

Curriculum Vitae
Julia Collier Earl, Ph.D.

Baylor University
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Waco, TX 76798
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EDUCATION

Doctor of Philosophy in Curriculum and Instruction
Texas A & M University

Post-Graduate Work and Superintendent Certification
Sam Houston State University

Master of Arts in English
University of Louisiana at Monroe

Bachelor of Arts in English Education with Social Studies minor
University of Louisiana at Monroe

AREAS OF EXPERTISE

- Curriculum and instructional systems development and management
 - Professional development design and delivery
 - Andragogical and pedagogical teaching and learning
 - Leadership development and mentoring
 - Strategic planning and vision casting
 - Program evaluation and systemic change
 - Teaching and advising in postsecondary education programs aimed at nontraditional learners
 - Online and blended learning designs
 - Workplace & academic coaching and mentoring
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CERTIFICATIONS

Superintendent (Texas Standard Certificate)
Mid-Management Administrator (Texas Professional Certificate)
Secondary English (Texas Provisional for Life)
Secondary English (Louisiana)
Curriculum Management Audit

PROFESSIONAL EXPERIENCE
Baylor University

Baylor University, Waco, TX

Lecturer

Fall 2019-present

Full-time responsibility for designing and teaching courses in the EDD program and advising students through their Problem of Practice Dissertation in the EDD Online Program as well as participating in various committees, meetings, application reviews, mentoring new faculty, and advising doctoral students.

Courses Taught:

EDC 5392. Issues in Diversity: Doctoral course focused on understanding diversity issues that affect student's areas of practice and prepare them for further research in the doctoral program.

EDC 6360. Instructional Design: Doctoral course that examines issues related to instructional design in K-12 and post-secondary education as well as in corporate, military, health, and other environments.

EDC 6361. Leadership and Organizational Change: Doctoral course that focuses on theories of leadership and organizational behavior to help develop students as leaders.

EDC 6368. Future Trends in Leadership: Doctoral course focused on examining industry, education, and society trends to prepare leaders of the future.

EDC 6391. Problem of Practice Phase 1: Doctoral course designed for cohort students to write the literature review for Chapter 1 of their Problem of Practice.

EDC 6392. Problem of Practice Phase 2: Doctoral course designed for cohort students to write the methodology for Chapter 2 of their Problem of Practice.

EDC 6333. Problem of Practice 3: Doctoral course designed for cohort students to write Chapters 3 and 4 of their Problem of Practice.

EDC 6393. Problem of Practice Capstone: Doctoral course designed for cohort students to defend and submit their final Problem of Practice.

Participation in planning, development, and execution of the Baylor Emerging Research Conference.

Planning and development of EDC 6368 Future Trends in Leadership.

Mentor for new faculty members 2023

Lead Faculty, EDC 6368 Future Trends in Leadership

Lead Faculty, Cohort 5 EDC 6391 and EDC 6392 Problem of Practice 1 and 2

Lead Faculty, Cohort 10 EDC 6391 and EDC 6392 Problem of Practice 1 and 2

Lead Faculty, Cohort 5 EDC 6333 Problem of Practice 3

January 2024

Lead Faculty, Cohort 10 EDC 6333 Problem of Practice 3

Lead Faculty, Cohort 5 EDC 6393 Problem of Practice Capstone

Adjunct Instructor, Baylor EDD LOC

Spring 2019-Summer 2019

Responsibility for teaching online synchronous sessions and guiding students through their first semester in the EDD Online Program as well as participating in various committees, meetings, and application reviews.

EDC 5392. Issues in Diversity: Doctoral course focused on understanding diversity issues that affect student's areas of practice and prepare them for further research in the doctoral program.

Co-Teacher/Adjunct Instructor, Baylor C&I Department

Fall 2017-Spring 2019

Responsible for providing instruction and supervising the TA experience

TED 3396-Secondary Language Arts Practicum: Teacher preparation course focused on preparing students to become effective teachers and introduced them to field experience.

