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# SCOTT BAILEY, Ed.D.

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466 Vanderslice Rd.  
Longview, TX 75602  
903-452-4772  
baileysb73@gmail.com

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## Experience

### INSTRUCTIONAL FACILITATOR, *Ore City ISD*

2009 - PRESENT

- Developed and implemented district-wide benchmarking program, including district-, campus-, and student-level data analysis using TEKScore;
- Worked collaboratively with campus principals to institute PLC focus groups on campuses to address student interventions;
- Collaborated with principals to develop a set of "academic automatics" to implement on campus. These automatics provide direction for campus staff when students don't reach specified goals;
- Served as chair of district AYP School Improvement Committee and developed corrective plans to meet AYP targets;
- Assisted with the implementation of and training in a new district-wide curriculum;
- Conducted staff training on data analysis, monitoring, and evaluation tools (DMAC, TEKScore);
- Served as district CTE coordinator, developing program in partnership with NTCC to get students industry certification in health science field and worked to organize a cooperative between OCISD, New Diana ISD, and Harleton ISD to pool CTE resources in a common CTE center;
- Served as district textbook coordinator.

### ASSISTANT PRINCIPAL, *Hallsville High School*

2005 - 2009

- Created and implemented student-driven campus master schedule that included a blend of accelerated block courses, A/B courses, traditional courses, and a built-in tutorial period. This schedule resulted in lower class-size ratios and increased credit opportunities for students;
  - Developed and implemented ninth-grade initiative program. This program focused on the most at-risk students. Elements of the program included teaming teachers, weekly student briefings, data monitoring, and counseling. Success was measured by decreased failure rates, decreased discipline referrals, and increased TAKS scores. Program has expanded to 10<sup>th</sup> and 11<sup>th</sup> grades;
  - Supervised the Social Studies and ELA departments, working to build cooperation and teaming across grade levels between these core areas. Scores in both subjects are greater than 98%;
  - Led campus team in working with Dr. John Crain to align new ELA TEKS and coordinate with Social Studies curriculum;
  - Led ELA and Social Studies departments in implementing the PLC model, including weekly team meetings to address the four critical questions;
  - United speech, debate, journalism, French, and Spanish teachers to form a Communications Arts department. Aligned and standardized all levels of the foreign language curricula;
  - Coached the UIL math, calculator, and number sense teams for four years;
  - Supervised the expansion of the Advanced Placement and dual credit programs, adding four new AP courses and 4 new dual credit offerings in conjunction with Kilgore College. In the past 3 years, enrollment in AP courses doubled and enrollment in dual credit courses tripled;
  - Developed and implemented an ELA tutorial program for Hispanic students;
  - Coordinated a day-long, off-campus TAKS review for the 100 most at-risk ELA students;
  - Served as campus testing coordinator for 3 years;
  - Compiled, formatted, and evaluated campus plan and aligned it with the district plan;
  - Served as the assistant principal for the junior class of 300+ students for 4 years.
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**Experience****ADJUNCT PROFESSOR, *Stephen F. Austin State University* 2006 - PRESENT**

- Taught graduate and undergraduate courses in curriculum, instruction and assessment; Educational theory; research design and implementation; and classroom management;
- Developed proficiency in both face-to-face and online course formats.

**TEACHER, *Hallsville High School* 1996 - 2005**

- Taught chemistry, integrated physics and chemistry, and principles of technology;
- Served as Student Council sponsor for 8 years;
- Implemented a student mentor program for high school/elementary students;
- Developed master schedule for campus each summer.

**Certifications**

- Principal, EC-12
- *Certified PDAS Appraiser*
- Chemistry, 6-12
- Physics, 6-12
- Principles of Technology, 10-12
- Physical Science, 6-12
- Driver's Education, 6-12

**Professional Development**

- CSCOPE for Leaders, 2009
  - State Assessment Conference, 2009
  - S.P.O.T. a Leader, John Crain, 8 days at ESC 7, 2009
  - School Support Team Training (AYP), 2009
  - Rigor/Relevance/Relationships Model Schools National Conference, 2009
  - PLC National Conference, 2008
  - Mentor for SFASU Project DEVELOP, 2006-2008
  - Differentiated Instruction, 2007-2008
  - AVID Training, 2008
  - AYP Legal Update, 2005-2008
  - TAKS Coordinator Training, 2004-2007
  - Education Law for Principals, 2004, 2007-2008
  - Implementing Senior Projects, 2003
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**Education**

