

Toni Templeton, PhD

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Education and Certifications

Ph.D., Higher Education Leadership & Policy Studies, University of Houston, 2018
M. Ed., Curriculum and Instruction, University of Phoenix, 2009
B.S., Neurobiology, The University of Texas, 2004
Instructional Leadership Development Certificate, 2007
Texas Teaching Certificate, Life Sciences 8-12, 2005
Phi Beta Kappa Honor Society Member, 2000

Skills and Areas of Specialization

Policy Analysis, Statistical Analysis, Database Development and Management, Data Analysis, Research, Teaching and Training, Technology Usage, Efficiency Improvement, Process Analysis, Academic Accountability, School Finance, Student Success

Professional Experience

Quantitative Analyst, University of Houston July 2018 to Present
Perform research and analysis as a Quantitative Analyst at the Education Research Center; Conduct statistical analyses of Texas Education Agency, Texas Higher Education Coordinating Board, Texas Workforce Commission, and State Board of Education Certification data; Write grants to support research; Facilitate use of Education Research Center data to assist in policy making.

Graduate Research Assistant, University of Houston August 2015 to May 2018
Performed research in higher education finance and social justice policy; Evaluated education finance policy in K-12 and higher education; Submitted articles to peer-reviewed journals; Built databases to support research; Analyzed data using statistical tools.

Principal Analyst, TTM Analytics, LLC July 2015 to Present
Provide data analysis to support advocacy organizations, philanthropic groups, schools, and state education agencies; Model school funding formulas; Perform policy impact analyses; Predict student/school success; Examine geographic markets for growth; Create data-driven improvement plans; Advocate for equity and opportunity to historically underserved populations; Write policy briefs, white papers, and research papers; Report findings in formal reports and presentations.

Director of Data Services, Texas Charter Schools Assn September 2010 to August 2015
Developed and implemented metrics for charter school quality; Provided descriptive and comparative statistics for charter school advocacy and media; Assisted in drafting legislation to improve charter school movement; Analyzed school finance funding formulas; Provided assistance to charter schools in applying for charters, expansion amendments and renewals from the Texas Education Agency; Trained charter school staff in state and federal accountability, school finance, school finance accountability, school improvement and data analysis; Educated legislative staffers on school finance and accountability.

School Improvement Specialist, Austin Can Academy

August 2008 to September 2010

Created improvement plan based upon needs assessment and data analysis; Developed goals and action steps to reach goals; Implemented improvement plan, monitored change, and intervened where needed; Implemented federal programs for school improvement; Ensured compliance with all federal and state regulations in accountability and budget; Created and improved tutorial program; Incorporated SES providers into successful tutorial program; Recruited and trained tutorial staff; Created and managed student learning plans and goals.

Science Instructional Specialist, Texans Can Academy

August 2007 to July 2008

Wrote science curriculum for dropout recovery program in Texas, Louisiana and Missouri; Trained teachers on curriculum, instruction and classroom management; Monitored district and campus performance on standardized tests; Evaluated curriculum and instruction.

Online Classroom Facilitator, Weblessons

March 2008 to June 2009

Instructed classes on technology use in the classroom; developed online class platform; wrote curriculum for class.

Data Analyst Contractor, Fiveash and Associates

August 2007 to August 2011

Provided data analysis services to schools in the areas of school improvement, cohort monitoring, needs assessments, grant reporting, transcript evaluation, program evaluation and budget analysis.

Assistant Principal, Austin Can Academy

August 2006 to July 2007

Served as an Assistant Principal at a dropout recovery charter high school.

Anatomy and Physiology Teacher, Austin Community College

May 2006 to June 2007

Taught basic anatomy and physiology concepts to massage therapy students; Prepared massage therapy students for anatomy and physiology exam for licensing.

Science Teacher, Austin Can Academy

August 2004 to July 2006

Taught biology, chemistry, and physics at a dropout recovery charter high school.

Montessori Preschool Teacher, Northwest Montessori

January 2000 to July 2004

Taught 18 month and 3 year old classrooms.

Expert Testimony

Expert Witness testimony in Texas School Finance Litigation, *Williams v. Texas Taxpayers and Student Fairness Coalition, et al.*, January 2013

Academic Presentations

"Underfunded and Achieving: An Examination of Efficiency in HBCUs Using Data Envelopment Analysis." Toni Templeton & Sly Mata. Association for the Study of Higher Education, Houston, Texas. November 2017.

"Principal Retention: An Analysis of Retention in the 2010 Principal Cohort." Sly Mata, Toni Templeton, & Rickey Frierson. American Educational Research Association, San Antonio, Texas. April 2017

“Constitutional Inequities: A Review of Litigation and an Empirical Analysis of Equity in Texas Schools.” Toni Templeton & Anthony Rolle. American Educational Research Association, San Antonio, Texas. April 2017

“An Exploration of Technical Efficiency in Higher Education Institutions.” Toni Templeton and Sly Mata. National Education Finance Conference, Cincinnati, Ohio, February 2017.

“Price Matters: A Time Series Analysis of Tuition Prices and Enrollment with a Focus on Texas Public Universities.” Sly Mata and Toni Templeton. National Education Finance Conference, Cincinnati, Ohio, February 2017.

“Understanding Educator Retention in Texas and Its Impact on Policy.” Cathy Horn, Sherri Lowrey Rickey Frierson, Sly Mata, and Toni Templeton. Consortium of State Organizations for Texas Teacher Education, San Marcos, Texas, October 2016.

“An Empirical Examination of Educational Productivity: Using Modified Quadriform Analysis as a Basis for Texas School Finance Reform.” Anthony Rolle, Toni Templeton, and Sly Mata. National Education Finance Conference, Jacksonville, Florida, February 2016.

“An Empirical Examination of Educational Productivity: Using Modified Quadriform Analysis as a Basis for Texas Charter School Finance Reform.” Anthony Rolle, Toni Templeton, and Sly Mata. A poster presentation for Association of Education Finance and Policy, Denver, Colorado, March, 2016.

Academic Publications

Frierson, R., Templeton, T., Mata, S. (2017). An Analysis of Retention in the 2010 Principal Cohort in Texas. *Insight*(32:2), 13-18. <https://issuu.com/tasanet/docs/summer17?e=11039933/53141025>

Service and Volunteering

Dean of Students Leadership Council, University of Houston

Article Reviewer, Education Policy Analysis Archives

Youth Mentor, Southwest Key Programs

Mobile Food Pantry Volunteer, Capital Area Food Bank

Foster Parent, Austin Boxer Rescue