PROFESSIONAL PRESENTATIONS/PUBLICATIONS

Ruff, Sarah A., **Earl, J.** (2023). Heart of the Buffalo: Examining the Values and Efficacy of Principals Serving American Indian Populations. American Educational Research Association Annual Conference. Available at <https://www.aera.net/publications/online-paper-repository>

Ruff, Sarah A., **Earl, J.** Leadership Beliefs and Perceptions of a Rural, American Indian Reservation Community School District. *The Rural Educator*. (under submission 2023)

Blevins, B., Cooper, S, Crocker Papadakis, L., **Earl, J.**, Howell, L., Lively, C., Meehan, J., Murray, E.A., Pratt, S., Sanguras, L., Talbert, T.L, Talbert, T., Wese, N.W. (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*.

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/>

Talbert, T., Blevins, B., Lively, C. & **Earl, J.** (2020, November 10-14). Following our own lead: Building and online doctoral program through equal parts strategy and serendipity. [Conference Session].

GRADUATE RESEARCH DIRECTION

Baylor EDD-LOC Dissertation Chair

Tamesha Armstead, *“When You Finally See Us”*: A Narrative Inquiry of The Rare Sighting of Black Females in Officer Ranks and Positions in the United States Air Force. Problem of Practice Dissertation Advisor.

Katherine Becker, *Enhancing Graduate Medical Education Support with Artificial Intelligence: A Qualitative Case Study*. Problem of Practice Dissertation Advisor.

Sarah Chambers, *Spirit of the Buffalo: A Qualitative Case Study Examining the Perceived Efficacy of Principals on a Northern Plains Reservation*. Problem of Practice Dissertation Advisor.

NaTasha Crain, *The Implementation of Social Emotional Learning (SEL) through Culturally Relevant Pedagogy (CRP) in Low Socioeconomic Schools: A Phenomenological-Case Study at Jones Elementary*. Problem of Practice Dissertation Advisor.

Miranda Elise, *Latina Leaders: A Case Study of Successful Latina Administrators in South-Central Texas*. Problem of Practice Dissertation Advisor.

Daniel Kopperud, *The Effect of Unsanctioned Part-time Work on International Students in South Korea*. Problem of Practice Dissertation Advisor.

MaryLynne Lawson, *Transformation through professional development: A qualitative case study examination of faculty experiences participating in online diversity, equity, and inclusion workshops*. Problem of Practice Dissertation Advisor.

CleRenda McGrady, *Teenage Girls’ Self-Efficacy and Motivation: A Qualitative study exploring the Positive Influence African American Fathers Have on Their Daughters*. Problem of Practice Dissertation Advisor.

Wallace Potts, *Understanding Drivers of Technical Debt by Factors That Cause Reductions to Innovation Within the United States Department of Veteran Affairs: A Mixed-Methods Exploratory Sequential Study*. Problem of Practice Dissertation Advisor.

Carlissa Runnels, *Creating Positive Work Environments: A Case Study of Human Resource Practitioners*. Problem of Practice Dissertation Advisor.

Jared Smith, *Military Junior College Early Commissioning Program Second Lieutenant: Factors that Impact their Success or Failure at their Follow-on Institution*. Problem of Practice Dissertation Advisor

Alfonzo Torres, *Intelligent Mapping: A Competing Values Case Study to Optimize Mapping Operations for the National Geospatial-Intelligence Agency*. Problem of Practice Dissertation Advisor.

Michelle Turek, *The Silenced Voices of Principals: A Narrative Case Study of Principal Perspectives Throughout Complex Traumas and their Resiliency*. Problem of Practice Dissertation Advisor.

Marta Torres, *Linguistic Diversity: Implementing English Language Practices in Museum Education Programs: A Case Study*. Problem of Practice Dissertation Advisor.

Karen Tracy, *Exploring the Employee Perception of Performance Feedback: An Inquiry into Improving Employee Motivation and Performance*. Problem of Practice Dissertation Advisor.

