



Tia Leanne Agan, Ed.D.

Assistant Professor of Education

Angelo State University

College of Education, Department of Curriculum & Instruction

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Academic Preparation

Doctor of Education in Higher Education Administration

Texas Tech University 2013-2016

Dissertation Title: *Educator Preparation Practitioner Perceptions of Cultivating Adjunct Field Supervisors in the Four-Year University*

Master of Education in School Administration

Angelo State University 1998-1999

Bachelor of Science in Education

Texas Christian University 1986-1990

Professional Certifications

Texas Educator Certification Mid-Management Administrator Grades PK-12

Texas Educator Certification Elementary Self-Contained Grades 1-8

Texas Educator Certification Elementary History Grades 1-8

Texas Teacher Evaluation and Support System Certified

Texas Teacher Evaluation and Support System Field Supervisor Trainer Certified

Texas Teacher Evaluation and Support System Field Supervisor Coaching Certified

Texas Teacher Evaluation and Support System Field Supervisor Observation Certified

Advancing Educational Leadership Certified

Professional Experience

College of Education, Department of Curriculum & Instruction, Angelo State University

Assistant Professor of Education January 2017- Present

Program Coordinator: Educational Leadership, Principal & Superintendent Certification

- Advising/ Recruitment/ Retention
 - Review and approve candidate degree plans
 - Provide academic advice and guidance to current and/or prospective candidates
 - Coordinate with Graduate Advisor regarding student admission, appeals, degree plans

- Actively recruit students through presence at local, regional, state, and national educational events, contributing to ASU Strategic Plan Master Goal #3
- Advocate for candidates both inside and outside the university to support their professional success
- Assessment
 - Maintain accreditation data and accountability measures
 - Facilitate development, implementation, and assessment of student learning outcomes for the program, contributing to ASU Strategic Plan Master Goal #4
 - Facilitate program review and data analysis aligning with SACSCOC assessment requirements, contributing to ASU Strategic Plan Master Goal #7
- Certification
 - Oversee candidate approval for Texas Examination of Educator Standards (TExES) Principal as Instructional Leader (268), Performance Assessment for School Leaders (368), and Superintendent Certification (195) exams
 - Hire field supervisors with proper certification and experience for each candidate
 - Train field supervisors for advanced certification (Field Supervisor Coaching)
 - Train field supervisors for initial certification (Field Supervisor Observation)
 - Ensure implementation of Texas Education Code and Texas Administrative Code related to principal and superintendent preparation and certification
- Compliance
 - Ensure compliance with state regulations and university policies, procedures, and practices
 - Adhere to, follow, and promote legal, ethical, and professional standards
 - Adhere to federal, state, district and campus legal standards, policies, regulations, and procedures
- Curriculum
 - Refine and maintain curriculum for M.S. in Educational Leadership that meets requirements for Texas Administrative Code, Texas Higher Education Coordinating Board, SACSCOC, University Curriculum Committee, and the University Catalog, contributing to ASU Strategic Plan Master Goal #4
 - Coordinate curriculum development, review, and revision for the degree program to ensure alignment with national and state standards, including the Council for the

Accreditation of Educator Preparation (CAEP), Texas Education Agency (TEA), and National Educational Leadership Preparation (NELP)

- Apply research-based practice to improve the programs
- Teach
 - Teach graduate level courses in the educational leadership program
 - Teach in an online, eight-week format

Graduate Courses Created / Revised:

EDCT 6305 Capstone in Educational Leadership

EDCT 6312 Superintendent Internship in Education

EDG 6325 Practicum in Counseling

EDG 6347 Practicum in School Administration

EDG 6348 Superintendent Internship in Education

EDCT 6349 Practicum for Principal Certification

EDG 6365 Internship in Higher Education

EDCT 6399 Internship for Principal Certification

Graduate Courses Taught

EDCT 6301 School Culture for Principals Fall A 2020, Spring B 2021

EDCT 6302 Instructional Leadership for Principals Fall B 2020, Spring B 2020, Spring B 2021

