

Dr. Joseph C. Ferguson

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A passionate servant leader with a growth mindset who is a natural-born leader, teacher, facilitator, innovator, collaborator, and energetic public speaker. Research and practicum experiences, innovation, versatility, and superb communication drive me as a dedicated team member. I have a proven track record of consistent career improvements. Furthermore, my educational, teaching, and equity philosophies encompass and empower all stakeholders, fostering a positive, inclusive, productive, and collaborative culture, as well as maintaining an exceptional environment conducive to learning, self-growth, and student success.

Educational Background

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| <u>Doctorate</u> | Lamar University, Beaumont, TX Doctor of Educational Leadership and Policy Studies |
| <u>Graduate</u> | Lamar University, Beaumont, TX Masters of Education in Educational Administration, Instructional Technology |
| <u>Undergraduate</u> | Baylor University, Waco, TX Bachelor of Science in Education Major: Composite Social Studies |
| <u>Superintendent Certification</u> | Lamar University, Beaumont, TX Superintendent Certification |
| <u>Google Certification</u> | Google Inc. Certified Training Program |

Licenses and Certifications

- ✓ Texas Educators Certificate: Superintendent - (6/11/2019 - 8/31/2024)
 - ✓ Texas Educators Certificate: EC-12 Principal - (11/1/2012 - 8/31/2024)
 - ✓ Texas Educators Certificate: Composite Social Studies, 8-12 - (2/1/2006 - 8/31/2024)
 - ✓ Google Certified Trainer - Renew Yearly
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Employment Experiences

College Teaching Experience

Spring 2023 - Present

Adjunct Professor - Austin Community College

Spring 2023 - Present

Classes taught: EDUC 1300 Learning Frameworks (16 week and 8 Week)

- Developed and taught courses on learning theories, cognitive improvement, skill development, transformational thinking, and various motivations for personal success.
- Utilized various best practice learning methods, including but not limited to various lecture practices, group discussion provocations, cooperative learning, experiential learning, exploratory learning, and scenario-based learning.
- Assessed student learning and understanding through written assignments, projects, collaborative projects, discussions, and oral presentations, increasing student growth and self-efficacy.
- Provided individualized feedback and guidance to students to help them improve their learning strategies and performance.
- Facilitated student thought and self-analysis of current learning skills, practices, and needs assessment, helping them to identify their goals, current skill-set, strengths, and weaknesses as strategic learners, setting personal goals of improvement for each to increase self-confidence, intrinsic motivation, and overall success.

- Utilized theoretical models of strategic learning, cognition, and motivation to teach students college-level student academic strategies, which increased higher-order thinking and problem-solving skills for students.
- Created and implemented a comprehensive curriculum that incorporated the latest research in the field of learning and cognition.
- Developed and incorporated activities involving higher-order learning, higher-order thinking, multi-tiered learning, interpersonal development projects, career-driven research, personal and college skill building, and group discussions into course curriculum.
- Developed and implemented supplemental course materials such as interactive handouts, professor videos, research quests, discussion topics, discussion questions, and slide decks to further enhance student learning and understanding of tasks and learning outcomes.
- Assisted students in developing their academic and professional goals and provided guidance on how to achieve them.
- Facilitated student success with ongoing support and mentoring through regular meetings with students to assess their progress, as well as provide feedback.
- Designed and Developed a course through the Online Course Redesign Academy (OCRA).
- Served on the Student Development Task Force with ACC.

Adjunct Professor, McLennan Community College

Fall 2023 - Present

Classes taught: INRW 0302 Integrated Reading and Writing (16 week)

- Enhanced students' ability to understand complex texts across various subjects.
- Developed students' writing proficiency, enabling them to articulate ideas clearly and persuasively.
- Fostered critical thinking skills by having them analyze and evaluate arguments and evidence within written materials.
- Taught students to conduct research effectively, locate credible sources, and integrate them into their writing.
- Ensured students had a strong grasp of grammar, punctuation, and language conventions.
- Equipped students with the ability to express themselves effectively in writing and verbally.
- Trained students on the art of essay writing, including structuring essays logically and coherently.
- Enabled students to write analytically, dissecting complex topics and providing well-reasoned arguments.
- Taught students the importance of revising and editing their work for clarity and accuracy.
- Boosted students' self-confidence in their reading and writing abilities, preparing them for success in future courses and careers.

