

Salma Boyd, Ed.D.

Introduction

I am dedicated to expanding opportunities and promoting advancement for all learners, with a particular focus on supporting vulnerable and marginalized populations. My work centers on empowering individuals to define success on their own terms, and I take pride in helping others realize their potential.

Since 2010, I have served in various roles within public education, including classroom teacher, Academic Interventions Coach, Title I Coordinator, District State Assessment Coordinator, Principal, and Faculty Campus Administrator. As a Clinical Assistant Professor, I teach pre-service teachers and aspiring leaders in both undergraduate and graduate programs. My experience as an instructional leader and community advocate has enabled me to build lasting, trust-based relationships with all stakeholders.

Throughout my career, I have been honored with several awards, including a nomination for the 2018 HEB Excellence in Education Award, the 2016 KENS5/SACU/Credit Human ExCel “Outstanding Educator of the Year” award, the 2015 Above and Beyond Award, and the 2014 KONO Literacy Award.

I hold a Bachelor of Arts in Education and a Master of Arts in Teaching from the University of the Incarnate Word in San Antonio, Texas, as well as a doctorate in Organizational Leadership and Transformation from Northcentral University in San Diego, California. I also maintain active certifications as a Teacher, Principal, and Superintendent in Texas.

As a lifelong learner, I am continuously seeking opportunities to learn and collaborate with others for growth and development. I remain involved in several professional organizations, including the Association of Texas Professional Educators, the Texas Statewide Network of Assessment Professionals, the Texas Alliance of Black School Educators, and the National Society of Leadership and Success. Additionally, I serve on the board of a nonprofit organization dedicated to revitalizing and uplifting communities through education.

Education

Northcentral University • San Diego, California
Doctor of Education: Organizational Leadership and Transformation

University of the Incarnate Word • San Antonio, Texas
Master of Arts in Teaching, Elementary Education (K-6)

University of the Incarnate Word • San Antonio, Texas
Bachelor of Arts, Early Childhood Education (EC-4)

Professional Credentials

Texas State Board for Educator Certification
Superintendent, (EC-12)

Texas State Board for Educator Certification
Principal, (EC-12)

Texas State Board for Educator Certification
Classroom Teacher, (EC-6)

Texas Principal Evaluation and Support System (T-PESS)
Appraiser

Texas Teacher Evaluation and Support System (T-TESS)
Appraiser

Love and Logic ®
Trainer

Awards and Recognitions

2018 HEB Excellence in Education Award Nominee,
Lackland Independent School District

2016 KENS5/SACU/Credit Human ExCel “Outstanding Educator of the Year” Award Recipient,
Lackland Independent School District

2015 Above and Beyond Award Recipient,
Lackland Independent School District

2014 KONO Literacy Award Recipient,
Lackland Independent School District

Professional Work Experiences

2022-Present **Texas A&M University – San Antonio** San Antonio, TX

Faculty in Residence – Texas A&M San Antonio's Institute for School and Community Partnerships

Clinical Assistant Professor – Texas A&M San Antonio Department of Curriculum & Instruction

Principal – Gus Garcia University School, Powered by Texas A&M San Antonio

Faculty Administrator/Campus Academic Officer (SB1882) - GGUS, Powered by Texas A&M San Antonio

- Supervise, monitor, evaluate progress of ISCP Lab School Principal through Texas Principal Evaluation and Support System (T-PESS) and Effective Schools Framework (ESF) guided coaching
- Nurture a collaborative relationship with SB1882 partner, Edgewood Independent School District, regarding success of district's first university lab school
- Collaborate with multiple external partners: ASPIRE Network, Centers for Applied Science and Technology (CAST), Big Rock Educational Services (BRES), Accelerating Campus Excellence (ACE)
- Establish and nurture collaborative and mutually beneficial relationships with community agencies, corporations, small business owners, partners, and other stakeholders
- Increase community engagement
- Lead fundraising efforts for special projects or initiatives
- Certified Texas Principal Evaluation and Support System (T-PESS) Appraiser
- Certified Texas Teacher Evaluation and Support System (T-TESS) Appraiser
- Ensure campus compliance with Language Proficiency Assessment Committee (LPAC) requirements
- Monitor student engagement and academic progress
- Coordinate and supervise Professional Development, in-state and out-of-state
- Certified Love and Logic® Trainer
- Monitor implementation of a social emotional learning curriculum and supports for students and campus
- Lead staff of 60 including administrators, teachers, counselors, instructional coaches, and paraprofessionals
- Generate and update systems and procedures to improve the quality of outcomes
- Align goals of multiple campus and district initiatives Literacy Based Deign (LBD), Social Emotional Learning (SEL), BRES, ACE
- Collaborate with district to host visits by distinguished guests including United States Secretary of Education
- Trained in Crisis Prevention/Intervention (CPI)
- Use data and classroom observations to prepare and deliver relevant Professional Development to staff monthly
- Make decisions regarding campus needs, safety, and goals
- Use data to coach and guide administrators, instructional coaches, and teachers in areas of instruction, behavior, and classroom management
- Conduct home visits for students for various reasons, truancy, ineffective communication measures, teacher concerns, etc
- Provide clarity to staff members on campus procedures and expectations, providing coaching as needed
- Supervise extracurricular activities including athletic events, after school meetings with the community, and Saturday school as needed
- Remain a coach and thought partner to university and district leaders to improve education equity for all EISD students