EDCT 6303 Human Resource Management Summer 2020, Spring A 2020, Spring A 2021

EDCT 6304 Executive Supervision for Principals Fall B 2020, Summer 2021

EDG 6304 Applied Research Summer 2017, Spring A/B 2017

EDG 6306 Curriculum and Methodology Trends Fall B 2019, Spring A/B 2017

EDG 6307 Professional Writing for Educators Fall A/B 2019, Spring A/B 2019

EDCT 6312 Superintendent Internship in Education Fall 2020

EDG 6325 Practicum in Counseling Summer 2019, Spring 2019, Fall 2018, Summer 2018, Spring 2018, Fall 2017, Summer 2017, Spring 2017

EDG 6341 Role of the Principal Fall A 2020, Summer 2020, Spring A 2021, Summer 2021

EDG 6347 Practicum in School Administration Spring 2020, Fall 2019, Summer 2019, Spring 2019, Fall 2018, Summer 2018, Spring 2018, Fall 2017, Summer 2017, Spring 2017

EDG 6348 Superintendent Internship in Education Summer 2020, Spring 2020, Spring 2019, Fall 2018, Spring 2018, Fall 2017, Spring 2017

EDCT 6349 Practicum for Principal Certification Fall 2020, Spring 2021

EDG 6365 Internship in Higher Education Fall 2019, Summer 2019, Spring 2019, Fall 2018, Summer 2018, Spring 2018, Fall 2017, Summer 2017, Spring 2017

EDG 6399 Professional Practice Fall 2019, Spring 2019, Fall 2018, Spring 2018, Fall 2017, Spring 2017

EDG 6399 Summer Practicum (Counseling, School Administration, Higher Education)
Summer 2017

Field Experience Advisor July 2012- July 2017

College of Education, Angelo State University

- Advised undergraduate and masters candidates seeking initial teacher certification
- Coordinated placements for 50-120 student teachers per semester among school districts all over Texas and in Department of Defense Education Activity (DoDEA) schools
- Recruited, hired, and trained qualified, Texas certified university field supervisors
- Coordinated 300-500 field experience placements per semester with professors, candidates, and school districts
- Maintained documentation and data of field experiences for state and national accreditation
- Conveyed field experience expectations and requirements to all College of Education undergraduate courses requiring observations
- Hosted and presented Student Teacher Orientation
- Created Taskstream Directed Response Folio programs and surveys for student teaching
- Conducted Taskstream training for candidates and university field supervisors
- Presented student teaching application procedures and requirements to undergraduate, post baccalaureate, and masters candidates seeking initial teacher certification
- Continued position in transition for 7 months and trained new field experience advisor simultaneously while working in assistant professor position

High School Principal July 2010- June 2012

Central Freshman Campus, San Angelo Independent School District

- Supervised 600-700 students and 80-90 faculty/staff members
- Provided leadership for high standards
- Maintained safety, order, and effective discipline management
- Monitored curriculum delivery
- Effectively allocated federal, state, and local funds
- Presented mandated state and federal staff development topics to faculty/staff
- Collaborated with members of the learning community

- Obtained Texas Business and Education Coalition Honor Roll
- Received the National Center for Educational Achievement Award
- Maintained Texas Education Agency Recognized rating

Elementary Principal July 2001- June 2010

Belaire Elementary, San Angelo Independent School District

- Supervised 350-450 students and 35-50 faculty/staff members
- Provided leadership for high standards
- Maintained safety, order, and effective discipline management
- Monitored curriculum delivery
- Effectively allocated federal, state, and local funds
- Evaluated the performance of teachers and support staff
- Presented mandated state and federal staff development topics to faculty/staff
- Collaborated with members of the learning community
- Obtained Texas Education Agency Exemplary rating

Elementary Assistant Principal July 2000- June 2001

Belaire Elementary & McGill Elementary, San Angelo Independent School District

- Supervised 350-450 students and 35-50 faculty/staff members each campus
- Maintained safety, order, and effective discipline management
- Monitored curriculum delivery
- Evaluated the performance of teachers and support staff
- Collaborated with members of the learning community
- Coordinated Texas assessment of academic skills fair
- Coordinated textbooks for all grade levels and subjects for both campuses
- Presented mandated state and federal staff development topics to faculty/staff