Adjunct Professor, Dallas College

Fall 2023 - Present

Classes taught: EDUC 1301 Intro to Teaching Profession, EDUC 2301 Intro to Special Populations, EDUC 1300 Learning Frameworks (8 Week)

- Ensured students had a deep understanding of the fundamental principles of teaching, including pedagogical theories and classroom management techniques.
- Improved students' communication skills, both verbal and written, as effective communication is vital in the classroom.
- Promoted cultural competence and awareness among students, enabling them to create inclusive and diverse learning environments.
- Provided opportunities for students to observe experienced teachers in action, helping them gain practical insights into teaching methods.
- Developed the ability to create comprehensive and engaging lesson plans tailored to the needs of diverse student populations.
- Taught students how to design and implement effective assessment strategies to evaluate student learning and adjust teaching methods accordingly.
- Equipped students with strategies for teaching students with diverse needs and abilities, fostering an inclusive classroom environment.
- Enabled students to understand and work with Individualized Education Plans for students with special needs.
- Provided effective behavior management techniques, ensuring a positive and conducive learning environment for all students.
- Encouraged collaboration between future teachers and special education specialists to benefit students with special needs.
- Empowered students to advocate for the rights and needs of students with disabilities within the educational system.
- Taught students how to adapt assessments to accommodate the unique needs of students with disabilities while maintaining learning objectives.

Adjunct Professor, Walden University

Fall 2023 - Present

Classes taught: EDUC 6640 Designing Curriculum, Instruction, and Assessment

- Taught graduate students how to develop appropriate learning objectives and outcomes for standards-based learning experiences.
- Facilitated discussions and exercises on integrating research-based teaching practices and technology for data-driven instruction.
- Guided students in understanding and applying differentiated instruction techniques to meet diverse student needs.
- Encouraged the use of digital tools and technologies to support varied learning preferences and abilities.
- Instructed on the design process for creating effective and engaging learning experiences.
- Demonstrated the importance of data-driven decisions in the instructional design phase.
- Introduced graduate students to contemporary instructional models suitable for digital-age learners.
- Emphasized the application of research-based teaching methods within these models.
- Trained students to assess content and learning materials for alignment with learning objectives and standards.
- Showed how to use data to inform content selection and adaptation.

- Educated students on designing assessments that accommodate diverse learners.
- Showcased the role of data in tailoring assessments to individual student needs.
- Equipped students with research-based teaching practices and strategies.
- Encouraged the use of technology and data-driven decisions to implement effective teaching methods.
- Provided a comprehensive overview of the course content and its practical application in the field.
- Encouraged graduate students to reflect on their learning and adapt instructional practices based on data-driven decisions.

University Supervisor, Tarleton State University

Fall 2023 - Present

- Taught and guided interns on mastering classroom management techniques and maintaining an organized and conducive learning environment.
- Modeled, guided, and diversified all interns' abilities to develop a plan and deliver effective lessons aligned with curriculum standards and student needs.
- Facilitated and guided intern learning on how to differentiate instruction to meet the diverse learning needs of students, including those with special needs or English language learners.
- Mentored and fostered interns' growth to become proficient in assessing student progress and providing constructive feedback to promote growth.
- Created opportunities and suggestions for interns to collaborate with other educators, parents, and support staff to create a well-rounded student educational experience.
- Coached interns to a point to where they could demonstrate adaptability and problem-solving skills to address unexpected challenges in the classroom.
- Fostered interns' abilities to engage in reflective practice, continuously assessing and improving their teaching methods.
- Guided interns toward developing cultural competence, valuing diversity, and fostering an inclusive classroom environment.
- Reinforced the expectation that interns exhibit professionalism in their interactions with students, colleagues, and parents.
- Discussed and reinforced ethical standards, teaching them to uphold ethical standards in education, ensuring fairness, honesty, and integrity.
- Encouraged and demonstrated ways to integrate technology effectively into their teaching to enhance student learning.
- Helped interns refine their communication skills, both written and verbal, to convey ideas clearly and professionally.
- Guided interns' leadership and advocacy skills cultivated leadership skills and the ability to advocate for students' needs within the educational system.
- Asked many thought-provoking questions to engage interns in self-evaluation, goal-setting, and fostered continuous professional growth.

