

# Dr. Sandra Talbert

School of Education, Baylor University

Office MMSCI 239

One Bear Place 97314 254-710-4892

[sandra\\_talbert@baylor.edu](mailto:sandra_talbert@baylor.edu)

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## EDUCATION

Ed.D. – Doctor of Education in Educational Leadership and Policy Studies

**Tarleton State University**

2011

M.Ed. – Educational Leadership/School Administration

**Sam Houston State University**

1999

B.A. – Communications and English Education

**Stephen F. Austin State University**

1986

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## PROFESSIONAL EXPERIENCE (Higher Education)

### Baylor University, Waco, TX

#### **Clinical Associate Professor**

Spring 2022-Present

#### **Interim Director of Clinical Experience**

Fall 2022-present

#### **Clinical Assistant Professor**

Fall 2017-2022

Responsible for providing instruction and supervision in a variety of courses as well as serving on department-level as well as university-wide committees, conducting research, and contributing to the overall success of the Baylor Curriculum and Instruction department.

#### **Assistant Chair, Department of Curriculum and Instruction**

Summer 2019-Summer 2022

#### **Visiting Clinical Faculty**

Fall 2016-Spring 2017, Adjunct Summer 2014

Responsible for providing instruction and supervision in a variety of courses:

- EDC 5321 Contemporary Curriculum
- TED 3340, 3341 Secondary Teaching Associates
- TED 3396, 3397 Secondary English Language Arts Practicum, Parts I and II
- University Liaison at University High School

## **Tarleton State University, Stephenville/Waco, TX**

### **Adjunct Faculty**

2011-2016

Responsible for providing instruction and supervision in a variety of graduate courses:

- EDU 5398 Techniques of Research
- EDAD 6314 Philosophy and Ethics in Educational Administration
- EDU 5300 Foundations in Educational Leadership
- EDAD 5342 Leadership of Campus Resources
- EDAD 5399 Practicum for the Principalship

## **Mississippi State University, Starkville, MS**

### **Clinical Instructor**

1998-2000

Served as university supervisor for elementary education student teachers as well as secondary English and speech student teachers. Responsible for weekly seminars for student teachers focusing on various aspects of education such as classroom management, effective teaching strategies, assessment, effective use of campus resources, and interviewing skills.

### **Co-Director Mississippi Teacher Fellowship Program**

1998-2000

Conducted all MSU students' supervisory visits for Mississippi Teacher Fellowship grant program participants. The teachers in the program received a master's degree while teaching in a "critical shortage" school district. Coordinated various aspects of grant – determining mentors, managing paperwork, and planning/working with other participating universities.

### **TASK Force for Student Teacher Evaluation Instrument**

1998-2000

Played a leading role in creation and revision of a new evaluation instrument to be used by all major universities in Mississippi to evaluate student teachers; co-authored the draft of the training manual that was revised and published by the TASK force; worked with directors and professors from University of Mississippi, Mississippi State University and University of Southern Mississippi; and conducted trainings throughout Mississippi on use of newly created instrument.

## **PROFESSIONAL EXPERIENCE (K-12 Public Schools)**

### **Superintendent of Schools, Lorena Independent School District, Lorena, TX**

2006-2016

Responsible for overall success of Pre-K through 12 public school including instructional, student, personnel, fiscal and facility management, and public relations. Academic and instructional leader for the district focused on research-based curriculum decision making for each campus and grade level as well as intentional staff development resulting in student success. Focus on curriculum and instruction at all levels: student, teacher, administrator. Responsible for district-wide culture focusing on "student first" decision-making, high expectations for all, development of teacher leaders and personal reflection to drive improvement.

**Principal, Lorena Middle School, Lorena, TX**

2003-2006

Responsible for day-to-day operations of 5<sup>th</sup>-8<sup>th</sup> grade public school campus including curriculum, budgeting, staffing, student success, data disaggregation, staff development, school safety and security, communication, and campus-to campus collaboration. Served as primary decision-maker regarding appropriate curriculum for each grade level and content area. Engaged in research to make appropriate decisions regarding curriculum based on current data.

**Assistant Principal, Lorena Middle School, Lorena, TX**

2002-2003

Responsible for assisting in the day-to-day operations of 5<sup>th</sup>-8<sup>th</sup> grade campus (525 students) with focus on student management and attendance, students with exceptionalities, and personnel supervision. Played a leading role in monitoring the implementation of best instructional practices in the classrooms as well as relevant and rigorous curriculum.

