

## VITA

Lara Cavin, Ed.D.  
East Texas Baptist University  
One Tiger Drive  
Marshall, Texas 75670  
903-923-2274  
lcavin@etbu.edu

### EDUCATION:

Doctor of Education	Stephen F. Austin State University Educational Leadership Dissertation: <i>Voices of Principals: The Meaning of Trust Developed Through Portraiture</i>	2011-2014
Superintendent Certification	The University of Texas at Tyler Educational Administration Superintendent Certification	2004-2005
Master of Education	The University of Texas at Tyler Educational Administration Principal Certification	2002-2004
Bachelor of Science in Education	East Texas Baptist University Interdisciplinary Studies (1-8)	1996-1999

### TEACHING EXPERIENCE:

**Assistant Professor**                      **East Texas Baptist University**                      **2017-Present**  
**Dept. of Teacher Education**      **Marshall, Texas**

- Assistant Professor of undergraduate courses for students seeking a degree in Education, including EDUC: 3302 Learning and Evaluation Theory; READ 3318: Teaching Disciplinary Literacy in the Content Area; and EDUC 3314: Educational Assessment

Prior undergraduate coursework included: EDUC 3252: Reading Practicum

- Certification Officer for the education department to lead our students through the certification process to teach in Texas and ensure that our department is meeting compliance requirements as outlined in the Texas Administrative Code (TAC) and Texas Education Code (TEC); Responsible for completion of annual state report (ASEP) and federal (Title II) report; 2017-2020

- Director of Field Experiences for the department to coordinate and lead students through meaningful field experiences in the public schools; develops and sustains partnerships with surrounding districts to maximize experiences for all stakeholders; 2017-2020
- Member of Institutional Effectiveness Planning Committee
- Member of Teacher Advisory Council and the Teacher Education Council
- Member of Benefits Committee
- Thrive Mentor

**Adjunct Professor                      East Texas Baptist University                      2015-2017**  
**Dept. of Teacher Education      Marshall, Texas**

- Adjunct Professor of undergraduate courses for students seeking a degree in Education with and EC-6 teaching certification
- Adjunct Professor of a graduate course for students seeking a master's degree in Education with principal certification and also with a major in Curriculum and Instruction
- University Supervisor for students seeking teacher certification during clinical teaching experiences
- Alumni Contact, liaison for graduates of the Department of Teacher Education

**OTHER WORK EXPERIENCE:**

**Principal                                      Pine Tree Middle School                      2013-2014**  
**Pine Tree ISD**

- Implemented the first phase of Professional Learning Communities model, including weekly grade level curriculum planning meetings that align with the Professional Learning Communities (PLC) philosophy
- Incorporated an enrichment period into master schedule to allow for extra support of reading, mathematics, science, and enrichment classes for students who did not require the additional tutorials
- Worked with campus leaders to purchase a high quality literacy library to begin full implementation of balanced literacy through Guided Reading

- Provided training in the writing components of balanced literacy, including 6+1 Traits and Writers' Workshop
- Developed a system to provide support for Response to Intervention (RtI) in the areas of reading (I-station; RAPS 360; Leveled Literacy Intervention [LLI]; tutorial block; small group reading support with 1-3 students), mathematics (Think Through Math [TTM]; tutorial block, small group math support with 1-3 students), and behavior (CHAMPs; Teen Leadership; PALS; Forever Friends)
- Implemented data meetings following common assessments and benchmarks to interpret data and provide meaningful implications for student supports and classroom practice in the areas of ELAR, mathematics, and science
- Worked with the CHAMPs Leadership Team to implement campus-wide initiative to implement program with fidelity
- Worked with Campus Leadership Team to develop co-curricular courses for our students, including: Robotics; Future City (for students identified as Gifted and Talented); Math and Science Team (advanced to state level); Grade 5 Science Fair (students advanced to regional and one student to state level); University Interscholastic League (UIL) in multiple academic areas; Save Our School (SOS)—a grant-funded research project based on Project-Based Learning (PBL) model (won first place at state level); March Madness (3-on-3 student basketball tournament)
- Worked with Campus Leadership Team to host family events, including: Curriculum Night; Family Math Night; Music/Band Concerts; and Innovation Fair
- Participated in the District Site-Based Committee
- Member of Power-On PT, which was a committee designed to create a plan for increasing the instructional technological capacity of the district

