



ANNUAL EVALUATION REPORT – TENURE-TRACK FACULTY

EVALUATION PERIOD JANUARY 1, 2024 THRU DECEMBER 31, 2024

Revised January 18, 2018

Name: Teresa J. Farler Tenure Year: 4 PIN: R01558
Department: Educational Leadership FTE Percentage: 100
Present Rank: Full ☐ Associate ☐ Assistant ☒ Department Head: ☐ FTE Percentage: _____
Teaching Faculty ☒ Non-Teaching Faculty ☐ (Supplementary Review Attached) _____

This annual evaluation covers the previous calendar year. The evaluator's remarks must address any changes in performance in each area since the last annual evaluation. The remarks should address the individual's progress toward tenure and/or promotion to the next rank, where applicable.

1. Weighted Percentage: 40

TEACHING/POSITION EFFECTIVENESS (or performance of assigned duties for non-teaching faculty)

NOTE: For instructional faculty, evaluations "shall include an assessment of teaching evaluations completed by their students, but may not be limited to said student evaluations."

CHECK ONE: Does Not Meet Expectations (1) ☐ Partially Meets Expectations (2) ☐ Meets Expectations (3) ☐
Exceeds Expectations (4) ☐ Significantly Exceeds Expectations (5) ☒

REMARKS REQUIRED: 1. PEER OBSERVATION: Conducted a peer observation in Dr. Nauyokas' EDAD 611 (Region 10 cohort) 0/12/24. I observed Dr. Nauyokas provide feedback to students in the supt practicum course regarding Observation #2. Dr. Nauyokas then provided specific information for the third formal observation/final observation. Students worked in small groups to select and outline their leadership activity for the third observation. As a followup, Dr. Nauyokas and I worked together to improve the formal observation experiences for the students and the use of the TK10 practicum binder for Superintendent students. (1 pt.)

2. UNIVERSITY TRAINING: Attended CPED trainings/book studies with Ed Leadership faculty -various faculty meetings in summer/fall 2024. Also attended a COEHS meeting to discuss dissertations using the CPED model - 8/14/24. Dr. Lucy Pickering led the discussion. Attended two CPED zoom discussions 1) Improvement Science and the EdD Town Hall Meeting 9/10/2024 and 2024 CPED Convening in October 2024. (1pt)

3. DEPARTMENT INSERVICE/FACULTY TRAINING: Participated in the Ed Leadership Fall Retreat at Dallas campus (8750). Worked with faculty team to prepare the CPED presentation for the CPED Convening in October 2024. (1 pt.)

4. INSTRUCTIONAL OUTCOMES ASSESSMENT: Used student evaluations to improve courses - specifically EDAD 627 (School Finance) Region 10 cohort and the Practicum EAD 611 for the Region 10 Cohort. As a result, I will teach both EDAD 628 and EDAD 611 (yearlong practicum course) to build consistency and add depth in the practicum experience for the Region 10 Supt program. (1 pt.)

5. COURSE REVISION: Revised EDAD 611 The Supt Practicum (Region 10) to incorporate the informal observations and add depth to the activities in the practicum experience. use of TK20. The updates include the new informal observations required for the practicum and alignment with the courses EDAD 620 (spring) and EDAD 651 (fall). EDAD 611 (for Region 10) now includes a specific practicum proposal so students have a guide to direct their activities for the yearlong practicum. (1 pt.)

6. OTHER: Conducted a Superintendent Panel for the Region 10 Supt Cohort (10/23/24) Dr. Thomas O'Neal (Sherman ISD), Dr. Wendy Eldredge (Carrollton Farmers Branch ISD) and Dr. James Ponce (Can Academy Charter Schools) and Steve Goodman (Tom Bean ISD). Conducted a Board Member Panel (first) for Region 10 Supt Cohort students. Wylie ISD Trustees Bill Howard and Mike Williams led the panel discussion on 9/18/2024. We (Supt Certification faculty) continue with a 100% passing rate with students who complete the Superintendent Certification program (both online and Region 10 Cohort) (1 pt.)

