

CURRICULUM VITAE

**JENNIFER BAILEY WATTERS, ED.D.**

**AREAS OF SPECIALIZATION**

School Improvement; School Leadership Learning; Organizational Theory; Qualitative Methods

**EDUCATION**

- 5/2013      **Doctor of Education, Educational Leadership**      *Stephen F. Austin State University*  
Graduate Certificate: Texas EC-12 Superintendent Certification
- 5/2009      **Masters of Education, Educational Leadership**      *Stephen F. Austin State University*  
Graduate Certificate: Texas EC-12 Principal Certification
- 5/2004      **Bachelor of Arts, English**      *The University of Texas at Tyler*  
Minor: Secondary Education

**ACADEMIC POSITIONS**

- 9/2022-Present      **Assistant Professor of Practice**      *The University of Texas at Tyler*  
Educational Leadership and Curriculum and Instruction, School of Education  
Graduate School Faculty
- 9/2020-8/2022      **Assistant Professor**      *The University of Texas at Arlington*  
Department of Educational Leadership and Policy Studies  
Tenure Track – Research and teaching: MEd principal preparation and PhD program

**UNIVERSITY LEADERSHIP POSITIONS**

- 8/2021-8/2022      **Curriculum & Assessment Coordinator**      *The University of Texas at Arlington*  
M.Ed. Principal Certification Program  
Coordinate revision of curricula and TEA pillar assessments  
Coordinate supervision of program reviews and accreditation: AAQEP, UEP, TEA

**AWARDS/HONORS/NOMINATIONS**

- 2023      **Researcher of the Year**—School of Education, The University of Texas at Tyler, College of Education and Psychology (March 2023)
- 2023      **Chair**—American Educational Research Association, SIG #105 School Effectiveness and School Improvement, 2023-2025 (Nominated and Elected)
- 2022      **Research Development Program Mentor**—American Educational Research Association in partnership with University Council for Educational Administration (Mentee: Meghan Buchanan, PhD in School Improvement Student at Texas State University, 2022-Present)
- 2022      **President's Award for Transformative Online Education**—The University of Texas at Arlington (Nominated—Colleagues and Students)
- 2022      **Online Education Teaching Award**—The University of Texas at Arlington, College of Education, Department of Educational Leadership and Policy Studies (April 2022)
- 2021      **Leadership Academy**—The University of Texas at Arlington, Office of Human Resources and the Office of the Provost-Division of Faculty Affairs
- 2014      **Dissertation of the Year**—Texas Council of Professors of Educational Administration (TCPEA), Presented at TASA Midwinter, January 27, 2014.

**SCHOLARLY WORK/PUBLICATIONS****Refereed Journal Articles** (\*doctoral student co-authors)

- Bailey Watters, J.**, Kaiser, F., Rhone, R., & Atchley, S. (in press). Working across boundaries: School Leaders redefining communities of practice through Twitter, a mixed-method study. *NASSP Bulletin*. <https://doi.org/10.1177/01926365231198523>
- Kaiser, F. & **Bailey, J.** (2022, Oct.). Reinventing identity in transition from principal to professor: A collaborative autoethnography. *Cogent Education*, 9(1), 1-14. (Co-author, 50%) <https://doi.org/10.1080/2331186X.2022.2139119>
- Bailey, J.**, Kaiser, F., Thomas, C., \*Dillingham, S., \*Norwood, D., \*Smith, N., & Brown, A. (2022, Sept.). The intersection of preparation and practice: School leadership learning through simulation. *NASSP Bulletin*, 106(3), 209-231. <https://doi.org/10.1177/01926365221117487>
- Atchley, S., **Bailey, J.**, Farler, T., Kaiser, F., Reyes, J., Rhone, R. (2022, Spring). Navigating pathways: We dream it, we believe it, we claim it—From the principalship to the professoriate. *Journal of Texas Women School Executives*, 7(1), 88-99. <https://issuu.com/tasanet/docs/jtcwse22>
- Bailey, J.** (2012). A silent cry for democratic dialogue in education: A review essay. *Teacher Education & Practice*, 25(4), 589-598. (note: publication during doctoral program)
- Bailey, J.** (2012). Tears, hope, resolve, uncertainty: The barrier island of today's schools. *Teacher Education & Practice*, 25(4), 540-543. (note: publication during doctoral program)
- Bailey, J.** (2012). The gaping wound of student achievement: Incorporating narrative pedagogy and aesthetics for curriculum reform. *Scholar-Practitioner Quarterly*, 6(4), 350-361. (note: publication during doctoral program)

