ANNETTE MARIA TIELLE, ED.D.

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HIGHER EDUCATION TEACHING AND ADVISING EXPERIENCE

University of Texas at Austin, Austin, TX

Cooperative Superintendency Program (CSP) Associate Professor of Practice Sept. 2024 – Present

- Taught Administrative Theory and Instructional Leadership Courses and embedded the Effective Preparation Framework.
- Provided real-life simulations and experiential learning for course projects.
- Serve as field supervisor for the CSP superintendency practicum course and coach students to participate in authentic superintendent simulations for formal observations.
- Acted as a CSP superintendent site supervisor for five years.
- Provide ongoing coaching, mentoring, and advisement to students to meet all superintendent standards.
- Collaborated with staff to create a system to streamline and organize the Texas Education Agency's practicum course compliance requirements.
- Recruited over 20 students to apply for the Cooperative Superintendency Program for 2026 and have a strong network of superintendent colleagues to contact for recruitment nominations.
- Serve as an informal career and educational advisor to current students.
- Participated as an assessor for the assessment center for over 10 years.
- Served on many dissertation committees and worked closely with doctoral candidates throughout the process to support the completion of their dissertations.

LEADERSHIP EXPERIENCE

Del Valle ISD, Del Valle, TX

Superintendent Emeritus May 2024 - Dec. 2024
Superintendent June 2019 - May 2024

Led multiple responsibilities of the school district including curriculum, student support, accountability and compliance, campus operations, operational support system, facilities and bond planning, technology, human resources, business office, and communications.

- Led the curriculum and academic system to raise the district's report card to a "B" district designation from a "D" district.
- Developed a budget through creative planning to yield an overall 23% salary increase for staff since 2019.
- Led the successful passing of 2022's $300 million bond program with a 65% passing rate for a second high school and land for future campus sites.
- Led the implementation of 2019's $287 million bond program, which had a historic 75% passing rate.
    - Two elementary schools
    - One middle school
    - Second district high school
    - P-Tech Early College High School
    - Three child development centers
    - Maintenance and Facilities Building
    - Remodel and addition to Central Administration Building
    - Mitigated $20 million Covid related inflation cost increase to yield $6 million excess bond funds
    - Purchased land for future high school, middle school, and elementary school

- Created a Student Teacher Grow Your Own Program and recruited 25 out of 50 student teachers.
- Spearheaded the collaboration of a *Thinkery Del Valle* for the DVISD community.
- Developed, planned, and presented over 50 community bond presentations.
- Worked to bring Tesla to DVISD by coordinating 313 agreement and negotiating the building of a mechatronics lab in the district's new P-TECH high school.
- Created an internship/scholarship model with Tesla, Infineon, Cisco, GTS, BMW, St. David's, ACC.
- Identified and coordinated the correction process of Human Resources errors that resulted in $1.6 million.
- Led and developed the district's *Five-Year Strategic Plan* and met all milestones.
- Coached and led monthly leadership academies for district and campus leadership teams.
- Create Del Valle University, designed to provide all staff with a four-year customized professional development including partnerships with the UT Dana Center, Scottish Rite, Lead Forward, Learning Forward, John Seidlitz, Dr. Sandra Mercuri, Drs. Freeman and Freeman.

Deputy Superintendent 2017-2019

- Designed a DVISD curriculum model specific to the needs of DVISD students.
- Refined and implemented an instructional program to support social and emotional learning.
- Aligned district-wide systemic instructional strategies to curriculum.
- Developed and implemented a DVISD literacy model.
- Redesigned the district dual language model based on data-informed decisions.
- Developed a short-term and long-term special education inclusion professional development plan.
- Implemented a Professional Learning Community model based on data impact team research.
- Established campus support teams to support data-informed decisions and instructional best practices.
- Partnered with Literacy First to become the first district to train district staff for long-term sustainability.
- Implemented a K-12 reading and math universal screening model to monitor math and reading levels.

Pflugerville Independent School District, Pflugerville, TX 2014 - 2017

Assistant Superintendent of Curriculum and Instruction
Supervised departments of curriculum, multilingual education, professional development, college and career readiness, special education, special programs, prekindergarten, accountability and compliance, career and technical education, and federal and state programs.