**Assistant Principal**

**Hallsville North Elementary  
Hallsville ISD**

**2012-2013**

- Worked collaboratively with the campus principal to continue the development of the collective planning processes (incorporating the PLC philosophy amongst grade level teams to ensure that student learning and resources are maximized)
- Worked with teachers through the process of developing and analyzing common grades (weekly), common assessments (every three-weeks), and benchmarks (every nine-weeks) in effort to obtain feedback on student mastery and progress of Student Expectations (SE's)

- Analyzed assessment data from a multitude of sources to determine curricular and instructional needs
- Participated in RtI meetings (every three-week period) to review assessment data, current interventions, effectiveness of interventions, and make necessary adjustments to maximize individual student learning progress
- Worked closely with district and campus-level behavior specialists as part of a proactive and systemic model in effort to support student behavior and social-emotional needs
- Led the campus Site-Based Decision-Making (SBDM) Team in the development of our annual campus plan and strategic planning process
- Worked collaboratively with SBDM Team to conduct a comprehensive needs assessment
- Completed a needs assessment of the campus facilities to determine the priorities for district building and safety planning
- Developed a systematic process for custodial efficiency during transitional supervision period from district to campus level
- Coordinated UIL activities at the campus level; liaison to district level

**Stayed at home to care for my family, including a newborn. 2010-2012**

**Principal David Crockett Elementary School 2007-2010  
Marshall ISD**

**Regional and District Leadership:**

- Served as a Region VII Administrative Mentor
- Served as a district mentor to new principals
- Participated in the City Council Parent Teacher Association (PTA)

**Campus Leadership:**

- Earned collaboratively the Academic Excellence Indicator System (AEIS) ranking of *Recognized*, 2009

- Worked in partnership with faculty to receive TEA's *Gold Performance Acknowledgements* in Writing and Comparable Improvements in Mathematics & Reading; our campus brought in 25% of the districts' *Gold Performance Acknowledgments*, 2010
- Focused on maximizing Tier 1 instruction in general education classes through communal dialogue/reflection of research-based instructional practices, discussion, and collaborative opportunities to classroom teachers/grade level teams
- Assisted the Campus Leadership Team in developing and implementing common campus procedures to lay the foundation for a Tier 1 system that has resulted in positive student behavior
- Revamped ESL model on campus to maximize benefit for our ELL students by certifying and training (SIOP Model) ESL teachers in each grade level
- Worked closely with district's bilingual department to transition our Bilingual program to One-Way Dual Language Model
- Transitioned resource pull-out classrooms to co-taught classrooms to maximize student achievement and growth in cognitive, affective, and psychomotor domains for students identified as special education, as well as general education students who required additional support
- Submitted proposal, which was approved, for a new computer lab and up-to-date technology to support the district initiative of Scientific Learning's *Fast ForWord* program

### **Parental Involvement and Community Leadership:**

- Provided multiple presentations to students in Department of Teacher Education at East Texas Baptist University on classroom management and identifying resources during first three years of practice
- Worked in partnership with our PTA to earn the *Golden Apple Award* for increasing our membership by over 10% in one year
- Collaboratively implemented Watch DOGS (Dads of Great Students) to actively engage our students' fathers in the educational process
- Worked cohesively with Marshall ISD, the Marshall City Council, and the Marshall Police Department to adopt a city ordinance as we designed and implemented for an effective and safe route for student drop off and pick up

