



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

Assistant Professor of Education January 2017- Present

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

- Serve as Comprehensive Program Review Committee Chair
- Align and Update All Course Documents and Requirements with Chapter 228, including the Handbook, Field Supervisor Evaluations, Standards, and Applications
- Prepare TaskStream Direct Response Portfolios for Internship in Higher Education, Practicum in School Counseling, Practicum in School Administration, and Superintendent Internship

- Integrate TaskStream and Blackboard Courses through the Learning Management System
- Coordinate with Graduate Advisor: Practicum Applicants and Approvals, District Cooperative Agreements, and Site Supervisor Selection
- Coordinate with Certification Specialist: Intern Probationary Certification Candidates
- Vet and Collect Curriculum Vitae for Field Supervisors
- 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)
- Create Contracts and Routing Slips for Field Supervisors
- Obtain Signatures from Field Supervisors and the Dean of the College of Education
- Submit Contracts, Routing Slips, and W-9 Forms to Accounts Payable for Processing
- Communicate Expectations and Requirements to Candidates, School Districts, Site Supervisors, Field Supervisors, and Instructors
- Serve as Field Supervisor to Local Candidates in the Internship in Higher Education
- Ensure that All Candidates Fulfill Course Requirements, including Requirements in Texas Administrative Code (TAC)
- Assign Final Grades for All Candidates
- Create Spreadsheet of All Candidates Field Supervisor Evaluations, as per TAC
- Communicate the Results of the Practicum for All Certification Candidates
- Download Folders with All Practicum Artifacts for Candidates in Every Program
- Coordinate with Accounts Payable to Pay Field Supervisors
- Collect Data for the Department of Curriculum & Instruction, including:
 - Site Supervisor Qualifications
 - Field Supervisor Training Certificates, Certifications, Qualifications
 - Site and Field Supervisor Training
 - Field Supervisor Evidence of Ongoing Communication
 - Candidate Practicum Locations
 - Candidate Records of Observations: Dates, Time In & Out, and Comments
 - Candidate Folders with Artifacts: Logs, Evaluations, Reflections, and Self-Evaluation
 - TaskStream Reports by Standard
 - Blackboard Communication
 - Survey Results: Candidate, Course, Instructor, and Field Supervisor Evaluations

Graduate Courses Taught (online):

EDG 6347 Practicum in School Administration

Fall 2019, Summer 2019, Spring 2019, Fall 2018, Summer 2018, Spring 2018, Fall 2017, Summer 2017, Spring 2017

EDG 6325 Practicum in Counseling

Summer 2019, Spring 2019, Fall 2018, Summer 2018, Spring 2018, Fall 2017, Summer 2017, Spring 2017

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 6307 Professional Writing for Educators

Fall 2019, Spring A/B 2019

EDG 6399 Professional Practice

Fall 2019, Spring 2019, Fall 2018, Spring 2018, Fall 2017, Spring 2017

EDG 6348 Superintendent Internship in Education

Spring 2019, Fall 2018, Spring 2018, Fall 2017, Spring 2017

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

Summer 2017

EDG 6304 Applied Research

Spring A/B 2017, Summer 2017

EDG 6306 Curriculum and Methodology Trends

Spring A/B 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 Clinical Teachers per Semester with Candidates and School Districts all over Texas and in Department of Defense Education Activity Schools
- Recruited and Hired Qualified, Texas Certified University Field Supervisors
- Trained 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 Clinical Teacher Orientation
- Created TaskStream Directed Response Folio Programs and Surveys for Clinical Teaching
- Conducted TaskStream Training for Candidates and University Field Supervisors
- Presented Clinical Teaching Application Procedures and Requirements to Undergraduate, Post Baccalaureate, and Masters Candidates Seeking Initial Teacher Certification

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
- 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
- Parent Teacher Association (PTA) Reflections Contest Chairman
- Obtained PTA Lifetime Membership

Scholarly Activities

Publications

- 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*.
- 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.

Agan, T. L. (2016, December). *Educator preparation practitioner perceptions of cultivating adjunct field supervisors in the four-year university*. (Doctoral dissertation.) <https://ttu-ir.tdl.org/ttu-ir/handle/2346/72284>

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. <https://www.learntechlib.org/p/172728/>

Williams, A. (Principal), Livengood, K. K., **Agan, T. L.**, Gee, D., Storms, W., Bustos, C., Purkiss, C., Maxedon, S.. (2013, 2014). *The Educator's voice*. https://www.angelo.edu/dept/ceducation/the_Educators_Voice.ph

Presentations

Agan, T. L. (2019, August). *Handling Difficult Conversations*. Presentation: Cornerstone Christian School, San Angelo, TX.

Agan, T. L. (2019, April). *Love of Learning*. Presentation: Phi Kappa Phi Honor Society Induction. Angelo State University.

Agan, T. L. (2019, March). *Field Supervisor Coaching Training*. Presentation: College of Education, Angelo State University.