Academics

- Led Pre-K-12 curriculum development and revision.
- Developed, implemented, and systematized PfISD's Responsive Teaching Model.
- Redeveloped dual language resulting in English Language Learners outperforming same-aged peers.
- Demonstrated 57% increase in overall AP participation and 47% AP performance between 2012-2017.
- Special Ed Performance Based Monitoring System staging decreased from a "3" to a "1" in one year.
- Increased completion rate from 93.3% in 2012 to 97.4% in 2015.
- Scaled prekindergarten to all campuses and increased full day prekindergarten classrooms from 8 to 28.
- Outperformed the state in kindergarten readiness with 77% readiness compared to 54% by the state.
- Met or exceeded performance of the state and region on STAAR/EOC exams in 2016.
- Established a reading specialist cohort to provide diagnostic reading intervention.
- Partnered with Ameri-corps Literacy First program to support campuses first grade reading intervention.

Comal Independent School District, New Braunfels, TX 2012 - 2014

Assistant Superintendent of Curriculum and Academics
Supervised Title I campus principals and departments of curriculum, bilingual/ESL, professional development, advanced academics, special education, literacy, dyslexia, prekindergarten, afterschool programs, special programs, accountability and research, technology, and career and technical education programs.

Strategic Planning
- Organized the CISD Strategic Planning Team to create the district's *Five-Year Strategic Plan.*

Academics
- Initiated Pre-K-12 curriculum development and revision.
- Introduced a principal coaching network.
- Developed a Title I Principal Cohort to support best practices for students of poverty.
- Led the coordination of a common assessment program, teacher walkthrough system, teacher quality improvement system, and data disaggregation system.
- Coordinated and systematized the district's Response to Intervention (RtI) Model.
- Addressed Dual Language Program by auditing, restructuring, and redeveloping the framework.
- Instituted a secondary and elementary content area reading model utilizing a universal screening model.
- Initiated the Central Texas Curriculum Collaborative for regional executive leaders.

Budget
- Managed budgets for High School Allotment, State Compensatory Education, Bilingual Program Education Allotment, Title I, Title II, and Title III program areas.

Manor Independent School District, Manor, TX 2007 - 2012

Executive Director of Curriculum and Special Programs
Supervised departments of curriculum, advanced academics, bilingual/ESL, professional development, prekindergarten, dyslexia, truancy, and afterschool program.

Strategic Planning
- Planned and led workshops for the Board of Trustees to align the district vision, mission, and goals.
- Developed the district's *Five-Year Strategic Plan* with stakeholder collaboration.

Academics
- Coordinated complete vertical and horizontal realignment of the Pre-K-12 curriculum.
    - Redesigned the curriculum by teaching teachers and coordinators the foundation of curriculum writing.
    - Embedded performance standards within the curriculum to meet advanced academic needs.
    - Created college reading and writing performance assessments.
    - Restructured the curriculum to include project-based performance assessments.
    - Directed the alignment of the after-school program curriculum with the core curriculum.
    - Initiated and implemented a Secondary RtI Reading Model.
    - Facilitated curriculum writing for English as a Second Language (ESL) Curriculum.
    - Implemented the first Dyslexia Program for the district.
    - Initiated a "Hope Team" to track attendance of all "at-risk" seniors to improve graduation rate.
    - Coordinated a teacher quality program with Lead Your School.

- Established Manor New Tech's Training Center, the first National New Tech PBL training site.

Budget

- Directed, supervised, monitored, and managed $15 million budget for all curriculum programs.
- Coordinated the Texas Title I Priority School grant writing, which resulted in a grant award of $6 million.
- Wrote the Texas Literacy Initiative Grant, garnering an award of $13 million over five years.
- Managed Title II and Title III Federal budgets and reallocated Title I monies to yield savings of $150,000.
- Developed tuition-based pre-k program for non-eligible students, yielding a savings of $350,000.
- Developed a Manor ISD Child Care, generating $200,000 per year and full day pre-k education.

Round Rock Independent School District, Round Rock, TX 2005 - 2007

District Secondary Schools Literacy Curriculum Integration Coordinator

- Created and implemented a secondary reading model resulting in a 93% passing rate of at-risk students.
- Led the initiative to scale the secondary reading model district-wide after demonstrated success.
- Implemented a universal screening model to identify secondary students reading on an elementary level.
- Developed Round Rock ISD's secondary reading curriculum professional development plan.
- Taught high school reading intervention courses.

CAMPUS EXPERIENCE

Delaware Valley School District, Matamoras, PA 1992 - 2005

Third Grade Teacher/ Certified Clinical Reading Specialist (13 years)

- Wrote curriculum to integrate core areas through project-based themes utilizing center-based computers.
- Initiated a Vision Team, utilizing a multidisciplinary approach for effective inclusion practices.
- Received highest ranking for Title I Program in May 2004 and co-chaired Middle States Accreditation.
- First classroom to implement inclusion and became a model inclusive classroom for the district.