**Assistant Principal**

**Clarkston Elementary School  
Tyler ISD**

**2004-2007**

**District Leadership:**

- District-level mentor to new assistant principals
- Active member of the City Council PTA
- Led professional development sessions at District Assistant Principal Meetings

**Campus Leadership:**

- Collaboratively earned the AEIS ranking of *Recognized*
- Worked in partnership with the Principal to lead campus as being recognized as a *Gold Performance School* in Mathematics, Writing, Science, and Attendance
- Participated in collaborative processes to develop campus improvement plan
- Supervised operations in the absence of the Principal
- Developed and led numerous professional development sessions to campus faculty
- Observed employee performance, recorded observations, and conducted evaluations
- Participated in the development and evaluation of educational programs
- Assisted faculty in analyzing data and utilizing results to improve the quality of the working and learning climate
- Assisted principal in interviewing, selecting, and orienting new faculty and staff
- Created and implemented new behavior management system (including the development of an after-school detention program)
- Managed student discipline referrals
- Developed campus and duty schedules
- Active membership on the CPOC (Campus Site-Based Leadership Team)
- Served as ARD Administrator for a variety of programs working with students identified with special needs, including those served in Pre-primer for Children with Disabilities (PPCD) and Tyler Regional Day School for the Deaf

**Campus Coordinator:**

- State Assessments (TAKS, SDAA II, TELPAS)
- District Benchmark Assessments (Performance Plus, Texas Primary Reading Index)
- Section 504
- Special Education (including: Deaf Education, Resource, PPCD, Speech)
- Tyler Student Support Team (TSST)
- Student Success Initiative
- Accelerated Reading Instruction (ARI)/Accelerated Mathematics Instruction (AMI)
- Gifted and Talented Identification
- Reading/Writing Vertical Teams
- Campus Trauma Team

**Teacher/**

**Waskom Elementary School**

**2001-2004**



## **PROFESSIONAL DEVELOPMENT EXPERIENCES:**

- 2019 240 Tutoring Program Training
- 2019 Full-day Information/Planning Session with edTPA Consultant
- 2019 Thrive Mentor Training
- 2019 Assessment that Supports Learning Achievement
- 2019 edTPA 101; edTPA Rubric Deep Dive
- 2019 (and 2020) Working with English Learners, Region 7
- 2018-2020 Texas Association of Teacher Educators State Meeting
- 2017-2020 Texas Association of Certification Officers' State Conference; Director of Field Experiences/Texas Association of Certification Officers State Meeting
- 2018-2020 Title II Federal Report Webinars (2)
- 2018-2019 Autism Awareness, Region 7
- 2017-2020 Consortium of State Organizations for Texas Teacher Organizations (CSOTTE) State Conference
- 2019 Advancing Educational Leadership (AEL) Certification Training
- 2017-2019 Texas Teacher Evaluation and Support System (T-TESS) for University Supervisors
- 2016 Texas Teacher Evaluation and Support System (T-TESS) Appraiser Certification / (and also Trainer of Trainers)
- 2016 Texas Principal Evaluation and Support System (T-PESS) Appraiser Certification
- 2016 TCEA Technology Conference, Region 7
- 2015 (and 2012-2013) Federal and State Legal Update
- 2015 Cultural Responsiveness Conference
  
- 2015 (and 2012) Southwestern Educational Researchers Association (SERA) Annual Conference
- 2014 (and 2004-2005; 2007-2009; 2012-2014) Texas Elementary Principal and Supervisor Association Annual State Conference
- 2014 (and 2008) Response to Intervention (RtI) with Andrea Ognosky
- 2014 STAAR 3Di—Instruct, Implement, Impact
- 2014 The Ammerman Experience Media Training
- 2014 (and 2012, 2007) PLC at Work Institute
- 2013-2014 Transformational Leadership Academy
- 2013-2014 New Assessment and Accountability System Training (STAAR, TAPR)
- 2013-2014 Balanced Literacy
- 2013 (plus annual updates) Crisis Prevention Intervention
- 2013 Legal Update
- 2013 6+1 Writing Traits
- 2012-2014 Lead 4ward, Lead 4ward Institute



