

BOBBIE J. EDDINS, EdD

Office Address

Texas A&M University-Central Texas
1001 Leadership Place Killeen, TX 76549

EDUCATION

Graduate Degrees and Certificates

- | | |
|------|---|
| 2005 | Baylor University
EdD in Educational Administration

Dissertation Title: <i>Relationship of Perceived and Observed Skill Levels of School Principals.</i>

Committee:
Dr. Betty Jo Monk, Chair; Dr. James Williamson and Dr. Doug Rogers, members |
| 1989 | Texas A&M University Corpus Christi/University of Texas Austin
Texas Superintendent Certificate |
| 1984 | Texas A&M University Corpus Christi
Texas Mid-Management Certificate |
| 1980 | Texas A&M University Corpus Christi
MEd in Instructional Supervision
Texas Supervisor Certificate |

Undergraduate Degree and Certificates

- | | |
|------|--|
| 1975 | Texas State University
BS in History/Political Science; Secondary History/Government Teacher Certificates |
|------|--|

PROFESSIONAL EXPERIENCE

- | | |
|---------------|---|
| 2014-present | Associate Professor (tenured), Educational Leadership
Texas A&M University-Central Texas, Killeen, TX.
Fulltime graduate faculty member in educational leadership; instructor in the MEd in educational administration/principal certification program. |
| 2010-13; 2015 | Educational Leadership Program Coordinator
Texas A&M University-Central Texas, Killeen, TX.
Facilitator of strategic planning and day-to-day operation of educational leadership programs including program planning, course scheduling, marketing, student recruitment/selection, course and program improvement, comprehensive examination revision/administration, internship planning/scheduling/facilitation, central Texas school district engagement/partnerships, faculty evaluation, faculty replacement, and department/college of education interface. |

- 2010-2013 Assistant Professor (tenure track), Educational Leadership
Texas A&M University-Central Texas, Killeen, TX.
Fulltime graduate faculty member in educational leadership; instructor in the MEd in educational administration/principal certification program.
- 2010-2012 Team Lead/Investigator for Statewide Campus Snapshot Project
Statewide Initiatives, ESC Region XIII, Austin, TX.
Facilitator of data generation, on-site visitation, and final research/recommendations report development for selected Texas schools through a continuous improvement project directed by the Statewide Initiatives Office at ESC Region XIII.
- 2005-2010 Assistant Professor (tenure track) and Facilitator for Educational Leadership Programs
Tarleton State University-Central Texas, Killeen, TX.
Fulltime graduate faculty member and instructor in the MEd in educational administration/principal certification program.
Facilitator of the strategic planning and day-to-day operation of educational leadership programs including program planning, course scheduling, marketing, student recruitment/selection, course and program improvement, comprehensive examination revision/administration, internship planning/scheduling/facilitation, central Texas school district engagement/partnerships, and university interface.
- 1997-2005 Executive Director
Texas Principals Leadership Initiative (TPLI), Austin, TX.
Chief executive officer of 501(c)(3) non-profit organization responsible for establishment/improvement of pre-service and in-service school leadership development programs in universities, service centers, and school districts serving 15,000+ school administrators in Texas; facilitator for development of rigorous assessment and professional development tools for school leaders; lead resource to state and national policy organizations for school leadership policy; facilitation of TPLI Executive Committee and Board of Directors.
- 1991-1997 Director of Professional Services
Texas Association of Secondary School Principals (TASSP), Austin, TX.
Facilitator for the design and delivery of professional development activities for the association's 4,500 members including two conferences with 1,800+ attendees, creation/improvement of the association's publications, planning/facilitation of the association's legislative political agenda and lobbying efforts; and guidance of regional outreach activities.
- 1990-1991 Campus Administrator
Miller High School, Corpus Christi ISD, Corpus Christi, TX.
Facilitator of student learning and support for 1800+ students; campus coordinator of student learning improvement and faculty professional development; director of community outreach/engagement.
- 1986-1988 Campus Administrator
Travis Baptist Church School, Corpus Christi, TX.
Direct leadership of instructional, fiscal, and personnel systems as well as facilitation of church/board/parent relations in private prek-4th grade early childhood/elementary school campus.

