

## *Dr. Terry W. Howard Ed.D*

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- **OBJECTIVE**

To obtain a position as a School Administrator and/or Curriculum Leader

- **EDUCATION**

Aspen University	Doctor of Education	Leadership and Learning with an emphasis in Instructional Educational Leadership (Ed.D.) Dissertation title: "The Role and Perception of the Principal as the Campus Instructional Leader" Defended May 2025   Grad Date May 2025
Texas Tech University	Post-Graduate Education	Educational Leadership
	Masters of Education	Curriculum and Instruction Graduation date May 2009
	Bachelor of Science	Multidisciplinary Science Science Composite--Biology Emphasis Graduation date of May 2004
The University of Texas of the Permian Basin	Masters of Arts	Educational Leadership Graduation Date of December 2008 PDAS Certified appraiser--Summer 2008 Principal EC-12 Certification--Spring 2009
Region 18 ESC	Superintendent Certification	Superintendent Internship Mentor Dr. H.T. Sanchez, Ector County ISD   Completed Summer 2011
Amarillo Junior College West Texas A&M University Amarillo High School	HS Diploma	Summers & Winter Intercessions 2000, 2001, 2002 Summers 2002 and 2003 Graduate May 1999

- **CERTIFICATION**

Science Composite 8-12	Principal EC-12
English as a Second Language (ESL)	TTESS & TPESS Appraiser certified
Special Education	Superintendent EC-12
PDAS Certified appraiser	

- **PROFESSIONAL EXPERIENCE**

August 2025 – present	Clinical Assistant Professor	Texas A&M University San Antonio Clinical Assistant Professor Curriculum & Instruction Coordinator of Testing, Certification, Accreditation, & Compliance
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August 2024 – July 2025	Science Teacher	Brennan High School --- Northside ISD Advanced Biology and Biology
October 2021- present	Online Instructor	UT Austin Science Virtual Adjunct Instructor
October 2021- May 2024	Substitute	Northside ISD Substitute
February 2020- July 2021	Academic Director	Holmes High School --- Northside ISD Academic Programs Director
2019- February 2020	Science Teacher	Harlan High School --- Northside ISD Physics and Chemistry PreAP
Spring 2019	Substitute	Northside ISD Substitute Teacher Secondary Science & Math
		San Antonio ISD March 1 – May 31 Long-term Assistant Principal @ Mission Academy
Dec. 2016- August 2018	Assistant Principal/Principal ECC/Elementary	Natalia ECC/Elementary--Natalia ISD <ul style="list-style-type: none"> <li>➤ District Leadership Team Campus</li> <li>➤ DTC, CTC and testing</li> <li>➤ TEKS Study PK3-5</li> <li>➤ Curriculum Alignment Backwards by Design and Alignment Walks</li> <li>➤ Conducts Presentations and Professional Development</li> <li>➤ Disaggregate data and assist teachers in using the data to drive instruction and utilize data</li> <li>➤ T-TESS Evaluations &amp; Paraprofessional Evaluations</li> <li>➤ All other Administrative duties related</li> </ul>
Feb. 2016- December 2016	District Instructional Facilitator C&I	Natalia ISD—Administration <ul style="list-style-type: none"> <li>➤ District Leadership Team Curriculum &amp; Instruction</li> <li>➤ Technology</li> <li>➤ Assessment/Testing-creation of CBAs and coordinator</li> <li>➤ District Improvement Plans</li> <li>➤ Conducts Presentations and Professional Development</li> <li>➤ Disaggregate data and assist teachers in using the data to drive instruction and Utilize data</li> <li>➤ Summer School Principal</li> <li>➤ Back to School Professional Development</li> <li>➤ TEKS Study K-12</li> <li>➤ Curriculum Alignment Backwards by Design and Alignment Walks</li> <li>➤ Testing DTC</li> <li>➤ All other Administrative duties related</li> </ul>
2015-Feb. 2016	Administrative Facilitator C&I	Dilley ISD—Administration Building District Leadership Team Curriculum & Instruction <ul style="list-style-type: none"> <li>➤ Instruction Technology</li> <li>➤ Assessment/Testing-creation of CBAs and coordinator</li> <li>➤ District Improvement Plans and Target Intervention Plan writer</li> <li>➤ Writer/Team Member of the Blended Learning Grant Application</li> <li>➤ Conducts Presentations and Professional Development</li> </ul>

