

# Susan A. Schafer, Senior Lecturer, Curriculum and Instruction

## DEGREES IN HIGHER EDUCATION

**Ph.D.** Education, Curriculum and Instruction (2006)  
College of Education  
Texas Tech University, Lubbock, TX

Research: The Space Between: A case study exploring three teacher candidates' perspective of the cognitive changes that occur as they move between their student to teacher identities. The teacher candidates reflected on critical events before and after their decisions to become teachers and the cognitive, social and emotional factors that influenced their sense of self as students and as teachers during their first year in an university undergraduate teacher education program.

**Gifted & Talented Endorsement** Baylor University, Waco, TX (1995)

**M.S.** Education, Curriculum, and Instruction, Reading Specialist, (1992)  
Baylor University, Waco, TX

**B. S.** Elementary Education, (1991)  
Magna Cum Laude Baylor University, Waco, TX

## PROFESSIONAL EXPERIENCE

### UNDERGRADUTATE TEACHING

**Baylor University, School of Education**

**Senior Lecturer 2002-present**

- RDG 4315 Approaches to Reading Instruction
- EDC 4306 Mathematics in the Elementary Grades
- TED 4626 Math in Elementary Grades part II
- EDC 4207 Science in the Elementary School
- TED 1312 Introduction to Teaching
- TED 2320 Teaching Early Childhood – Grade 4
- TED 3620 Teaching Associate EC-4 Part I
- TED 3621 Teaching Associate EC-4 Part II
- TED 2381 American Educational Thought
- TED 3380 Social Issues in Education
- TED4620-4621 Internship Certification Level EC-4 Part I & II
- TED4622-4623 Internship Certification Level EC-4 Part III & IV
- TED4642-4643 Internship in Secondary Education Part III & IV

**Texas Tech University, College of Education**

**Adjunct Instructor 1999-2002**

Designing and teaching university courses that integrate learning organization concepts into the curriculum was one of my responsibilities as Technical Projects Managing Director of the Community of Learners, Educators, And Researchers (Clear) Project, a grant funded by the SBC Foundation.

- *Literacy in the Content Areas* ( sp 2002 semester)
- *Children's Literature, 4-8* ( fall 2001 semester)
- *Children's Literature, K-8* 2000 (sp 2000, sp 2001 semesters)

**Lubbock Christian University, School of Education**

**Adjunct Instructor 1999-2000**

- *Practical Applications in Reading* ( fall 1999, sp 2000 semesters)

**Baylor University, School of Education****Adjunct Instructor 1995-1996**

Team taught with Dr. Larry Browning in the fall of 1995 and taught spring of 1996 as one of my responsibilities as Co-director of the Baylor Center for Professional Development and Technology, PARTNERS Project

- *RDG 4330 Practicum in Reading Instruction (fall 1995, sp 1996 semesters)*

**Waco Independent School District****Teacher 1992-1995**

- *K-5 Gifted and Talented (1994-1995 school year)*
- *4th grade self-contained (1992-1994 school years)*

**Baylor University, School of Education****Graduate Teaching Assistant 1992**

- *EDC 1200 Reading and Study Skills (summer & fall 1992 semesters).*

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**K-12 TEACHING AND OTHER TEACHING EXPERIENCE****Lake Waco Elementary, Waco Independent School District, Waco TX****Teacher****(1992-1995)***Gifted and Talented Coordinator (1994-95 school year)*

- Taught in a pull-out program for K-5 students identified as Gifted and Talented
- Chaired screening committee
- Administered Sages-P to all students in Kindergarten
- Administered assessments and collected screening data

*Technology Liaison (9/93-9/95)*

- Designed and implemented technology staff development
- Maintained software and hardware records

*Administered school-wide reading program (9/93-9/95)*

- Collaborated with Baylor reading faculty
- Supervised Baylor reading students practicum experiences
- Directed K-1/4-5 reading project

*Fourth Grade Teacher (1992-93, 1993-94 school years)*

- Taught fourth grade students in self-contained environment
- Taught writing to all students in the fourth grade
- Supervised the after-school program
- Developed and administered school-wide reading program
- Created a campus community volunteer program
- Wrote and received grant funding for a school-wide reading program

**ADMINISTRATIVE and NON-TEACHING EXPERIENCE****Baylor University, School of Education**

*University Liaison. 2007-2008* Served as the university-based representative to North Waco Elementary PDS.