Research Consultant - Owner - Part-Time

Fall 2021 - Current

- Helped develop and design outlines and templates for college students (undergrad, grad, doctoral), researchers, educational institutions, and other agencies to guide and narrow their research practices and focus.
- Narrowed focus of topic for individuals needing help or guidance on their topic of passion for research by dissecting their current ideas so we can explore their topic in more detail, better determining a specific direction of the paper.
- Worked through the development of research questions coinciding with research topics.
- Searched for reliable published and credible research sources and studies for individuals to help conduct their research.
- Edited and proofread sections, as well as whole research papers of approximately 73 clients.
- Conducted plagiarism analysis to ensure the reliability and legality of sources to ensure the validity of the information, making the research paper credible due to its validity of source arguments, as well as ensuring true scholarly writing.
- Coached over 45 clients on talking points for various research presentations, including but not limited to Thesis Defense, Dissertation Defense, conferences, and workshops, increasing their solid social presence, performance, and self-confidence in front of their audience.
- Facilitated research collaboration between clients working together jointly to increase understanding, cohesion, and efficiency
- Helped develop foundational research questions, ensuring they aligned with the research topic.
- Guided clients on quantitative and qualitative risk analysis, determining the best method for their research topic.
- Disaggregated analytical data with clients to help them better understand trends and outcomes.
- Depending on the outcome of the data, clients would be advised on what alterations need to be made to help get the data they are looking for, but making sure not to skew the data.

Educational Consultant - Owner - Part-Time

Spring 2020 - Current

- Led, collaborated, designed, and built virtual learning systems and structures not just to increase best-learning practices for 21st-century learning, but also to help make learning more accessible.
- Shadowed and mentored administrators (Superintendents, Asst. Superintendents, Principals, Asst. Principals), coaching them on best leadership practices.
- Fully evaluated special programs, ensuring alignment and compliance, which helped identify students who needed to be identified, as well as ensuring the district was meeting all special program laws.
- Developed curriculum rollouts and surveys to improve efficiency for all stakeholders, which created constructive feedback and buy-in.

- Audited graduation plans and developed MOUs for districts.
- Consulted with districts on hiring and evaluated current practices.
- Disaggregated data and facilitated collaborative discussions.
- Analyzed current district and school-level policies and practices, recommending an altered version representing best classroom pedagogy practices with a student-centered focus.
- Researched legality issues and looked for efficiency issues.
- Trained and mentored staff on best instructional practices.
- Analyzed current at-risk data and plans, recommending and reconfiguring plans to increase at-risk success rates.
- Collaborated with districts on creating a successful inclusion program.
- Created and developed a new CTE program and pathways, while also conducting CTE coaching sessions.
- Created the nation's leading program in attendance, engagement, funding, and teachers using PBL.
- Guest speaker at national meetings for districts and centers about best practices.
- Created and facilitated professional development for administrators and teachers.
- Conducted weekly walkthroughs and coached on Tier 1, 2, and 3 instruction.

Principal

Summer 2017 - Summer 2020

Hubbard High School and Middle School, Hubbard ISD

- Developed the virtual platform and trained teachers for the district's transition to virtual learning.
- Negotiated policies and procedures with board members and stakeholders to improve culture and efficacy.
- Developed a district-wide inclusion program to increase learning and engagement.
- Organized and rolled out virtual learning curriculum, protocols, procedures, and methods.
- Trained district personnel and counselors on graduation plans and rates (100%) and created systematic plans for increased motivation.
- Led engaging meetings and presentations to increase understanding of policies, procedures, and best instructional practices.
- Improved district-wide budget and streamlined special education procedures and paperwork.
- Wrote grants and implemented programs to decrease truancy and drop-out rates.
- Developed cross-curricular education programs and improved master schedule for interventions, increasing at-risk passing rates by 550%.
- Increased student volunteer opportunities to foster growth, help the community, and increase positive campus culture.
- Developed cohesive and transparent relationships with all Board Members.
- Developed and increased the use of Professional Learning for teachers to increase student engagement and classroom management.
- Increased technology on campus from 27% to 87% technology-to-student ratio.
- Increased teacher morale and campus culture through celebrations, recognitions, and rewards.
- Increased Texas Success Initiative Assessment (TSI) participation by 700% and Passing Rates by 425%.
- Piloted three successful new pathway courses with no additional funding.
- Trained and mentored District Academic Coordinators, administrators, teachers, and other staff members.
- Member of Executive Leadership Team, leading eight teams over three years.
- Created and maintained Campus Leadership Team to improve campus procedures and culture.