		<ul style="list-style-type: none"> <li>➤ Disaggregate data and assist teachers in using the data to drive instruction and Utilize data</li> <li>➤ T-TESS second evaluator</li> <li>➤ New Teachers Mentor program</li> <li>➤ All other Administrative duties related</li> </ul>
2013 –2015	Middle School Assistant Principal	<p>Mary Harper Middle School--Dilley ISD</p> <ul style="list-style-type: none"> <li>➤ AVID implementation</li> <li>➤ DWEIC Member</li> <li>➤ C&amp;I, TEKS Study K-12 and Curriculum Alignment</li> <li>➤ PLC Lead</li> <li>➤ Evaluations</li> <li>➤ Building Operations</li> <li>➤ Disaggregate data and assist teachers in using the data to drive instruction and Utilize data</li> <li>➤ All other Administrative duties related</li> </ul>
2012 –2013	Science Teacher	<p>Early College High School @ Midland College--- Midland ISD Physics PreAP</p> <p>-Serving on the CEIC and DEIC Committee</p>
Jan.-Dec. 2012	Part-time Adjunct Instructor	<p>Angelo State University --- Education Practicum/Internship---Supervising Principal and Superintendent candidate (Distance Course/3observations)</p>
May –Dec. 2011	Math, Science, Social Studies Curriculum Coordinator (K-12) & CSCOPE	<p>Administration Ector County ISD --- Curriculum &amp; Instruction</p> <ul style="list-style-type: none"> <li>➤ Administrator of Algebra Readiness Grant Cycle 1 and Cycle 2</li> <li>➤ Continuation of duties that were already doing but now with math as well.</li> </ul>
2009 –May 2011	Coordinator Science Specialist and CSCOPE Coordinator	<ul style="list-style-type: none"> <li>➤ Writer of Secondary Assessments (Benchmarks) and Clarification Documents</li> <li>➤ CSCOPE facilitator for Science &amp; Math at the elementary (PK-5th grade) and secondary level (6th -12th grade)</li> <li>➤ CSCOPE Trainings</li> <li>➤ Work also with Math Dept. at Odessa HS in collaboration and planning</li> <li>➤ Taught 5th Grade SIR (Science in Review) Lessons</li> <li>➤ Explore Learning “GIZMO”, Science Starters coordinator for ECISD</li> <li>➤ Serve on Student Support Team for Goliad Elementary</li> <li>➤ SIR (Science in Review) Lessons for 5th grade Elementary Students</li> <li>➤ DMAC &amp; TMSDS Facilitator/Trainer for Science</li> <li>➤ Content &amp; Strategies Mentor to New Secondary Science Teachers</li> <li>➤ Oversees curriculum, instruction, assessment, and technology issues for secondary science and QTEL monitoring for secondary campuses in Science</li> <li>➤ Supported 3 Junior High Academically Unacceptable campuses in Science with two campuses becoming Recognized and one being Acceptable.</li> <li>➤ Science Support for 8 Secondary and 25 Elementary campuses</li> </ul>

- Conduct Science Walk-throughs in all secondary science classrooms-provide documentation to Principal and Teacher
- Assisting in preparing for new science graduation requirements including 4x4, TEKS, EOC, and course alignment
- Overseeing the writing of Scope & Sequence for JH and HS Courses
- JH and HS Dept. Chair Monthly Meetings
- Conducts Presentations and Professional Development
- Modeled Lessons for Teachers in the Classroom (Embedded PD)
- Served on ESL/LEP/Bilingual Compliance Review Team
- Write Title Request and Grant Proposals for Science
- Prepare/submit CSCOPE budget proposal for K-12 Science Implementation
- Submit weekly reports
- Collaborate daily with Math Specialist and Area Coordinators
- PLC Collaboration
- Recruitment of Physics Teachers for district
- Disaggregate data and assist teachers in using the data to drive instruction and Utilize data and at-risk guidelines to identify students
- Attend Secondary Principals Meeting and all curriculum division/coordinator meetings and occasionally present at them.
- Attend Trainer of Trainers sessions presented by TEA
- Serve on EOC committee meeting in Biology, Chemistry, and Physics with TEA/Pearson and Serve on Science TAKS Item Review Meetings and STARR development meetings with TEA/Pearson