Elementary Teacher August 1990- June 2000

Bonham Elementary, San Angelo Independent School District

Saginaw Elementary, Eagle Mountain-Saginaw Independent School District

- Taught 20-75 students each year
- District Employee Communication Team representative
- Prospective Administrator's Academy member
- Attendance Review Committee member
- Yearbook Coordinator
- Parent Teacher Association (PTA) Secretary

- Field Day Coordinator
- Talent Show Director
- Campus Spelling Bee Coordinator
- Gifted and Talented Identification Team member
- United Way Campaign Chairman
- Campus and District Site Base Decision-Making Committee member
- PTA Reflections Contest Chairman
- Obtained PTA Lifetime Membership

Scholarly Activities

Publications Peer-Reviewed Journals

- Agan, T. L., & Knight, T. L. (2020, April). The Impact of Educators. *Delta Kappa Gamma Bulletin: Collegial Exchange*, 86(4). <http://magazine.dkg.org/2020/86-4/>
- Agan, T. L., Casarez, L. L., & Self, R. N. (2019, December). Investing in future administrators: An interview with Dr. Raelye Self. *Delta Kappa Gamma Bulletin: Collegial Exchange*, 86(2). <http://magazine.dkg.org/2019/86-2/>
- Agan, T. L., Casarez, L. L., Schoen, H., & Self, R. N. (2019, August). Data-driven practicums: Putting theory into practice. *TxEP: Texas Educator Preparation Journal of the Consortium of State Organizations for Texas Teacher Education*, Volume 3. https://docs.wixstatic.com/ugd/c33c67_072cf807af684c9e82e0c48cbd9a7272.pdf
- Agan, T. L., Anderson, D. A., Atwood, A., Casarez, L. L., Heron, A., & Self, R. N. (2019, March). FlipGrid to enhance communication in distance education. *Delta Kappa Gamma Bulletin: Collegial Exchange*, 85(4). <http://magazine.dkg.org/2019/85-4/2019-Mag-85-4.html>
- Agan, T. L., Self, R. N., & Livengood, K. K. (2018, October). Theory and practice in flexible learning environments. In *Proceedings of Global Learn 2018*. Chesapeake, VA: Association for the Advancement of Computing in Education. <https://www.learntechlib.org/primary/p/185099/>
- Agan, T. L., & Casarez, L. L. (2018, September). How to enhance nontraditional candidate success while clinical teaching. *Delta Kappa Gamma Bulletin: International Journal for Professional Educators*, 85(1), 36-44.

Published Proceedings

- Agan, T. L., & Casarez, L. L. (2018, February). *Promoting non-traditional clinical teacher success*. Paper Presented at the SERA Conference, New Orleans, LA.
- Agan, T. L., & Casarez, L. L. (2017, February). *Cultivating Adjunct Faculty in the Four-Year University*. Paper Presented at the SERA Conference, San Antonio, TX.

Agan, T. L., Casarez, L. L., Livengood, K. K. (2016, April). Supporting online adjunct faculty through building community. In *Proceedings of Global Learn 2016* (pp. 177-180). Chesapeake, VA: Association for the Advancement of Computing in Education.

Peer-Reviewed/Scholarly Presentations

Agan, T. L., & Casarez, L. L. (2020, October). *Creating advisory committees for advanced certification*. Consortium of State Organizations of Texas Teacher Education (CSOTTE), Virtual Fall Conference.

Agan, T. L., & Casarez, L. L. (2020, June). *Creating advisory committees for advanced certification*. Texas Association of Teacher Educators (TxATE), Virtual Summer Conference.

Agan, T. L. (2020, February). *Documenting graduate practicum clock hours while a full-time employee*. Southwest Educational Research Association (SERA), Arlington, TX.

Agan, T. L., & Casarez, L. L. (2019, October). *Documenting graduate practicum clock hours while a full-time employee*. CSOTTE, Frisco, TX.

Agan, T. L., Schoen, H., Self, R. N. (2019, February). *Data-Driven Practicums and Internships*. Southwest Educational Research Association (SERA), San Antonio, TX.

Agan, T. L., Schoen, H., Self, R. N. (2018, October). *Data Driven Practicums and Internships*. CSOTTE, San Antonio, TX.

