

David Robert DeHaas, Ed.D.

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EDUCATION

VANDERBILT UNIVERSITY, *PEABODY COLLEGE*

Doctor of Education

Dissertation: Cooperating Teachers Matter: Leveraging Work Motivation to Attract and Retain Cooperating Teachers to Train the Teachers of Tomorrow

NASHVILLE, TN

DECEMBER 2020

SOUTHERN METHODIST UNIVERSITY, *EDWIN COX SCHOOL OF BUSINESS*

Master of Business Administration

Concentrations: Strategy & Entrepreneurship

DALLAS, TX

DECEMBER 2014

DEPAUL UNIVERSITY, *COLLEGE OF EDUCATION*

Master of Education with distinction

Concentrations: Administration and Supervision

Certificate: Type 75, K-12 Administration (Principal Certification)

CHICAGO, IL

JUNE 2011

DUKE UNIVERSITY, *TRINITY COLLEGE*

Bachelor of Arts

Major(s): Public Policy, History

Certificate: Markets and Management

DURHAM, NC

MAY 2008

EXPERIENCE

DALLAS COLLEGE (previously Dallas County Community College District, or DCCCD)

Vice Provost, School of Education

Dallas, TX

JUNE 2020 – present

- Selected as the inaugural Vice Provost for the Dallas College School of Education in June of 2020.
- Led the organizational design and launch of the new Dallas College School of Education – successfully navigated the change management during consolidation of a 50-year-old seven college system (DCCCD) to a single college.
- Lead and oversee all academic, strategic, and programmatic initiatives related to educator preparation, early childhood education, and teacher educator policy for the School of Education – served over 11,000 unique credit and non-credit students in AY 24-25: 44 FT Faculty, 70 Adjunct Faculty and 25 administrators and staff - supported by a \$18 million annual budget (AY 25-26). 90 percent of students identify as students of color and nearly 60 percent are PELL eligible.
- Increased total credentials of value awarded to students in the School of Education by 24 percent from AY 23-24 (527) to AY 24-25 (654) and over 95 percent from AY 20-21 (335).
- Since 2020, secured over \$35 million in new public and private grant and contract funding to support innovative School of Education initiatives – including the approval and launch of the first early childhood and teaching baccalaureate degree program offered at a 2-year college in Texas, and the launch of a statewide Teacher Apprenticeship Center.
- Successfully led the Early Childhood Department through NAEYC accreditation (SP 25) – earning Dallas College its first ever program accreditation for the bachelor's degree in early childhood education and teaching.
- Successfully led the institution through the accreditation process to be granted its first level-change to a baccalaureate serving institution by our regional accrediting body - The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Successfully navigated the reaffirmation visit for the baccalaureate program in 2022.
- Co-Author of *Teach at Dallas College* Educator Preparation Program application to the Texas Education Agency and successfully navigated teacher licensure program approval from the State Board of Educator Certification.
- Worked in partnership with (3) regional 4-year universities to execute new articulation agreement – creating a universally accepted transfer pathway from the Associate of Arts in Teaching (AAT) degree to upper-level bachelor's degree in education.
- Nearly 70 percent of full-time students in the first two baccalaureate degree cohort's earned their degree on-time – nearly double the graduation rate of 4-year public institutions in Texas.
- During AY 24-25, secured over \$12 million in employer wage(s) to support 400 + students in paid teacher residency and teacher apprenticeship settings.
- Provided guidance and counsel to 2-year colleges across Texas to plan, stand up and launch baccalaureate programs in

education (San Jacinto College, Odessa College, Midland College, Weatherford College).