**Refereed Book Chapters** (\*doctoral student co-authors)

- \*Buchanan, M., **Bailey Watters, J.**, Allen-Sanchez, K., & \*Perry, D. (accepted). Changing the terms of our lease: Positionality, identity and renegotiating space. In A. Rag, S. Orozco, & C. R. Nazar (Eds.) *Storying Leadership for Equity, Diversity, and Inclusion: Power Dynamics and Qualitative Research for Resistance, Resilience, Adversity, and Authenticity*. Taylor & Francis, Routledge Research in Educational Leadership Series.
- Bailey, J.** (in press). Cowardice, expediency, vanity, or conscience: The quest for social justice. In P. Jenlink (Ed.), *Educational leadership for social justice: Addressing injustices in educational practice*. Information Age Publishing, Inc.
- Bailey, J.**, Miller, G., & Kaiser, F. (2023, June). Reframing systems to thrive: Teacher shortages in post-pandemic schools. In E. Azukas & M. Kim (Eds.), *Reimagining systems thinking in a post pandemic world*. IGI Global.
- Bailey, J.** & Rhone, R. (2022, Aug.). Creating intentional space for change: Reflection, examination, articulation and pursuance. In K. Brown & R. Papa (Eds.), *Recipes to combat the 'isms': Volume one—Equity* (pp. 7-14). ICPEL Press.
- Bailey, J.** & Robert, C. (2022, Aug.). Improving campus culture through/with strategic planning and efficient operations. In J. A. Vornberg, Y.O. Ortiz, & N. Templeton (Eds.), *Texas public school organization and administration, 18th edition* (pp. 415-432). Dubuque, IA: Kendall Hunt Publishing Company.

**Book Chapters, Editor Reviewed** (\*doctoral student co-authors)

- Bailey, J.**, \*McCray, T., \*Garner, C. (2023, Jan.). Reimagining the school community: Thinker Geoffrey Canada. *The Palgrave Handbook of Educational Thinkers*. Palgrave Macmillan.

**Bailey, J.,** \*Garner, C., \*McCray, T. (accepted). Exploring the teacher through humor: Thinker Bel Kaufman. *The Palgrave Handbook of Educational Thinkers*. Palgrave Macmillan.

**Journal Articles Under Review** (\*doctoral student co-authors)

Olsen, A., **Bailey, J.** & \*Hernandez, T. (June 2023). Investigating the moderation effect between teacher autonomy and teacher race/ethnicity on job satisfaction: Results from the schools and staffing survey. *AERA Open*.

**Manuscripts in Progress**

Kaiser, F., **Bailey, J.**, Rhone, R., & Atchley, S. (data collected, writing manuscript). Transcending barriers and traversing new ones: School leaders extending communities of practice through Twitter, a mixed-method study. *Teachers College Record*.

**Bailey, J.**, Kaiser F., & Thomas, C. (data collected, writing manuscript). You don't really get that in the textbook: School leadership learning through simulation, a mixed-method study. *School Leadership Review*.

**Bailey, J.** & Kaiser, F. (data collected, writing manuscript). A new lens: Lessons learned from school leadership to the professoriate, a collective case study. *The Journal of Higher Education*.

**SCHOLARLY CONFERENCE PAPERS AND PRESENTATIONS**

Olsen, A., **Bailey, J.** & \*Hernandez, T. (under review). Investigating the moderation effect between teacher autonomy and teacher race/ethnicity on job satisfaction: Results from the schools and staffing survey. AERA 2024 Annual Meeting.