2007 –2009	Science Teacher	Hereford High School --- Hereford ISD Chemistry I/ PreAP, Physics PreAP, and TAKS Administrative Intern/Practicum
2006 –2007	Science Teacher	Permian High School --- Ector County ISD Advanced Chemistry
2005 –2006	Science Teacher	Amarillo ISD & Canyon ISD Substitute Teacher Secondary Science & Math
2004 –2005	Science Teacher	Robert E. Lee Senior High School --- Midland ISD Honors Chemistry and Honors Physics
Spring 2004	Student Teaching	Monterey High School -- Lubbock ISD Biology I Pre-AP and Environmental Systems Mrs. JoAnne Jackson
Fall 2003	Clinical Experiences	Monterey High School -- Lubbock ISD Physics Pre-AP - Mr. Larry Reat Biology - Miss Nan Cook, Biology Pre-AP and Environmental Systems Mrs. JoAnne Jackson

#### • PROFESSIONAL REFERENCES

Ms. Jennifer Torres	(210) 398-1250	Jennifer.torres@nisd.net
Ms. Jo Ellen Fisk Cloyd	(210) 677-9177	joellenfisk@gmail.com
Ms. Anna Lopez	(210) 323-5290	alopez21212008@yahoo.com

Ms. Melody Carroll (830) 965-6368

melody.carroll@dilleysisd.net

Ms. Margo Salazar-DeHoyos (830) 965-6588

Margot.dehoyos@dilleysisd.net

Additional name and information available upon request

• **PROFESSIONAL DEVELOPMENT PRESENTED (overview)**

- Leadership Academy and Institutes
- Various Campus PD sessions
- Advanced Placement training
- Professional Learning Communities in and outs
- Instructional Coaching through an Admin Lens
- Instructional Rounds Backwards by Design, Alignment Walks, Vertical & Horizontal Alignment
- Model & Co-Teach Embedded PD Sessions
- TEKS Resource Refresher
- Substitute Training
- T-TESS Teacher Training
- T-TESS/T-PESS Training
- Back to School Professional Development
- Campus Training on Learning 3Di
- In-service start of year and throughout year campus based
- Problem-Solving Model: UPS Check Gonzales Elem. ECISD
- STAAR and CSCOPE Professional Development
- Campus Curriculum Facilitators Training Ector County ISD
- Back to School PD Conference –STAAR, CSCOPE, TEKS Study
- A+ Curriculum Training
- Math & Science CSCOPE Headstart Training Ector County ISD
- Summer School PD
- District Professional Development—District K-12 Science CSCOPE Roll Out at School not on SCOPE Pilot
- TOT Training for preparation of February PD
- CSCOPE Trainer of Trainers (TOT) 4 Days Sessions x 4 Groups
- Curriculum Planning Training for Elementary Success Coaches
- TMSDS Training for Science & Math Teachers --ECISD
- Popcorn Science “After the Bell” and Big Daddy Science Night for Elementary 5th Grade Teachers (Each Session meets once a month)
- CSCOPE Grade Level Planning Sessions Bonham JH
- Integrated Physics & Chemistry Assessments and Pre/Post Training ECISD
- Explore Learning GIZMO Spend-A-Day Training ECISD
- Back-to-School District Directions Secondary Science–ECISD
- June 1-4, 2010 Math & Science Institute – Secondary/Elementary-Ector County ISD □Co-Coordinator □Sessions Presented: \*A Look at Before and After: IPC -- Participates will review IPC Scope and Sequence and incorporate pre/post assessment using the unilateral and the parallel test design. This model is designed to assist at-risk students to become partners with their instructors in learning. Participants will review an IPC pre/post assessment and will receive training on how to create these assessments for the IPC units. \*Come and C: SCOPE out Science (Elementary) --Provides an overview of the elementary CSCOPE science curriculum \*Come and C: SCOPE out Science (Secondary) --Provides an overview of the secondary CSCOPE science curriculum May 2010
- QTEL Coaching Ector County ISD
- (3 days) Modeling Lessons for Three 7th Grade Teacher at Bonham JH
- Book Study-Rigor Is Not a Four Letter Word by Barbara R. Blackburn
- Interventionists Elementary Science & Math – Science Kits
- AU Campus Planning Meeting -- Ector County ISD
- Interventionists Elementary Science & Math -- GIZMO Training
- Explorer Learning for Science—GIZMO -New Secondary Science Teachers and Instructional Technology Specialist -- Ector County ISD
- DMAC Training