- 1976-1984 Classroom Teacher and Campus Administrator
Martin Junior High School, Corpus Christi ISD, Corpus Christi, TX.
Part-time campus administrator/participant in school district's leadership succession planning program. Responsible for attendance, student management, and supervisor of student activities (1980-84); member of school faculty/instructor in the history department and supervisor of the History Club, cheerleaders, and pep squad (1976-84).
- 1975-1976 Classroom Teacher
Burbank High School, San Antonio ISD, San Antonio, TX.
Member of the school faculty and instructor in English and history departments.

PROFESSIONAL LICENSURE

- 1989 State of Texas Professional Superintendent Certificate (valid/expiration: life)
1984 State of Texas Professional Mid-Management Administrator Certificate (valid/expiration: life)
1980 State of Texas Professional Supervisor Certificate (valid/expiration: life)
1975 State of Texas Provisional Secondary History Teacher Certificate (valid/expiration: life)
1975 State of Texas Provisional Secondary Government Teacher Certificate (valid/expiration: life)

GRADUATE-LEVEL EDUCATIONAL LEADERSHIP TEACHING (TCT/TAMUCT 2005-PRESENT)

- EDAD 500 Foundations in Educational Leadership (24 sections)
Leadership theory and practice with emphasis on ethical leadership and decision making.
- EDAD 507 Leadership of Programs and Procedures in Supervision (4 sections)
Philosophy and facilitation of employee supervision and growth in organizations.
- EDAD 512 Administration of Public Schools and Special Programs (18 sections)
Organization and administration of elementary and secondary schools.
- EDAD 539 Processes in Educational Leadership (27 sections)
Organizational, culture, and change theories related to systemic, capacity-building process.
- EDAD 540 School Community Relations (5 sections)
Effective collaboration, communication, and engagement with external stakeholders.
- EDAD 555 Leadership of Diverse Learning Communities (9 sections)
Powerful internal and external engagement through equity and social entrepreneur lenses.
- EDAD 590 Special Topic: Social Contexts in Educational Leadership (5 sections)
Ethical leadership in context of justice and care related to system processes and structures.
- EDAD 599 Internship for the Principalship (21 sections)
Supervision of principal interns' implementation of action plans for school improvement.

PROFESSIONAL DEVELOPMENT CERTIFICATIONS

- DuPont Leadership Development Process, Trainer
ESC Region XIII Statewide Initiative Campus Snapshot, Team Leader
Falling Awake Life Coach, Trainer
First-Time Campus Administrator Academy, Facilitator
MHA Leadership Through Learning Development Program, Director
NASSP Developmental Assessment Center, Director

NASSP Selecting and Developing the 21st Century School Administrator, Director
 NAESP Professional Development Inventory, Director
 TPLI Creating Leadership Capacity, Director
 TPLI Developing School Leaders: Planning, Implementation and Evaluation, Director
 TPLI Leading Learning Communities, Director
 TPLI Learning Leader Developmental Assessment Process, Director
 TPLI School Administrator Skill Assessment, Director
 TSDC Collaborative Action Research, Trainer
 TSDC Principal as Staff Development Leader, Trainer

ACADEMIC SCHOLARSHIP

Research Interests

Ethical Decision Making
 Leadership Succession Planning and Management
 Organizational Culture
 Social Entrepreneurship
 Strategic Planning and Implementation

Grants, Research, and Creative Projects

Current Projects:

Co-PI *Relationship of Culture to Student and Staff Efficacy in Traditional High Schools*. The term of this project is May 1, 2016 through December 31, 2017. The purpose of the project is to understand the relationship of the culture in selected central Texas traditional high schools to the effectiveness perceived by students and staff for the “way things get done.” (\$7,000 of in-kind contributions and support from central Texas school districts and TAMUCT)

