

# CURRICULUM VITAE

**B. SCOTT BAILEY**  
PRINCIPAL  
WASKOM MIDDLE SCHOOL  
PO BOX 748  
WASKOM, TX 75692  
PHONE: (903)-452-4772 EMAIL: SBAILEY@WASKOMISD.NET

## EDUCATION

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**Stephen F. Austin State University**

Ed.D., Educational Leadership, May 2007

Dissertation: *Evaluating the Impact of Course-Taking on the Standardized Test Performance of Science Students in Texas*

**Stephen F. Austin State University**

M.Ed., Educational Leadership, May 2002

**Baylor University**

B.A., Chemistry/History, May 1996

## PROFESSIONAL POSITIONS and ACCOMPLISHMENTS

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*Principal, Waskom Middle School*

*May 2010 – Present*

- Developed and implemented a curriculum monitoring process, based on six weeks tests, teacher-maintained data notebooks, and regular teacher interviews to focus on interventions
- Implemented process for teachers to regularly observe other teachers;
- Changed schedule from 8 period to 6 period day to increase instructional time in core classes;
- Designed positive behavior system for students, resulting in decreased discipline referrals, including 15% drop for in-school suspensions and 93% drop in DAEP placements;
- Increased TAKS scores in all subjects for all accountability groups (avg 8 point increase)
- Increased attendance rate from 93.7% to 97.4%;
- Encouraged campus-wide participation in UIL academics, with half of all students competing;
- Designed and implemented peer mediation program;
- Designed and implemented a student/teacher mentoring program for at-risk students;
- Coached UIL math and number sense teams.

***Instructional Facilitator/Asst. Curriculum Director, Ore City ISD***

***May 2009-May 2010***

- 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 design student interventions;
- Collaborated with principals to develop a set of “academic automatics” to implement on campuses. 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 plan 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;
- 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 center;
- Served as district textbook coordinator.

***Assistant Principal, Hallsville High School***

***August 2005 – May 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;
- 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;

***Teacher, Hallsville High School***

***August 1996 – August 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;
- Served as ARD administrator for the campus;
- Developed master schedule for campus each summer.

## CERTIFICATIONS

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- 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

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- CSCOPE State Conference, 2009, 2010, 2011
- State Assessment Conference, 2009, 2010, 2011
- S.P.O.T. a Leader, John Crain, Instructional Coaching, 8 days at ESC 7, 2009
- School Support Team Training (AYP), 2009, 2011
- 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, 2005-2011
- Special Education Legal Update, 2005-2011
- TAKS Coordinator Training, 2004-2007, 2009
- Education Law for Principals, 2004, 2007-2008, 2010
- Implementing Senior Projects, 2003

## PUBLICATIONS

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### ARTICLES

Bailey, S. (2010). Thomas B. Greenfield: A challenging perspective of organizations. *Scholar-Practitioner Quarterly: A Journal for the Scholar-Practitioner Leader*, 4(1). 65-78.

Bailey, S. (2005, Spring). Influencing positive organizational results. *Research Conversations for the Scholar-Practitioner*. 2.

### MANUSCRIPT REVIEWS

*Leveraging Differences in Conversations About Education*. (2012). Corwin Press.  
*The Data Toolkit: 10 Practical Tools for Increasing Data Fluency*. (2011). Corwin Press.  
*Fail it Forward*. (2011). Corwin Press.  
*Multi-Dimensional Education: Your System for Data-Driven*. (2010). Corwin Press.  
*Acing the School Administrator Interview*. (2010). Corwin Press.  
*Leading Learning for ELLS*. (2009). Corwin Press.  
*How Good is Your Child's School...And What Can You Do About It?* (1999). McMillan.

## PRESENTATIONS

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- Bailey, S. (2011, September). *The C.I.A. Notebook: Systematically monitoring curricular, instructional, and assessment processes*. Staff development presented at ESC Region 12 curriculum leadership cooperative, Waco, TX.
- Bailey, S. (2011, August). *The C.I.A. Notebook: One approach to systematically monitoring the effectiveness of the instructional program*. Presented at the CSCOPE State Conference, San Antonio, TX.
- Bailey, S., Rogers, P., & Fad, K. (2007, June). *Response to intervention: Individualized approaches for secondary students*. Presented at the TASSP Summer Workshop, Austin, TX.
- Bailey, S., Mooney, D., & Wallis, T. (2005). *How area schools are addressing the achievement gap for economically disadvantaged students*. Paper presented at the American Educational Research Association National Conference, New Orleans, LA.
- Bailey, S. (2002). *Coronation: Honoring students and raising money without risk*. Texas Association of Student Councils State Sponsor Workshop, Austin, TX.

## RESEARCH INTERESTS

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- Instructional leadership and its practical application
- Leveraging accountability measures to improve student performance
- Individualized approaches for secondary students
- Social justice and its practical application

## GRANTS

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- Bailey, S. (2010). Beginning Teacher Induction and Mentoring Grant for Math and Science Teachers. Through Region 7 ESC on behalf of Waskom ISD. \$3000.