• **PROFESSIONAL DEVELOPMENT ATTENDED (overview)**

- Leadership Academy and Institutes
- HS VP/Academic Dean Monthly Meetings
- Various Campus PD sessions
- Title I campus district meetings
- Luis F. Cruz PLC at Work and Time for Change
- TPESS/NAESS TRAINING: 2020-2021 Professional Learning
- Solution Tree Sessions
- HB1952 DISCIPLINE TRAINING
- ESL Legal Updates
- Raise Your Hand Texas Blended Learning
- Lead4ward 3Di Training
- Restorative Discipline
- AVID Summer Conference
- TASSP Summer Conference
- Various Technology Trainings
- AP Math/Science Vertical Teaming
- Educate Texas Early College Conf. Dallas, TX
- GT Training
- CSCOPE Conference San Antonio
- T3 International Conference San Antonio, TX
- TI MathForward and Algebra Readiness Grant August/September/October
- Lead4ward Training/Mentorship w/ Dr. Knesek
- Principal/Assistant Principal Instructional Leadership Academy
- State CSCOPE Conference San Antonio
- Creating Collaborative Cultures
- Common Assessments Ector County ISD
- CAMT (Conference for the Advancement of Math Teaching)
- PLC Conference San Antonio by Solution Tree & DuFour
- Chemistry, Physics, Geometry, Algebra I EOC, and STARR Training
- Eduphoria Aware and Forethought Training
- TI MathForward Technology Training (Grant)
- Eduphoria Training for Administrators
- T3 International Conference San Antonio, TX
- CSCOPE Science CAP Sessions 6th-8th Grade & HS-- ESC18
- Conference for Advancement of Science Teaching—Houston, TX
- Webinar---Safeguard Against Chemicals in Schools: Prevent Air Pollution at its Source-Schools Chemical Cleanout
- Chemistry, Biology, Physics, 8<sup>th</sup> Grade Science End of Course Data Committee in Austin, TX
- Relationships, Rigor and Relevance (presenter Dr. Willard Daggett)
- VISION XVIII Gifted & Talented & AP Conference
- Book Study-Rigor Is Not a Four Letter Word by Barbara R. Blackburn
- Quality Teaching for English Learners (QTEL)
- Conference for Advancement of Science Teaching—Galveston, TX September
- Cognitive Coaching and Working with Adults
- Engineering Summer Workshops: Roller Coasters-West Texas A&M
- P-16 Curriculum Task Force ESC 16
- Quantum Learning Seminar/Workshops and Classroom Observations
- ISLA Math/Science Symposium Strategies for English Language Learners San Antonio, TX
- LEADERSHIP ACADEMY 2008 Region ESC 16
- Educational Leadership Administrative Practicum/Internship Fall 2008
- EXIT Level TAKS Item Review Committee Austin,
- ILD/PDAS certification through UTPB Odessa, TX
- Secondary Gifted Students at Region 16 ESC -- This session gave the secondary teacher tools and strategies to reach and assist the secondary gifted learners in their classrooms.
- High School Science with Calculators at Region 16 ESC --High school TEKS explored using basic technology integrating graphic calculators and probes into the science classroom through the use of PASCO.
- Principles of Technology: Course Update at ESC 16
- Chemistry with Dr. Bob Blake from Texas Tech University at Region 16
- ESC -- Science TEKS revision process / End of Course Exam / Exploration of chemistry in a fun way with games and competitions / Electronic resources and tutorials
- Grade 10 TAKS Item Review Committee in Austin,
- High School Science Organization of Living Things: A Closer Look at TAKS Objective TWO Workshop at Region 16 ESC
- Structure & Properties of Matter: A Closer Look at TAKS Objective FOUR Workshop at Region 16 ESC
- High School Science Interdependence of Organisms: A Closer Look at TAKS Objective THREE Workshop at Region 16 ESC