Associate/Assistant Principal

Summer 2013 - Summer 2017

Benold Middle School, Georgetown ISD

Summer 2015 – Summer 2017

- Improved STAAR scores by implementing various intervention programs.
- Increased attendance rates by 9% by utilizing incentive programs.
- Improved classroom best practices through coaching and mentoring.
- Member of the leadership team that developed personalized YAGS (Year-at-a-Glance) and curriculum for the district.
- Decreased discipline referrals by 30% by utilizing intervention and incentive programs, as well as training teachers on classroom management, student engagement, and best practices.
- Improved teacher T-TESS and classroom performance.
- Increased student engagement opportunities campus-wide.
- Created a student leadership/outreach program for students to volunteer and mentor in the community.
- Increased opportunities for Tier 2 and Tier 3 interventions.
- Started a mentor program for at-risk students, increasing their success in classes and graduation rates.
- Increased campus culture by implementing weekly themes to engage teachers and students.
- Helped create and implement the first flipped classroom on campus.
- Improved the campus behavioral unit by increasing counseling, aides, and behavioral interventions.
- Improved Special Education procedures, ensuring all needs and paperwork are within compliance.

G. L. Wiley Opportunity Center and Brook Avenue Elementary, Waco ISD

Summer 2013 – Summer 2015

- Improved STAAR scores by implementing various intervention programs.
- Increased attendance rates by 18% through incentive programs.

- Improved classroom best practices through coaching and mentoring.
- Member of the leadership team that developed personalized YAGS and curriculum.
- Decreased discipline referrals by 30% through intervention and incentive programs.
- Increased student engagement opportunities campus-wide.
- Created a student leadership/outreach program for volunteering and mentoring.
- Improved Special Education procedures to ensure compliance.

Classroom Teacher

Fall 2005 - Summer 2013

University High School, Waco ISD

Fall 2012 – Summer 2013

Classes taught: World Geography & Advanced Placement Human Geography

- World Geography content lead
- Created lessons and plans for three teachers I mentored.
- Continued to implement online courses using Moodle to teach assigned students successfully.
- Trained other teachers to create online courses, as well as classroom implementation.
- Led school-wide testing strategies through professional development.
- Assisted in creating the Master Schedule.
- Safety Committee Team Member

AJ Moore Academy, Waco ISD

Fall 2010 – Spring 2012

Classes taught: World Geography & Advanced Placement Human Geography

- Content Lead
- Created a TAKS (Texas Assessment of Knowledge and Skills) field day.
- Developed an Invisible Children program in school to promote nonviolence in schools, as well as in the community.
- Created and implemented a fully online paperless course using Moodle to teach students who were in the classroom, as well as those who were homebound, for various reasons.

Stony Point 9th Grade Center, Round Rock ISD

Fall 2005 – Spring 2010

Classes taught: World Geography & Pre-AP World Geography

- Content Lead for World Geography
- Created lessons and lesson plans for teachers
- Trained teachers to create courses online, as well as implement them in their classrooms, creating a paperless classroom.
- Assisted in creating the Master Schedule
- District benchmark scores were above other World Geography teachers
- Recognized and awarded by administration and staff as having excellent classroom management.