Agan, T. L., & Casarez, L. L. (2018, February). *Promoting non-traditional clinical teacher success*. Paper Presented at the SERA Conference, New Orleans, LA.

Agan, T. L., & Casarez, L. L. (2017, February). *Cultivating Adjunct Faculty in the Four-Year University*. Paper Presented at the SERA Conference, San Antonio, TX.

Grants

Casarez, L. L., Self, R. N., Heron, A. B., **Agan, T. L.**, Stevens, C. S., & Callahan, C. (2019, August). U.S. Department of Education Office of Elementary and Secondary Education, "Rural West Texas Mental Health Educational Learning Partnership (HELP)" Collaborative between ESC Region 15 and ASU, \$2,424,172. (Funded).

Agan, T. L., Casarez, L. L., Flores, C., & Livengood, K. K., (2015). United States Department of Education Office of Special Education Programs, "Preparing educators to provide services to students with low-incidence disabilities: A low- incidence educator certificate program," \$1,106,423. (Not funded).

Peer Reviews

Book Review

- Editor, *Early Childhood Writing Strategies*, March 2020

Program Review

- Curriculum Program Review, *Now What Journey*, January 2020

Proposal Review

- Division I (Ed Administration, Policy, Leadership, and Program Evaluation), Southwest Educational Research Association (SERA) Annual Conference, Frisco, TX, October 2019
- Division I (Ed Administration, Policy, Leadership, and Program Evaluation), Southwest Educational Research Association (SERA) Annual Conference, New Orleans, LA, February 2018
- Division II (Instruction, Learning, and Cognition), Southwest Educational Research Association (SERA) Annual Conference, San Antonio, Texas, February 2017
- Division VI (Student Research in Progress), Southwest Educational Research Association (SERA) Annual Conference, San Antonio, Texas, February 2017
- Division V (Special Populations and Counseling), Southwest Educational Research Association (SERA) Annual Conference, San Antonio, Texas, February 2017
- Division IV (Teacher and Teacher Education), Southwest Educational Research Association (SERA) Annual Conference, San Antonio, Texas, February 2016

Dissertation and Thesis Committees

Dissertation

- Hooks, D. (2020). *Facilitating collaborative group among middle school students through digital game-based learning: An action research study to improve classroom instruction*. University of South Carolina.

Thesis

- Webb, L. C. (2019). *The effects of chronological age, weaning weight, and age of dam on Angus stayability and lifetime earnings*. Angelo State University.

Non-Thesis

- Kelly, B. (2020). *MSS Intelligence and Analysis*. Angelo State University.

Invited/Service Presentations

- Agan, T. L (2021, February). *The role of school administrators in U.S./Texas public education*. Invited Presentation: Gongju National University of Education Student Teachers, Angelo State.
- Agan, T. L (2019, November). *Effective communication for better classroom management*. Invited Presentation: Ballinger New Teacher Academy, Ballinger, TX.
- Agan, T. L (2019, August). *The power of words*. Invited Presentation: Cornerstone Christian School Faculty Staff Development, San Angelo, TX.

- Agan, T. L. (2019, April). *Love of learning*. Invited Presentation: Phi Kappa Phi Honor Society Induction, Angelo State.
- Agan, T. L. (2019, February). *Leadership*. Invited Presentation: Fort Concho Elementary Distinguished Scholars, San Angelo, TX.
- Agan, T. L., & Hansen, K. (2019, February). *Current Trends in Teacher Education*. SERA, San Antonio, TX.
- Agan, T. L. (2019, January). *The art of getting published*. Invited Presentation: Delta Kappa Gamma Alpha Beta Chapter, San Angelo, TX.
- Agan, T. L. (2019, January). *Leadership & communication*. Invited Presentation: Leadership Conference.
- Agan, T. L., Schoen, H., Self, R. N. (2018, October). *Preparing for Success: A Unique Approach to Texas Principal Certification Exam Remediation*. CSOTTE, San Antonio, TX
- Agan, T. L. (2019, April). *The power of words*. Invited Presentation: Ambleside School Assembly, San Angelo, TX.
- Agan, T. L., & Hansen, K. (2018, June). *Current Trends in Teacher Education*. Presentation: 89th Annual DKG Society Int'l, Texas State Convention, Waco, TX.