- Biology EOC (3 day TOT training) ---TEA presented ESC 16
- K-12 TEKS (1 day TOT Training)—TEA presented ESC 16
- 5-8 Science Academy (3 day TOT training)—TEA presented ESC16
- State CSCOPE 2010 Conference San Antonio,
- CSCOPE 2010 Leadership San Antonio
- Texas Science Education Leadership Association Meeting San Antonio
- Pre-AP Laying the Foundation: Science (2 days) Ector County ISD
- Outstanding Technology (Multi-media Technology incorporation) by A-Plus Workshops presented by Burke Hatch Dallas
- Assessing Learning Ector County ISD
- Black Leadership Conference with speaker Maya Angelou UTPB
- Strategies for Increasing Rigor and Relevance in the Classroom Webinar with Dick Jones
- Tools for Effective Classrooms (Ginger Tucker's series)
- National Science Teachers Association Conference—Philadelphia, PA
- CSCOPE Trainings (four sessions) ESC 18 / ECISD
- “Working on the Work” Two day Conference -- Hereford ISD Fall 2007
- Sheltered Instruction (SIOP) training --Hereford ISD
- NSTA 2005 Conference— Attendance and participation in activities related to inventive and exciting ways of teaching science.
- Flinn Chemical Workshops—Lab Safety & Design, AP Chemistry Labs, IPC Demos, Chemistry Demo Thrillers
- Howard Hughes Medical Institute (HHMI) Traveling Lab Programs—PASCO and CPO Science technology applications, Force & Motion, Light & Sound, and various Biology Labs at Texas Tech University Biology Dept.
- Fred Jones Positive Classroom Discipline and Tools for Teaching Seminar and Training – Midland ISD and Ector County ISD

## • PROFESSIONAL ORGANIZATIONS

- Association for Supervision and Curriculum Development (ASCD)
- Texas Association of Supervisors of Mathematics (TASM)
- Texas Association of Secondary School Principals (TASSP)
- Texas Statewide Network of Assessment Professionals (TSNAP)
- Texas Elementary Principals and Supervisors Association (TEPSA)
- Association of Texas Professional Educators (ATPE)
- Member of National Science Teachers Association (NSTA)
- Science Teachers Association of Texas (STAT)
- Texas Science Educational Leadership Association (TSELA)
- Texas Association of School Administrators (TASA)

## • HIGH SCHOOL/COLLEGE AWARDS RECEIVED

- Received Eagle Rank in Boy Scouts Fall 98
- Selection by Gamma Beta Phi Honor Society and Golden Key International Honour Society

## • HIGH SCHOOL/COLLEGE ACTIVITIES

- Student Government Association—Appointed to served on University Discipline, Academics, and on Honor and Awards
- Served on the 38th Session (2002-2003) of Texas Tech Student Senate as the College of Education Senator while serving on the Academics Committee
- Gamma Beta Phi Honor Society
- Golden Key International Honour Society
- Beta Beta Beta Biology Honor Society
- Summer 1995-1999 Handicrafts & Nature Dir., BSA Summer Camp Merit badge counselor and area director for Handicrafts and Nature

- Served on the 39th Session (2003-2004) of Texas Tech Student Senate as the College of Education Senator and the Academics Committee Chair
- Summer 1996-1999 Student Officer, Texas Tech Univ. School of Music Wall/Gates Complex Council Treasurer at Texas Tech Residence Life
- Judicial Board at Texas Tech
- Member of Texas State Teachers Association - Student Program