

Forrest J. Kaiser

Associate Professor, School of Education - The University of Texas at Tyler
3900 University Blvd. Tyler, TX 75799 903.780.8860 – fkaiser@uttyler.edu

EDUCATION

Doctor of Education - Educational Administration May 2020

Texas A&M at Commerce - Commerce, TX

- Texas Superintendent Certification
- Dissertation: *Staffing every classroom: Principal perceptions of teacher stress, burnout, and attrition*

Master of Education - Educational Leadership May 2008

University of Texas at Tyler - Tyler, TX

- Texas Principal Certification

Master of Arts - Teaching May 1997

Beloit College - Beloit, WI

- Secondary English Certification

Bachelor of Arts - Creative Writing / Educator Certification May 1997

Beloit College - Beloit, WI

PROFESSIONAL EXPERIENCE

Assistant Professor of Educational Leadership September 2020 – Present

The University of Texas at Tyler

- University Teaching Experience:
 - EDLR 5311 Instructional Leadership and Supervision
 - EDLR 5330 The Principalship
 - EDLR 5337 School Building Operations
 - EDSI 6313 School Improvement & Accountability Models
 - EDSI 6320 Leading Critical Conversations for School Improvement
- Recent Teaching Evaluation Summary:
 - Fall 2025 4.72/5
 - Sum 2025 4.59/5
 - Spr 2025 4.79/5

Principal - Higgins Elementary School May 2016 – July 2020

Whitehouse Independent School District - Whitehouse, TX

- Supervised 750 students and 60 employees
- Led campus to an “A” accountability rating with all distinctions

Principal - Three Lakes Middle School July 2014 – June 2016

Tyler Independent School District - Tyler, TX

- Supervised 800 students and 80 faculty
- Opened the first new Tyler ISD secondary school in 50 years

Interim Principal - Peete Elementary

Spring 2015

Tyler Independent School District - Tyler, TX

- Supported campus staff through state reconstitution process
- Increased performance on student accountability measures

Principal - Caldwell Elementary Arts Academy

July 2011 – June 2014

Tyler Independent School District - Tyler, TX

- Supervised 680 students and 56 employees
- Operated a fine arts magnet program serving kindergarten through 5th

Principal Intern Mentor - Educational Leadership

August 2011 – May 2014

University of Texas at Tyler - Tyler, TX

- Supervised EDLR master's program students in Developmental Supervision
- Participated in transition from classroom-based to online learning

Assistant Principal

July 2007 – June 2011

Tyler Independent School District - Tyler, TX

- Responsible for campus operations, master schedule, assessment, and discipline
- Coordinator for Special Education, 504, GT, and RtI

Instructional Technology Trainer

December 2003 – June 2007

Tyler Independent School District - Tyler, TX

- Prepared and presented teacher and administrator staff development
- Supported principals in analyzing student performance data

Teacher - Robert E. Lee High School

August 1998 – December 2003

Tyler Independent School District - Tyler, TX

- Taught freshman English and reading improvement intervention
- Worked with Pre-AP level and at-risk student populations

SCHOLARSHIP

Refereed Journal Publications

Kaiser, F. J., & Lane, J. M. (2025). Why Did You Leave? A Content Analysis of Comments to Former Teacher Posts on TikTok. *Sage Open*. <https://doi.org/10.1177/21582440251379513>

Oliveras, Y., Lane, J., Thomas, C. L., Hickey, W., Garbutt-Franklin, J., Diego, J., Vairez, Jr., M. R., & **Kaiser, F. J.** (2025). Development and Validation of the Instructional Supervision Sense of Efficacy Scale. *Journal of Educational Supervision*, 8(1), 41–62. <https://jes.lib.buffalo.edu/articles/10.69772/jes.8.1.2>

Kaiser, F. J. (2023). #TeacherQuitTok: A content analysis of how current and former teachers navigate attrition on TikTok. *School Leadership Review*, 17(2) Article 7. <https://scholarworks.sfasu.edu/slr/vol17/iss2/7/>

Kaiser, F. J. (2023). 3 Key Things Administrators Need to Know About Teacher Retention. *Teachers Connecting to Advance Retention and Empowerment (T-CARE) 14*.
<https://www.csun.edu/sites/default/files/T-CARE-Vol.-XIV-Spring-2023.pdf>

Bailey, J., **Kaiser, F. J.**, Rhone, R., & Atchley, S. (2023). Working Across Boundaries: School Leaders Redefining Communities of Practice Through Twitter. *NASSP Bulletin*, 107(3), 270-286.
<https://doi.org/10.1177/01926365231198523>

Kaiser, F. J., & Bailey, J. (2022). Reinventing Identity in Transition from Principal to Professor: A Collaborative Autoethnography. *Cogent Education*, 9(1).
<https://doi.org/10.1080/2331186X.2022.2139119>