- Oversaw the approval and launch of the first registered U.S. Department of Labor Registered Teacher Apprenticeship Program in Texas (second in the country) and successfully partnered with Local Education Agencies (LEAs) across Dallas College to create paid, work-based learning experiences for pre-service teachers.
- Facilitated the growth of high-school dual credit and *Grow Your Own* teaching pathways across Dallas County. Since 2020, there have been fourteen new high school to teacher pathways launched in partnership with regional LEAs serving nearly 2,000 students.
- In partnership with Student Success Sr. leadership, implemented a unique student advising model for education students. The initiative has led to a 300 percent increase in overall School of Education enrollment between FA 2020 and FA 2025. Enrollment in the baccalaureate degree program has increased ~600 percent from FA 2021 (215 students) to FA 25 (1,545 students). Increased number of baccalaureate degree completers by 109 percent from AY 22-23 to AY 24-25.
- Routinely provide expert testimony to local, state, and national leaders and agencies on matters of K-12 educator preparation, early childhood education, and education policy – most notably supporting the passage of HB 2 in Texas (presentations and testimonies listed below).
- Partnered with Bezos Foundation to establish an on-campus childcare option(s) for working parents and Dallas College students. Bezos Academies are tuition free childcare centers that offer onsite childcare for student parents and working employees of the college. The estimated value of this partnership is \$20 million.
- Facilitated the development of the first School of Education 5-Year Strategic Plan – a collaboration among leadership, faculty, and staff.
- Served as Academic Lead for the Faculty Performance Evaluation Workgroup – a cross functional workgroup tasked with designing a new faculty evaluation tool for Dallas College FT faculty (launched fall 2022).
- Led the positioning of the Dallas College School of Education as emerging local, state, and national leader in the educator preparation and early childhood education space (see *HONORS and INTERESTS*).

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT (DCCCD)

Dallas, TX

Founding Dean, Early Childhood Baccalaureate Institute

JANUARY 2019 – MAY 2020

- Selected as Founding Dean of the Early Childhood Baccalaureate Institute – tasked with gaining authorization to launch the first baccalaureate program in the 50+ year history of the community college district.
- Designed the curriculum framework and program learning outcomes for 120 semester credit hour (SCH) degree program with an emphasis in early childhood education.
- Created internal articulation and transfer pathways from existing associate degree programs into the bachelor's program.
- Successfully authored a new baccalaureate degree program application and led college district team to secure Texas Higher Education Coordinating Board's approval for new degree program (fall 2019). The baccalaureate degree in early childhood education and teaching became the first program of its kind to receive approval in the state of Texas.
- Led and authored bachelor's degree level change prospectus to SACSCOC; submitted March 2020, (approved June 2020).
- Established Early Childhood Institute and new baccalaureate degree program Advisory Committee – consisting of regional higher education, philanthropic, business, K-12 district, and non-profit leaders.
- Routinely testified to the Texas State Legislature and educated elected officials on House Bill 3 – a historic school finance bill resulting in an additional \$6 billion in state funding to public education.

DALLAS TEACHER RESIDENCY (DTR)

Dallas, TX

Co-founder & CEO

JUNE 2013 – DECEMBER 2018

- Co-Founded North Texas' first graduate urban teacher residency program to provide Dallas County students highly effective classroom teachers.
- Selected as a program partner to join the National Center for Teacher Residency Network - 1 of 24 program partners nationally and the first teacher residency program partner in Texas.
- Secured over \$19 million in funding from public and private funders including: Michael & Susan Dell Foundation, Bill & Melinda Gates Teacher Transformation Center, United Way of Metropolitan Dallas, Texas Higher Education Coordinating Board, Dallas Independent School District, Richardson Independent School District, The Meadows Foundation, and The Harold Simmons Foundation.
- Partnered with Texas A&M University – Commerce, and UNT-Dallas' Colleges of Education leadership and managed the faculty and staff members across various institutional departments to ensure program coherence and effective

implementation.

- Oversaw the development and performance of over 200 teachers serving 9,500 students across 24 public school campuses in Dallas County.
- Designed and taught yearlong graduate level teacher education coursework in 1) Educational policy; 2) Leadership development; and 3) Community and Family Partnerships, to aspiring teacher and graduate degree candidates.
- Successfully navigated the merger of DTR with Urban Teachers in 2018.

