

**Carolyn McCreight**  
**DLP Faculty**  
**School of Education**  
**TE 102      582-2445**



**EDUCATIONAL BACKGROUND**

**Academic Preparation**

- 1994      Ed. D.      Baylor University  
                                         Educational Administration
- 1976      M. Ed.      University of A & M University    Special Education
- 1969      B. S.      University of Mary Hardin-Baylor    Vocational Education

**TEACHING/ADMINISTRATIVE EXPERIENCE**

**Experience**

***University***

- |             |                     |                              |
|-------------|---------------------|------------------------------|
| • 2008-2009 | Adjunct Professor   | Liberty University           |
| • 2009      | Adjunct Professor   | American Public University   |
| • 2007      | Adjunct Professor   | Grand Canyon University      |
| • 2006-2007 | Adjunct Professor   | Texas State University       |
| • 2006-2008 | Adjunct Professor   | University of Phoenix Online |
| • 2006-2009 | Adjunct Faculty     | Argosy University Online     |
| • 2006      | Adjunct Professor   | Southwestern University      |
| • 2005-2009 | Adjunct Professor   | Austin Community College     |
| • 2005      | Adjunct Professor   | Tarleton State University    |
| • 2001-2004 | Associate Professor | Texas A & M International    |
| • 1998-2001 | Assistant Professor | Texas A & M International    |
| • 1996      | Adjunct Professor   | Texas A & M University       |

***Public Schools***

- |                            |                                 |                   |
|----------------------------|---------------------------------|-------------------|
| • 1994-1998                | Superintendent of Schools       | Como-Pickton CISD |
| • 1986-1994                | Junior High School Principal    | Waxahachie ISD    |
| • 1985-1986                | Junior High Assistant Principal | Waxahachie ISD    |
| • 1984-1985                | Secondary Program Advisor       | Waxahachie ISD    |
| • 1973-1984<br>ISD         | Teacher                         | Waxahachie        |
| • 1969-1970<br>Priddy ISDs | Teacher                         | Mullin and        |

## PROFESSIONAL LICENSURE

Certificate Number	452-86-10-80
07/12/86	Life Professional Superintendent
08/18/84	Life Professional Mid-Management Administration
12/16/83	Life Provisional Language and/or Learning Disabilities
07/07/83	Life Professional Supervisor
07/07/83	Life Professional Special Education – Supervisor
05/11/74	Life Provisional Elementary (Grades 1-8) General
11/01/68	Life Provisional Vocational Homemaking

## PROFESSIONAL RECOGNITION

**Scholar of the Year for Texas A & M International Education Department 2001**

## SCHOLARLY ACTIVITY: PUBLICATIONS

Research – Publications

McCreight, C. & Pirtle, T. (2005). The impact of respect on teacher retention. *Journal of Border Educational Research*, 3(2), 32-40.

McCreight, C. (2004). *Handbook for Practicum Students and Interns in Educational Administration*. Stylex Publishing Co., Inc.

Beach, D., McCreight, C., Gonzalez, H. & McNaughten, D. (2003). Ethics and school administration: A daunting task. In J. Vornberg (Ed.), *Texas Public School Organization and Administration: 2003*, (9<sup>th</sup> Ed.), (pp. 231-254). Dubuque, Iowa: Kendal-Hunt Publishing Company.

McCreight, C. (2002). Hispanic Women in Educational Leadership: Barriers to and Strategies for Career Advancement. In Korcheck, S. A., & Reese, M, (Eds), *Women as school executives: Research and reflections on educational leadership* (pp 184-188) Commerce, TX Texas, Council of Women School Executives.

McCreight, C. & Salinas, C. (2002, August). Characteristics of Principals of High-Performing, High-Poverty Schools in South Texas. *Journal of Border Educational Research*, 1, 15-17.

McCreight, C., Gonzalez, H., Beach, D., & McNaughten, D. (2001). Ethics and school administration: A daunting task. In J. Vornberg (Ed.), *Texas Public School Organization and Administration: 2000*, (8th Ed.), (pp. 195-218). Dubuque, Iowa: Kendall-Hunt Publishing Company.

McCreight, C., Garner, L., & Wilmore, E. (Eds.). (2001). *Texas Public School Organization and Administration Study Guide for Exam: 2001*. Dubuque, IO: Kendall/Hunt Publishing Company

McCreight, C., Salinas, C., Ivy, F. & McNaughten, D. (2001). Organizational Structure and Legal Basis for Education in the State of Texas. In C. McCreight, L. Garner, & E. Wilmore (Eds.), *Texas Public School Organization and Administration Study Guide for Exam 2001* (1-10), Dubuque, IO: Kendall/Hunt Publishing Company.