RELATED EXPERIENCE

Corwin Publishing, San Diego, CA 2016 - 2017

Professional Development Consultant

- Provided professional development on leadership, curriculum, professional learning communities, and literacy in districts in Texas and California.
- Trained districts on curriculum writing and developed curriculum maps in all content areas.
- Provided districts with in-depth training for students with special needs and learning disabilities in all areas of literacy and reading.
- Trained kindergarten and first grade teachers on emergent literacy instruction.
- Developed systems for students across multi-tiered systems of support.

EDUCATION

UNIVERSITY OF TEXAS AT AUSTIN, Austin, TX
Department of Educational Administration
Doctor of Education, Cooperative Superintendency Program, May 2014

EAST STROUDSBURG UNIVERSITY, East Stroudsburg, PA
Master of Education, December 1996

BLOOMSBURG UNIVERSITY, Bloomsburg, PA
Bachelor of Science in Education, May 1992

CERTIFICATIONS/AWARDS

Texas Educator Certificate - Professional - Superintendent Certification
University of Texas at Austin National Honor Society
University of Texas at Austin Fellowship Scholarship Award
Texas Educator Certificate - Professional - Principal Certification
Texas Educator Certificate - Professional - Reading Specialist Certification (EC-12)
Texas Educator Certificate - Supplemental - ESL Certification (EC-12)
ILD and PDAS Certification
Commonwealth of Pennsylvania - Instructional Level II – Reading Specialist Certification (K-12)
Commonwealth of Pennsylvania - Instructional Level II –Early Childhood / Elementary Education.
Recipient of Outstanding Student Teacher of the Year Award, 1992

PUBLICATIONS

Superintendent Entry Plans: Do Leadership Strategies for Organizational Stability Matter? (2014)

PROFESSIONAL AFFILIATIONS

Former Board Member of Texas Workforce Solutions
Former Board Member of Austin Community Advancement Network
Texas Association of School Administrators Legacy Member
Texas Association of Latino Administrators
Texas Council of Women School Executives
Texas Commission for Virtual Education Public Ed Committee
American Association of School Administrators
TASA Academy for Transformational Leadership
Learning Forward (Formerly National Staff Development Council)
International Reading Association
Association for Supervision and Curriculum Development

PRESENTATIONS

SXSW Panelist, *How Innovation Shapes Education, 2024*
Austin Business Journal Panelist, *2024*
TASA Midwinter Conference: *Developing an Authentic Curriculum, 2023*
Dana Center Literacy First Panelist, *2024*
Thinkery Austin Panelist: *Highlighting Influential Women Leaders, 2023*
National Technology Conference: *Developing a Statewide Plan for Virtual Academies, February 2022*
Texas Association of School Administrators: *Local Control of Virtual Academies: Advocacy for Student Outcomes, January 2022*
Region 13 Superintendent Panel: *Staffing and Budgeting, May 2022*
Texas Teachers: *Meeting the Challenges of the Superintendency*, *April 2022*
TASA Midwinter Conference: *Leader's Guide to Developing a Practical Student-Centered Curriculum, 2017*
TASA/TASB Conference: *The Pflugerville High 5, 2016*
MindFuled National Conference: *Essential Elements to Student Success, 2016*
TASA Conference: *Four Ways to be Future Ready, 2014*
UT/TASA Conference: *A Study of Superintendent Entry Plans, 2014*
TASA Conference: *Inside The University of Texas at Austin's CSP Program, 2014*
American Association of School Administrators: *Flipping a District to 21st Century Learning, 2012*
American Association of School Administrators: *Data Driven Decisions, 2012*
Central Texas Region XIII Service Center: *Early Childhood Panel Discussion, 2010*
Avatar User Group Conference: *Creating a Comprehensive Professional Development Plan through Professional Learning Communities, 2009*
Central Texas Region XIII Service Center: *Panel Discussion*: *Strategic Instruction Model and Content Area Reading, 2007*
Northeastern Pennsylvania Annual Reading Conference: *Building Reading Fluency, 2004*
Northeastern Pennsylvania Intermediate Unit 20: *Taking the Hole out of Whole Language, 2003*
Northeastern Pennsylvania Intermediate Unit 20: *DIBELS and Three-Tiered Reading Intervention, 2002*
Northeastern Pennsylvania Intermediate Unit 20: *Thematic Units and Reading, 2000*