

Cody L. Blair, Ed.D.

cody.blair@msutexas.edu

Administrative Experience

Inaugural Principal, Legacy High School, Wichita Falls, TX May 2023 - present

- Named first principal of one of the brand new high schools in WFISD, opening in August of 2024
- Collaborated with architects and district administrators and staff to design and furnish all spaces and aspect of the new campus
- Developing campus culture-building, staffing, instructional, and operational plans and systems

Principal, Rider High School, Wichita Falls, TX June 2018 - present

- Successfully transitioned a 1500 student Title 1 high school into a complete 1:1 Chromebook environment in a single year
- Lead a diverse, high school with 43% economically disadvantaged population that improved it's TEA Accountability Rating from an 82 to an 88 (B) in a single year; improved student achievement each year through COVID years
- Implemented Marzano's High Reliability Schools frameworks, achieving Level 1 & 2 certifications for a safe, supportive PLC culture and effective teaching in every classroom
- Fostered a culture of high expectations focused on growth and learning for staff and students alike, sustaining a brand of excellence

Principal, Barwise Middle School, Wichita Falls, TX June 2016 – May 2018

- Successfully opened/transitioned a 1150 student Title 1 middle school from an 800 student junior high
- Lead a diverse, urban middle school with a 70% economically disadvantaged population to 2 consecutive "Met Standard" ratings from TEA, raising the TEA Accountability Rating to a 78 in a single year
- Established campus PLC's with common planning times, regular common assessments & data analysis to impact student learning
- Created instructional coaching systems on campus, and designed numerous staff development opportunities to grow teacher capacity
- Collaborated with SBDM stakeholders to establish a campus mission, vision, and goals that helped transform the campus culture to one of continuous improvement
- Successfully lead a 1:1 student Chromebook rollout over two years including student expectations, procedures, staff development and progressive instructional expectations
- Collaborated with administrative colleagues and staff to effectively implement new student discipline system that raised expectations and improved behavior, consistency, campus culture, and staff morale
- Hosted multiple parent engagement events to intentionally build relationships with diverse groups of parents to help achieve campus and district goals
- Successfully helped our team implement Marzano's High Reliability School (HRS) model, Capturing Kids Hearts, and Seidlitz language support program on campus
- Helped lead the HRS Leadership and ASOT teams to achieve Level 1 Certification for demonstrating a Safe and Collaborative Culture
- Collaborated with lead counselor on developing the first middle school master schedule with academic teams in WFISD to create smaller schools within a school
- Streamlined early hiring practices the past two years to significantly improve teacher quality, capacity, and retention

Superintendent Intern, Denise Williams, HR, WFISD Aug. 2015 – May 2016

- Completed district Highly Qualified review and reporting for secondary campus
- Updated district's faculty handbook and created a substitute pre-assessment screener

Superintendent Intern, Dr. Kevin Dyes, Holliday ISD June 2015 - Aug. 2015

- Completed district budget template by researching state and local resources to accurately predict and report estimated revenues and expenditures

Associate/Assistant Principal, Rider High School July 2012 – May 2016

- Utilized systematic instructional coaching process, PDAS appraisal system, and data disaggregation to improve classroom instruction and student performance
- Piloted Graduation Achievement Program (GAP) to help nearly 100 at-risk seniors earn a diploma in two years
- Instructional Liaison for the English department, facilitated PLC groups within the department, supported departmental interventions for EOC students
- Initiated the process to establish a campus Advanced Placement (AP) Council to improve communication, collaboration, participation, resource identification and allocation for Advanced Academics
- Collaborated with administrative colleagues to effectively implement new student discipline system that improved behavior, campus culture, and morale
- Built relationships and rapport with staff, students, and parents to help achieve campus and district goals
- Assisted with planning and facilitating campus Site Based Decision Making, Student Success Team, Parent, and Title I meetings
- Assisted campus principal with personnel interviews, documentation, and master schedule staffing
- Assisted campus principal with planning and implementing staff development and Professional Learning Community teams

Superintendent Intern, Danny Taylor, Burkburnett ISD Sept. 2013 - May 2014

- Assisted with re-visioning process for district strategic plan
- Served on the facility master plan committee as a part of the strategic plan re-visioning process