2021-2022 **Edgewood Independent School District** San Antonio, TX

Assistant Principal – Gus Garcia University School, Powered by Texas A&M San Antonio

- Collaborate with multiple external partners: Texas A&M San Antonio (TAMUSA), National Institute for Excellence in Education (NIET), Big Rock Educational Services (BRES), Accelerating Campus Excellence (ACE)
- Work with The New Teacher Project (TNTP) to facilitate implementation of district literacy vision to close reading gaps and ensure instructional equity
- Monitor the distribution of one-to-one devices and facilitate student and parent trainings as needed
- Collaborative relationship with SB1882 partner, TAMUSA, regarding success of district's first university lab school
- Certified Texas Teacher Evaluation and Support System (T-TESS) Appraiser
- Ensure campus compliance with Language Proficiency Assessment Committee (LPAC) requirements

Salma Boyd, Ed.D.

- Monitor student engagement and academic progress in remote, hybrid, and on-campus learning
- Admission, Review, and Dismissal (ARD) meetings Administrator
- Coordinate and supervise Professional Development, in-state and out-of-state
- Certified Love and Logic® Trainer
- Monitor implementation of a social emotional learning curriculum and supports for students and campus
- Supervise staff of 50 including teachers, counselors, instructional coaches, and paraprofessionals
- Ensure compliance met for special programs
- Generate and update systems and procedures to improve the quality of outcomes
- Work with TAMUSA Faculty in Residence to increase community engagement
- Align goals of multiple campus and district initiatives Literacy Based Design (LBD), Social Emotional Learning (SEL), BRES, ACE
- Collaborate with district to host visits by distinguished guests including United States Secretary of Education
- Ensure campus compliance with attendance and truancy requirements
- Ensure campus compliance with 504 requirements
- Trained in Crisis Prevention/Intervention (CPI)
- Lead campus in the absence of principal
- Make decisions regarding campus needs, safety, and goals
- Use data to coach and guide teachers in areas of instruction, behavior, and classroom management
- Quality check PEIMS data to ensure accuracy
- Review discipline coding for campus to ensure accuracy of data for state submission
- Conduct and document a variety of drills for safety and compliance
- Guide the Response to Intervention (RTI)/Multi-Tiered Support System (MTSS) process on campus with teachers and district personnel
- Keep campus social media channels active to promote campus events and enhance community connections via positive messages
- Facilitate Positive Behavior Intervention System (PBIS)/ Positive School Culture and Community (PSCC) work on campus
- Write a weekly newsletter for all staff to communicate important dates and pertinent information
- Monitored weekly COVID-19 testing for mandatory students and staff as well as for volunteers
- Provided oversight of MAP testing for campus, a new assessment platform for Math and Reading
- Ensure safety of students, by making sure classrooms were properly supervised and staffed
- Monitored student dress code and followed up with parent contact and consequences for students with repeated violations
- Prepare documentation for District Alternative Education Placement (DAEP) hearings as required
- Disseminated information from district regarding Teacher Incentive Allotment (TIA)
- Conducted home visits for students for various reasons, truancy, ineffective communication measures, teacher concerns, etc
- Attended required meetings for Assistant Principals and other meetings for school administrators
- Provide clarity to staff members on campus procedures and expectations, providing coaching as needed
- Supervise extracurricular activities including athletic events, after school meetings with the community, and Saturday school as needed
- Remain a thought partner to principal and other administrators on campus and within the district to improve education equity for all EISD students

2010-2021

Lackland Independent School District

Lackland AFB, TX

Academic Interventions Coach / Title I Coordinator

2015-2021

- Provide classroom support to teachers for struggling students in areas of Math and Reading
- Disaggregate data to aid in targeted instruction
- Model effective instruction for new and veteran teachers
- Administrator on duty in absence of Principal, Assistant Principal, or both, Superintendent Intern
- Certified T-TESS Appraiser
- Ensure campus compliance with Title I requirements
- Restructured data collection and dissemination for students identified as At-Risk or Title I
- Admission, Review, and Dismissal (ARD) meetings Administrator
- Coordinate and supervise Professional Development, in-state and out-of-state
- Certified Love and Logic® Trainer
- After-school tutor with 100% pass rate on STAAR Math

Salma Boyd, Ed.D.