Agan, T. L., & Self, R. N. (2019, February). *Building Your Personal Leadership Legacy*. Presentation: Fort Concho Elementary Distinguished Scholars, San Angelo, TX.

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

Agan, T. L., & Hansen, K. (2019, February). *Current Trends in Teacher Education*. Presentation: SERA Conference, Waco, TX.

Agan, T. L., & Casarez, L. L. (2019, January). *DKG Bulletin: The Art of Getting Published*. Presentation: Delta Kappa Gamma (DKG) Alpha Beta Chapter, San Angelo, TX.

Agan, T. L., Casarez, L. L., & Self, R. N. (2019, January). *Leadership & Communication*. Presentation: Counselor Group. Angelo State University.

Agan, T. L. (2019, January). *Roles, Responsibilities, & Resources in Academics*. Presentation: Transfer Student Orientation, Angelo State University.

Agan, T. L., Anderson, D., & Tasker, T. (2018, December). *Department of Curriculum & Instruction Data Day*. Presentation: College of Education, Angelo State University.

Agan, T. L., Morrison, J., & Herron, L. (2018, November). *Membership, Membership, Membership*. Presentation: DKG Alpha Beta Chapter, San Angelo, TX.

- Agan, T. L., Schoen, H., Self, R. N. (2018, October). *Data Driven Practicums and Internships*. Presentation: Consortium of State Organizations of Texas Teacher Education (CSOTTE), San Antonio, TX.
- Agan, T. L., Schoen, H., Self, R. N. (2018, October). *Preparing for Success: A Unique Approach to Texas Principal Certification Exam Remediation*. Presentation: CSOTTE, San Antonio, TX
- Agan, T. L. (2018, August). *Field Supervisor Coaching Training*. Presentation: College of Education, Angelo State University.
- Agan, T. L. (2018, August). *Field Supervisor Observation Training*. Presentation: College of Education, Angelo State University.
- Agan, T. L., & Hansen, K. (2018, June). *Current Trends in Teacher Education*. Presentation: 89th Annual DKG Society Int'l, Texas State Convention, Waco, TX.
- Agan, T. L., (2018, March). *Curriculum Vitae Training*. College of Education, Department of Curriculum & Instruction, Angelo State University.
- Agan, T. L., (2018, February). *Blackboard Exemplary Rubric: Learner Support*. Presentation: College of Education, Department of Curriculum & Instruction, Angelo State University.
- 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., & Hansen, K. (2018, February). *Current Trends in Teacher Education*. Presentation: DKG Society Alpha Beta Chapter, San Angelo, TX.
- Agan, T. L. (2018, February). *Field Supervisor Observation Training*. Presentation: College of Education, Angelo State University.
- Agan, T. L. (2017, October). *Initial certification clinical teacher application process*. Presentation: College of Education, Angelo State University.
- Agan, T. L. (2017, September). *TaskStream training for initial teacher certification*. Presentation: College of Education, Angelo State University.
- Agan, T. L. (2017, August). *Angelo State University clinical teacher orientation*. Presentation: College of Education, Angelo State University.
- 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. (2017, February). *Initial certification clinical teacher application process*. Presentation: College of Education, Angelo State University.
- Agan, T. L. (2017, January). *TaskStream training for initial teacher certification*. Presentation: College of Education, Angelo State University.

Agan, T. L. (2017, January). *Angelo State University clinical teacher orientation*. Presentation: College of Education, Angelo State University.

Agan, T. L. (2017, January). *University field supervisor training*. Presentation: College of Education, Angelo State University.

Grant Proposals

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, August 2019 (submitted).

U.S. Department of Education Office of Special Programs, “Preparing educators to provide services to students with low-incidence disabilities: A low-incidence educator certificate program.” \$1,106,423, December 2015 (not funded).

Peer Reviewed Articles

Agan, T. L., Casarez, L. L., Groves, B., Self, R. N., & Wilson, A. (pre-press). An interview with Dr. Raelye Self. *Delta Kappa Gamma Bulletin: International Journal for Professional Educators*.

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*.

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 Bulletin: Collegial Exchange*, 85(4). <http://magazine.dkg.org/2019/85-4/2019-Mag-85-4.html>

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. http://www.dkg.org/DKGMember/Publications/Bulletin/Journal/Past_Issues/Bulletin-Journal-85-1

Peer Reviews

- Curriculum Review. (2019). *NowWhat* Journey.
- Proposal Evaluator Division I (Ed Administration, Policy, Leadership, and Program Evaluation), October, 2018
- Proposal Evaluator Division II (Instruction, Learning, and Cognition), October, 2017
- Proposal Evaluator Division VI (Student Research in Progress), October, 2017
- Proposal Evaluator Division V (Special Populations and Counseling), September, 2017
- Proposal Evaluator Division IV (Teacher and Teacher Education), October, 2016