Lowe, R., & McCreight, C. (2001). Educational accountability and systems in Texas. In C. McCreight, L. Garner, & E. Wilmore (Eds.), *Texas public school organization and administration Study Guide for Exam 2001* (1-10), Dubuque, IO: Kendall/Hunt Publishing Company.

McCreight, C., & Salinas, C. (2001, July). Characteristics of successful principals in a border town. *Western Hemispheric Trade Journal*, 1(4), 4.

McCreight, C., & Salinas, C. (2001, July). Characteristics of successful principals in south Texas. *Western Hemispheric Trade Journal*, 1(4), 4.

McCreight, C. (2001, May). *A meta-Analysis of research: Hispanic women in leadership*. Eugene, OR: ERIC Clearinghouse on Educational Management. (ERIC Document Reproduction Service No. ED031104)

McCreight, C. (2001, May). *Solutions to securing qualified principals*. Eugene, OR: ERIC Clearinghouse on Educational Management. (ERIC Document Reproduction Service No. ED452613)

McCreight, C. (2000, August). *Teacher attrition, shortage, and strategies for teacher retention*. Paper presented at The Fourth Annual Conference on School-University Partnerships, October 8-10, Austin, TX.

McCreight, C. (2000). Female superintendents: Barriers and struggles. In Pankake, A, Schroth, G., & Funk, C. (Eds.), *Women as school executives: The complete picture* (pp.185-190). Commerce, TX: Texas Council of Women School Executives.

McNaughten, D., McCreight, C. K., Gonzalez, H., and Beach, D. (2000). Ethics and school administration: A daunting task. In J. Vornberg (Ed.), *Texas Public School Organization and Administration: 2000*, (7th Ed.), (pp. 195-218). Dubuque, Iowa: Kendall-Hunt Publishing Company.

McCreight, C. (2000). *Best practices for disciplinary alternative education in Texas*. In Eugene, Oregon: ERIC Clearinghouse on Educational Management. (ERIC Document Reproduction Service No. ED030194)

McCreight, C. (1999). *Female superintendents: Barriers and the struggle for equity*. Eugene, OR: ERIC Clearinghouse on Educational Management. ERIC Document Reproduction Service No. ED432041)

McCreight, C. (1999, October). *Ethics and gender diversity in school management*. Viewpoint. Eugene, OR: ERIC Clearinghouse on School Management. (ERIC Document Reproduction Service No. ED435116)

McCreight, C. (1999, June). A beginner's steps to the superintendency. *The School Administrator*, 56 (6), p. 28. Arlington, VA: American Association of School Administrators.

McCreight, C. (1999). A beginner's steps. In Funk, C., Pankake, A. & Reese, M. (Eds.) *Women as school executives: Realizing the vision* (pp. 196-198). Commerce, TX: Texas Council of Women School Executives.

McCreight, C. (1998, December). *Reflections on one small school: Viewpoint*. (Position Paper). Eugene, OR: ERIC Clearing House on Rural Education. (ERIC Document Reproduction No. ED 425 902)

## **SCHOLARLY ACTIVITY: PRESENTATIONS**

### Presentations

McCreight, C. (2003, July 14-15) *Educational Administration Programs: Past, Present and Future*. Phi Delta Kappan/College of Education Conference, Laredo, TX.

McCreight, C. (2002, October 15). *How Respect Impacts Teacher Retention*. Poster presented at The 6th Annual Conference on School-University Partnerships, October 13-15, San Antonio, TX

McCreight, C. (2002, September 30). *How Principals Can Retain New Teachers*. Paper presented at the 16th Annual Women in Educational Leadership Conference, September 29-30, Lincoln, NE.

McCreight, C. (2001, August 10). *Solutions to Finding Qualified Principals*. Paper presented at the National Council of Professors of Educational Administration. Houston, TX: University of Houston.

McCreight, C., Salinas, C. (2001, August 10). *Border Principals*. Paper presented at the National Council of Professors of Educational Administration (NCPEA) Conference. Houston, TX: NCPEA, University of Houston.

Gonzalez, H., McCreight, C., Ivy, F., & Salinas, C. (2001, August 10). *High Expectations, High Performance Training, and High Test Scores*. Paper presented at the National Council of Professors of Educational Administration (NCPEA) Conference. Houston, TX: NCPEA, University of Houston.

McCreight, C., & Gonzalez, H. (2001, February 16). *Strategies for Retaining Principals*. Paper presented at the AASA 133<sup>rd</sup> Annual Conference and Exposition, Orlando, Florida.