UPLIFT EDUCATION

School Director

DALLAS, TX

JUNE 2011 – JUNE 2013

- Co-led start-up efforts for a new kindergarten – fifth grade elementary campus, while also co-leading the school turnaround efforts associated with a 6 -8 middle school in West Dallas (> 90 percent of students were economically disadvantaged and identified as students of color).
- In 2012-2013, earned campus level state distinctions in both Mathematics and English/Language Arts for outstanding student academic achievement and student academic growth.
- Created and led the implementation of the parental engagement and marketing plan aimed at increasing levels of parental involvement - increasing overall school satisfaction and strengthening the campus brand; efforts led to a 300 percent increase in student applications from AY 2011-2012 to AY 2012-2013.

PRE-GRADUATE SCHOOL EXPERIENCE

LEARN CHARTER SCHOOL NETWORK, Chicago, IL

JULY 2010 – JULY 2011

Project Manager

LEARN CHARTER SCHOOL NETWORK Chicago, IL

JULY 2008 - JULY 2010

Classroom Teacher (5th grade)

CHICAGO 2016 OLYMPIC COMMITTEE, Chicago, IL

MAY 2007 - AUGUST 2007

Business Analysis Intern

HONORS

- | | |
|---|-----------|
| " ASPEN College Excellence Program - Rising Presidents Fellowship | 2025 |
| " Texas Education Agency – Educator Preparation Program Commendation – <i>Innovative Educator Preparation</i> | 2024 |
| " Champion for Early Childhood Education Founders Award – <i>Texans Care for Children</i> | 2024 |
| " Innovation of the Year in Education – <i>D Magazine CEO and Dallas Innovates</i> | 2024 |
| " Dallas Assembly – New Member Induction | 2024 |
| " Innovation of the Year – <i>League for Innovation in the Community College</i> | 2022-2023 |
| " Texas Association of Community College Teacher Education – <i>Excellence in Practice</i> | 2023 |

ACTIVITIES & INTERESTS

- | | |
|--|----------------|
| " Child Care Group Board Trustee | 2026 - present |
| " PNC Bank Grow Up Great National Advisory Council Member | 2023 - present |
| " Dallas County Blue Ribbon Childcare Commission Member | 2023 - present |
| " Texas Early Childhood Professional Development System (TECPDS) Council | 2023 - present |
| " NAEYC Higher Education Leadership Advisory Council Member | 2021 - 2022 |
| " Early Matters Dallas Advisory Board Member | 2021 - present |
| " Moorland Family YMCA at Oak Cliff Board Member | 2022 - present |
| " Texas Education Teacher Preparation Regulatory Committee Member | 2021 - present |
| " Texans Care for Children Leadership Council on School Readiness Member | 2020 - 2022 |
| " Region 10 Head Start and Early Head Start Advisory Council Member | 2019 - present |
| " Deans for Impact Fellow | 2018 |
| " Leadership ISD Fellow | 2015-2016 |
| " Mayor's Star Council | 2014-2015 |

- " Fluent in Spanish
- " Teaching experience at K-12, undergraduate (current) and graduate level
- " Association of College and University Educators (ACUE)

GRANTS AND CONTRACTS AWARDED WHILE LEADING DALLAS COLLEGE SCHOOL OF EDUCATION

Total Awarded: \$37,349,252.00 (as of 9-1-2025)

Total Committed: \$40,349,252.20

*Note: Awards listed are awards received over \$100K since 2019

Grantor/Vendor: *PNC Bank Foundation*

Project/Program Title: *Early Childhood Institute – Dallas College School of Education*

Award/Contract Amount: *\$450,000 (total)*

Date(s): Approved and Awarded: *Fall 2019, Fall 2021, Fall 2022, Fall 2023, Fall 2024, Fall 2025*

Grantor/Vendor: *Dallas County Workforce Board/Workforce Solutions Dallas*

Project/Program Title: *Childcare Quality Grant Project – Dallas College School of Education*

Award/Contract Amount: *\$2,008,775.00 (total)*

Date(s): Approved and Awarded: *Fall 2020, Fall 2021, Fall 2023, Fall 2024, Fall 2025*

Grantor/Vendor: *U.S. Department of Education*

Project/Program Title: *Title V – Developing Hispanic-Serving Institutions Award – Bi-lingual Education Center*