Bailey, J., **Kaiser, F. J.**, Thomas, C. L., Dillingham, S., Norwood, D., Smith, N., & Brown, A. (2022). The intersection of preparation and practice: School leadership learning through simulation. *NASSP Bulletin*. <https://doi.org/10.1177/01926365221117487>

Atchley, S., Bailey, J., Farler, T., **Kaiser, F. J.**, Reyes, J., & Rhone, R. (2022). Navigating pathways: We dream it, we believe it, we claim it – from the principalship to the professoriate. *Journal of Texas Women School Executives*, 7(1), 75–85. <https://issuu.com/tasanet/docs/jtcwse22/s/14701654>

Kaiser, F. J., & Thompson, R. (2021). Slowing the burn: Principal leadership supports to reduce attrition. *School Leadership Review*. 16(1), Article 6. <https://scholarworks.sfasu.edu/slr/vol16/iss1/6>

Mokhtari, K., Neel, J., **Kaiser, F.**, & Le, H-H. (2015). Assessing the promise of a supplemental reading intervention program for at-risk first grade students in a public-school setting. *International Electronic Journal of Elementary Education*, 7(3), 281-300.

Editorially Reviewed Journal Publications

Kaiser, F. J. (2025). Setting a New Standard for Teacher Wellness. *TASA Insight*, 39(4), 31–34. https://issuu.com/tasanet/docs/insight_-_winter_2025/31

Kaiser, F. J. (2021). Extinguishing Teacher Burnout: Supportive relationships are key to turning down the heat. *Principal Leadership Magazine*, 21(9), 46–49.
<https://www.nassp.org/publication/principal-leadership/volume-21-2020-2021/principal-leadership-april-2021-2/extinguishing-teacher-burnout>.

Books

Decman, J., & **Kaiser, F. J.** (Eds.). (2026). *Demystifying Dissertations – Providing Clarity in the Chaos - A Comprehensive Guide for Doctoral Faculty and Students*. Kendall Hunt.

Hickey, W., Oliveras, Y., & **Kaiser, F. J.** (2023). *The Distinguished Texas Teacher: Strategies for Making a Difference in the Classroom*. Kendall Hunt.

Book Chapters

- Lane, J. M., & **Kaiser, F. J.** (2026). Driving Instructional Excellence Across the District. In J. A. Vornberg, N. Templeton, & G. Miller (Eds.), *Texas public school organization and administration (20th ed)*. Kendall Hunt.
- Kaiser, F.**, & Lane, J. (2024). Learner-Centered Curriculum Planning and Development. In J. A. Vornberg, N. Templeton, & G. Miller (Eds.), *Texas Public School Organization and Administration (19th ed)*. (pp. 49–64). Kendall Hunt.
- Bailey, J., Miller, G. J., & **Kaiser, F. J.** (2023). Reframing systems to thrive: Teacher shortages in post-pandemic schools. In E. Azukas & M. Kim (Eds.), *Reimagining systems thinking in a post-pandemic world*. (pp. 262–277). IGI Global. <https://www.doi.org/10.4018/978-1-6684-7285-9.ch013>
- Kaiser, F.** (2022). Learner-Centered Curriculum Planning and Development. In J. A. Vornberg, Y. Oliveras-Ortiz, & N. Templeton (Eds.), *Texas Public School Organization and Administration (18th ed)*. (pp. 53–68). Kendall Hunt.

Other Publications

- Oliveras-Ortiz, Y., Hickey, **Kaiser, F.**, & Lane, J. (2021). *Instructional Supervisors Guide: Instructional supervision for educational excellence in Belize*. Belize Ministry of Education.
- Oliveras-Ortiz, Y., Hickey, **Kaiser, F.**, & Lane, J. (2021). *Teachers Guide: Instructional supervision for educational excellence in Belize*. Belize Ministry of Education.
- Kaiser, F.** (2020). *Staffing every classroom: Principal perceptions of teacher stress, burnout, and attrition (27743235)* [Doctoral dissertation]. ProQuest Dissertations and Theses Global.