- facilitate communication between university teacher preparation program and Waco ISD PDS personnel
- facilitate placement of junior and senior candidates,
- teach on-site courses and supervise field experiences,
- conduct professional development initiatives on site,
- serve on the Campus Decision Making Committee
- support candidate's participation in extracurricular activities such as PTA meetings, open house, and school carnival.
- serve as member of the Professional Development Coordinating Council

**Assessment committee member (2005-2007) for program evaluation by Schools and National Council for Accreditation of Teacher Education and Southern Association of Colleges**

*Designed and developed a database for the management of teacher candidate assessment data*

- Met with administrator and faculty to determine requirement
- Designed the relational database using Filemaker Pro software to store and organize up to 237 bits of data per candidate
- Developed TEDatabase which stores and organizes assessment data on 224 candidates
- Created a dynamic, interactive user interface to enter data from assessment forms
- Wrote scripts for importing, sorting, searching, reporting and exporting data
- Provided training for data entry and report generation
- Prepared relevant reports which include 26 sub summaries (four certification levels, 13 teaching fields, and two supplemental endorsements)

**Texas Tech University, Texas Tech University K-12 Education Systems Thinking Project:**

**Technical Projects Managing Director** of Community of Learners Educators and Researchers (CLEAR) Project, a grant awarded by SBC Foundation to establish a systems thinking and learning organization collaborative project among Lubbock County educational institutions including all of the colleges and the Office of Cultural Diversity at Texas Tech University, Texas Tech Health Sciences Center, Texas Tech Law School, Lubbock Christian University, School of Education, South Plains College, Lubbock Independent School District, and Region XVII Texas Education Agency Service Center.  
(1997-2002)

*Staff Development and Training*

- Develop demonstration models of systems thinking and learning organization concepts integrated into higher education courses by designing and teaching undergraduate courses
- Direct staff development training in systems thinking
- Develop curriculum that integrates systems thinking concepts into K-post graduate education
- Design and implement curriculum writing workshops for teachers (K-12)
- Design and implement learning organization workshops for K-12 and higher education administrators and faculty
- Develop and deliver team-building seminars and workshops based on Myers Briggs Type Indicator
- Develop and provide staff development K-9 relating to language and literacy instruction
- Designed and facilitated book studies and literature discussions

*Student recruitment and retention*

- Initiate outreach programs to increase recruitment and retention of students from underrepresented populations
- Collaborate with associate and assistant deans of undergraduate engineering education to study affective factors that contribute to students leaving the engineering program
- Plan, implement, and supervise campus programs to support students from underrepresented populations in science, technology, engineering and math
- Organize and conduct Pre-K – 3rd grade tours of the College of Engineering
- Design, develop the curriculum, implement, and supervise summer camps for disadvantaged students

*Administrative and management*

- Co-manage 1.5 million funds from SBC Foundation
- Design and implement training programs for faculty and administrators
- Employ and supervise staff and research assistants
- Organize, facilitate, and develop training components for annual planning retreats with faculty, K-12 and higher education administrators serving on Clear Leadership Committee
- Organize and facilitate meetings of representatives from 14 participating entities
- Collaborate with participants to develop annual projects and serve as a resource during implementation

**Baylor University, School of Education, Waco, TX Center for Professional Development and Technology,**

**Co-Director of the “Partners as Researchers and Technologists Negotiating Educational Reform Strategies” (PARTNERS Project)** (1995-1997)

- Coordinated participation of all members of the PARTNERS Project targeting teacher education interns
- Coordinated year-long teacher education student interns in co-op program
- Organized and supported field experiences in the professional development school sites
- Plan and deliver staff development to faculty, staff and students related to PARTNERS Project

- Developed and delivered staff development for mentor program for public school teachers
- Supervised education intern co-op program
- Recruited teacher education students to participate in the professional development school program
- Collected data and prepared reports for Texas Education Agency and Texas State Board of Educator Certification
- Assume administrative responsibilities in absence of PI
- Supervise staff, graduate assistants, and public school employees involved in the project
- Locate and apply for additional grants

### **Co-director of Virtual Village Project, (1996-1997)**

This grant project was funded for \$100,000 by SBC Foundation to apply the concepts of a learning organization and systems thinking tools to education

- Designed and implemented training program for a learning organization
- Planned and delivered training in the use of STELLA Modeling Software
- Facilitated learning organization curriculum development for K-12 classrooms
- Organized and supported the project's development network team

## **Baylor University, School of Education, Waco TX**

### **Graduate Assistant in the Department of Curriculum and Instruction**

(1991-1992)