Co-PI *Utilization of Succession Planning as a Leadership Development Tool in Texas School Districts*. The term of this project is October 1, 2013 through May 31, 2017. The purpose of the project is to identify campus and district leadership pathway practices in selected Texas school districts and provide a widely distributed report concerning the practices. The project is a Chancellor’s Research Initiative joint research project of educational leadership faculty members in eight TAMUS colleges of education. Primary responsibilities are project development, instrument development, data collection, report writing, and presentations; acting as lead facilitator for eight-member team. (\$15,000 project with \$2,500 from TAMUS and \$12,500 in-kind contributions and support from eight universities)

Completed Projects:

Co-PI *Vision 2020*. Project timeframe: 2006-2012. An \$18,000 mini-grant from Tarleton State University-Central Texas to investigate the possibility of creating a Center at the University devoted to regional support in the areas of leadership, demographics, and program evaluation.

Co-Developer *Center for Leadership and Student Success*. Project timeframe: 2006-2008. The purpose of the project was the establishment of the 501(c)(3) Center for Leadership and Student Success (CLASS), a

center for professional development and research housed at the Texas Elementary Principals and Supervisors Association (TEPSA). Co-created Center structure and learning process for initial professional development program and the CLASS Fellows Academy. (\$65,000 project with \$50,000 funding from TEPSA and in-kind and direct support from co-developers)

Lead Facilitator *Texas State Action for Educational Leadership Grant Project*. The purpose of the project was the collaborative development, utilization, and support of research-based continuous improvement processes for principal pathway programs by state principal development providers in Texas. (\$3,200,000 grant awarded to the state of in 2005; Texas Principal Leadership Initiative initial fiscal agent; funds distributed to Gates High School Project at the Communities Foundation, Dallas)

Co-Developer and Team Facilitator *Learning Leaders Developmental Assessment Program*. Project timeframe: 2004-2007. The purpose of the project was the research-based development of an advanced, state-approved assessment center/ professional development planning process for school principals and assistant principals. (\$45,000 project with in-kind and direct support from the Texas Principals Leadership Initiative)

Lead Facilitator *Creating Leadership Capacity: A Succession Planning Project*. Project timeframe: 2003-2005. The purpose of the project was the development, distribution, and implementation support for a series of research-based process materials for Texas school districts interested in the creation of leadership succession plans. (\$375,000 project with \$225,000 awarded by the Washington Mutual Foundation in 2002 and \$150,000 in-kind and direct support from Texas Principals Leadership Initiative)

Lead Developer/Facilitator *Texas Principal Preparation Network Lighthouse Project*. Project timeframe: 2002-2007. The purpose of the project was the development and use of a research-based continuous improvement process for principal preparation programs. The eleven university-based principal preparation programs in Texas with the highest production participated; provided professional development and program improvement support for program faculty. (\$570,000 project with initial grant of \$225,000 awarded by the Houston Endowment and Meadows Foundation in 2002 and a continuation grant of \$225,000 by the Houston Endowment in 2004 with \$120,000 in-kind and direct support from Texas Principals Leadership Initiative)

Lead Facilitator *Leading Learning Communities Project*. Project timeframe: 2001-2005. The purpose of the project was the creation and utilization of a six-part series of research-based professional development experiences for principals and other school leaders to influence the cultural transformation of their schools into learning organizations. The focus of the series was on learning leadership – a necessary factor in increasing student success. (\$180,000 project with \$95,000 awarded by the Washington Mutual Foundation and \$95,000 in-kind and direct support from Texas Principals Leadership Initiative)

Co-Developer and Team Facilitator *School Administrators Skills Assessment Program*. Project timeframe: 1998-2001. The purpose of the project was the research-based development of a state-approved assessment center/ professional development planning process for school principals and assistant principals. (\$475,000 project with \$295,000 awarded by the Sid Richardson Foundation and \$180,000 in-kind and direct support from the Texas Principals Leadership Initiative)