- 2012-2013 Smart Walks/DANA Walks
- 2012 ELAR TEKS
- 2012 Texas Computer Education Association (TCEA)  
Technology Conference
- 2012 Protecting Human Research Participants—Training and  
Certification
- 2011 State Assessment Updates
- 2010 Understanding Vertical Alignment through State Assessments
- 2010 National Association of Bilingual Educators (NABE) Conference
- 2010 Kagan Structures in Cooperative Learning
- 2010 Leading Whole School Reform with Michael Fullan
- 2009 Boys in Crisis with Dr. Paul Slocumb
- 2008-2009 CSCOPE State Conference/Leadership Conference
- 2008-2009 Excellence in Education Conference
- 2008 (and 1999)  
Working with Students and Adults in Poverty
- 2007-2008 Margaret Kilgo Data-Driven Decisions
- 2006 Tarleton Assessment of Principals
- 2005 Special Education Institute
- 2005 (and as a Mentor in 2010)  
First Time Administrators' Academy
- 2004 Texas Behavior Support Initiative Training (TBSI)
- 2004 (plus annual updates)  
Gifted and Talented 30-hour core training
- 2003 Professional Development Appraisal System Certification  
(PDAS) Appraiser Certification
- 2002 Instructional Leadership Development (ILD) Certification

**PRESENTATIONS AND PUBLICATIONS:**

- 2020 *Implementation of Transition Coordinator: Impacting Coursework, Clinical Practice, and Improving Survey Results!*, presented at the annual summer (virtual) conference for Texas Association of Teacher Educators
- 2019 *Using Flipgrid in College Classes: Online and Face-to-Face*, presented at Texas Business and Technology Educators Association (TBTEA), Stephen F. Austin State University
- 2019 *Developing Plans for Increasing Student Scale Scores: Content Certification Testing*, Teacher Education Council Meeting at East Texas Baptist University
- 2018 *Top Ten Things a Principal Does NOT Want to See From a New Teacher*, presented at ATPE Student Meeting, East Texas Baptist University

- 2014            *Voices of Principals: The Meaning of Trust Developed Through Portraiture*, presented at Southwestern Educators' Research Association 37<sup>th</sup> Annual Conference
- 2014            Cavin, L. 2014 (Fall). Book review: Critical pedagogy and social Change (Seehwa Cho). *Scholar-Practitioner Quarterly: A Journal for the Scholar-Practitioner Leader*, 7(4). Educator's International Press: Troy: NY.
- 2012            *Teacher Experience and Student Achievement in Mathematics: A Correlation Study*, presented at Southwestern Educators' Research Association 35<sup>th</sup> Annual Conference

**PROFESSIONAL MEMBERSHIPS:**

- Texas Association of Certification Officers
- Texas Director of Field Experiences
- Texas Coordinators of Teacher Certification Testing
- Texas Association of Teacher Educators
- Association for Supervision and Curriculum Development
- Phi Delta Kappa

**OTHER RELEVANT INFORMATION:**

- 2020-Present            Volunteer, Hillside Heights HOA
- 2018-Present            Member, Parent Teacher Association, Hallsville North Elementary
- 2012-Present            Parent Volunteer, Hallsville Independent School District
- 2008-Present            Active Member/Volunteer, Immanuel Baptist Church, Marshall
- 2011-2012                Committee Leader, Marshall ISD Long-Range Strategic Planning Committee
- 2011                        Commencement Speaker, Waskom High School
- 2010-2011                Member of East Texas Baptist University's Centennial Council
- 2009-2011                Region 7 Administrative Mentor to First Year Principals
- 2006-2008                March of Dimes, Ambassador Family/Event Speaker, Tyler Area