Elizabeth Valdez, *An Examination of Educators' Perceptions of Their Students' Mental Health Needs and Barriers to Support Services: A Mixed Methods Study*. Problem of Practice Dissertation Advisor.

Neal Weber, *An Exploratory Qualitative Single-Case Study in Evaluating Attitudes of a Medical Educators on Educational Principles within the Framework of Social Cognitive Theory*. Problem of Practice Dissertation Advisor, in-progress.

Athena Williams, *Understanding the Effect of a Career Development Program on Employees' Basic Need Satisfaction and Autonomous Motivation: An Explanatory Sequential Mixed Methods Study*. Problem of Practice Dissertation Advisor.

Committee Member

Rebekah Adderley, *Outsiders Within: A Phenomenological Qualitative Study of How Black Female Faculty Navigate Race and Gender in Predominately White Institutions*. Problem of Practice Committee Member.

Maegan Ballard Beasley, *Exploring Faculty Perceptions of Dual Credit Students with Non-Apparent Disabilities at a Southwest Community College: A Single Instrumental Case Study*. Problem of Practice Committee Member.

Jennifer Belew, *The Struggle Is Real: A Quantitative Study of Student Timeliness to Complete Assignments in Online Courses*. Problem of Practice Committee Member.

Mallory Bowns *Perceptions of Social Justice: A Multiple Case Study of How Teacher Attitudes About Social Justice and the Use of the Culturally Responsive Text Decision Tree Influence How*

Elementary Literacy Teachers Choose Interactive Read-Aloud Texts. Problem of Practice Committee Member.

Rachel Bradshaw. *Gender-Specific Care, Fertility Health, and Family Planning in the Military Health System: A Case Study Exploring the Barriers That Impact Retention of the Female Navy Nurse Corps Officer.* Problem of Practice Committee Member.

Mark A. Brown, *Student Loans Do Not Equal 40 Acres and a Mule: A Case Study of African Americans and the Student Loan Crisis.* Problem of Practice Committee Member.

Holly Covas, *Teaching the Teachers: A Modified Mixed Methods Case Study in Evaluating Allied Health Instructor Training with the New World Kirkpatrick Model.* Problem of Practice Committee Member.

Paige Foltermann, *Never Call Me Sweetheart: A Case Study on How Women Educators in Secondary Schools Experience Gender-Based Microaggressions in the Workplace.* Problem of Practice Committee Member.

George Galindo, *Adoption, Implementation, and Reality: An Explanatory Sequential Mixed Methods Study of the Novice Teacher Experience Implementing a Knowledge-Building Curriculum.* Problem of Practice Committee Member.

Jennifer Gonzales. *Leveraging the Role of an Instructional Coach to Close Middle School Mathematics Teachers' Knowing-Doing Gap: A Mixed Methods Experimental Study.* Problem of Practice Committee Member.

Ashley Hart. *Inner Circles: A Participatory Action Research Study of Lower SES Females and the Socratic Seminar in a Secondary Classroom.* Problem of Practice Committee Member.

Rebecca Lavigne. *An Exploration of Teacher Philosophies, Preparedness, and Lived Experiences within 21st-Century Inclusive Classrooms,* Problem of Practice Committee Member.

Tearany Mitchell. *An Explanatory Sequential Mixed Methods Approach to Investigating Black Employee Perceptions of Racial Microaggressions in Workplace Environments,* Problem of Practice Committee Member.

Trevor Nash, *A Space to Fit In: A Descriptive Case Study Examining Black Male Students' Collegiate Experiences at a Hispanic-Serving Institution.* Problem of Practice Committee Member.

Criquett Scott, *A Complex Perspective on Student Success Programming: A Quantitative Analysis of Retention Rates for Sophomores who Experience Differentiated Coaching while Attending a Guided Pathways Community College.* Problem of Practice Committee Member.

Elizabeth Thornton, *Gifted and Talented Professional Development: A Case Study of the Effectiveness of Online Courses for Elementary Teachers*. Problem of Practice Committee Member.