Peer-Reviewed Publications

- Kirk, J., & Eddins, B. (2016). *Facilitation of Professional Learning and Leadership Growth Through the Tenure Process*. Submitted for publication to *National Forum of Educational Administration and Supervision Journal*.
- Eddins, B., & Duncan, W. (2014). *Proposal to Offer Post-Master's Superintendent Certificate Preparation Program at Texas A&M University-Central Texas*. Killeen, TX: TAMUCT. (Required by state agency/ reviewed & approved by State Board for Educator Certification June 2014).
- Eddins, B., Kirk, J., Hooten, D., & Russell, B. (2013). Utilization of 360-degree feedback in program assessment: Data support for improvement of principal preparation. *National Forum of Educational Administration and Supervision Journal*, 31(1), 5-19.
- Russell, B., Kirk, J., Eddins, B., & Farris, A. (2013). Growing pk-12 educators through a partnership of school districts and a regional university. *The Journal of School Public Relations*, 34(4), 384-401.
- Eddins, B., Farris, A., Russell, B., & Kirk, J. (2013). Ethics tools anchored by action learning: A praxis framework for collaborative decision making. *National Forum of Educational Administration and Supervision Journal*, 30(3), 6-19.
- Eddins, B. (2012). *Proposal to Offer MEd in Educational Administration/Principal Certification Program at Texas A&M University-Central Texas*. Killeen, TX: TAMUCT. (Required by state agency/reviewed & approved by State Board for Educator Certification February 2013).
- Eddins, B. (2000). *A Professional Pathway for Texas Principal Leadership Development*. White paper reviewed & approved by State Board for Educator Certification Staff & Texas Principals Leadership Initiative Board of Directors for general distribution to Texas principals and providers of principal development.
- Eddins, B. (1998). Professional development for principals: Requirements, expectations, and opportunities. *Texas Association of School Administrators Insight*, 13(3), 19-22.

Peer-Selected Presentations

- Kirk, J., & Eddins, B. (2016, February). *Supporting Learning Through the Tenure Process: Moving Beyond the Three-Inch Portfolio*. Paper presentation at the 2016 NAAAS Joint Conference, Baton Rouge, LA.
- Eddins, B., Kirk, J., Hooten, D., & Russell, B. (2013, August). *Tapping effective school leaders' expertise to guide preparation program relevance*. Paper presentation at the 67th Annual National Council of Professors of Educational Administration, Meadowlands, NJ.

Kirk, J., Eddins, B., Hooten, D., & Russell, B. (2013, August). *Utilization of 360-degree feedback in program assessment: Data support for improvement of principal preparation*. Paper presentation at the 67th Annual National Council of Professors of Educational Administration, Meadowlands, NJ.

Eddins, B., Farris, A., Russell, B., & Kirk, J. (2013, February). *Moving from WHAT towards SO WHAT and NOW WHAT: Anchoring program relevance to external assessment*. Presentation at the 13th Annual Texas A&M University Assessment Conference, College Station, TX.

Russell, B., Eddins, B., & Kirk, J. (2012, November). *Growing PK-12 educators through a partnership of school districts and a regional university*. Paper presentation at American Association for Adult and Continuing Education Annual Conference, Las Vegas, NV.

Farris, A., Eddins, B., Kirk, J., Vitucci, S., & White, W. (2012, August). *A gift that keeps on giving: TAMUCT regional leadership center*. Paper presentation at the 66th Annual National Council of Professors of Educational Administration Conference, Kansas City, MO.

Eddins, B., Farris, A., & Russell, B. (2012, August). *Borrowed and blended tools anchored by action learning: A model for ethical decision making in the moral enterprise of learning*. Paper presentation at the 66th Annual National Council of Professors of Educational Administration Conference, Kansas City, MO.

Russell, B., Eddins, B., Farris, A., & Kirk, J. (2012, February). *From course learning to on-the-job performance: Assessing students' success in a master's degree program*. Presentation at the 12th Annual Texas A&M University Assessment Conference, College Station, TX.