Service to the University

- Alumni Leadership Summit Committee, Fall 2020-Present
- University Assessment Committee, Fall 2020-Present
- Faculty Select Committee, Fall 2020-Present
- Faculty Learning Commons Advisory Council, Fall 2020-Present
- Graduate Council, Fall 2020-Present
- American Disabilities Act Committee, Fall 2019-Present
- Masters' Thesis Advisory Committee, Fall 2019, Spring 2020
- Graduation Marshal, May 11, 2019 & December 15, 2018
- Career Development Office Professional Interviewer, March 27, 2019 & April 9, 2019
- Transfer Student Orientation Presenter, January 11, 2019
- Masters' Thesis Advisory Committee, Fall 2018

Service to the College

- College of Education Curriculum Committee, Fall 2019-Present
- Editorial Review Board for *Educators Perspectives*, Fall 2019-Present
- Field Supervisor Coaching Trainer, 2018-Present
- Field Supervisor Observation Trainer, 2018-Present
- Field Experience Advisor Role, January 2017- July 2017

- College of Education Awards Committee, 2013-2017
- College of Education Scholarship Committee, 2013-2017
- Council for the Accreditation of Educator Preparation (CAEP) Standard 2 Committee: Clinical Partnerships and Practice, 2013; 2017
- National Council for the Accreditation of Teacher Education (NCATE) Standard 3 Committee: Field and Clinical Practice, 2013-2017

Service to the Department of Curriculum & Instruction

- Master of Science in Educational Leadership Program Coordinator, 2020-Present
- Principal Certification Program Advisory Committee, 2019- Present
- Comprehensive Program Review Committee, 2018-Present
- Counselor Certification Program Advisory Committee, 2019-2020
- Comprehensive Program Review Committee Chair, 2018-2019
- Adjunct Qualifications Committee, 2018-2019
- Field Experience Initiatives Committee Chair, 2017-2019
- Instructional Initiatives Committee, 2016-2018
- Community Relations Committee, 2016-2018
- Doctoral Advisory Committee, 2016-2018

Service to the Education Profession & Community

National Organizations

- Phi Kappa Phi International Honor Society, President Elect, 2019

Statewide and Regional Organizations

- Rise and Teach Scholarship Judge, Region 15 Education Service Center and Angelo State. January 2020
- Southwest Educational Research Association Discussant Division VI (Student Research in Progress), SERA Conference, New Orleans, Louisiana, February 16, 2018
- Texas Directors of Field Experience, Secretary 2017-2019

Local Organizations

- James Phillips Williams' Memorial Foundation Learning Center Board, 2021
- Ballinger Independent School District Co-Facilitator New Teacher Academy, 2019-2020
- James Phillips Williams' Memorial Foundation Learning Center Cook Book Gala Fundraising Committee, Spring 2019
- Cornerstone Christian School Science Fair Judge January 18, 2019
- Bonham Elementary Reunion Committee Treasurer May 2017- October 2017