**Bailey, J.** & \*Buchanan, M. (accepted, in session). Responsive leadership through transition: Teacher mental/emotional supports. UCEA 2023 Annual Convention. November 15-18, 2023. Minneapolis, MN.

\*Buchanan, M. & **Bailey, J.** (accepted, in session). Situating space for radical care: Examining intersectionality within leadership identity. UCEA 2023 Annual Convention. November 15-18, 2023. Minneapolis, MN.

**Bailey, J.**, Kaiser, F., Atchley, S., & Rhone, R. (April 2023). Transcending barriers and traversing new ones: School leaders extending communities of practice through Twitter. AERA 2023 Annual Meeting. Chicago, Illinois. <https://aera23-31-E4-E1-42-3C-F2-60-6E-C3-9D-CF-75-06-CB-2F-E9>

**Bailey, J.**, Kaiser, F., Thomas, C., & Spero, K. (November 2022). The intersection of preparation and practice: School leadership learning through simulation. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.

Kaiser, F. & **Bailey, J.** (November 2022). A new lens: Lessons learned from the principalship to the professoriate, a collective case study. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.

Kaiser, F., **Bailey, J.**, Rhone, R., & Atchley, S. (November 2022). Working across boundaries: School leaders redefining communities of practice through Twitter. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.

\*McCray, T. & **Bailey, J.** (November 2022). The perspectives of Black male elementary teachers from the south. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.

**Bailey, J.** & Kaiser, F. (November 2021). Learning the playbook, from principal to professor: A collaborative autoethnography. UCEA 2021 Annual Convention, University Council of Educational Administration. Columbus, Ohio.

**Bailey, J. & \*Kermanian, D.** (February 2021). Leadership development in higher education administration: A scholar—practitioner case study. Division I-Paper session. Southwest Educational Research Association (SERA) Annual Conference. Virtual.

Woody, C. & **Bailey, J.** (October 2020). Prepared for the petrifying P's: Principals, parents, programming and politics. Presentation. Consortium of State Organizations for Texas Teacher Education (CSTOTTE) Fall Conference. Virtual.

### INVITED PRESENTATIONS/PANELS

The impact of simulations on the resilience and well-being of school leaders and teachers. (March 21, 2023). Hosted by SchoolSims. Panelists: Ashley Ireland, Loyola Marymount University; Christopher Small, Florida State University; Erin Murray, University of Connecticut; Amy Serafini, Auburn University; **Jennifer Bailey, University of Texas at Tyler.**

Evidence of the impact of simulations on school leader development and preparation. (November 10, 2022). Hosted by SchoolSims. Panelists: David DeJong, Dakota State University; **Jennifer Bailey, University of Texas at Tyler**; Sara Dexter, University of Virginia; Trent Grundmeyer, Drake University; Michael Johaneck, University of Pennsylvania.

Schools facing continued staffing challenges during the pandemic. (January 31, 2022). Live interview with Fox 4 KDFW News. <https://www.fox4news.com/video/1029266>

### GRANT ACTIVITY

Kaiser, F., **Bailey, J.**, Molina, C., (2023). “Expose, engage, practice: Improving teacher preparation through simulation.” The University of Texas at Tyler ORSSP Internal Grant. Status: Not funded.

**Bailey, J.** (2021). The Association of College and University Educators: Effective College Instruction, Cohort D, Fall 2021-Spring 2022. Sponsored by Faculty Affairs, The University of Texas at Arlington. Funded, \$1200.