Eddins, B., Monk, B.J., Murphy, J., and Williamson, J. (2005, November). *The Texas Principal Preparation Network Lighthouse Initiative: Voluntary engagement of selected principal preparation programs in a continuous improvement process*. Presentation at the 20th Annual Conference of the University Council on Educational Administration, Nashville, TN.

Invited Presentations

Eddins, B. *Feedback, Feed Forward, and Go Forward With Your Professional Growth*, Texas Elementary Principals and Supervisors Association Summer Conference, Austin, TX. June, 2004.

Eddins, B. *Creating Leadership Capacity*, Region One School Leadership Collaborative Regional Meeting, Edinburg, TX. March, 2004.

Eddins, B. *Creating Leadership Capacity*, Region Eleven North Texas Leadership Collaborative Regional Superintendents Meeting, Fort Worth, TX. November, 2003.

Eddins, B. *Leading Learning Communities*, Texas Elementary Mentor School Network quarterly meeting, Austin, TX. April, 2001.

Eddins, B. *Walk the Talk: Becoming a Learning Leader*, Texas Elementary Principals and Supervisors Association Beginning Administrators Conference, Austin, TX. September, 2000.

- Eddins., B. *Walk the Talk: Becoming a Learning Leader*, Region One Education Service Center Fall Principals Conference, South Padre Island, TX. September, 2000.
- Eddins, B. *Growing Your Assistant Principals: A Professional Responsibility*, Region One Education Service Center Fall Principals Conference, South Padre Island, TX. September, 2000.
- Eddins, B. *Walk the Talk: Becoming a Learning Leader*, Texas Elementary Principals and Supervisors Association Assistant Principals Conference, Austin, TX. February, 2000.
- Eddins, B. *Creating a Professional Pathway for the Texas Principalship*, Texas Association of School Personnel Administrators Annual Conference Keynote Address, Austin, TX. December, 1999.
- Eddins, B. *New Rules and Exciting Opportunities in Principal Professional Development*, Texas Elementary Principals and Supervisors Association Principals Conference, Corpus Christi, TX. December, 1999.
- Eddins, B. *Strengthening Campus Leadership: Meaningful Professional Growth for Campus Principals*, TASA/TASB Convention, Houston, TX. September, 1999.
- Eddins, B. *A Look at Leadership and Professional Growth for Principals*, Texas Association of School Administrators Summer Conference, Austin, TX. June, 1999.
- Eddins, B. *Strengthening Campus Leadership: Meaningful Professional Growth for Campus Principals*, Commissioner's Midwinter Conference on Education, Austin, TX. February, 1999.
- Eddins, B. *Taking the Lead in Your Professional Pathway as a Principal*, Texas Elementary Principals and Supervisors Association Assistant Principals Conference, Austin, TX. January, 1999.
- Eddins, B. *Taking the Lead in Your Professional Pathway as a Principal*, Texas Elementary Principals and Supervisors Association Annual Convention, San Antonio, TX. December, 1998.
- Eddins, B. *Creating a Professional Pathway for the Texas Principalship*, National Association of Secondary School Principals Assessment and Development Meeting, Louisville, KY. September, 1998.
- Eddins, B. *Creating a Professional Pathway for the Texas Principalship*, Texas Professors of Educational Administration Fall Meeting, Houston, TX. September, 1998.
- Eddins, B. *Strengthening Campus Leadership: Meaningful Professional Growth for Campus Principals*, TASA/TASB Convention, Houston, TX. September, 1998.
- Eddins, B. *Strengthening Campus Leadership: Meaningful Professional Growth for Texas Principals*, Texas Association of School Administrators Summer Conference, Austin, TX. June, 1998.