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**ED.D., EDUCATIONAL LEADERSHIP** **SUMMER 2004 - SPRING 2007***Stephen F. Austin State University*

- Maintained 4.0 GPA
- Completed Dissertation, *Investigating the Impact of Course-Taking on the Standardized Test Performance of Science Students in Texas*

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**M.ED., EDUCATIONAL ADMINISTRATION** **FALL 1998 - SPRING 2000***Stephen F. Austin State University*

- Maintained 4.0 GPA
- Completed research project evaluating impact of exam exemptions on attendance

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**B.A., CHEMISTRY/HISTORY** **FALL 1992 - SPRING 1996***Baylor University*

- Maintained 3.7 GPA
- Dean's List, four semesters
- Student Congress, two years
- Gamma Beta Phi, academic honor society
- Alpha Lambda Delta, freshman academic honor society
- Phi Alpha Theta, history honor society

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**HIGH SCHOOL DIPLOMA** **1992***Hallsville High School*

- Valedictorian
- National Merit Scholar

**Publications & Presentations**

- *Thomas B. Greenfield: A Challenging Perspective of Organizations*, in press for *Scholar-Practitioner Quarterly* (2010)
  - Reviewer: *Leading Learning for ELLs*, in press for Corwin Press (2009)
  - Reviewer: *Acing the School Administrator Interview*, in press for Corwin Press (2010)
  - Dissertation: *Investigating the Impact of Course-Taking on the Standardized Test Performance of Science Students in Texas* (2007)
  - *Response to Intervention: Individualized Approaches for Secondary Students*, presented at TASSP Summer Workshop, June 2007
  - *How are Area Schools Addressing the Achievement Gap for Economically Disadvantaged Students*, presented at American Educational Research Association National Conference, New Orleans, LA, 2005
  - *Influencing Positive Organizational Results*, in, *Research Conversations for the Scholar Practitioner*, Spring, 2005
  - Co-authored "Chapter 1: A Review of Writing Structure" in *Write! Write! Write!*, a college composition text (2001)
  - Assisted in revising "*How Good is Your Child's School...And What Can You Do About It*" by Chrys Daughtry (1999)
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**Dr. Scott Bailey**  
*Instructional Facilitator*  
Email: baileys@ocisd.net



Office of Instructional Support  
Ore City ISD  
100 Rebel Road  
Ore City, TX 75683  
903-968-3300 x 274

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February 21, 2010

Jimmy Cox  
Superintendent  
Waskom ISD  
PO Box 748  
Waskom, Texas 75692

Dear Mr. Cox:

After speaking with you last week, I am submitting to you this letter expressing my interest in the Principal position at Waskom Middle School.

As a professional, I find motivation in my passion for education. I still believe in the intrinsic value of a solid, well-rounded, liberal education; however, I am also aware of the immediate—and very real—need to prepare students for the life experiences that will face them when they walk out our doors for the last time. We must insure that students leave us prepared for their personal futures, whatever form they may take. We do that by providing quality programs and instruction, encouraging involvement in activities, establishing meaningful and personal relationships, and working with the community to build a foundation of support for all students.

As an example of these forces in action, my previous experiences leading the Ninth-Grade Initiative program as an Assistant Principal at Hallsville High School have impressed upon me the importance of providing individualized and personal assistance for students in a collaborative environment. This was a program designed to focus acute attention on 40 of our most at-risk students. The results were nothing short of phenomenal: a similar group of students failed 39 classes the prior year, while our selected mentor group had only 9 failures. The effects of such attention are measurable, significant, and a sheer delight to achieve, both for students and staff.

In my current position as Instructional Facilitator for the Ore City ISD, I have had the opportunity to work with campuses and principals across the district. Prior to this work, I truly believed the sentiments expressed in the prior paragraphs were strictly the domain of the high school. I now realize how wrong I was; the elementary and middle years are vital to the current and future success of students and schools. Even now as I am working with the elementary principal to design an intervention plan for struggling students, I find the same issues and opportunities that I experienced with the older kids. My invaluable experiences at OCISD working with all grade levels have prepared me to be effective at any level.

Personally, I am defined by my loyalty to students, staff, and the integrity of the educational system; by my willingness to work diligently and learn quickly; by my deep personal commitment to student achievement; and by my capacity to find the best in others as we work toward common goals. Those are the qualities that will help me further the mission of the Waskom ISD. Those qualities also represent the foundation of the success of any campus, and I want to lead the Waskom Middle School team in that direction.