Award/Contract Amount: *\$2,747,641.00*

Date(s): Approved and Awarded: *September 2019*

Grantor/Vendor: *The Meadows Foundation*

Project/Program Title: *Transforming Teacher Education – Dallas College School of Education*

Award/Contract Amount: *\$600,000 (total)*

Date(s): Approved and Awarded: *Fall 2021, Spring 2023*

Grantor/Vendor: *The George and Fay Young Foundation*

Project/Program Title: *Young Scholars Scholarship - Dallas College School of Education*

Award/Contract Amount: *\$1,400,000 (total)*

Date(s): Approved and Awarded: *Fall 2021, Spring 2023, Fall 2023, Fall 2024, Fall 2025 (\$1 million endowment gift)*

Grantor/Vendor: *The Bill & Melinda Gates Foundation*

Project/Program Title: *Center for Transforming Alternative Preparation Pathways (CTAPP)*

Award/Contract Amount: *\$3,370,000.00*

Date(s): Approved and Awarded: *July 2021, September 2023*

Grantor/Vendor: *Margaret A. Cargill Foundation (subgrant from National Center for Teacher Residencies)*

Project/Program Title: *Black Male Educator Initiative - Dallas College School of Education*

Award/Contract Amount: *\$220,000.00*

Date(s): Approved and Awarded: *May 2022*

Grantor/Vendor: *Reach University*

Project/Program Title: *Teacher Apprenticeship - Dallas College School of Education*

Award/Contract Amount: *\$100,000.00*

Date(s): Approved and Awarded: *July 2022*

Grantor/Vendor: *U.S. Department of Labor*

Project/Program Title: *Workforce Scholars – Youth Apprenticeship - Dallas College*

Award/Contract Amount: *\$5,000,000.00*

Date(s): Approved and Awarded: *July 2022*

Grantor/Vendor: *Texas Workforce Commission*
Project/Program Title: *Childcare Apprenticeship - Dallas College School of Education*
Award/Contract Amount: *\$376,578.00 (total)*
Date(s): Approved and Awarded: *November 2022, December 2023*

Grantor/Vendor: *Dallas Independent School District*
Project/Program Title: *Teacher Residency Program Partnership (TNTP & Dallas College)*
Award/Contract Amount: *\$2,500,000.00*
Date(s): Approved and Awarded: *January 2023*

Grantor/Vendor: *Texas Workforce Commission*
Project/Program Title: *Early Childhood Education Pipeline Pilot – Dallas College School of Education*
Award/Contract Amount: *\$2,700,000.00*
Date(s): Approved and Awarded: *March 2023*

Grantor/Vendor: *U.S. Department of Education*
Project/Program Title: *Paraprofessional to Teacher Project – Dallas College School of Education*
Award/Contract Amount: *\$500,000.00*
Date(s): Approved and Awarded: *May 2023*

Grantor/Vendor: *U.S. Department of Education*
Project/Program Title: *Teacher Quality Partnership (TQP) – Registered Teacher Apprenticeship Project – Dallas College School of Education*
Award/Contract Amount: *\$3,844,822.20*
Date(s): Approved and Awarded: *September 2023*

Grantor/Vendor: *Communities Foundation of Texas*
Project/Program Title: *P-Tech Expansion Planning Grant - Dallas College School of Education*
Award/Contract Amount: *\$100,000.00*
Date(s): Approved and Awarded: *November 2023*

Grantor/Vendor: *U.S. Department of Labor*
Project/Program Title: *Community Project Grant – Teacher Apprenticeship Program - Dallas College School of Education*
Award/Contract Amount: *\$500,000.00*
Date(s): Approved and Awarded: *December 2023*

Grantor/Vendor: *The Chesmar Foundation*
Project/Program Title: *Future Teacher Scholarship – Dallas College School of Education*
Award/Contract Amount: *\$4,000,000.00 (committed over 4 years. \$1 million awarded to-date)*
Date(s): Approved and Awarded: *January 2024*

Grantor/Vendor: *The Moody Foundation (M-PACT Fund)*
Project/Program Title: *Early Educator Workforce Development Partnership*
Award/Contract Amount: *\$1,382,070*
Date(s): Approved and Awarded: *May 2024*

