Teaching, *Creating Games and Watching Imagination Come to Life*, Oxford, OH, November 2016
- Kackley, L., **Flores, C.**, Wilson, A., ACRES 31st Annual National Conference, *Interactive Learning Activities for Special Education Students in Rural Settings*, Albuquerque, NM, March 2011

Non-Peer Reviewed

- Edinburgh, A., & **Flores, C.A., Jr.**, Angelo State University Research Symposium, Underrepresentation of Females in Special Education, San Angelo TX, (2023)
- Flores, C. A., Jr.**, Invited Speaker, Gongju National University of Education (GNUE), Student Teacher Cohort, *Special Education in the United States*, GNUE, South Korea, February, 2023.
- Flores, C.A., Jr.**, Invited Speaker, San Angelo Christian Academy, *Universal Design for Learning in the Classroom*, San Angelo, TX, August 2022.
- Flores, C. A., Jr.**, Invited Speaker, Gongju National University of Education (GNUE), Student Teacher Cohort, *Special Education in the United States*, GNUE, South Korea, January, 2022.
- Flores, C. A., Jr.**, Invited Speaker, Early Childhood Education, *Wild About Kids Conference*, San Angelo, TX, August 2021.
- Flores, C. A., Jr.**, Invited Speaker, Gongju National University of Education (GNUE), Student Teacher Cohort, *Special Education in the United States*, GNUE, South Korea, February, 2021.
- Flores, C. A., Jr.**, Invited Speaker, Leander Independent School District, Continuous Improvement Conference, *Special Education is a Service, Not a Place*, Leander, TX, October, 2019.
- Flores, C. A., Jr.**, Invited Speaker, Leander Independent School District, Continuous Improvement Conference, *Accommodations and Modifications...What?*, Leander, TX, October, 2019.
- Flores, C. A., Jr.**, Invited Speaker, National Association for the Advancement of Colored People (NAACP) scholarship ceremony, San Angelo, TX, May 2019.
- Flores, C. A., Jr.**, Invited Keynote Speaker, San Angelo Christian Academy, National Honors Society Induction Ceremony, San Angelo, TX, April, 2019.
- Flores, C. A., Jr.**, Invited Speaker, Soaring to New Heights, Lubbock, TX, *Inclusive Practices in the General Ed. Classroom*, Education Service Center 17, June, 2018.
- Flores, C. A., Jr.**, Invited Keynote Speaker, Inclusion Works! San Antonio, TX, *Inclusion: More Than Just a Buzzword*, The Arc of Texas, February, 2018.
- Flores, C.A., Jr.**, Invited Panelist, Inclusion Works! San Antonio, TX, *Transition*, The Arc of Texas, February, 2018.
- Flores, C. A., Jr.**, Invited Speaker, Angelo State University, San Angelo, TX, *Tips for Neurodiverse Students, Including Students with Autism, on Handling Stress in College*, Spectrum Student Organization, November, 2016.
- Kackley, L., **Flores, C.**, Poster Presentation, Texas Tech University, *Visual Phonics: Effectiveness with Early Elementary Students who are Deaf and Hard of Hearing*, Lubbock, TX, April, 2011.

Service**Profession**

- 2022 – Reviewer, conference proposals - American Council on Rural Special Education (ACRES)