Assistant Principal, WFISD Summer School, Wichita Falls, TX June 2012

- Supervised student discipline for junior high summer school
- Utilized teacher appraisal system to monitor and improve instruction
- Worked with at-risk students and their families regarding attendance issues

WFISD Teacher Leadership Cohort August 2011 - May 2012

- Prestigious leadership training cohort for aspiring administrators

Secondary Teaching Experience

Algebra Teacher & Coach, Rider HS, Wichita Falls, TX May 2012 - June 2013

- Team leader for Algebra I PLC; lead Algebra I teacher for WFISD Summer EOC prep
- Assistant boys' basketball coach, assistant softball coach

Math Teacher & Coach, McNeil JH, Wichita Falls, TX Aug. 2009 - May 2012

- Eighth-grade pre-algebra and math enrichment teacher
- Head boys' basketball coach, assistant football and track coach
- Presented staff development on findings from graduate research
- Developed campus morale committee and teacher/student mentor program

Math Teacher & Coach, Bailey JH, Arlington, TX Aug. 2007 - July 2009

- Eighth-grade pre-algebra and math enrichment teacher, and academic team leader
- Head boys track coach, assistant basketball and football coach
- Founded chapter of Fellowship of Christian Athletes

College Teaching Experience

Adjunct Professor, *Midwestern State University, Wichita Falls, TX* Fall 2019, Fall 2020, Fall 2021, Spring 2022, Fall 2023

• Prepared and taught fully online graduate level course EDLE 5643 & 5733 School Business Management in the West College of Education

Education

University of North Texas – *Graduated August 2017*

Ed.D. in Education Leadership – 4.0 GPA

Dissertation – *The Impact of Instructional Expenditures on College Readiness*

University of Texas at Tyler – *Graduated August 2011*

M.Ed. In Education Administration – 4.0 GPA

Abilene Christian University - *Graduated December 2004*

B.S. in Youth and Family Ministry - 3.95 GPA, Summa Cum Laude

Education Career Alternative Program – *Completed July 2007*

Rigorous Alternative Certification Program

Certification

Superintendent Certificate

Standard Principal Certificate

Mathematics Grades 4-8, 8-12 Certificate

Physical Education Grades K-12 Certificate

Recognition

TASSP High School Principal of the Year, Region 9 – 2021

TASSP Middle School Principal of the Year, Region 9 - 2018

TASSP High School Assistant Principal of the Year, Region 9 – 2016

West Foundation Award for Teaching Excellence Nominee WFISD - 2013

Secondary Teacher of the Year Nominee, WFISD - 2012

Presentations and Publications

• Lindt, S. & Blair, C. (2016). *Making a Difference with At-Risk Students: The Benefits of a Mentoring Program in Middle School*. AMLE, December 28, 2016. 34-39.

• *Creating a New Vision for Public Education in Texas*. (2013). TASA Mid-Winter Conference presentation.

• Blair, C. (2017). *The effect of instructional expenditures on college readiness*. Dissertation at UNT. May 2017. (<https://digital.library.unt.edu/ark:/67531/metadc1011794/>; accessed September 15, 2021), University of North Texas Libraries, UNT Digital Library, <https://digital.library.unt.edu>.

• *A school turnaround story: Implementing Marzano's high reliability school model to affect real change in your school*. (2018). TASSP Summer Conference presentation.

• *Ease into it: How to lay a foundation in a transition year using Marzano's high reliability school model*. (2019). TASSP Summer Conference presentation.

Other Activities

Volunteer Leader & Board Member, Young Life, Wichita Falls, TX 2006 to present

Life Group Teacher, First Baptist Church, Wichita Falls, TX 2015 to present

Foster Parent/Respite Provider, World for Children, Wichita Falls, TX 2015 to present

Volunteer Youth Basketball Coach, YMCA, Wichita Falls, TX 2017 to present

References

Dr. Donny Lee, Superintendent

WFISD, Wichita Falls, Texas

940-235-1000
dlee@wfisd.net

Debbie Dipprey, Executive Director of School Administration
WFISD, Wichita Falls, Texas
940.235.1003
ddipprey@wfisd.net

Dr. Kevin L. Dyes, Superintendent
Central High Public Schools, Marlow, Oklahoma
580-568-6858

Dr. Matthew Capps, West College of Education
Midwestern State University, Wichita Falls, Texas
940.397.4138
matthew.capps@msutexas.edu