7. OTHER - Increased the Lynn and Alene Turner Scholarship to \$3,500 each year and the Gallagher/WRA Scholarship to \$22,000 per year. This is at total of \$25,500 available to Region 10 Supt certification students. In addition, WRA is sponsoring the Leadership Engagement activity (2/12/25) for Superintendents, Central Office

EMPLOYEE'S INITIALS TJF EVALUATOR'S INITIALS MLA

Admin, and Region 10 Supt Certification graduates and current students. (1 pt.)

7 total pts

Attached: Course evaluation reports for Spring 2024 and Summer 2024

Overview:

1. Spring 2024 Course Evaluation Data:

EDAD 627- School Finance (Supt Cert Course)

18% Response Ratio

Instructor Rating Average – 4.90 (Dept. 4.57) (College – 4.49)

2. Summer 2024 Course Evaluation Data:

EDAD 641 School District Instructional Leadership: Curriculum (Introductory course for new Doctoral Cohort)

30 Response Ratio

Instructor Rating Average – 4.93 (Dept. 4.25) (College – 4.53)

3. Fall 2024 Course Evaluation Data:

EDAD 627- School Finance (Supt Cert Course)

47 Response Ratio

Instructor Rating Average – 4.97 (Dept. 4.53) (College – 4.54)

Additional information and detail is provided in the attached document.

Evidence of Learning Outcomes Assessed Yes ☐ No ☐ (ATTACH EVIDENCE)

2. Weighted Percentage: 40

SCHOLARLY RESEARCH AND/OR CREATIVE ACTIVITY

CHECK ONE: Does Not Meet Expectations (1) ☐ Partially Meets Expectations (2) ☐ Meets Expectations (3) ☐
Exceeds Expectations (4) ☐ Significantly Exceeds Expectations (5) ☒

REMARKS REQUIRED:

PEER REVIEWED RESEARCH -

1. Hernandez, M., Farler, T., Villarreal, E., and Arrambide, A., (2025). Principals Leading Learning Communities: Strategies for Improving Student Performance Journal of Texas Women School Executives. 10(1). (1pt)

2. Farler, T., Thompson, R., & Parra, J. (2024). Financing Texas public schools. In J. A. Vornberg, N. Templeton, & G. J. Miller (Eds.), Texas Public School Organization and Administration. (19th ed., pp xx-xx). Kendall Hunt. (1 pt)

PRESENTATIONS:

1. Arrambide, M., Ballenger, J., Beaty, D., Farler, T., Parra, J., Ross, S., Villarreal, E. (2024, October, 17). Shades of Change and a Horizon of Hope: How One Department Embraced Change to More Effectively Offer Students an Authentic Doctoral Experience. [Panel presentation]. Carnegie Project on the Education Doctorate (CPED) 2024 Convening, Honolulu, HI. (1 pt.)

2. Morris, K, Farler, T., Arrambide, A., & Villareal, E. (2024, February 14). Teachers' Perceptions of Shared Decision-Making and Organizational Citizenship Behavior as Relates to Teacher Retention. Southwest Educational Research. Association (SERA) 47th Annual Conference, Arlington, Texas.(1 pt)

GRANTS:

1. Corporate Scholarship for the Region 10 Superintendent Certification Program - Three year agreement -2024 - 2026 at \$22,000 per year - total \$66,000 (1 pt)

2. Dr. Lynn and Alene Turner Scholarship increased form \$1000 per year to \$3,500 per year. (1 pt)

Total (Met requirement for publication - 6 pts)

3. Weighted Percentage: 20

SERVICE/COMMUNITY ENGAGEMENT (System, University, College/School, Department/Unit, Professional, Community)

CHECK ONE: Does Not Meet Expectations (1) ☐ Partially Meets Expectations (2) ☐ Meets Expectations (3) ☐

EMPLOYEE'S INITIALS _TJF_ EVALUATOR'S INITIALS *MA*

Exceeds Expectations (4) ☐ Significantly Exceeds Expectations (5) ☒**REMARKS REQUIRED:**