Gonzalez, H., McCreight, C., Salinas, C., & Ivy, F. (2000, September 22). *ExCET Strategies for Professional Program Students at Texas A & M International University*. Austin, TX: Texas Professors of Educational Administration.

McCreight, C., & Gonzalez, H. (2000, October 9). *Teacher Retention Issues and Student Attitudes*. Paper presented at The Fourth Annual Conference on School-University Partnerships, October 8-10, Austin, TX.

Vida, R., Gonzalez, H., Salinas, C., & McCreight, C. (1999, November). Workshop on *Site-Based Decision Making for Memorial Middle School*, Laredo Independent School District, Laredo, Texas.

McCreight, C. (1999, September 7). *Best Practices of Disciplinary Alternative Schools in Texas*. Paper presented at the Third Annual Conference on School-University Collaboration, October 8-10, San Antonio, TX.

## **SERVICE: PROFESSIONAL**

### University Service

2001-2004 Member of University Promotion, Tenure and Retention Committee

1998-2004 Member of Department of Professional Programs and Graduate Admissions Committee

1998-2004 Member or Chair for Thesis Defenses for Department of Professional Programs

1998-2000-2004 Member - Texas A & M International University (TAMIU) Computer Services Advisory

2000-2004 Member - IRB Committee

1998-2004 Member - ExCET Task Force Committee

2001 Assisted with ExCET Review for Superintendency

1999-2000 Member - International Programs Committee

1998-1999 Member - Texas A & M International University (TAMIU) Library Committee.

1998-1999 Member - College of Education Promotion and Tenure Committee

1998-1999 Member - Department of Professional Programs Search Committee

1998-2000 Assisted with ExCET Review for Mid-Management

## Research – Grants

McCreight, C. (2003, March 18). Regent's Initiative Fellowship Grant for \$3,000 for release time for publishing *The Journal of Border Educational Research*, Vol. 2.

McCreight, C. (2003, March 18). Regent's Initiative Collaborative Grant for \$5,500 for publishing expenses for *The Journal of Border Educational Research*, Vol. 2.

McCreight, C. (2002). *Principal Preparation Programs: Past, Present, Future*. Mini-grant awarded by Texas A & M International University Faculty Senate in the amount of \$1000.00.

McCreight, C. (Ed.). (2002, August). Editor for *The Journal of Border Educational Research*. This is a \$5,000 grant award from Regent's Initiative, Texas A & M International University. (7.5)

McCreight, C. (Ed.). (in press for 2003). Editor for *Journal of Border Research Issues in Education* \$5,000 grant award from Regent's Initiative, Texas A & M International.

McCreight, C. (2001, April 12). *Characteristics of Successful Principals in South Texas*. Regent's Initiative Grant, Texas A & M International University for \$8,000.

McCreight, C. & Salinas, C. (2001, January 28). *Characteristics of successful principals in a border town*. Texas Center for Border Research, Texas A & M International University for \$1,425.

McCreight, C. (2000). (Outside Evaluator) Included in a \$3,000,000 East Central University (ECU) College of Education grant, *Preparing Tomorrow's Teachers for Technology*. Ada, OK: East Central University.

McCreight, C. (2000). *Principal shortage*. Mini-grant awarded by Texas A & M International University Faculty Senate in the amount of \$932.35.

McCreight, C. (2000). Commissioner Grant Funds awarded by the Dean, College of Education for Hispanic education study in the amount of \$1000.

McCreight, C. (2000). *Teacher attrition, shortage, and strategies for teacher retention*. Mini-grant awarded by Texas A & M International University Faculty Senate in the amount of \$743.60.

McCreight, C. (1999). *Best Practices of Disciplinary Alternative Schools in Texas*: Research grant awarded by The Texas Education Agency. Austin, TX. for \$2500.

## SERVICE: COMMUNITY

### *Service to the Community*

#### Community Service

- |           |                                                                                                                                                         |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2005-2006 | Volunteer – Juvenile Justice Center-Williamson County, Georgetown, Texas                                                                                |
| 2000-2004 | Co-Chairman for the Campus Educational Improvement Committee, Nixon High School, Laredo, Texas                                                          |
| 2000-2002 | Participated in Organization and Implementation of Annual Educational Leadership Conference, "School Leadership, Embracing the Challenge," (April28-29) |

2000 Reading Day, Washington Middle School, (March 2)  
2000 Superintendent's Regional Advisory Council Meeting, (February 28)  
1998-2002 Served on the LISD School Support Team for Milton Elementary School  
1999 Laredo Community Connections Program - Russian Teachers (September 13)