Felicia Turner, *From Chaos to Calm: A Narrative Multiple Case Study Investigating Crisis Experiences of K–12 Executive Leaders of Curriculum and Instruction*. Problem of Practice Committee Member.

Kiera Wade Warren, *The Hunt for Why they Leave: A Qualitative Multiple-Case Study to Investigate how Data Inform Decisions to Address Student Persistence at a Public Midsize College in Texas*. Problem of Practice Committee Member.

Meghan Walsh. *Going All In: An Explanatory Sequential Mixed Methods Study of the Impact of Social Engagement on the Success and Sense of Belonging of First-Generation College Students*. Problem of Practice Committee Member.

Baylor EDD-LOC Dissertation Chair In Progress

Mark Brown. *Managing Growth in Uncertain Times: A Descriptive Case Study of the Houston Food Bank*. Dissertation in-progress.

Shannon Earle. *We Want to be Saved: A Case Study of the Critical Success Factors for Small United Methodist-related Colleges*. Dissertation in-progress.

Wendy Fournet. *The Gender Gap in Healthcare Executive Leadership: A study of mid-level women leaders in healthcare*. Dissertation in-progress.

Emmanuel Hernandez. *Special Education Graduation in the Boogie Down Bronx: A Qualitative Case Study Examining the High School of Excellence's Critical Practices and Policies for Students of Color with Disabilities*. Dissertation in-progress.

Kay Hill. *A Qualitative Case Study of the Female Field Regional Manager Experience in Retail*. Dissertation in-progress.

Tyson Jones. *Emotional Disturbance in Schools: A Qualitative Case Study Exploring Best Practices for Serving Students with Severe Social and Emotional Needs*. Dissertation in-progress.

Kimberly Miller. *Teachers as Primary Interventionists: An Explanatory Case Study Exploring the Relationship Between Teacher Self-Efficacy in Response to Intervention Implementation in a K–12 Christian School*. Dissertation in-progress.

Renata Maricevich. *The Impact of Mentorship in Plastic Surgery: A Multiple Case Study*. Dissertation in-progress.

Rebecca Munoz. *Examining Quality of Adolescent Young Adult Health Services within their Overall Cancer Care Experience: A Qualitative Multiple Case Study*. Dissertation in-progress.

Patrice Palmer. *Improving the Craft: A Single Site Descriptive Case Study Centering Employee Resource Groups in an Independent Brewery in Northern Colorado*. Dissertation in-progress.

Margaret Ruelle. *Exploring Student Perceptions of the Role of the Learning Commons in Academic Success: A Qualitative Case Study at a Midsize Community College*. Dissertation in-progress.

Jesse Stewart. *Bridging the Gap: A Multiple Case Study Exploring the Lived Experiences of Post-9/11 Combat Veterans and Civilian Perceptions across the Civilian-Military Divide*. Dissertation in-progress.

Committee Member

Jill Allshouse. *Exploring the Perceptions of Iowa Superintendents on 1:1 Initiatives and Their Role in Equipping K–12 Students with 21st-Century Skills: A Qualitative Narrative Study*. Dissertation in-progress.

Alex Gairo. *More than Corporate Culture: A Single Case Study Exploration of Community Among Home-Based Employees and the Use of Technology to Build Meaningful Connections*. Dissertation in-progress.

Andrew Gordon. *The Perspectives of Black CPAs Through the Lens of Social Cognitive Career Theory to Examine the Low Percentage of Black CPAs: A Qualitative Single Case Study*. Dissertation in-progress.

Stephanie Mesa Hormanza. *A Quantitative Examination of Champion's Health Belief Model and Screening Mammography Frequency Among Hispanic Women in South Texas*. Dissertation in-progress.

Omar Rashed. *On Mission: An Exploratory Case Study on Job Satisfaction of Non-Tenured African American and Latino Faculty at a Council for Christian Colleges and Universities (CCCU) School*. Dissertation in-progress.