- 2022 - Texas Education Agency - Austin, TX
Member, Deafblind TExES Item Review Committee
- 2022 – **Reviewer**, IGA Global Publishing
- 2021 – 2023 – President – Texas Chapter of the Council for Exceptional Children
- 2020 – 2021 - President Elect – Texas Chapter of the Council for Exceptional Children
- 2020 – Rise and Teach Scholarship Judge
Region 15 Education Service Center and Angelo State University, San Angelo, TX
- 2020 – present - Rise and Teach Conference Planning Committee Member
Region 15 Education Service Center and Angelo State University, San Angelo, TX
- 2019 – present - Co-editor of Educator Perspectives Educational Journal published by Angelo State University, College of Education, San Angelo, TX
- 2019 – Scouting committee member for the 2022 Council for Exceptional Children Teacher Education Division National Conference
- 2019 – **Reviewer**, *Journal of Special Education Apprenticeship*
- 2019 – **Reviewer**, *Rural Special Education Quarterly*
- 2018 – November, Volunteer, Council for Exceptional Children, Teacher Education Division Annual Conference, Las Vegas, NV
- 2018 – 2022 - Co-chair, with Leah Carruth, PhD, Education Symposium Sponsored by the College of Education and the Student Chapters of Kappa Delta Pi and Texas Classroom Teachers, Angelo State University – San Angelo, TX
- 2017 – 2019 The Arc of Texas
President – 2017 – 2019
- 2016 – present - **Reviewer**, Reviewed proposals for the Teacher Education Division Conference, Council for Exceptional Children
- 2016 – 2019 – **Reviewer**, *Journal of Special Education Technology*
- 2015 - 2016 – Heart of Texas Children’s Literature Book Reviewer
- 2015 – Texas Education Agency – Austin, TX
Member, TExES Educational Diagnostician 153 Item Review Committee
- 2014 – Texas Education Agency – Austin, TX
Member, TExES Special Education 161 Item Review Committee
- 2012 - Texas Education Agency - Austin, TX
Member, State of Texas Assessment of Academic Readiness- Modified World Geography Standards Setting Committee
- 2010 - Texas Education Agency - Austin, TX
Member, Steering Committee for State of Texas Assessment of Academic Readiness-Modified
- 2010 - Texas Education Agency - Austin, TX
Member, state-wide Data Review Panel for Grade 10 Social Studies
- 2009 - Texas Education Agency - Austin, TX
Member, EOC-M Steering Committee
- 2009 - Texas Education Agency - Austin, TX
Member, 10th Grade TAKSM Standards Setting Committee

University

- 2022 - 2023 - Angelo State University, San Angelo, TX
Department of Kinesiology, Faculty Search Committee Member

- 2022 – Member, Thesis Committee for Justin A. Seaborn, Security Studies and Criminal Justice.
- 2022 - Fall Angelo State University, San Angelo, TX
Developed and taught a General Studies class for incoming freshman entitled
True Crime: You Be the Detective (GS1181)
- 2022 – Academic Calendar Ad Hoc Committee Chair
Angelo State University, San Angelo, TX
- 2022 - 2023 – Angelo State University, San Angelo, TX
Secretary/Senator, Faculty Senate
- 2021 – Member, Thesis Committee for Declan W. D. Ledger, Global Security Studies, *The Warlords, the Fragile State, & the Imaginary Line in the Sand*.
- 2021 – Fall Angelo State University, San Angelo, TX
Graduation Marshall
- 2020 - Member, Capstone Committee for Robert G. Crumley, Intelligence, Security Studies, and Analysis, *The Masked Face in the War on Terror: Iran's Revolutionary Guard and Quds Force*.
- 2020-2021 – Angelo State University, San Angelo, TX
Senator, Faculty Senate
- 2019 – 2021 - Angelo State University, San Angelo, TX
Quality Enhancement Plan (QEP) Development Committee
- 2019 – 2022 – Angelo State University, San Angelo, TX
Health Services Committee
- 2019 – present – Angelo State University, San Angelo, TX
Council for Exceptional Children Student Chapter
Founder and Faculty Co-sponsor
- 2019 – Bachelor of General Studies Ad Hoc Committee,
Angelo State University, San Angelo, TX
- 2018 - present – ADA Committee on Accessibility of Facilities and Services
Angelo State University, San Angelo, TX
- 2018 - 2019– Fall/Spring Angelo State University, San Angelo, TX
Graduation Gonfalonier
- 2018 – Member, Thesis Committee for Daniel Sartin, Intelligence, Security Studies, and Analysis, *Intelligence, Surveillance, and Reconnaissance Collection Management Training: A Case for Standardization*
- 2017 - 2020 – CARR Distinguished Scholar Committee
Angelo State University, San Angelo, TX
- 2017 - present – Student Conduct and Hearing Committee
Angelo State University, San Angelo, TX
- 2016 - 2017 – Fall/Spring Angelo State University, San Angelo, TX
Graduation Marshal
- 2016 - 2017 – Angelo State University, San Angelo, TX
Library Committee
- 2016 – Member, Thesis Committee for Kelsey Blauer, Counseling Psychology
The Attitudes and Beliefs of Deception in the Coach-Player Relationship
- 2016 - Fall Angelo State University, San Angelo, TX
Developed and taught a General Studies class for incoming freshman entitled
How to Take a Class Online (GS1181)