### DOCTORAL DISSERTATION ADVISING

#### **Dissertation Committee Chair, Ph.D. UT Arlington**

Selina Elizondo, Educational Leadership. April 2022 – August 2022\*\*

Cameron Ramirez, Educational Leadership. April 2022 – August 2022\*\*

Cora Garner. Educational Leadership. August 2021 – August 2022\*\*

Ashley May. Educational Leadership. November 2021 – August 2022\*\*

Trevor McCray. Educational Leadership. June 2021 – September 2022 (*Defended 9/30/22*)

*\*\*Note: Identified a new Chair for students due to moving institutions 9/1/22.*

#### **Dissertation Committee Member, Ph.D. UT Arlington**

Hanan Almarsi. Educational Leadership. June 2021 – August 2022 (*Defended 7/22*)

#### **Dissertation Committee Member, Ed.D. UT Tyler**

Toni Lopez. Educational Leadership. October 2022-June 2023 (*Defended 6/23*)

Paige Lloyd. Educational Leadership. October 2022-July 2023 (*Defended 7/23*)

### ACADEMIC TEACHING EXPERIENCE

9/2020-Present	<b>Assistant Professor of Practice</b>	<i>The University of Texas at Tyler</i>
	School of Education—Principal Preparation, M.Ed.; Curriculum & Instruction, M.Ed.	
	EDLR 5310: Leadership Theory	
	EDLR 5349: Curriculum, Instruction and Assessment for School Improvement	

EDCI 5329: Instructional Coaching Practicum  
 EDCI 5320: Teacher Learning & Professional Development  
 EDCI 5321: Instructional Coaching  
 EDCI 5322: Tools Used in Instructional Coaching

- 9/2020-8/2022 **Assistant Professor** *The University of Texas at Arlington*  
 Department of Educational Leadership and Policy Studies  
 Principal Preparation Program, M.Ed.  
 EDAD 5384: Principalship  
 EDAD 5322: Educational Research and Evaluation  
 EDAD 5360: Leadership Theory  
 Ph.D. K-16 Educational Leadership Program  
 EDAD 6325: K-16 Policy Analysis Research  
 EDAD 6342: Organizational and Leadership Theory Research  
 EDAD 6392: Writing the Literature Review
- 6/2013-8/2018 **Adjunct Professor** *Stephen F. Austin State University*  
 Department of Educational Leadership, Principal Preparation Program, M.Ed.  
 AED 501: Introduction to Educational Leadership  
 AED 519: Instructional Leadership  
 AED 513: Administration of Special Services  
 AED 565: Public School Law  
 AED 591: Inquiry and Action Research  
 AED 549: Foundations of Curriculum Planning  
 AED 516: The School Principalship K-12

### **P-12 SCHOOL LEADERSHIP AND RELATED EXPERIENCE**

- 7/2018-7/2020 **Principal/Central Office Administrator** *Longview Independent School District*  
 Principal: Johnston-McQueen Elementary, EC-5 & Regional Day School for the Deaf  
 Culture Conscious Campus Coordinator: East Texas Advanced Academies  
*Johnston-McQueen Elementary, Bramlette Elementary, Ware Elementary, East TX Montessori  
 Prep Academy, Forest Park Middle School*
- 7/2015-7/2018 **Principal** *Chapel Hill Independent School District*  
 Jackson Elementary, EC-5
- 7/2012-7/2015 **Central Office Administrator** *Kilgore Independent School District*  
 Director of Bilingual/ESL and Response to Intervention (RtI)
- 7/2011-7/2012 **Project CONFianza, Director** *Stephen F. Austin State University*  
 USDOE OELA National Professional Development Grant Director/Administrator  
 Partnership for improved English Learner instruction with 25 P-12 campuses  
 Designed and implemented EL training for partner principals and instructional coaches  
 Prepared in-service and pre-service teachers for Texas ESL endorsement/certification
- 11/2007-5/2011 **Instructional Consultant** *Region VII, Education Service Center*  
 Instructor, Region XIII Texas Alternative Teacher Certification  
 4-8 Generalist; 4-8 ELAR; 8-12 ELA
- 7/2004-7/2011 **Teacher and Instructional Coach** *Hallsville Independent School District*  
 High School English Teacher: English I, Pre-AP English II, and English IV  
 ESL Coordinator and English Learner Instructional Coach  
 UIL Academic Coordinator

**P-12 STATE CERTIFICATIONS**

**Texas State Board of Education:**

English/Language Arts Composite, 8-12  
English as a Second Language, EC-12  
Physical Education, EC-12  
Principal, EC-12  
Superintendent, EC-12