**PROFESSIONAL DEVELOPMENT**

Training for Online Teaching - 2007

**PROFESSIONAL MEMBERSHIPS**

Memberships

2001-2004 National Association of Secondary School Principals  
1998-2004 National Council of Professional Educators Association  
1998-2004 Texas Council of Professional Educators Association  
1998-2002 Texas Association of School Administrators  
1998-2002 American Association of University Women  
1998-1999 Texas Association of University Women  
1998-2001 Texas Council of Women School Executives  
1998-2001 Association for Supervision and Curriculum Development

**PROVIDE A PICTURE WITH THIS DOCUMENT.**



THE PROHIBITING OF REQUIRING OR COERCING TEACHERS TO JOIN GROUPS, CLUBS, COMMITTEES, OR ORGANIZATIONS: POLITICAL AFFAIRS

STATUTORY PROVISIONS  
(Section 21.904, Texas Education Code)

(a) No school district, board of education, superintendent, assistant superintendent, principal, or other administrator benefiting by the funds provided for in this code shall directly or indirectly require or coerce any teacher to join any group, club, committee, organization, or association.

(b) It shall be the responsibility of the State Board of Education to enforce the provisions of this section.

(c) It shall be the responsibility of the State Board of Education to notify every superintendent of schools in every school district of the state of the provisions of this section.

(d) No school district, board of education, superintendent, assistant superintendent, principal, or other administrator shall directly or indirectly coerce any teacher to refrain from participating in political affairs in his community, state, or nation.

TEXAS STATE BOARD OF EDUCATION POLICY

6302 Professional Assurance

All professional personnel of the public schools shall be assured of their rights and responsibilities in function in accordance with law. These rights are supported by:

(b) Coercion to join or to be restrained from membership or participation—

Boards of education, superintendents, principals, or other administrators shall not, directly or indirectly, require or coerce any professional educator to join any group, club, committee, organization or association, nor require any teacher from participating in political affairs in the community, state, or nation.

ADMINISTRATIVE PROCEDURE FOR THE POLICY  
OF THE TEXAS STATE BOARD OF EDUCATION

6302 Professional Assurance

Any board of trustees or professional educator charged with violation of professional assurances, policies, or laws has hearing and appeal privileges as provided in Hearings and Appeals, Policy Series 7100.

The Commissioner of Education reviews any proven violation of Section 21.904 of the Texas Education Code and exercises his authority to cancel the certificate of any person failing to administer the schools in accordance with the laws of the state.

IMMEDIATE  
ATTENTION  
REQUESTED

MS. CAROLYN KAY MCCREIGHT  
210 INDIAN TRACE  
WATAHACHIE, TEXAS 75165

452-86-10-80

Please read all of the material printed on this form, front and back. Check all entries below for accuracy. Notify this office of any errors by returning this form with a description of the errors.  
(Fold on dashed line for display.)

TEXAS TEACHER CERTIFICATE

Certificate Number **452-86-10-80** This certifies that **CARDLYN KAY MCCREIGHT** Date Processed **09/13/86**  
**HAS SUCCESSFULLY COMPLETED THE APPROPRIATE EXAMINATION(S) AS PRESCRIBED BY THE STATE BOARD OF EDUCATION AND**  
**AS FULFILLED THE REQUIREMENTS OF STATE LAW AND THE REGULATIONS OF THE STATE BOARD**  
**OF EDUCATION AND IS HEREBY AUTHORIZED TO PERFORM DUTIES AS DESIGNATED BELOW:**

Issue Date	Expiration Date	Description of Certificate(s)	
07/12/86	LIFE	PROFESSIONAL SUPERINTENDENT (1972)	09
08/18/84	LIFE	PROFESSIONAL MID-MANAGEMENT ADMINISTRATOR (1972)	01
12/16/83	LIFE	PROVISIONAL LANGUAGE AND/OR LEARNING DISABILITIES	02
07/07/83	08/31/88	TEMPORARY MID-MANAGEMENT ADMINISTRATOR (1972)	03
07/07/83	LIFE	PROFESSIONAL SUPERVISOR	04
07/07/83	LIFE	PROFESSIONAL SPECIAL EDUCATION SUPERVISOR	05
08/27/74	LIFE	PROFESSIONAL ELEMENTARY (GRADES 1-8) GENERAL	06
05/11/74	LIFE	PROVISIONAL MENTALLY RETARDED	07
11/01/68	LIFE	PROVISIONAL VOCATIONAL-HOMEMAKING	08



*W. Kirby*  
Commissioner of Education