John Ratcliff. *Reimagining the PLC: A Multiple Case Study for the Response to the Growing Need to Support Teacher Retention for Early Career Teachers in Rural East Texas*. Dissertation in-progress.

Domenique Roberts. *A Single Case Study Exploring School-Based Mental Health Professionals' Perspective of Social-Ecological Factors Associated with Black Adolescent Mental Health*. Dissertation in-progress.

Emma Speer. *The Last Bell: An Embedded Case Study Exploring Teacher Attrition and Mobility in Rural Oklahoma*. Dissertation in-progress.

Kate Thomas. *Helping the Whole Child: A Qualitative Exploratory Case Study Examining the Factors Influencing the Delivery of Mental Health Services in K–5 Public Schools*. Dissertation in-progress.

Kenneth Williams *At the Bottom of a Steep Pathway to Leadership: A Phenomenological Qualitative Study Exploring Self-Efficacy of Black Male Secondary School Principals in Central Texas*. Dissertation in-progress.

COMMITTEE WORK AND SERVICE AT BAYLOR UNIVERSITY

University Selection Committee for Outstanding Graduate Student Instructor Award (2023)
Mentor for Newly Hired Faculty Members (2023)
C&I Bylaws Ad Hoc Committee (Spring 2023)
Think Tank for EDD-LOC. in Learning and Organizational Change (2020-present)
EDD Curriculum Committee Member (2022-present)
Member of Canvas Curriculum Template Workgroup (current)
Planning, Development, and Participation in Baylor Emerging Research Conference (2021-2024)
Participated in pilot year of IMPACT Mentoring Program (Spring 2023)
Course Developer and Lead Faculty EDC 6368 Future Trends in Leadership
Course Team Developer for Seminar Course EDC
Lead Faculty EDC 6391/6392 Problem of Practice Phase I & II, Spring 2023
Lead Faculty EDC 6333 Problem of Practice Phase III, Spring 2024

PROFESSIONAL EXPERIENCE

PreK-12 Schools

Associate Superintendent for Special Projects, Natrona County School District, Casper, Wyoming
18,000 Students

- Led community process to determine visionary, long-range plan for a 21st century educational framework and facilities planning (*Path to 2025*).
- Facilitated a formal organizational assessment of the district.
- Provided district leadership for school transformation to prepare all students for college and highly skilled careers.
- Led change management strategies for systems alignment, curriculum delivery, and facilities planning.

Superintendent, Nashua School District, Nashua, New Hampshire
13,000 students

- Responsible for overall success of Pre-K through 12 public school including instructional, student, personnel, fiscal and facility management, and public relations

- Focused the district on continuous improvement processes and improved academic achievement to address the state's first accountability system.
- Transformed the instructional programs for two 21st century high schools that focused on college and career readiness.
- Implemented a national standards-based approach to curriculum alignment (PDK Curriculum Management Audit).
- Initiated program-based budgeting that resulted in community involvement and balanced budget.

Associate Superintendent for Instruction and Student Services, Klein Independent School District, Klein, Texas. 48,000 students

- Led all aspects of the instructional programs in the district including curriculum and instruction, assessment systems, student support services, special programs, instructional technology, professional development, district and campus planning, and other areas.
- Completed "Shaping Our Future", a visionary long-range plan for Klein ISD that defined 21st century education for students and linked instruction and construction.
- Improved student achievement by using a data-driven approach to instruction and utilizing best practices as well as innovative approaches.
- Facilitated district strategic planning process, initiated a data driven campus planning process, and created a district Office of Quality Improvement to address continuous improvement throughout the district.

Assistant Superintendent for Instruction and Learning, Carrollton-Farmers Branch Independent School District, Carrollton, Texas 28,000 students

- Set the vision for and led all aspects of the district's instructional programs.
- Implemented Curriculum Management Audit Standards to accomplish a systems alignment in support of teaching and learning.
- Increased academic achievement, narrowed the achievement gap, and improved graduation rates.
- Developed instructional technology baseline standards and increased use of technology for instruction and decision-making.
- Created the area's first Professional Pathways partnership with universities and businesses to assure college and career readiness for all graduates.
- Provided leadership and oversight for all district and campus planning.
- Worked directly with planners and architects to design innovative 21st century learning environments.
- Supervised campus principals and campus improvement.