Refereed Conference Presentations

- Kaiser, F. J.** (2024, April). Why Did You Leave? A Content Analysis of Comments to Former Teachers on TikTok. In *2024 East Texas Research Conference*. The University of Texas at Tyler.
- Kaiser, F. J.** (2023, November). Beyond the exit interview: A content analysis of how teachers navigate quitting on TikTok. In *2023 UCEA Convention*. University Council for Educational Administration.
- Bailey, J., Rhone, R., **Kaiser, F. J.**, & Atchley, S. (2023, May). Transcending Barriers and Traversing New Ones: School Leaders Extending Communities of Practice Through Twitter. *AERA Annual Meeting 2023*. American Educational Research Association.
- Kaiser, F. J.** (2023, April). #TeacherQuitTok: A Content Analysis of How Teachers Navigate Quitting on Social Media. In *2023 East Texas Research Conference*. The University of Texas at Tyler.
- Kaiser, F. J.**, Rhone, R., Bailey, J., & Atchley, S. (2022, November). Working Across Boundaries: School Leaders Redefining Communities of Practice Through Twitter. In *2022 UCEA Convention*. University Council for Educational Administration.
- Kaiser, F. J.**, & Bailey, J. (2022, November). A New Lens: Lessons Learned from the Principalship to

Professoriate, A Collective Case Study. In *2022 UCEA Convention*. University Council for Educational Administration.

Bailey, J., **Kaiser, F. J.**, & Thomas, C. L. (2022, November). The intersection of preparation and practice: School leadership learning through simulation. In *2022 UCEA Convention*. University Council for Educational Administration.

Kaiser, F. (2022, January). Retaining Teachers Through Challenging Times. In *TASA 2022 Midwinter Conference*. Texas Association of School Administrators

Kaiser, F. J., & Jennifer, B. (2021, November). Learning the Playbook, From Principal to Professor: A Collaborative Autoethnography. In *UCEA Annual Convention*. University Council for Educational Administration.

Kaiser, F. J. (2021, January). Slowing the Burn: Principal Perceptions of Teacher Support and Attrition. In *TASA/TCPEA Conference within a Conference*. Texas Council of Professors of Educational Administration

Kaiser, F. (2019, April). Renaming the past: A transcendental phenomenological study exploring a shift in cultural perspective of advocate parents participating in a confederate school renaming. In *Texas A&M Commerce Annual Research Symposium*. Texas A&M Commerce

Invited Conference Presentations

Kaiser, F. J. (2024, February). Project Based Learning in Online Programs. In *TCPEA Spring Webinar Series*. Texas Council of Professors of Educational Administration.

Kaiser, F. J. (2024, March). Using Collaborative Project Based Learning in Online Graduate Programs. In *CETL Innovation in Teaching Award Presentation*. UT Tyler Academy of Distinguished Teachers.

Kaiser, F. J. (2024, March). Crucial Conversations for Organizational Improvement. In *Jasper Leadership Academy*. Jasper Ventures.

Kaiser, F. J. (2023, March). Faculty mentoring and support: A panel discussion. In *TCPEA Membership Engagement Series*. Texas Council of Professors of Educational Administration.

Kaiser, F. J. (2021, July). Promoting Critical Thinking through Online Learning. In *COBEC Summer 2021 Virtual Conference*. The Consortium for Belize Educational Cooperation (COBEC).

Kaiser, F., & Lane, J. (2021). Instructional supervision for educational excellence in Belize. Belize Ministry of Education.

Grants

Kaiser, F. J. & Thomas, C. (*unfunded*, 2024). Developing collaborative skills for coping: Supporting teacher retention through coping cohorts. Spencer Foundation, \$141,413.

Kaiser, F. J., Bailey-Watters, J., & Molina, C.E. (*unfunded*, 2023) Expose, Engage, Practice: Improving Teacher

Preparation Though Guided Simulation. The University of Texas at Tyler - ORSSP Internal Grant, \$15,156.

Hull, D., Sung, W. & **Kaiser, F.** (*unfunded*, 2021). Promoting authentic STEM learning in computer science via the Hollywood meets learning model. NSF Grant, \$849,904.

Student Dissertation Advising

Dissertation Committee Chair:

Bennett, S., Dissertation Committee **Chair**, (*in progress*) 2028. Title TBA

Branch, B., Dissertation Committee **Chair**, (*in progress*) 2028. Title TBA

Ruiz, L., Dissertation Committee **Chair**, (*in progress*) 2028. Title TBA

Greene, A., Dissertation Committee **Co-Chair**, (*in progress*) 2028. Title TBA

Blevins, D., Dissertation Committee **Chair**, (*in progress*) 2027. Title TBA

Dunlap, C., Dissertation Committee **Chair**, (*in progress*) 2027. Title TBA

Lavergne, K., Dissertation Committee **Chair**, (*in progress*) 2027. Title TBA

Trojczak, R., Dissertation Committee **Chair**, (*in progress*) 2027. Title TBA

Parrott, R., Dissertation Committee **Chair**, 2026. Teacher Retention: Do Job Satisfaction, Support from Administrators, Professional Development, Student Behavior, and School Culture Affect a Teacher's Decision to Stay or Leave?

Zachary, S., Dissertation Committee **Chair**, 2026. Examining the Impact of School Leaders on Teacher Retention in Urban High-Needs Schools.

Brown, S., Dissertation Committee **Chair**, 2025. From Perception to Retention: The Influence of Campus Culture and Climate on Teacher Attrition.