Grantor/Vendor: *The Bill & Melinda Gates Foundation*
Project/Program Title: *Center for Reigniting the Educator Workforce (CREW)*
Award/Contract Amount: *\$775,000*
Date(s): Approved and Awarded: *June 2024*

Grantor/Vendor: *Texas Education Agency*
Project/Program Title: *Teacher Apprenticeship Center*
Award/Contract Amount: *\$6,002,500.00*
Date(s): Approved and Awarded: *July 2024*

Grantor/Vendor: U.S. Department of Education
Project/Program Title: Augustus Hawkins Center of Educational Excellence – Creating Excellence in Bilingual Educators
Award/Contract Amount: \$1,471,866.00
Date(s): Approved and Awarded: September 2024

Grantor/Vendor: Texas Workforce Commission
Project/Program Title: State Apprenticeship Expansion Grant Program
Award/Contract Amount: \$300,000
Date(s): Approved and Awarded: February 2025

SELECTED PUBLICATIONS/MEDIA

Publication/Media: National Association for the Education of Young Children (contributor)
Title: Perspectives of Higher Education Leaders on the Future of the Early Childhood Education Workforce
Link: https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/our-work/higher-ed/final_higher_ed_leadership_report.pdf
Date: Fall 2021

Publication/Media: Ed Surge
Title: Can Higher Ed Help Early Ed Grow Up?
Link: <https://www.edsurge.com/news/2021-11-17-can-higher-ed-help-early-ed-grow-up>
Date: November 2021

Publication/Media: Dallas Morning News
Title: Texas shouldn't lower its standards for teachers to address the shortage
Link: <https://www.dallasnews.com/opinion/commentary/2022/04/21/texas-shouldnt-lower-its-standards-for-teachers-to-address-the-shortage/>
Date: April 2022

Publication/Media: Pathways Alliance, Prepared to Teach, National Center for Teacher Residencies (contributor)
Title: Towards a National Definition of Teacher Residencies
Link: <https://educate.bankstreet.edu/pt/38/>
Date: Fall 2022

Publication/Media: Texans Care for Children (contributor)
Title: Texas School Readiness Dashboard
Link: [Home - Texas School Readiness Dashboard \(txreadykids.org\)](https://txreadykids.org)
Date: December 2022

Publication/Media: Dallas Morning News
Title: A new pipeline to prepare teachers in Dallas
Link: <https://www.dallasnews.com/opinion/commentary/2023/04/11/a-new-pipeline-to-prepare-teachers-in-dallas/>
Date: April 2023

Publication/Media: USA Today
Title: The US has a childcare crisis. Enter: Jeff Bezos? Amazon tycoon bets big on Bezos Academy
Link: <https://www.usatoday.com/story/news/education/2023/05/02/bezos-academy-america-child-care-crisis/11745151002/>
Date: May 2023

Publication/Media: PBS News Hour
Title: School administrators hope apprenticeship programs will alleviate teacher shortages
Link: <https://www.pbs.org/newshour/show/school-administrators-hope-apprenticeship-programs-will-alleviate-teacher-shortages>
Date: May 2023

Publication/Media: Dallas Morning News
Title: Does Dallas College have the answer to the teacher shortage?
Link: <https://www.dallasnews.com/opinion/editorials/2023/06/27/does-dallas-college-have-the-answer-to-the-teacher-shortage/>
Date: June 2023

Publication/Media: *Dallas Business Journal*

Title: *Dallas College vice Provost works to improve educational opportunities and pathways*

Link: <https://www.bizjournals.com/dallas/news/2023/08/10/dallas-college-rob-dehaas.html>

Date: *November 2023*

Publication/Media: *Educate Texas*

Title: *Case Study: Innovations in Teacher Preparation at Dallas College*

Link: [Case Study: Innovations in Teacher Preparation at Dallas College by Educate Texas - Issuu](#)

Date: *June 2024*

Publication/Media: *LONE STARP3*

Title: *Pathways Research Agenda: How do we prepare students for the good jobs Texas offers? (contributor)*

Link: [Research Agenda](#)