Publications

Current publications:

Ferguson, J. (2022). *Mastering the Learning Leader: Texas Study of Secondary Education*, 32(1), 16-22.
https://drive.google.com/file/d/1AtUJbDu35JviVKpG86ecqHLqvwG1k0_x/view?usp=share_link

Ferguson, J. (2016). *Effective practices and beliefs of principals in high-performing Title I middle schools in Texas* [Doctoral Dissertation, Lamar University]. ProQuest 978-1-3697-7069-8
https://drive.google.com/file/d/1JGVvGBfm_SRZl9BVq4w51bW2niQeejla/view?usp=share_link

Current topics of research:

Equity and Inclusion in Education

Evolving The Ever Adjusting Personality for Educational Success

Failsafe Classroom Engagement That Works for Future Learners

Low-Socioeconomic High School Student Success with Educational Technology

Presentations

- Ferguson, J. (2023, November 9). *Revolutionizing Distance Education: Master Plan Initiatives and the Power of Personalized Learning*. Distance Education Symposium. Revolutionizing Distance Education, Virtual.
<https://gamma.app/docs/Revolutionizing-Distance-Education-Master-Plan-Initiatives-and-th-o101a9axbz2uskm>
- Ferguson, J. (2022, October 11). *Key Elements to a Successful and Fulfilling Life*. Rotary International, Waco, Texas.
- Ferguson, J. (2021, January 14). *Effective Practice for Student Engagement* - Stride Leadership Conference, Dallas, Texas.
- Ferguson, J. (2020, June 17). *Educational System Law and Campus Alignment*. Stride Leadership Conference, Dallas, Texas
- Ferguson, J. (2019). *Classroom Best Practices*. TCEA Conference. Austin, Texas.
- Ferguson, J. (2018, February 5-9). *GSuite Like A Jedi* [Conference Presentation]. 2018 TCEA Conference, Austin, TX, United States.
https://docs.google.com/presentation/d/18RZ-OAaHJkSEduWKeP_y2ikmKkMG3Oy4QmZR5Oe7GSg/edit?usp=sharing
- Ferguson, J. & Peacock, A. (2018). *Engage Me - Teaching teachers the keys to engaging students in the classroom*. Region 12 Online Webinar Presentation.
- Ferguson, J. (2017). *Student Buy-In - Strategies and Keys to Students Engagement and Success*. TCEA Conference. Austin, Texas.
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Various Trainings and Workshops

Tarleton State University - 2023 - Present

- T-Tess Administrator Training and Certification

Austin Community College Trainings - 2023 - Present

- Quality Matters Certified - Renewal 2026
- Quality Matters - Applying the Quality Matters Rubric
- Grow an Anti-Racist Environment
- Develop a Growth Mindset
- Sustain the Conversation
- Best Practices in Online Teaching
- Unlocking Cava for Education
- The Synchronous Classroom: Teaching Tools and Pedagogy for Online Teaching and Learning
- Improving Readiness: How to Incorporate Student Success and College Readiness Skills into Your Course Design
- There's No Going Back: Teaching in a Post-Pandemic World

Public Education Workshop Hours and State Credits (565) – 2010 – 2021

- Google Certified Trainer - 2018 - Current
 - Career and Technical Association of Texas - 2021
 - Texas School Business Specialists Certification Classes 2019
 - Google Level 1 and Level 2 - 2017 - Current
 - Leadership Academy (Flippin Group) – 2016 - 2017
 - Capturing Kids' Hearts - 2016
 - Administrator GT Training - 2015
 - **ILD** (Instructional Leadership Development) - 2012
 - **TxBess** (Texas Beginning Educator Support System Mentor Training) - 2011
 - **Project CRISS** (Creating Independence Through Student-owned Strategies) - 2011
 - **Online Course Development Certification** – 2011
 - **Online Instructor Certification** - 2010
 - **PBS** (Positive Behavior Support) - 2010
 - **SIM** (Strategic Instructional Model) Unit Model Training - 2009
 - **Capturing Kids' Hearts**- 2008
 - **SIOP** (Sheltered Instruction Observation Protocol) Training- Summer 2007
 - **Peer Mediation Training & Certification**- Summer 2006
 - **Kagan Strategies**- Classroom Engagement – 2006
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Professional Service