## **COURSES TAUGHT**

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*Stephen F. Austin State University*

Spring 2012

- SED 521: Introduction to Learning Theory and Pedagogy
- SED 522: Curriculum, Instruction, and Assessment

Fall 2011

- SED 521: Introduction to Learning Theory and Pedagogy
- SED 522: Curriculum, Instruction, and Assessment

Spring 2010

- AED 547: Foundations of Curriculum

Fall 2009

- AED 592: Practical Inquiry and Action Research II

Summer I 2009

- AED 592: Practical Inquiry and Action Research II

Spring 2009

- AED 591: Practical Inquiry and Action Research I

Fall 2008

- SED 522: Curriculum, Instruction, and Assessment

Summer I 2008

- AED 592: Practical Inquiry and Action Research II

Spring 2008

- SED 521: Introduction to Learning Theory and Pedagogy

Fall 2007

- AED 501: Introduction to Educational Leadership
- SED 521: Introduction to Learning Theory and Pedagogy

Summer II 2007

- SED 521: Introduction to Learning Theory and Pedagogy

Summer I 2007

- AED 592: Practical Inquiry and Action Research II
- SED 521: Introduction to Learning Theory and Pedagogy

Fall 2006

- SED 525: Classroom Management

Summer II 2006

- SED 522: Curriculum, Instruction, and Assessment

Summer I 2006

- SED 522: Curriculum, Instruction, and Assessment

## REFERENCES

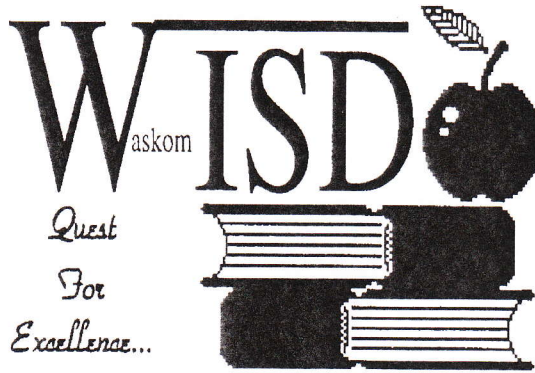
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**Jimmy E. Cox**  
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PO Box 748  
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**Dr. Brian Morris**  
Executive Director of Operations  
Hallsville ISD  
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**Mr. Lynn Heflin**  
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Ore City ISD  
100 Rebel Rd.  
Ore City, TX 75683  
903-968-3300  
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**Dr. Betty Alford**  
Chair  
Department of Secondary Education  
Stephen F. Austin State University  
PO Box 13018-SFA Station  
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[alfordb@sfasu.edu](mailto:alfordb@sfasu.edu)



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  
name

466 Vanderville, Longview TX 75602  
address

Principal, Waskom Middle School  
present position

for

Principal, Waskom High School  
new position

\_\_\_\_\_ indicate preference in grade/s or subject/s

6/5/12 \_\_\_\_\_  
date signature

**WASKOM INDEPENDENT SCHOOL DISTRICT**

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

Date of Application: 6/5/12 Social Security No. 403-49-0537

Full Name: Bryan Scott Bailey

Present address: 466 Vandorlie Rd Telephone No. 903-452-4772

Longview TX Zip Code. 75602

Permanent address: \_\_\_\_\_ Telephone No. \_\_\_\_\_

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

Position for which you are applying: Principal High School

Credentials included with application:

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

Date available: immediately

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

If yes, give dates of employment: May 2010 - present

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

\_\_\_\_\_  
\_\_\_\_\_

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

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

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

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

\_\_\_\_\_  
\_\_\_\_\_



C E R T I F I C A T I O N

Type of certification held now

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

Areas of specialization

- Administrator
- Superintendent
- Principal
- Mid-management admin.
- Elementary
- Elementary and kindergarten
- Secondary (junior/senior high)
- All level art
- All level health and PE
- All level music
- Librarian
- Counselor
- Special Education (specify) \_\_\_\_\_
- Vocational (specify) \_\_\_\_\_
- Nurse
- Visiting Teacher
- Supervisor
- Others (specify) \_\_\_\_\_

T E A C H I N G E X P E R I E N C E

List teaching experience beginning with most recent years.

Name of School and Location	Type of Assignment	Dates Taught	Reason for Leaving
Waskom Middle	Principal	2010 - 2012	
Ore City	Instructional	2009 - 2010	Move to Waskom
Hillsville High School	Asst. Prin. <sup>Teacher</sup>	2005 - 2009	central office @ OC
Hillsville High School	Science teacher	1996 - 2005	promotion to AP

Total creditable years 15 (Full time teaching in college, public school, or in an accredited private school is creditable.)

S C H O O L S A T T E N D E D

Schools Attended: List all applicable information.

Name of School and Location	Course of Study Major/Minor Fields	Diploma, Degree or Certificate	Year Graduated
SFA	Ed Leadership	E.L.D.	2007
SFA	Ed Leadership	M.Ed.	2002
Baylor	Chemistry/History	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
Brian Morris	Po Box 810 Hallsville, TX 75862	903-468-5550	Executive Director of Operations
Lynna Heffner	100 Rebel Rd Orcutt, TX 75863	903-968-3300	Superintendent
Betty Alford	Po Box 13017 Newcastle, TX 75962	903-468-1891	Chair, Dept of Secondary Ed

### 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.

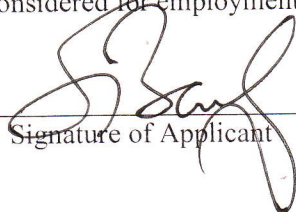
I authorize the references listed above to give you any and all information concerning my previous employment and any pertinent information they may have, personal or otherwise, and release all parties from all liability for any damage that may result from furnishing same to you.

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.

Signature of Applicant

Date



6/5/12