**Assistant Principal, Creekside Intermediate School, League City, TX**

2000-2002

Responsible for monitoring and ensuring student success on a 6<sup>th</sup>-8<sup>th</sup> campus (850 students). Served as 504 Coordinator and Campus At-Risk Coordinator. Played leading role in English/Language Arts department in implementation of district-adopted curriculum and adapting that curriculum to meet the individual needs in each classroom. Led new teacher mentoring program on campus assisting teachers with areas such as curriculum alignment (vertical and horizontal), classroom management, best practices in education, conflict resolution, appropriate time management, and more.

**Teacher in Public Schools**

- Huntsville Independent School District, 1993-1998
  - Huntsville, TX
  - 6<sup>th</sup> Grade Language Arts and Gifted and Talented Language Arts
  - 5<sup>th</sup> and 6<sup>th</sup> Grade Communications/Speech
- Andrews Independent School District, 1992
  - Andrews, TX
  - English I, English I Gifted and Talented, English II, English II Gifted and Talented, 8<sup>th</sup> Grade Language Arts
- China Spring Independent School District, 1986-1992
  - China Spring, TX
  - English III, English III Honors, English IV, English IV Honors, Language Arts I and II

## PUBLICATIONS

- Bell-Morgan, A. and **Talbert, S.** (2022). A new genre of educators: Examining next-career professionals. In S. von Hohenberg (Ed). *Dispositional Development and Assessment in Teacher Preparation Programs* (pp. 209-223). IGI Global. 10.4018/978-1-6684-4089-6.ch011
- Blevins, B., Cooper, S., Crocker-Papadakis, L., Earl, J., Howell, L., Lively, C., Meehan, J., Murray, E., Pratt, S., Sanguras, L., **Talbert, S.**, Talbert, T., and Werse, N. (2022). Reframing the Problem of Practice: Transitions in Baylor University's Ed.D. in learning and organizational change program. *Impacting Education: Journal on Transforming Professional Practice*. 7(1), 32-41, 10.5195/ie.2022.230
- Hanshaw, J., **Talbert, S.**, and Smith, J. (2022). Technology integration in the post- pandemic secondary classroom. In P. Bawa. (Ed.), *Preparing Faculty for Technology Dependency in the Post-COVID-19 Era* (pp. 195-211). IGI Global.
- Reprinted Smith, J., Blevins, B., Werse, N. R., & **Talbert, S.** (2022). Researcher positionality in the dissertation of practice. In Information Resources Management Association (Ed.), *Research Anthology on Doctoral Student Professional Development* (pp. 381-397). IGI Global 2022.
- Lemley, C., **Talbert, S.** & Talbert, T. (2021). Oral history in a Guatemalan international school: The yo recuerdo project. In B. Pohl, C. White, and C. Beaudry (Eds.), *Voices of social education: A pedagogy of Change* (pp. 3-26). Information Age Publishing.
- Lively, C.L., Blevins, B., **Talbert, S.**, Cooper, S. (2021). Building community in online professional practice doctoral programs. *Impacting Education: Journal on Transforming Professional Practice*, 6(3), 21-29. 10.5195/ie.2021.187
- Smith, J., **Talbert, S.**, Choucair, M. (2021). What now?: Online pedagogical reasoning of student teaching secondary ELAR in virtual learning environments. In M. Niess & H. Gillow-Wiles (Eds.), *Handbook of research on transforming teachers' online pedagogical reasoning for engaging K-12 students in virtual learning* (pp. 604-623). IGI Global.
- Smith, J., Blevins, B., Werse, N. R., & **Talbert, S.** (2020). Researcher positionality in the dissertation of practice. In R. Throne (Ed.), *Practice-based and practice-led research for dissertation development* (pp. 43-63). IGI Global.
- Goree, K., Williams, Y., Hamilton, S., Mathews-Perez, A., **Talbert, S.**, Strot, R., Barrett, S., Bolfiging, D., Miller, S., Almaguer, D., Gilbreth, D., Martinez, D., Rubio, B., Ward, V., Edison, R., Henry, M., Mechell, R., Pritchard, M., Welsh, K. (2019). The Baylor University and Waco independent school district: A twenty-five year partnership that began with a plan in a van. In *School-University Partnerships*, 12(1), 10–15.
- Talbert, S.** & Beach, D. (2013). Superintendent Retention. In F. Kochan, L. Searby & M. Barakat, (Eds.), *Southern Regional Council on Educational Administration Yearbook* (pp.33-43).
- Talbert, S.** (2011). *Why do superintendents stay: Components of Organizational Commitment and Superintendent Longevity*. (Doctoral Dissertation). Proquest.