- Certified in Safety Care Protocol
- Host “100%” celebrations each quarter for students with all required reading minutes
- KENS5/SACU/Credit Human’s ExCel “Outstanding Educator of the Year” Award Recipient
- HEB Excellence in Education Nominee
- Completed Institute for Professional Excellence in Coaching (iPEC) Life Potentials Coach Training
- Host Title I Parent Night / Information Session
- Lead Parent-School Compact Committee
- Trained in Crisis Prevention/Intervention (CPI)
- Participated in Center of Educational Leadership’s Advancing Professionally cohorts at Trinity University
- Recruiting member of District-wide Educational Improvement Committee (DEIC)
- Advocated for reintegration of Professional Learning Communities (PLCs) for professional staff
- Project-based learning (PBL) Coach
- Implemented Friends and Readers (FAR) Club to improve student leadership through in-reach community service and help struggling students attain reading assistance
- Career Day presenter in community
- Member of Lackland ISD Task Force for School Reopening amid COVID-19 pandemic

District State Assessment Coordinator (Supplemental Duty)

- Manage Texas Assessment Management System (TAMS) accounts for all test administrators
- Order materials for all state-required assessments for district
- Collaborate with special programs departments (SpEd, ESL, 504) to ensure correct participation counts
- Ensure PEIMS data/coding is reflected in TAMS
- Provide Test Security training to District-level staff
- Provide state assessment training and support to all Campus Testing Coordinators
- Receive and verify assessment materials from state vendors
- Review state assessment results reports with Superintendent and Assistant Superintendent
- Sort and disseminate state assessment materials to campuses
- Coordinate packaging and shipping of assessment materials
- Monitor custody of secure materials

Classroom Teacher

2010-2015

- Taught multiple grade levels
- Grade-level Chairperson / Team Leader
- Reading Curriculum Coordinator / Peer Lead
- KONO Literacy Award Recipient
- Earned “Exceeds Expectations” rating on all PDAS observations
- Scheduled and conducted Parent Conferences to encourage and maintain family engagement
- District Education Improvement Committee (DEIC) member
- Member of Lackland ISD’s Transformation Action Committee
- “Above and Beyond” Award Recipient
- KENS5/SACU/Credit Human’s ExCel “Outstanding Teacher of the Year” Award Recipient
- Secured grant from SAWS for grade level field trip to San Antonio Botanical Garden

Practicum Experiences

Superintendent Practicum

August 2020-December 2020

Lackland Independent School District

Lackland AFB, TX

Principal Practicum

August 2016-December 2016

Lackland Independent School District

Lackland AFB, TX

Teacher Practicum

August 2010-December 2010
Lackland Independent School District
Lackland AFB, TX

Research Experiences

Boyd, S. (2020). Former Teenage Mothers' Definitions of Educational Success.

Boyd, S. & Goodrum, B. (in progress). Building Community among Minorities within Higher Education.

Boyd, S. & Wandix-White, D. (in progress). Mentorship Relationships in Education.

Presentations

Lackland Elementary Annual Title I Program

Lackland Independent School District Stakeholders
San Antonio, TX
Fall 2015-2020

Trinity University

Professional Cohort of School Administrators
San Antonio, TX
Fall 2017

Nehemiah Projects of Acadiana, Inc.

Pathways to Success Revamp
Fall 2021

Texas A&M University-San Antonio

Classroom Management for Secondary Teachers
Spring 2022, Fall 2022

Louisiana Charter School

Faculty and Board Members Address
Spring 2022

Abbeville High School

Pathways to Success Presentation
Spring 2022

Texas Chapter of the National Association for Multicultural Education

Region 5 Conference Presentation
Spring 2023

National Association for Multicultural Education

National Conference Presentation
Fall 2024

Professional Organizations

Association of Texas Professional Educators
Member

Texas Statewide Network of Assessment Professionals
Member

Texas Alliance of Black School Educators
Member

National Society of Leadership and Success
Member

Nehemiah Projects of Acadiana, Inc.
Board of Directors

Professional Trainings

Texas Principal Evaluation and Support System (T-PESS)
2022-present

Texas Teacher Evaluation and Support System (T-TESS)
2015-present

Safety Care
2020 (most recent)

Love and Logic ® (Certified Trainer)
2019

Staff Development for Educators National Conference: Differentiation
2016, 2018

Institute for Professional Excellence in Coaching: Life Potentials Training
2016

Project Based Learning (Coach)
2016

Professional Development and Appraisal System (PDAS)
2015

Instructional Leadership Development (ILD)
2015

Staff Development for Educators National Conference: Singapore Math
2015, 2017

Crisis Prevention/Intervention
2015

Meeting Educational Goals for All
2015

Courses Taught

EDCI 3348: Managing the Learning Environment

Undergraduate Course

Texas A&M-San Antonio

San Antonio, TX

EDCI 3321: Educational Interventions

Undergraduate Course

Texas A&M-San Antonio

San Antonio, TX

EDCI 5310: Differentiated Instruction for Diverse Learners

Graduate Course

Texas A&M-San Antonio

San Antonio, TX

Publications

Wandix-White, D., & Boyd, S. (2022). Black women empowering one another through mentorship. *Journal of African American Women and Girls in Education*, 2(3), 1-7.
<https://doi.org/10.21423/jaawge-v2i3a136>