#### *Teaching Assistant*

- Taught developmental reading/study skills course
- Developed curriculum

#### *Research Assistant for Dr. Ann Terry and Dr. Larry Browning*

- Coordinated and supervised reading practicum programs
- Restructured practicum program by identifying strong reading teachers throughout the local districts and placing reading students in those classrooms.
- Visited classrooms to evaluate students
- Verified student attendance
- Collective evaluative data through interviews and questionnaires
- Assisted with grant writing training for public school teachers
- Supported technological aspect of Dr. Terry's MacWest Distance Learning Project
- Assisted in planning the 1992 Baylor University TAIR conference

## **PUBLICATIONS**

### **Book Chapter**

Dix, J. & Schafer, S. A. (2005). From Paradox to performance: Practical strategies for identifying and teaching GT/LD students. In S.K. Johnsen and J. Kendrick (Eds.) *Teaching gifted students with disabilities*. Waco, TX: Prufrock Press.

Conaway, B.J., Sharp, P.T., & Schafer, S.A. (1997). Preparing teachers for classrooms of tomorrow. In J. Reyhner (Ed.). *Partnerships in education: Preparing teachers for the twenty-first century*. Flagstaff, AR: Northern Arizona University's Center for Excellence in Education.

### **Journal Articles**

#### **Refereed Journal Publications**

Duemer, L., Fontenot, D., Gumfory, K. Kallus, M., Larsen, J., Schafer, S. & Shaw, B.C. (2002). The use of online synchronous discussion groups to enhance community formation and professional identity development. *Journal of Interactive Online Learning*, 1 (2) <http://www.ncolr.org/jiol/current.html>

Dix, J. & Schafer, S. A. (1996). From Paradox to performance: Practical strategies for identifying and teaching GT/LD students. *Gifted Child Today*, 19 (1) 22-29

Cocking, T.C. & Schafer, S.A. (1994). Scavenging for better library instruction. *Journal of Reading*, 38 (3) 164-170.

## **Professional Presentations**

### **International and National Conference Presentations**

“PDS Communities Making Dreams Come True” 2010 Annual PDS Conference, Orlando, FL. March 11, 2010.

“Six Degrees of Connections: Cognitive Tools that Promote Engagement “ 2009 ATE Annual Meeting, Dallas, TX. February 16, 2009

"Empowering Decision Makers: Integrating Covey's Four Roles of Leadership with Peter Senge's ," 2002 *ASCD Annual Conference & Exhibit Show*. San Antonio, TX March 10, 2002.

"Engaging middle level students in the power of words and the importance of critical thinking and reading," *Recreating the Classroom: National Council of Teachers of English Conference*, Baltimore, Maryland. November 18, 2001.

"Building a knowledge treasury: Using topical organizers to make connections in content learning" *Middle level Education: A Capitol Idea: National Middle School Association's 28th Annual Conference and Exhibit*, Washington, DC, November 3, 2001.

"Making a Mountain out of Memo: Apply Systems Tools to Campus and District Improvement Plans and Budget Planning" *Southwest School for Government Finance*. Lubbock, TX College of Business Administration, May 19, 2000.

"Baylor University: Center for Professional Development and Technology, The PARTNERS Project" Co-presented with Dr. Pat Sharp, *Holmes Partnership Conference*, St. Louis, MO, April, 1996.

### **State and Local Publications and Conference Presentations**

Schafer, S. (2010). Starting Early: Freshman Teaching Education Experiences . The Baylor Impact: from action comes impact

Schafer S. and Speegle, L. (October 7, 2010) “Reading Groups? Okay, I can do this.” TAIR conference, Baylor University.

Schafer, S (November, 2008) “A Funny Way to Assess: using juvenile humor to assess 3rd—5th grade students’ reading comprehension and critical thinking skills.” TAIR conference, Baylor University.

Schafer, S. (October, 2007) “Understanding Story Problems as a Genre” TAIR Regional Conference for PreK-12<sup>th</sup> Grade Teachers. Baylor, University.

Schafer, S. and Gloer, S. (March, 2004). “Fold in Picture Books and Stir Up Your Middle-Level Student’s Interest in Content” Texas Reading Association Annual State Conference. Corpus Christi, TX March 2004.

"Reading Assessment for Emergent Readers" K-3 Classroom Teachers, Region XII Education Service Center, Waco, TX July, 1997.

"Hands on Reading," *Baylor Annual Reading Conference*, Waco, TX February 1997.

"Paradox to Performance," *Texas Association for the Gifted and Talented*, November 1995.

"Launching The Bear on the Moon" *Texas Association for the Improvement of Reading*, Baylor University, Waco, TX, February 1992.