Director of Instructional Services, Brenham Independent School District, Brenham, Texas 5,000 students

- Implemented comprehensive district restructuring plan for curriculum, instruction, assessment, and professional development.
- Completed district curriculum alignment project.
- Developed and delivered professional development to administrators, teachers, and staff.
- Supervised all special programs and support services in the district.

Campus Administrator, Pasadena ISD, Pasadena, Texas. 60,000 students

High School Teacher, Department Chair, Huntsville ISD, Huntsville, TX Teacher, Department Chair.

High School Teacher, Monroe City Schools, Monroe, LA

PROFESSIONAL EXPERIENCE Consulting Work

- Consultant for the Department of Defense Education Agency worldwide.
 - Independent Consulting work for multiple school districts throughout the United States to meet client needs in differing educational settings.
 - International Senior Consultant for Catapult Learning.
 - Consultant for Pearson Education, Compass Learning, and Literacy First.
 - Leadership development and curriculum alignment work with multiple school districts.
 - Coaching support for teachers and leaders in private, parochial, and public schools and districts throughout the United States.
 - Editor and writer.
 - Advisor to school and business leaders on critical issues, product development, and strategic initiatives
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RECENT EDUCATIONAL TRAINING AND CONSULTING PROJECTS

Archdiocese of Chicago, Chicago, IL (2016-2018, Summer, Fall)

Three Instructional Institutes

Formative assessment, close reading, engaging students

Archdiocese of Houston-Galveston, Houston, TX (2015-2020)

AIM: The Archdiocese Instructional Model

A five-year comprehensive plan to implement ongoing professional development and coaching to 13 Archdiocese inner city schools.

Archdiocese of Miami, Miami, FL (2017-2020)

3-year project to provide principal leadership coaching and Collaborative Quality Analysis evaluation of school in the Archdiocese

Department of Defense Education Agency (DODEA) (2016-2021)

Building sustainability through college and career readiness standards (CCRSL)

A five-year project with Catapult Learning and DODEA to implement CCRSL in all DoDEA schools throughout the world. Consulting work on more than 12 military bases in the US and Europe.

Houston Independent School District, Houston, TX (2015, 2016, 2018)

Three instructional institutes

Core instructional model, literacy in the content area, early literacy K-5, vocabulary development

New York City Department of Education, New York, NY (2013-2020)

Ongoing professional development sessions and coaching visits to more than a dozen NYDOE schools.

Okeechobee Middle School, Okeechobee, FL (2015-2018)

Literacy in the content areas

12 professional development sessions and 15 coaching visits.

And others.

PROFESSIONAL ENGAGEMENT

Professional Memberships (Past and Present)

American Educational Research Association
American Association of School Administrators
Texas Association of School Administrators
National School Board Administrator
Association of Supervision and Curriculum Development
National Staff Development Council (now Learning Forward)
National Council of Teachers of English
National Middle School Association
Texas Council of Women School Executives
Association of Career and Technology Association
National Curriculum Audit

Past Presentations

National School Board Association
Texas Association of School Boards Mid-Winter Conference
Texas Association of Secondary Administrators
Texas Elementary School Principals Association
Association of Supervision and Curriculum Development
Association of Career and Technology Association
Learning Forward and Learning Forward Texas
And others

Specialized Trainings/Certifications

Baldrige Quality Award
Quality Texas Award
National Curriculum Audit
Theory U Change Management

COMMUNITY ENGAGEMENT AND SERVICE

Huntsville First United Methodist Church
CASA, Huntsville, Tx.
Chamber of Commerce Dallas Metrocrest Leadership
Farmers Branch Rotary Club
Huntsville PTA President
SHSU Student Teaching Advisory Board
Huntsville Chamber of Commerce
TEA Certification Advisory Board