I believe my strong academic background, my administrative experience both at the campus and central office levels, and my experiences in systems both large and small combine to make me a perfect fit for this position. Please review my resume and application materials at your earliest convenience. I look forward to visiting with you about this position and a possible interview with you or your team.

Respectfully submitted,  
*Scott Bailey, Ed.D.*

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**Inbox: FW: Middle School Principal Position (9 of 35)** 
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**Date:** Tue, 23 Feb 2010 15:57:43 -0600 [02/23/2010 16:57:43 EST]**From:** Scott Bailey <baileys@ocisd.net> **To:** jcox@waskomisd.net**Subject:** FW: Middle School Principal Position**Part(s):**  2 S. Bailey resume 2010.pdf 25 KB 3 Waskom letter.pdf 87 KB 4 Waskom.pdf 170 KB Download All Attachments (in .zip file)  1 unnamed 1.30 KB

-----Original Message-----

**From:** Scott Bailey**Sent:** Mon 2/22/2010 10:36 AM**To:** jcox@waskom.k12.tx.us**Subject:** Middle School Principal Position

Mr. Cox,

I very much appreciated your call last week. It was most unexpected and caught me off guard, so I apologize if I bumbled around too much. The very fact that you remembered me means a lot.

I have given the opportunity to come to Waskom much thought this weekend. In fact, I was down at Rayburn catching more fish than I've caught in a long, long time, and I couldn't even enjoy it-I was thinking about Waskom!

Enclosed you will find my application materials. I have put them together hurriedly, so if I missed something, I'll be glad to send it along.

As I told you last week, I love what I'm doing now, but working with these other principals has really cemented my desire to be a principal myself. I have learned much about working with people, with kids at all levels, about the small school environment, and about the programs that make schools run. Because of these experiences, I will be a much better principal next year than I would have been this year.

I am very, very excited about this opportunity, and I look forward to hearing from you soon.

Regards,

Dr. Scott Bailey

Instructional Facilitator

Ore City ISD

903-968-3300 x274

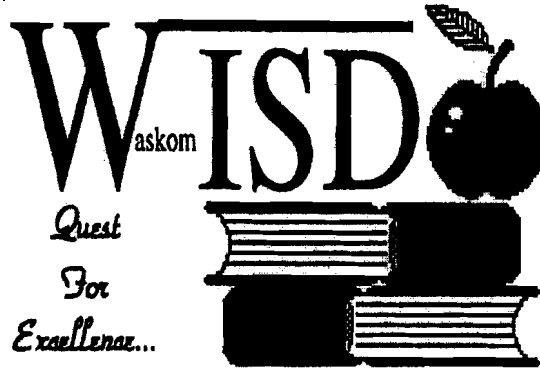
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WASKOM ISD IS AN EQUAL OPPORTUNITY EMPLOYER.

We consider applicants for all positions without regard to race, color, national origin, age, religion, sex, marital or veteran status the presence of a non-job-related medical condition or handicap, or any other legal protected status.

**Application of**

Scott Bailey<sup>1</sup>

name

466 Vanderslice Rd, Longview, TX 75602<sup>2</sup>

address

Instructional Facilitator, OCISD<sup>3</sup>

present position

**for**

Middle School Principal<sup>4</sup>

new position

indicate preference in grade/s or subject/s

2/20/2010<sup>5</sup>

date

signature

**WASKOM INDEPENDENT SCHOOL DISTRICT**

**SCHOOL AVENUE, BOX 748  
WASKOM, TX. 75692  
(903) 687-3361**

Date of Application: 2/21/2010<sup>2</sup> Social Security No. 453495507<sup>1</sup>

Full Name: Bryan Scott Bailey<sup>3</sup>

Present address: 466 Vanderslice Rd<sup>5</sup> Telephone No. 903-452-4772<sup>4</sup>

Longview, TX<sup>6</sup>

Zip Code. 75602<sup>7</sup>

Permanent address: same as above<sup>8</sup> Telephone No. \_\_\_\_\_

Zip Code \_\_\_\_\_

Position for which you are applying: Middle School Principal<sup>9</sup>

Credentials included with application:

- ☒ Resume
- ☐ All teaching and professional certificates
- ☐ All transcripts showing degrees

Date available: negotiable

Former Waskom ISD Employee: yes \_\_\_\_\_ no x

If yes, give dates of employment: \_\_\_\_\_

Are you aware of any reasons you would not be able to perform the duties of the position for which you are applying? yes \_\_\_\_\_ no x If yes, please explain: \_\_\_\_\_