- 2015 - 2017 Angelo State University, San Angelo, TX
Council for the Accreditation of Educator Preparation (CAEP) Committees 1 and 4
co-chair
- 2016 - 2019 – Texas Classroom Teachers Association (TCTA):
ASU Chapter - San Angelo, TX
Faculty Co-sponsor
- 2015 - 2017 – Angelo State University, San Angelo, TX Teacher Education Council:
Teacher Education Council Subcommittee on Admission, Retention, and
Dismissal

College

- 2022 - present – Angelo State University, San Angelo, TX
College of Education, Hospitality Committee
- 2022 – Angelo State University, San Angelo, TX
College of Education, Teacher Education Department, Faculty Search Committee Chair
- 2021 – Angelo State University, San Angelo, TX
College of Education Tenure and Promotion Evaluation Committee
- 2021 – present - Angelo State University, San Angelo, TX
College of Education Dispositions Committee Co-chair
- 2021 – present - Angelo State University, San Angelo, TX
College of Education Scholarship Committee
- 2019 – Angelo State University, San Angelo, TX
Search committee member – Department of Teacher Education Office Coordinator
- 2019 – Summer – Angelo State University, San Angelo, TX
Created and wrote the Special Education Training module for the College of Education,
Educator Preparation Program (EPP)
- 2018 – Angelo State University, San Angelo, TX
Search Committee – Early Childhood Adjunct
- 2018 – Angelo State University, San Angelo, TX
Discover ASU
- 2017 - present – Angelo State University, San Angelo, TX
Korean Student Faculty Representative
- 2017 – Angelo State University, San Angelo, TX
Search Committee, Special Education Adjunct
- 2017 – Spring – Angelo State University, San Angelo, TX
Developed and moderated the Texas Classroom Teachers Association Teacher
Panel
- 2017 – Spring – Angelo State University, San Angelo, TX
Created and wrote EDG 6326, Education of Exceptional Children
Curriculum and Instruction
- 2017 - 2020 – Angelo State University, San Angelo, TX
Department of Teacher Education Recruitment Committee – Chair
- 2016 – 2018 - Spring – Angelo State University, San Angelo, TX
Faculty representative for True Blue Friday
- 2015 - present – Angelo State University, San Angelo, TX
Faculty, Staff, and Student Awards Committee

2015 – 2019 – Angelo State University, San Angelo, TX
College of Education Curriculum Committee