Young, S., Dissertation Committee **Chair**, 2023. How Teacher Retention is Handled at an Elementary School.

Lloyd, P., Dissertation Committee **Chair**, 2023. The Impact of Mentoring Practices on New Faculty and Staff.

Thomas, J., Dissertation Committee **Chair**, 2023. Evaluation of Personalized Learning.

Lopez, T., Dissertation Committee **Chair**, 2023. Factors of Teacher Retention.

Dissertation Committee Member:

Booker, C., Dissertation Committee Member, (*in progress*) 2027. Title TBA

Mahtabinourani, A., Dissertation Committee Member, (*in progress*) 2027. Title TBA

Scott, T., Dissertation Committee Member, (*in progress*) 2027. Title TBA

Davis, D., Dissertation Committee Member, 2026. Examining Instructional Structures in a Secondary STAAR

Retester Remediation Course: An Explanatory Sequential Mixed Methods Case Study

Espada, A., Dissertation Committee Member, 2026. At-Risk Students: Ensuring a Successful Transition into High School

Clairmont, J., Dissertation Committee Member, 2024. Evaluating the Impact of Special Education Coaching Support.

Robinson, W., Dissertation Committee Member, 2024. Reducing Recidivism at DAEP with Social Emotional Learning and Character Education in Restorative Circles.

Adams, K., Dissertation Committee Member, 2023. Teacher Retention: A Closer Look at Finding Solutions.

SERVICE

University Service

- CEP Award Revision Committee Spring 2025
- SOE EDLR Faculty Search Committee Spring 2025
- SOE EdD Faculty Search Committee Spring 2025
- CEP School Counseling Faculty Search Committee Spring 2025
- Faculty Affairs Committee Fall 2023 – Summer 2025
- Career Success Conference Advisory Board Spring 2023 - present
- Faculty Senate Fall 2022 – Summer 2025
- Handbook of Operating Procedures (HOP) Committee Fall 2022 – Fall 2023
- School Improvement EdD Program Admissions Committee 2021 – present
- Chair - CEP Technology Committee Fall 2021 – Spring 2023
- Chair EDLR Faculty Search Committee Spring 2022
- Judge – 7th Annual Student Lyceum Spring 2022
- Quality Measures EPP Self-Study Cohort 1 Spring 2021
- CEP Service Award Committee Spring 2021
- CEP P&T Revision Committee Spring 2021
- Judge – 6th Annual Student Lyceum Spring 2021
- Diversity and Inclusion Ad-hoc Committee 2020 - 2021
- Pre-Service Teacher Principal Panel 2009 - 2020

Relevant Service to the Profession

- President, Texas Council for Professors of Educational Administration Fall 2024 – Fall 2025
- Higher Education Committee Member, Texas Association of School Administrators Spring 2024 - Fall 2026
- Executive Board Member, Texas Council for Professors of Educational Administration Fall 2022 – Fall 2026
- Chair - Membership Engagement Sub-Committee, Texas Council for Professors of Educational Administration Fall 2022 – Fall 2026
- Plenum Representative, University Council for Educational Administration Fall 2022 – Spring 2026
- UCEA Conference Facilitator, University Council for Educational Administration Fall 2022
- Conference Proposal Reviewer, University Council for Educational Administration 2022, 2023
- TExES Principal as Instructional Leader - Reader/Rater Spring 2022
- Manuscript Reviewer, Teaching and Teacher Education 2025 - present

- Manuscript Reviewer, School Leadership Review 2021 - present
- Chapter Reviewer, Texas Public School Organization and Administration Fall 2023
- Manuscript Reviewer, Journal of School Administration Research and Development (JSARD) Spring 2021
- TExES Principal as Instructional Leader Standard Setting Committee Spring 2021

Relevant K-12 Service

- Whitehouse ISD – ESL Advisory Board 2023 - 2025
- Whitehouse ISD – Behavioral Intervention Support - Higgins Elementary 2021 – 2022

CERTIFICATIONS

- Texas Standard Principal Certificate
- Texas Superintendent Certificate
- Texas Secondary English - Language Arts Certificate
- Certified Intel “Teach to the Future” Master Teacher

HONORS/AFFILIATIONS

- 2023 TCPEA Advocate of the Year Award
- 2023 CETL Innovation in Teaching Award
- 2019 Vornberg Graduate Scholarship Endowment Recipient
- Honorary Life Member, Texas Congress of Parents and Teachers
- American Educational Research Association
- University Council for Educational Administration
- Texas Association of School Administrators
- Texas Council of Professors of Educational Administration
- Association for Supervision and Curriculum Development
- Phi Beta Kappa Society
- Sigma Phi Epsilon Balanced Man Award Recipient