Service to the University

- Graduation Marshal, May 11, 2019 & December 15, 2018
- Career Development Office Professional Interviewer, March 27 & 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 *The Educator's Voice*, 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

- Comprehensive Program Review Committee Chair, Spring 2019-present
- Comprehensive Program Review Committee, 2018- present
- Counselor and Principal Certification Program Advisory Committee, 2019-Present
- Adjunct Qualifications Committee, 2019-Present
- Field Experience Initiatives Committee, 2017-2018
- Instructional Initiatives Committee, 2016-2018
- Community Relations Committee, 2016-2018
- Doctoral Advisory Committee, 2016-2018

Service to the Education Profession & Community

- Guest Speaker Cornerstone Christian School Faculty Staff Development, August 9, 2019
- Guest Speaker Phi Kappa Phi Honor Society Induction, April 16, 2019
- Guest Speaker Fort Concho Elementary Distinguished Scholars, February 14, 2019
- Science Fair Judge Cornerstone Christian School, January 18, 2019
- James Phillips Williams' Memorial Foundation Learning Center Cook Book Gala Fundraising Committee, Spring 2019
- Membership Chairman Delta Kappa Gamma (DKG) Alpha Beta Chapter, 2018-present

- Operation Christmas Child, Southland Baptist Church, November 2018
- Guest Speaker Ambleside School, September 24, 2018
- Guest Reader McGill Elementary Dr. Seuss Day, March 2, 2018
- Proposal Evaluator Division I (Ed Administration, Policy, Leadership, and Program Evaluation), Southwest Educational Research Association (SERA) Annual Conference, San Antonio, Texas, October, 2018
- Discussant Division VI (Student Research in Progress), SERA Conference, New Orleans, Louisiana, February 16, 2018
- Guest Speaker DKG Alpha Beta Chapter, February 3, 2018
- Secretary Texas Directors of Field Experience, 2017-2019.
- Field Supervisor Coaching and Observation Certification, November 8, 2017
- Treasurer Bonham Elementary Reunion Committee, May 2017- October 2017

Professional Development/Training

- BbX: Blackboard Excellence in Teaching and Learning Conference. (August, 2019). Angelo State University.
- Texas Association of Teacher Educators Conference. (2019, June). St. Edward's University, Austin, TX.
- SERA Conference. (2019, February). San Antonio, TX.
- FileMaker Pro Database Training. (2018, June 19-20). Angelo State University.
- LiveWhale Web Content Management System Training. (2018, May). Angelo State University.
- Texas Teacher Evaluation and Support System (T-TESS) Field Supervisor Coaching Training of Trainers. (2018, May). Austin, TX.
- Teaching Trust Principal Preparation for Educator Preparation Programs. (2018, May). Dallas, TX.
- SERA Conference. (2018, February). New Orleans, LA.
- Texas Association of School Administrators (TASA) Academy for Transformational Leadership. (2018, February). San Angelo, TX.
- T-TESS Co-Trainer. (2018, January). White Settlement, TX.
- T-TESS Field Supervisor Coaching Training. (2018, January). San Angelo, TX.
- T-TESS Training of Trainers. (2017, November). Austin, TX.
- TASA Academy for Transformational Leadership. (2017, September). San Angelo, TX.
- T-TESS Training. (2017, July). San Angelo, TX.
- Advancing Educational Leadership (AEL) Training. (2017, July). San Angelo, TX.
- Highlands Ability Battery: Team Development Workshop. (2017, July). San Angelo, TX.
- TDFE | Texas Education Agency Update. (2017, June). Austin, TX.
- SERA Conference. (2017, February). San Antonio, TX.

- TASA Winter Conference. (2017, January). 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 Committee Chair, 2017-Present
- Association for Supervision and Curriculum Development (ASCD), 2017-Present
- Texas Directors of Field Experiences (TDFE); Secretary, 2012-Present
- Texas Association of Secondary School Principals (TASSP), 2010-Present
- Texas Association of School Administrators (TASA), 2010-Present

Research Interests

Adjunct Faculty, Adult Learners, Best Practices in Education, Certification, Field Experience, Field Supervisors, Internships, Practicums, Leadership in Higher Education, Online Education

Technology Skills

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

Honors & Awards

- Texas Christian University College of Education Alumni Network Excellence in Education Award (Experienced 10+ Years) Nominee, 2018, 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 Excellence in Teaching President's Award 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 Distinguished Carr Scholar Alumna, 2015
- Angelo State University President's Award for Staff Excellence, 2014, 2016
- Angelo State University President's Award for Excellence in Customer Service, 2014
- Angelo State University Wonderful Woman, 2013, 2014, 2016
- National Center for Educational Achievement Award- Central Freshman, 2011, 2012
- Texas Business and Education Coalition Honor Roll- Central Freshman, 2011, 2012
- Texas Education Agency Exemplary Campus- Belaire Elementary, 2009
- H-E-B Elementary Principal of the Year Nominee, 2007