

Heather McGregor

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Education

AUGUST 2013-MAY 2016

Superintendent Certification
Principal Certification

Texas A&M University-Texarkana

JANUARY 2002-MAY 2004

Master of Science in School Counseling
18 hours of graduate Psychology courses

Texas A&M University-Commerce

AUGUST 1998-MAY 2001

Texas Teacher Certification in Secondary Speech Communication

University of Texas-Arlington

MAY 1998

Bachelor of Arts - Major: Communication Studies / Minor: Business Management

University of North Texas

Professional Experience

JULY 2016-PRESENT

DIRECTOR OF LEADERSHIP & ACCOUNTABILITY, ESC 8

- ◆ Serve 46 Region 8 ISDs in leadership development by supporting school leaders around instructional leadership, accountability, school improvement, educator appraisal, educator certification, and school counseling support and services
- ◆ Plan, organize, design, and lead relevant trainings for school leaders, including superintendents, campus administrators, and school counselors
- ◆ Supervise a team of six coordinators and consultants
- ◆ Manage multiple state grants
- ◆ Lead Region 8 ESC's First-Time Administrators Academy
- ◆ Develop leadership capacity for school principals by facilitating relevant book studies: *School Culture Rewired*, *Leverage Leadership*, *Switch*, *Get Better Faster*
- ◆ **Certified Trainer of:** T-TESS, T-PESS, AEL, Texas Student Learning Objectives, Texas Educators' Ethics, EPP Field Supervisor Coaching, EPP Field Supervisor Observation, Texas Instructional Leadership (Data-Driven Instruction, Student Culture Routines, Observation/Feedback, Lesson Planning and Formative Assessments), Evaluating and Improving Student Outcomes (EISO) Board Trainer
- ◆ **Developed and Implemented Training Curriculum:** *Appraiser's Instructional Playbook*, *T-TESS for New Teachers*, *Teacher Goal-Setting*, *T-PESS Overview for Campus Administrators*, *Focused Leadership*, *Aligning to the Texas Comprehensive School Counseling Program*, *Leading Learners Instructional Leadership series* (including change management facilitation, *Data-Driven Instruction*, *Student Culture Routines*)

JANUARY 2011-DECEMBER 2013, AUGUST 2017-PRESENT

ADJUNCT INSTRUCTOR, NTCC

- ◆ Instruct PSYC 2301 in online format
- ◆ Designed and instructed hybrid (web + f2f) courses for EDUC 2301 and PSYC 2301

JUNE 2014-JUNE 2016

HIGH SCHOOL PRINCIPAL, HUGHES SPRINGS

- ◆ Shaped campus culture and climate by focusing on learning, caring for kids, and expecting the best

- ◆ Designed & Implemented HSHS COLLEGE ACADEMY in partnership with NTCC
- ◆ Facilitated the design and implementation of curriculum and strategic plans by developing Core Common planning teams and ThinkTeam strategic planning
- ◆ Implemented new curriculum: Soil Science-Community Garden, Farm to Table Culinary Curriculum
- ◆ Developed ACTion Linking which aligns ACT college-readiness standards to Honors curriculum
- ◆ Developed BYOD (Bring Your Own Device) Initiative, expanding access to digital learning
- ◆ Strengthened UIL Academics and Fine Arts evidenced by student participation and success
- ◆ Improved facilities & security (new Robotics, College Academy, Agricultural Sciences and Culinary Arts facilities)
- ◆ Built Teacher Leaders and facilitated school improvement as a lead learner
- ◆ Managed Campus budgeting, personnel, and resources by designing a budget focused on learning and building capacity

JUNE 2013-JUNE 2014

HIGH SCHOOL COUNSELOR, CHAPEL HILL

- ◆ Led in the implementation of House Bill 5's mandated foundation graduation plan, including mapping CTE Endorsements
- ◆ Coordinated Special Programs: 504, At-Risk, Dual Credit, AP, and CTE
- ◆ Participated in the initial implementation stages of the School Enrichment Model at CHHS
- ◆ Managed senior activities: Academic Excellence Awards, Graduation
- ◆ Led as Campus Testing Coordinator
- ◆ Coordinated local scholarships with community members, including Chapel Hill Education Foundation activities

DECEMBER 2005-JUNE 2013

HIGH SCHOOL COUNSELOR, HUGHES SPRINGS

- ◆ Ensured that a counseling program was in place that included classroom guidance, individual planning, responsive services & system support
- ◆ Coordinated Special Programs: 504, At-Risk, PRS, GT, Dual Credit, and CTE
- ◆ Led in the implementation of new programs, such as College Welding (articulation with NTCC), Culinary Arts, Robotics, Programming, Health Science (CNAMA), Ready Set Teach, and Mustang Media
- ◆ Initiated & managed Mustang Faculty Advisors to increase success for at-risk students
- ◆ Started Mustang Ambassadors to increase Freshmen success
- ◆ Designed Master Schedule and scheduled over 300 students for classes & maintained Graduation Plans
- ◆ Managed senior activities: Distinguished Scholars Dinner, Senior Awards, Graduation Ceremony
- ◆ Led as Campus Testing Coordinator
- ◆ Coordinated community scholarships with community members and organizations

JUNE 2004-DECEMBER 2005

GEAR UP PROJECT DIRECTOR, NTCC

- ◆ Supervised three GEAR UP coordinators who were housed in area public schools
- ◆ Budgeted federal funds for GEAR UP Project
- ◆ Completed grant evaluation process
- ◆ Ensured successful implementation of project goals

JULY 2002-MAY 2004

HIGH SCHOOL COUNSELOR, CADDO MILLS

- ◆ Organized school's first Career Day as part of the district's first "College Week"
- ◆ Founded College-Bound Group for seniors to focus on post-secondary admissions & scholarships
- ◆ Started Big Brother/Big Sister Mentoring Program to increase Freshmen success
- ◆ Participated in authorship of the Texas High School Completion Grant, which the district received

AUGUST 2000-MAY 2002

SPEECH & DRAMA TEACHER, CADDO MILLS

- ◆ Received "Exceeds Expectations" rating on PDAS evaluations
- ◆ Developed, designed & implemented course curriculum for Communication Applications, Theatre I-III
- ◆ Founded Caddo Speech & Drama Club
- ◆ Directed & produced three plays in the 2001-2002 school year

AUGUST 1998-MAY 2000

SPEECH & DEBATE TEACHER, CEDAR HILL

- ◆ Received “Exceeds Expectations” rating on PDAS evaluations
- ◆ Instructed high at-risk student population
- ◆ Started honors debate squad

Professional Organizations, Activities & Honors

- ◆ Texas Association of Secondary School Principals, 2014-Present
- ◆ Chapel Hill Education Foundation Board Member & Scholarship Committee Member (Currently Secretary)
- ◆ Education Advisory Board, Texas A&M University-Texarkana at NTCC, 2015-2016
- ◆ Distinguished Scholar Educator Honoree, Hughes Springs High School 2013, 2015, 2017
- ◆ Chapel Hill ISD District & Campus Improvement Committees
- ◆ Delta Kappa Gamma Society International: Member, 2007-2012; Treasurer, 2009-2011, Member 2016-2018
- ◆ Hughes Springs High School Teacher of the Year, 2009
- ◆ Caddo Mills High School Commencement Speaker, Class of 2003