Community

2023 – Guest speaker, Baptist Memorial Monthly men's breakfast - June
2020 - 2021 – Law Related Education, State Bar of Texas - Citizen Bee Judge
Region Service Center, San Angelo, TX
2020 – 2022 - Southgate Church of Christ – San Angelo, TX
Leadership Training for Christ (LTC) Drama (10th-12th grade) Coach
2019 – 2021 – San Angelo Christian Academy – San Angelo, TX
10th/11th grade Parent of Contact
2019 – 2021 - San Angelo Christian Academy – San Angelo, TX
Christmas Shoebox Coordinator in conjunction with Samaritan's Purse
2019 – 2022 - Southgate Church of Christ – San Angelo, TX
Leadership Training for Christ (LTC) Signing for the Deaf Level 1 Coach
2016 – Education Service Center Region XV/Angelo State University – San Angelo, TX
with The Arc of Texas, Austin, TX Transition Works! Conference Planning
Committee Member
2016 – Guest speaker, Baptist Memorial monthly men's breakfast – June
2016 – 2017 – Christians In Action – San Angelo, TX
Board of Directors – Secretary
2016 – present - Autism Alliance of the Concho Valley – San Angelo, TX
Autism Walk Planning Committee Member
2016 - Concho Valley Child and Youth Conference – San Angelo, TX
Planning Committee Member
2016 – 2022 - Edmund Boulevard Baptist Church – San Angelo, TX
Personnel Committee
2015 – 2016 - Served lunch to students at the Baptist Student Ministry with Edmund Boulevard
Baptist Church
2015 – 2019 - SkillsUSA Texas District 2, San Angelo, TX.
Contest Judge
2015 – present – Admission, Review and Dismissal (ARD) Committee parent consultant
2014 – 2015 - Cub Scout Pack 374, San Angelo, TX.
Advancement Coordinator
2014 – SkillsUSA Texas District 2, San Angelo, TX.
Contest Judge
2009 – present - Education Service Center Region XV - San Angelo, TX
Annual Concho Valley Alliance for Transition (CVAT) Transition Fair
Planning Committee Member
2007 – 2010 - Central High School, San Angelo, TX.
Deaf Club sponsor
2007 – 2015 - San Angelo Independent School District
Attendance Committee Member – Central High School
2007 – 2013 - San Angelo Independent School District
District Site Based Decision Making Committee member

- 2007 – 2013 - San Angelo Independent School District
Campus Site Based Decision Making Committee member – Central High School
- 2006 – 2015 - San Angelo Independent School District
District Curriculum Writing Team
Social Studies Curriculum Writer
- 2001– 2005 - ARC of San Angelo, San Angelo, TX.
Activities Committee Chairperson

Honors/Awards

- 2022 – President’s Award for Faculty Excellence in Service finalist, Angelo State University, San Angelo, TX
- 2020 – Gary and Pat Rogers Distinguished Faculty Member of 2019-2020 Nominee, Angelo State University, San Angelo, TX
- 2020 - President’s Award for Faculty Excellence in Teaching Semi-finalist, Angelo State University, San Angelo, TX
- 2019 – Gary and Pat Rogers Distinguished Faculty Member of 2018-2019 Nominee, Angelo State University, San Angelo, TX
- 2019 – President’s Award for Faculty Excellence in Leadership/Service Nominee, Angelo State University, San Angelo, TX
- 2017 - 2019 – Nasim Dil Award nominee – Council for Exception Children, Small Special Education Program Caucus, Teacher Education Division
- 2015 - Teacher of the Year nominee - Central High School, San Angelo, TX.
- 2013 - Teacher of the Year nominee - Central High School, San Angelo, TX.
- 2011 - Teacher of the Year nominee - Central High School, San Angelo, TX

Scholarships

- 2011 – 2012 - Sondra Bonnington Scholarship; Texas Tech University, College of Education, \$2,000
- 2011 - Summer II - CSI: Personnel Preparation to Serve School-Age Children with Sensory Impairments; Texas Tech University, \$1,146.97
- 2011 - Spring - CSI: Personnel Preparation to Serve School-Age Children with Sensory Impairments; Texas Tech University, \$2,071.97
- 2010 – 2011 - Step Towards Assisting Graduate Education (STAGE): Texas Tech University Student Government Association and the Graduate School, \$500.
- 2010 - Fall - CSI: Personnel Preparation to Serve School-Age Children with Sensory Impairments; Texas Tech University, \$1,000
- 2010 - Spring - CSI: Personnel Preparation to Serve School-Age Children with Sensory Impairments; Texas Tech University, \$889.50
- 2009 - Fall - CSI: Personnel Preparation to Serve School-Age Children with Sensory Impairments; Texas Tech University, \$876.00
- 2007 – 2008 - Nontraditional Deaf Education Certification Program for Teachers; Texas Tech University, \$4,651.06
- 2003 – 2004 - Novice Teacher Induction Program (NTIP); Texas State University – San Marcos, \$2,700