## PRESENTATIONS

- Talbert, S., Choucair, M. and Smith, J. (2022, March 3). *A Tale of Two Experiences: Modeling Best Secondary ELAR Teaching Practices in the Worst of Times*. Session presented at Association of Independent Liberal Arts Colleges for Teacher Education. (AILACTE). New Orleans, LA.
- McCall, M., and Talbert, S. (2021, March 29). *Course Design in Support of Secondary Certificate Teacher Candidate Pre-Internship Clinical Experiences*. Session presented at NAPDS virtual conference.
- Lively, C., Blevins, B., & Talbert, S. (2021, April 8). *Building community in online professional practice doctoral programs*. American Educational Research Association.
- Lively, C., Blevins, B., Cooper, S., & Talbert, S. (2021, July 14). *From a distance: Community building in virtual environments* [Conference session]. #CPED Convening of Carnegie Project for the Education Doctorate (CPED).
- Blevins, B., Cooper, S., Howell, L., and Talbert, S. (November 10-14, 2020). *EdD not ABD: Supporting students in rigorous research in a 3-year program*. Session presented at the annual Online Learning Consortium, virtual event #OLCaccelerate. November Convening of Online Learning Consortium (OLC). Orlando, FL. <https://onlinelearningconsortium.org>
- Cooper, S., Blevins, B., Earl, J., Howell, L., Lively, C., Meehan, J., Pratt, S., & Talbert, S. (2020, October 14-16). *Supporting EdD students to conduct rigorous research in a three-year, online program* [Conference session]. #CPED20 October Convening of Carnegie Project for the Education Doctorate (CPED). Tempe, AZ. <https://cped.memberclicks.net/>
- Lively, C., Blevins, B., Cooper, S., Earl, J., Kaul, C., Pratt, S., Sanguras, L., & Talbert, S. (2020, October 14-16). *From a distance: Community building in virtual environments* [Conference session]. #CPED20 October Convening of Carnegie Project for the Education Doctorate (CPED). Tempe, AZ. <https://cped.memberclicks.net/>
- Lively, C., Talbert, S., & Howell, L. (2020, November 10-14). *Creating community despite distance: Stories of innovation & collaboration*. [Conference session]. #OLCaccelerate. November Convening of Online Learning Consortium (OLC). Orlando, FL. <https://onlinelearningconsortium.org>

## COURSES TAUGHT

- Undergraduate Courses:
  - TED 3340, 3341, 3641 Secondary Teaching Associates
  - TED 3396, 3397 Secondary English Language Arts Practicum, Parts I and II
  - TED 3342
  - TED 3346
  - LS 3305
- Graduate Courses
  - EDC 5390 Special Techniques in Secondary Schools
  - EDC 5317 Seminary in Secondary Education (ELAR)
  - EDC 5303 Models of Teaching
- Graduate Courses – Online EdD in Learning and Organizational Change

- EDC 6361 Leadership and Organizational Change (designed and teach the course)
- EDC 6391 Problem of Practice Phase 1
- EDC 6392 Problem of Practice Phase 2
- EDC 6393 Problem of Practice Phase 3
- EDC 6368 Future Trends in Leadership (co-designed the course)

## GRADUATE STUDENT DIRECTION

- Andersen Duric, W. (2021). *Are the Fine Arts Really Fine? A Descriptive Case Study on the Experiences of Theatre Arts Teachers* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Boothe, A. (2021). *How to Plan for Unprecedented Growth: A Descriptive Case Study of Cleveland ISD, a Hyper-Growth District* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Bowman, M. A. (2021). *Learning Together: A Quantitative Examination of Inter-District Collaboration in a Community of Practice* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Carmona, M. C. (2021). *From PDAS to T-TESS: A Descriptive Case Study of Public-School Principals and Their Experiences with the Practicality of Implementing T-TESS as Intended* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Chambers, T. L. (2021). *Understanding Teachers' Experiences in Transitioning from a Reading Test Preparation Approach to a Whole Novel Approach: A Narrative Case Study* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Gibson, S. D. (2021). *A Single Descriptive Case Study Exploring Special Education Teachers' Motivational Factors Which Influence Retention in Washington, DC* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Hanshaw, J. K. (2021). *Freeing the 21st Century Classroom from 19th Century Instructional Practices: A Single Descriptive Case Study on the Role of Professional Development in Educational Technology on Integration in Secondary Social Studies* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Hylton, J. C. (2021). *Leadership Development Influence on Leadership Self-Efficacy (LSE): An Explanatory Sequential Mixed Methods Study with Civilian Federal Employees in the Department of Defense* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Lunce, J. W. (2021). *Career Outcomes and Perceptions Across Graduate Programs: An Explanatory Sequential Mixed Methods Study of Dispute Resolution and Conflict Management Alumni* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Morgan, A. B. (2021). *A New Genre of Educators: A Descriptive Case Study Examining Next-career Professionals* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Muex, R. S. (2021). *Leaving Education: A Descriptive Case Study Examining What Factors Drive Teachers from the Profession in Oklahoma* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Schneider, C. (2021). *Promoting Student Holistic Success through Positive Relationships: A Descriptive Case Study of Elementary Teachers and Fourth and Fifth Grade Students* [Ed.D. Problem of Practice Dissertation]. Baylor University.
- Whitener, A. (2021). *Stuck in the Middle: A Narrative Case Study Examining Middle School Teachers' Feelings about Addressing Mental Illness-Related Behaviors in the Classroom* [Ed.D. Problem of Practice Dissertation]. Baylor University.