**Institutions, Workshops, and Staff Development**

“Best Practice in New Student Experience Courses” New Student Experience Training Workshop for faculty and staff at Baylor University Waco, Tx 9/11/2015, 9/13/2015, and 9/18/2015.

“Finding the “proud pose” of math and reading: Identify common vocabulary and aligning major concepts to promote student success.” A half day staff development facilitating vertical team conversations. Staff Development for North Waco PDS faculty and administrators. Waco, TX 12/19/2008

“Discussions on Mentoring” Staff Development for North Waco PDS faculty. Waco, TX 9/4-11/4 2008

“See it Say It: Documenting Candidate Performance” Summer 2008 EC-4 Mentor Teacher/Clinical Instructor Training. Baylor University Waco, TX July 21, 2008

“School-wide Reading Intervention Inservice.” A one day workshop and on-going staff development for Kindergarten through 5th grade teachers and paraprofessionals. Waco, TX. October-December 2007

“Planning for the Year Ahead” One day workshop for CI and Mentor North Waco Elementary PDS Waco, TX August 15, 2007

“Leadership from a 5:4 Perspective: Integrating Covey’s Four Roles of Leadership and Senge’s Systems Thinking Concepts and Tools,” A leadership institution for campus and district site-based decision-makers. Lubbock, TX. May 29-31, 2001 Co-presenter.

“Conversation in the Community Café” Rural Forum: Opportunities for Partnership, Lubbock, TX. November, 2000.

"Discovering the Values that Drive the System: A Scarcity Simulation" Participants included undergraduate teacher education students, and higher education faculty and staff." October, 1999.

"Mental Models and Team Learning: What every Mentor Needs to Know," Presented to faculty, staff, and students at Texas Tech University, University Writing Center. October, 1999.

"Lubbock and Learning Organizations" Presented to the College of Architecture, Texas Tech University, Lubbock, TX. April, 1999.

"Save the Titanic: Finding Leverage to Avert Disasters" One day workshop presented to Lubbock educators, May 1998.

“The Learning Organization,” Administrators, Waco, Killeen, LaVega ISDs, April, 1997.

"Supervising by Mentoring," K-6th Grade Teachers, Waco, China Spring, LaVega, Lorena ISD's January, 1997.

"Developing a Balanced Reading Program," LaVega Reading Institution for Pre-K-5th Grade Classroom Teachers. Co-presented January, 1997.

"Training Teachers to Adapt to Gifted Students," 1-7th Grade Classroom Teachers, China Spring ISD, July, 1996.

## **Grants and Contracts**

- SBC Foundation, San Antonio, Systems Thinking and Learning Organizations in Education grant.
- Waco Independent Incentive grant. K-5 School-wide Reading Program with Baylor University education students, \$1,000.

## **Creative Contributions**

### **Outreach Projects**

Planting a Future on Texas Tech Campus: Pre-K and Kindergarten students participate in hands-on tour of the College of Engineering and Texas Tech Arbor Day Celebration. (2000, 2001, 2002)

Techville Science and Engineering Summer Camp. A week-long theme camp for children living in Lubbock Public Housing Developments. July, 2000.

Women in Science and Engineering Living and Learning Center. A collaborative effort between the Engineering Dean's office and Texas Tech Housing and Dining. One floor was designated for entering freshman majoring in science or engineering. I met with the students for dinner one night a week to provide support and to serve as a communication link between the Dean, Associate Dean of Undergraduate Study and the freshman students.

Science is a Girls Thing: Facilitated the planning and implementing of activities for female high school students conducted by female engineering students. June, 2000.

Participated in Upward-Bound summer program, (1998, 1999, 2000, 2001)

## **SERVICE**

### **Professional**

#### **Affiliations**

International Reading Association  
National Science Teachers Association  
National Council of Teachers of Mathematics

### **Community**

North Waco PDS Campus Planning and Improvement Committee. (2007-present).

Tutor fourth grade students at North Waco PDS (2007-present)

Guest reader and tutor at Bells Hill Elementary, North Waco Elementary and Brook Avenue Elementary, Waco Independent School District (2004-present)

Wheatly Elementary, Lubbock ISD, Campus Planning and Improvement Committee. (1999-2000, 2000-2001, 2001-2002 school years) Wheatly.

Tutor fourth grade students at Wheatly Elementary in TAAS writing. (1998-2001)

### **Religious Congregation**

Teacher Friendship and Pathfinder Sunday School Classes, Austin Avenue United Methodist Church (2007-present)  
Presenter for United Methodist Women's Society, Restorative Justice Training (Summer, 2003)  
Co-Director Witness Program, Austin Avenue United Methodist Church (2003-2004)