**Texas Supervision and Evaluation:**

Instructional Leadership Development (ILD)  
Professional Development Appraisal System (PDAS)  
Texas Teacher Evaluation and Support System (T-TESS) Appraiser

**PROFESSIONAL SERVICE**

**National Service to the Profession**

- AERA SIG #105 Chair: School Effectiveness and School Improvement (April 2023-2025)
- AERA SIG #73 Webmaster: Organizational Theory (2023-Present)
- AERA/UCEA Research Development Program Mentor (2022-Present)

**State Service to the Profession**

- Texas Council of Professors of Educational Administration Membership Engagement Committee (2022-Present)
- Ambassador ElevateTxEd: University of Texas System (2022-Present)

**Reviewer**

- Teachers College Record, Manuscript Reviewer (2022-Present)
- NASSP Bulletin, Manuscript Reviewer (2022-Present)
- Southwest Educational Research Association (SERA) Proposal Reviewer
- American Educational Research Association (AERA) School Improvement Proposal Reviewer
- University Council for Educational Administration (UCEA) Proposal Reviewer
- Texas Education Agency (TEA) Marker Selection Committee (2021)

**University Service**

- Committee Member, UTA COEd Budget Task Force. (August 2021 – January 2022)
  - COEd Representative for University Budget Hearing, January 19, 2022
- Committee Member, UTA COEd Curriculum Committee. (August 2021 - 2022)
- Committee Member, UTA COEd Strategic Planning Committee. (August 2021 - 2022)
- Committee Member, DFW Teacher Education Pathways. (November 2020 – May 2021)

**Department/Program Service**

Curriculum Committee, School of Education, UT Tyler. (February 2023-Present)  
Workshop Co-Chair, ELPS PhD Writing Workshop, UTA. (March 2021 - May 2021)  
Faculty Advisor/Co-Chair, ELPS Research Day, UTA. (September 2020 - February 2021)

**ACADEMIC PROFESSIONAL DEVELOPMENT ACTIVITIES**

2022: The Association of College and University Educators: Effective College Instruction  
Micro-credentials: Inspiring Inquiry and Preparing Lifelong Learning; Promoting Active Learning;  
Creating an Inclusive and Supportive Learning Environment; Designing Student-Centered Courses

2021: Faculty Success Program (May-August 2021). Hosted by National Center for Faculty  
Development and Diversity.

2021: UTA Peer Observer Certification (February 2021). Hosted by UTA Center for  
Research on Teaching and Learning Excellence.

2020: IES Grant Writing Workshop (November 13, 2020). Hosted by UTA College of Education and  
Elizabeth Swanson, Meadows Center for Preventing Educational Risk/UT Austin.

**P-12 Specialized Training/TOT**

- Thinking Maps Trainer of Trainers. Hosted by Thinking Maps.
- Restorative Discipline Coordinator Trainer of Trainers. Hosted by The Institute for Restorative Justice and Restorative Dialogue/The University of Texas, Austin.
- Sheltered Instruction Observation Protocol (SIOP) Trainer of Trainers. Hosted by ESC Region 7.
- Gomez and Gomez Dual Language Enrichment Model Trainer of Trainers Phase I Certification. Hosted by G&G Dual Language Consultants, LLC.
- Instructional Coaching. Hosted by Instructional Coaching Group/University of Kansas.

**PROFESSIONAL AFFILIATIONS**

American Educational Research Association (AERA) - Member

Division A – Administration, Organization & Leadership

Leadership for School Improvement (SIG)

Learning and Teaching in Educational Leadership (SIG)

Organizational Theory (SIG), *Webmaster*

Rural Education (SIG)

School Effectiveness and School Improvement (SIG), *Chair*

School Turnaround and Reform (SIG)

Systems Thinking in Education (SIG)

Texas Council of Professors of Educational Administration (TCPEA) – Member

National Association of Elementary School Principals (NAESP) – Member

Texas Association of School Administrators (TASA) – Member