## COMMITTEE WORK AND SERVICE AT BAYLOR UNIVERSITY

- C&I Bylaws Ad Hoc Committee (Spring 2023)
- Teacher Education Task Force (2022-present)
- S3 (Student Support Services) Committee (Fall 2022-present)
- Student Recruitment and Retention Working Group (2022-present)
- PDS Kick-off Task Force (2022)
- edTPA Task Force (2022)
- Curriculum and Instruction Clinical Faculty Promotion Criteria Revisions Task Force (2022)
- Assistant Chair, Department of Curriculum & Instruction (2019-2022)
- Think Tank for Ed.D. in *Learning and Organizational Change* (2018-2022)
- Secondary Coordinator – Curriculum and Instruction (2017-2019)
- Professional Development and PDS Standing Sub-Committee (2017-2020)
- PEFX Committee (2017-2020)
- Faculty Mentor (University-wide committee) (2017- present)
- Professional Standards Committee (2017- present)
- Ad Hoc Selection Committee for Outstanding Graduate Student Instructor Award (Spring2018)
- Task Force for Benchmark Revisions (2018-present)
- Faculty/Staff Search Committees
  - Senior Academic Advisor, School of Education (2022)
  - Executive Director of Center for Christian Education
  - Assistant/Full Professor of English Education
  - Clinical Assistant Professor in Middle/Secondary Education
  - Educator Preparation Program Support Specialist
  - Full Time Lecturer for *Learning and Organizational Change* EdD (multiple searches).  
Current search (January 2023 ongoing search for four EdD faculty)

## PREVIOUS SERVICE, LEADERSHIP ROLES, AND COMMITTEE WORK

- Texas Education Agency’s Commissioner of Education Cabinet Representative for Region 12 ESC (2011- 2016)
- TASA Legislative Committee (2011-2016)
- Superintendents’ Regional Advisory Committee, Region 12 ESC (2012-2016)
- President (2009-2011), Vice President (2008-2009), Secretary (2007-2008) of EducationCo-op of Central Texas (Rio Brazos Education Cooperative prior to 2009)
- Vice Chairperson, UIL District 19AAA Executive Committee
- Region 8 UIL Music Executive Committee (2012-2016)
- Facilitator for Region 12 Superintendent Academy (2012-2013)

- Region 12 Representative for the for the Texas Commissioner of Education’s Cabinet
- *Pack of Hope* Board Member
- Region 12 Education Service Center Superintendent Leadership Academy
- TRLEF – Tarleton Research Lab on Educational Facilities (2009-present)

## GRANTS

March 1999: Grant from University of Mississippi to support *Mississippi Teacher Fellowship Program*.

December 1999: Grant from University of Mississippi to support *Mississippi Teacher Fellowship Program*.

## COMMUNITY ENGAGEMENT AND SERVICE

### Samples of Service

- *Goal Setting the SMART Way* (goal setting workshop). March 7, 2022, Clifton ISD.
- *Take Me to Your Leader* School Board Training (teambuilding and goal setting). February 2021, Clifton ISD.
- Clifton Independent School District Board of Trustees – Secretary 2019-2020, Vice President 2020
- Board Member – McLennan County *Pack of Hope* providing food for students on weekends
- Advisory Committee – City of Lorena
- Lorena Economic Development Committee – Ad Hoc member of planning group for future growth for Lorena
- *National History Fair* History Fair Contest judge
- Youth Leader – Elkins Lake Baptist Church, Huntsville, Texas; First Baptist Church of Friendswood, Texas; First Baptist Church of Lorena, Texas
- Youth Director Search Committee - Elkins Lake Baptist Church, Huntsville, Texas; First Baptist Church of Lorena, Texas
- Vacation Bible School Coordinator/Worker – Elkins Lake Baptist Church, Huntsville, Texas; First Baptist Church of Friendswood, Texas; First Baptist Church of Lorena, Texas

## PROFESSIONAL MEMBERSHIPS

- National Association of Professional Development Schools (NAPDS)
- Association of Teacher Educators (ATE)
- American Educational Research Association (AERA)
- National Council of Teachers of English (NCTE)
- Texas Association of School Administrator (TASA)



- Texas Association of School Boards (TASB)
- Texas Rural Educators' Association (TREA)
- Texas Association of Mid-Sized Schools (TAMS)
- Equity Center