PROFESSIONAL SERVICE

National Service

National Council of Professors of Educational Administration, Conference Presentation Reviewer (2016)
 Indiana University South Bend, Invited Reviewer, Teaching Dossier for Faculty Member (2014)
 Institute for Educational Leadership Development Advisory Panel Member, *Principal Leadership for Student Learning: Reinventing the Principalship* (2000)
 NASSP National Assessment Directors (1996-2004)
 Interstate School Leaders Licensure Consortium State Representative (1996-2001)

State and Regional Service

Statewide Initiatives ESC XIII Campus Snapshot, Team Lead (2010-12)
 Learning Leaders Developmental Assessment Program, Lead Facilitator (2006-15)
 Center for Leadership and Student Success (CLASS) Co-Developer (2005-08)
 Texas Principal Preparation Network Lighthouse Initiative Lead Facilitator (2004-07)
 Regions 3/13/20 ESC Principal Alternative Certification Program Advisory Boards, Member (1999-2005)
 State Board for Educator Certification Panel on Principal Induction Support Co-Facilitator (1996-1998)
 Education Service Center Partnership for Principal Assessment & Professional Growth Director (1997-2005)
 Commissioner's Statewide Site-Based Decision Making Advisory Committee Member (1992-1995)

University, College of Education, Educational Leadership Program Service

TAMUCT Educational Leadership Faculty Search Committee, Chair (2016)
 TAMUCT MEd in Educational Leadership Program Review, Committee Chair/Self-Study Author (2016)
 TAMUCC/CT Cooperative EdD in Educational Leadership, Proposal Co-Developer (2015)
 TAMUCT COE Superintendent Certificate Area Practitioner Sub-Council (CAPS), Co-Chair (2015-16)
 TAMUCT COE Educator Preparation Council, Member (2015-16)
 TAMUCT University Curriculum Committee, College of Education Member (2014-present)
 TAMUCT College of Education Curriculum Committee, Chair (2014-present), Member (2012-14)
 TAMUCT College of Education Tenure Committee, Chair (2015-present), Member (2014-present)
 TAMUCT Post-Masters Superintendent Certification Program Application to TEA, Co-Developer (2014)
 TAMUCT College of Education Leadership Team, Member (2013-16)
 TAMUCT College of Education Grade Appeal Committee, Member (2013-2015)
 TAMUCT College of Education Tenure and Post-Tenure Process, Co-Developer (2013-2015)
 TAMUCT Educational Leadership Faculty Search Committee, Member (2013, 2009, 2007)
 TAMUCT University Graduate Council, Member (2012-13; 2015)
 TAMUCT Master's Degree Principal Certification Program Application to TEA, Developer (2013)
 TAMUCT Proposed MEd in Higher Education Leadership, Developer (2012)
 TAMUCT COE Principal Certificate Area Practitioner Sub-Council (CAPS), Co-Chair (2012-16)
 TAMUCT COE Strategic Partners Educational Advisory Council (SPEAC), Member (2012-16)
 TAMUCT MEd in EDAD Program SACS Off-Site Delivery Prospectus, Developer (2011)
 TAMUCT Educational Leadership Programs, Coordinator (2010-13; 2015)
 TAMUCT Proposed Leadership Center, Co-Developer (2008-13)

Tarleton Central Texas Strategic Planning Committee, Member (2005-08)

Tarleton State University Educational Administration Curriculum Committee, Member (2005-08)

PROFESSIONAL ORGANIZATION CONNECTIONS

American Association of Colleges of Teacher Education

American Association of School Administrators

Association for Supervision and Curriculum Development

Learning Forward/Learning Forward Texas

National Association of Elementary School Principals

National Association of Secondary School Principals

National Council of Professors of Educational Administration

Phi Delta Kappa

Texas Association of School Administrators

Texas Association of Secondary School Principals

Texas Council of Professors of Educational Administration

Texas Elementary Principals and Supervisors Association

RECOGNITIONS AND AWARDS

2014 Recipient, Tenured Faculty, Texas A&M University-Central Texas, Texas A&M University System

2003 Recipient Hale Endowment Scholarship, Baylor University

2002 Recipient, Distinguished Service Award, National Association of Secondary School Principals

2001 Recipient, Outstanding Contributions to the Field of Staff Development Award in Texas, TSDC