- Moderator of Student Groups for Office of Institutional Research and Analytics - 2023
 - Course Conversion to Online Conversion Coordinator and Developer - Hubbard ISD - 2020
 - Instructional Technology Advancement Coordinator and Committee Lead - Hubbard ISD - 2017-2020
 - Superintendent Search Committee - Hubbard ISD - 2019
 - Student Mentor Program - Waco ISD, Georgetown ISD, Hubbard ISD – 2013 - 2020
 - Parent Involvement Committee - Waco ISD, Georgetown ISD – 2014 - 2017
 - Lead Teacher Representative for Instruction and Technology Committee, Waco ISD – 2012-2014
 - Coordinator of Testing Strategist for At-Risk Populations, University High School – 2012-2015
 - University High School Crisis Team Member – 2012- 2015
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Professional Affiliations

- Austin Community College Student Development Task Force - 2023 - Current
- Career and Technical Association of Texas - 2020 - Current
- Texas Association of Secondary School Principals - 2013 - Current
- Texas Association of School Administrators - 2013 - 2020
- Texas Classroom Teacher Association - 2005 - 2012

Awards, Honors, and Accomplishments

Baylor Rugby Association

- Baylor Rugby Association Governing Board Member - 2006 - Present
- Active Team Member - 2001 - 2004
- Team Captain 2003 - 2004
- Selected Division II All-Conference - 2003 - 2004
- USA College Rugby Elite Eight - 2003 - 2004
- Team Secretary 2002 - 2004
- USA College Rugby Sweet Sixteen - 2001 - 2002
- USA College Rugby Division II National Champions - 2000 - 2001

Hubbard Independent School District

- Region 12 Technology Grant - 2018 - Awarded \$20,000
- JH and HS State Scores to an A - 2018 - 2019 (2020 Covid)
- Technology Grant for 250 Chromebooks and Carts - 2019 - 2020
- Free School Lunch Program Grant (District-Wide) - 2018 - 2020

Benold Middle School

- 2015-2016 – Top 10 schools for homebuyers in Williamson County

Waco Independent School District

- Technology Grant Award Winner - 2013 - 2015
- Waco ISD Parent Involvement Committee Member - 2014 - 2015

University High School

- Coordinating STAAR Testing for University High School - 2012 - 2013
- Shadowed Dr. Bill Shepard and Troy Tinney, taking on administrative duties - 2012 - 2013

AJ Moore Academy

- Created and Sponsored the Invisible Children Club Program - 2010 - 2012
- Designated as a leader for the Student Ambassador Program - 2010 - 2011
- Selected to design and implement an online course for freshman World Geography - 2010 - 2011

Stony Point Ninth Grade Center

- Stony Point Ninth Grade Center became a Recognized campus - 2008 - 2010
 - Four-Time Teacher of the Month
 - Office Max Outstanding Teacher Recognition Award - 2008
 - Team Leader – Conducted meetings with other disciplines. Created Student Actions Plans - 2007 - 2009
 - RRISD awarded Gold Medal by Expansion Magazine (**top 17% of 2,800 districts evaluated**) - 2006 - 2007
 - Texas Monthly Ranked Stony Point 9 one of the best public schools in Texas - 2007
 - Stony Point 9 earned the Gold Performance Acknowledgment from TEA - 2006 - 2007
 - RRISD awarded Blue Ribbon School District by Expansion Magazine (**ranks among top third nationally**) - 2005
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Administrative Internships

Hubbard ISD, Hubbard, Texas - Spring 2018 - Spring 2019

Mentor - Dr. Wayne Guidry, Superintendent

University High School, Waco ISD, Waco, Texas – Fall 2012 – Spring 2013

Mentor – Dr. Bill Shepard, Principal, Troy Tinney, Assistant Principal at University High School

Stony Point High School, Round Rock ISD, Round Rock, Texas - Fall 2011-Summer 2012

Mentor – Albert Hernandez, Principal, Rachel Naugle, Assistant Principal at Stony Point High School

South Waco Elementary, Waco ISD, Waco, Texas – Spring 2012 – Fall 2012

Mentor – Dee Doshier, Principal at South Waco Elementary

AJ Moore Academy, Waco ISD, Waco, Texas – Fall 2011 – May 2012

Mentor – Brandon Hubbard, Assistant Principal at AJ Moore Academy

References

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Dr. Wayne Guidry
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Dr. David Edison
Superintendent, Aquilla ISD
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Dr. Brian Hallmark
Superintendent, Sealy ISD

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School Programs Manager for Career Learning, K12 Stride
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