Do you have a relative who is a member of the Waskom ISD Board of Education?

yes \_\_\_\_\_ no x

If yes, please give the name of relative and relationship: \_\_\_\_\_

Have you ever been convicted of a felony or offense involving moral turpitude (including, but not limited to, theft, attempted theft, rape, murder, swindling, and indecency with a minor) and/or received probation or deferred adjudication? yes \_\_\_\_\_ no x

If yes, please explain: \_\_\_\_\_

## Type of certification held now

- ☐ None  
☒ 1 Valid Texas  
☐ Valid other state \_\_\_\_\_  
☐ Emergency (Texas)  
☐ Texas one year certificate: Expiration date \_\_\_\_\_  
☐ Texas temporary administrative: Expiration date: \_\_\_\_\_

### Areas of specialization

- |                                       |                                |                          |                             |                          |                      |
|---------------------------------------|--------------------------------|--------------------------|-----------------------------|--------------------------|----------------------|
| <input type="checkbox"/> 2            | Administrator                  | <input type="checkbox"/> | All level art               | <input type="checkbox"/> | Vocational (specify) |
| <input type="checkbox"/>              | Superintendent                 | <input type="checkbox"/> | All level health and PE     |                          |                      |
| <input type="checkbox"/>              | Principal                      | <input type="checkbox"/> | All level music             | <input type="checkbox"/> | Nurse                |
| <input checked="" type="checkbox"/> 3 | Mid-management admin.          | <input type="checkbox"/> | Librarian                   | <input type="checkbox"/> | Visiting Teacher     |
| <input type="checkbox"/>              | Elementary                     | <input type="checkbox"/> | Counselor                   | <input type="checkbox"/> | Supervisor           |
| <input type="checkbox"/>              | Elementary and kindergarten    | <input type="checkbox"/> | Special Education (specify) |                          | Others (specify)     |
| <input type="checkbox"/>              | Secondary (junior/senior high) |                          |                             |                          |                      |

# TECHNICAL EXPERTISE

**List teaching experience beginning with most recent years.**

Name of School and Location	Type of Assignment	Dates Taught	Reason for Leaving
Ore City ISD <sup>6</sup>	Instr Fac <sup>5</sup>	200 <sup>4</sup> -2010 <sup>8</sup>	current <sup>7</sup>
Hallsville ISD	Asst Prin	2005-2009 <sup>9</sup>	move to OC
Hallsville ISD	science teach	1996-2005	move to AP

Total creditable years 14 (Full time teaching in college, public school, or in an accredited private school is creditable.)

## Education/Training

**Schools Attended:** List all applicable information.

Name of School and Location	Course of Study Major/Minor Fields	Diploma, Degree or Certificate	Year Graduated
Stephen F. Austin	Ed. Leader	Ed.D.	2007
Stephen F. Austin	Ed. Leader	M.Ed.	2000
Baylor Univ.	chemsitry	B.A.	1996

## References

Please list references, including especially superintendents and principals under whom you have taught, who have first hand knowledge of your character, personality, scholarship and teaching ability.

NAME	ADDRESS	PHONE	OFFICIAL POSITION
Lynn Heflin <sup>5</sup>	PO Box 100 <sup>3</sup> Ore City 75683 <sup>7</sup>	903-968-3300 <sup>4</sup>	Superintendent <sup>1</sup> OCISD <sup>6</sup>
Ray Deason	PO Box 100 <sup>9</sup> Ore City 75683	903-968-3300	Curriculum Director <sup>8</sup> OCISD
Greg Wright	PO Box 810 Hallsville 75650	903-668-5990	Superintendent, Hallsville, ISD

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## Verification

I hereby affirm that all information provided in this application is true and accurate to the best of my knowledge, and understand that any deliberate falsifications, misrepresentations, or omissions of fact may be grounds for rejection of my application or dismissal from subsequent employment.

I authorize the references listed above to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing same to you.

I understand that the district is required by Texas Education Code #21.917 to obtain criminal history record information on applicants for employment.

Furthermore, this application becomes the property of the district which reserves the right to accept or reject it. This application shall be considered active for a period of time not to exceed one year. Any applicant wishing to be considered for employment beyond this time period must reapply to extend or renew the application.

Scott Bailey

\_\_\_\_\_  
Signature of Applicant

2/21/2010

\_\_\_\_\_  
Date