Professional Development/Training

- Top Hat: Engaging Students Virtually. (January 19, 2021). Angelo State.
- TTESS Field Supervisor Coaching Training Refresher. (January 9, 2021). ESC 15.
- Digital Accessibility Training. (October-November 2020). Angelo State.
- Faculty Learning Commons Master Teacher Series. (October 2020). Angelo State.
- Action Coaching Cycle 1. (Fall 2020). Education Service Center (ESC) 15.
- Dyslexia: Characteristics, Identification, and Effective Strategies. (August 2020). ESC 10.
- Bullying: Taking Charge, 2nd Edition (Reimagined). (July 2020). ASCD Virtual.
- Behavioral Threat Assessment Online Course. (July 2020). Texas School Safety Center.
- Digital Threat Assessment Online Course. (July 2020). Texas School Safety Center.
- School Safety and Security Agreements Online Course. (July 2020). Texas School Safety Center.
- School Safety and Security Audits Online Course. (July 2020). Texas School Safety Center.
- Texas Education Agency Teacher Ethics Training. (July 2020). Virtual.
- Coronavirus COVID-19 Training. (June 2020). Angelo State.
- Texas Association of Teacher Educators Summer Conference. (June 2020). Virtual.
- Google for Educators. (Spring 2020). Virtual.
- CSOTTE Teacher Education Conference. (October 2019). Frisco, TX.
- Title I Principal: Schoolwide Elements for Schoolwide Success. (September 2019). ESC 15.
- BbX: Blackboard Excellence in Teaching and Learning Conference. (August 2019). Angelo State.
- Texas Association of Teacher Educators Conference. (June 2019). St. Edward's University, Austin, TX.
- SERA Conference. (February 2019). San Antonio, TX.
- FileMaker Pro Database Training. (June 19-20, 2018). Angelo State University.
- LiveWhale Web Content Management System Training. (May 2018). Angelo State University.
- Texas Teacher Evaluation and Support System (T-TESS) Field Supervisor Coaching Training of Trainers. (May 2018). ESC 13.
- Teaching Trust Principal Preparation for Educator Preparation Programs. (May 2018). Dallas, TX.
- SERA Conference. (February 2018). New Orleans, LA.
- Texas Association of School Administrators (TASA) Academy for Transformational Leadership. (February 2018). San Angelo, TX.
- T-TESS Co-Trainer. (January 2018). ESC 11.
- T-TESS Field Supervisor Coaching Training. (January 2018). ESC 15.
- T-TESS Training of Trainers. (November 2017). ESC 13.
- Texas Association of School Administrators (TASA) Academy for Transformational Leadership. (September 2017). San Angelo, TX.

- T-TESS Training. (July 2017). San Angelo, TX.
- Advancing Educational Leadership (AEL) Training. (July 2017). ESC 15.
- Highlands Ability Battery: Team Development Workshop. (July 2017). San Angelo, TX.
- TDFE | Texas Education Agency Update. (June 2017). Austin, TX.
- SERA Conference. (February 2017). San Antonio, TX.
- TASA Winter Conference. (January 2017). Austin, TX.

Professional Memberships

- Phi Kappa Phi (PKP) Honor Society, 2014-Present, President-Elect, 2019
- Texas Association of Teacher Educators (TxATE), 2019-Present
- DKG International Society for Key Women Educators (Alpha Beta); Membership Chair, 2017-Present
- Association for Supervision and Curriculum Development (ASCD), 2017-Present
- Texas Directors of Field Experiences (TDFE); 2012-2019; Secretary, 2017-2019
- Texas Computer Education Association (TCEA), 2010-Present
- Texas Association of School Administrators (TASA), 2010-Present

Research Interests

Adjunct Faculty, Adult Learners, Best Practices in Education, Certification, Coaching and Feedback for Teachers, Field Experience, Field Supervisors, Internships, Practicums, Leadership in Higher Education, Leadership in P-12, Online Education, School Principals, School Superintendents, Student Learning, Teacher Training

Technology Skills

Blackboard, Blackboard Collaborate, Edmodo, Excel, FileMaker Pro, FlipGrid, Google for Educators, Microsoft Office, Padlet, PowerPoint, Powtoon, Prezi, TaskStream, Social Media, WebEx, Zoom

Honors & Awards

- Angelo State President's Award for Faculty Excellence in Research/Creative Endeavor Nominee, 2020
- Texas Christian University College of Education Alumni Network Excellence in Education Award (Experienced 10+ Years) Nominee, 2018, 2019, 2020
- Texas Association of Teacher Educators Ted Booker Memorial Award for Outstanding Contribution in the Field of Education, 2019
- Delta Kappa Gamma Alpha Beta Chapter Individual Bud Award for Service, 2019
- Delta Kappa Gamma Alpha Beta Chapter Bronze Award, 2019
- Angelo State University President's Award for Faculty Excellence in Teaching Nominee, 2018
- Angelo State University Five-Year Service Award, 2018
- Angelo State University President's Award for Staff Excellence in Leadership, 2016

- Angelo State University President's Award for Staff Excellence, 2014, 2016
- Angelo State University Wonderful Woman, 2013, 2014, 2016
- Angelo State University Distinguished Carr Scholar Alumna, 2015
- Angelo State University President's Award for Excellence in Customer Service, 2014