Service to Profession: (2 units)

1. Reviewer -
- SERA Annual Meeting (2/14/24) conference presentations
- ICPEL - Mentoring and Tutoring Journal (5 articles in 2024)
- TCPEA Roundtable (1/29/24)
- School Leadership Review (4 articles reviewed)

Service to the University: (4 units)

1. Serves on the University Hearing Board
2. Serves on the Doctoral Coordinators Meeting with the Graduate School
3. Member of the Search Committee Lead for Department Head for Curriculum and Instruction (10/1/2024 - 12/18/24)
4. Member - Educational Leadership Collaboration CoP

Service to the Department - (5 units)

1. Liaison to Region 10 for the Superintendent Certification program - In addition, I Recruit, enroll, and provide Supt certification information to students. Provide information and opportunities for Region 10 to partner with TAMUC in the Educational Leadership department and the Curriculum and Instruction Department.
2. Course lead for EDAD 641 and EDAD 627
3. Coordinator for the Ed Leadership Doctoral Program and the Superintendent Certification program
4. Serve on the Superintendent Certification team (hold two meetings per year for EDAD doctoral students for program information, review and score applications for the Superintendent Certification program, and work with the Certification team for updates and completion of the Superintendent certification requirements)
5. Assist with the School Leadership Alliance activities. This is a group of superintendents who meet four times per year to make recommendations for the superintendent certification program. The School Leadership Alliance also help design and host the School Board Member training in each May in partnership with TAMUC and TASB (Texas Association of School Boards)

Total -11 units of Service

- 4. EVALUATION OF PROGRESS TOWARD TENURE:** For tenure track faculty, the department chair shall meet with the tenured faculty and thereafter incorporate in the chair's annual evaluation the sense of the tenured faculty on the progress of the candidate towards tenure and promotion. A summary of the tenured faculty's comments, if any, should be included in this evaluation.

CHECK ONE: Does Not Meet Expectations (1) ☐ Partially Meets Expectations (2) ☐ Meets Expectations (3) ☐CHECK ONE: Exceeds Expectations (4) ☐ Significantly Exceeds Expectations (5) ☒**REMARKS REQUIRED:**

Dr. Farler significantly exceeds expectation in all 3 areas of Teaching, Research and Service. She is an asset to the Department of Educational Leadership, and the university at large. Course evaluations were reviewed and are among the highest in the department. Dr. Farler's current performance indicates she is on track for promotion and tenure.

EMPLOYEE'S INITIALS ___ TJF ___ EVALUATOR'S INITIALS MA

5. LIST GOALS, OBJECTIVES, AND WEIGHTED PERCENTAGES TO BE COMPLETED IN THE NEXT YEAR.

REMARKS REQUIRED:	Plan for 2025 - Specifically focus on publications (at least 2 by July 1, 2025) for tenure review
Teaching	40%
RSCA	30%
Service	30%

*** If any section is rated "Unsatisfactory":** "A proposed remedial course of action and a reasonable time limit must be added to the evaluation for mutual collegial benefit, and be undertaken during the period before the next evaluation."

EVALUATOR: I have prepared this "Annual Evaluation Report" and reviewed it with the employee:

Melissa Arrambide

Date: 1/14/2025

Evaluator's Signature

Type/Print Name: Dr. Melissa Arrambide

Title: Department Head

EMPLOYEE: I have read and reviewed the foregoing evaluation. It is my understanding that I may attach comments, if there is a disagreement with the evaluation.

Laura J. Fuku

Date: 01/14/2025

Employee's Signature

DEAN:

- ☐ I concur with the Evaluator's assessment.
- ☐ I disagree with the Evaluator's assessment. *My reasons are attached.*
- ☐ N/A – The Dean is the Evaluator.

Date: _____

Dean's Signature

Type/Print Name: _____

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS:

- ☐ I concur with the Dean's assessment.
- ☐ I disagree with the Dean's assessment. *My reasons are attached.*

Date: _____

Provost's Signature

Type/Print Name: _____