Date: *Fall 2024*

Publication/Media: *Dallas Innovates*

Title: *CREW to the Rescue: Dallas College Launches Center to Address Texas Teacher Shortage*

Link: [Addressing Teacher Shortages](#)

Date: *April 2025*

Publication/Media: *American Institutes for Research*

Title: *Institutional Change for Adult Learner Success (contributor)*

Link: [AIR-Adult-Learner-Institutional-Change-Report-June-2025.pdf](#)

Date: *June 2025*

Publication/Media: *Inside Higher Ed*

Title: *Building Clearer Teacher Pathways Through Regional Collaboration (contributor)*

Link: [Helping Students Navigate Transitions, Addressing Teacher Shortages](#)

Date: *June 2025*

Publication/Media: *Deans for Impact – Pathways that Deliver*

Title: *A Policy Framework for Building Affordable, High Quality Pathways into Teaching (contributor)*

Link: [Pathways that Deliver](#)

Date: *September 2025*

SELECTED PRESENTATIONS

Event: *Invited Speaker (Panelist)*

Project/Event Title: *Texans Care for Children – Learning Loss and the Early Learning Workforce*

Link (if applicable): *NA*

Date: *December 2021*

Event: *Invited Speaker (Public Testimony)*

Project/Event Title: *TX-House Public Education Committee Hearing – Dallas College Teacher Apprenticeship Program*

Link (if applicable): *NA*

Date: *September 2022*

Event: *Invited Speaker (Presentation)*

Project/Event Title: *TxAEYC Conference – Teaching Playful Learning: The New Early Childhood PK-3 Certificate*

Link (if applicable): *NA*

Date: *September 2022*

Event: *Invited Speaker (Panelist)*

Project/Event Title: *National Association of Community College Teacher Education Programs - In the Barrier Busting Business: The Role of Community College to Address Teacher Educator Workforce Needs*

Link (if applicable): *NA*

Date: *November 2022*

Event: *Invited Speaker (Presenter)*

Project/Event Title: *Communities Foundation of Texas - Expanding North Texas Teacher Pathways*

Link (if applicable): *NA*

Date: *November 2022*

Event: *Invited Speaker (Presenter)*

Project/Event Title: *Upswell Conference – Disruptive Innovation in Building the Teacher Educator Workforce*

Link (if applicable): *NA*

Date: *November 2023*

Event: *Invited Speaker (Public and Written Testimony)*

Project/Event Title: *State Board for Educator Certification Meeting: Proposed Revisions for Educator Preparation Programs*

Link (if applicable): [Agenda Item 9](#)

Date: *December 2023*

Event: *Invited Speaker (Panelist)*

Project/Event Title: *Dallas Social Venture Partners – Dallas College Foundation Leveraging Philanthropy*

Link (if applicable): *NA*

Date: *February 2024*

Event: *Invited Speaker (Presenter)*

Project/Event Title: *American Association of Community Colleges – Crayons on Campus*

Link (if applicable): *NA*

Date: *April 2024*

Event: *Invited Speaker (Presenter)*

Project/Event Title: *National Center for Teacher Residencies National Symposium – Empowering the Future: Data-Driven Policies to Strengthen and Diversify the Teacher Pipeline*

Link (if applicable): *NA*

Date: *April 2024*

Event: *Invited Speaker (Panelist)*

Project/Event Title: *National Association for the Education of Young Children (NAEYC) Professional Learning Institute – Part of the Solution: Higher Education Addressing ECE Workforce Needs*

Link (if applicable): *NA*

Date: *June 2024*

Event: *Invited Speaker (Presenter)*

Project/Event Title: *Texas Education Agency 2024 CCRSM Leadership Summit – Building a Regional Grow Your Own Teacher Community of Practice*

Link (if applicable): *NA*

Date: *June 2024*

Event: *Invited Speaker (Presenter)*

Project/Event Title: *American Association of Community College Trustees National Congress – From Childcare Crisis to Baccalaureate Solution*

Link (if applicable): *NA*

Date: *October 2024*

Event: *North Texas Regional Advancement Convening*

Project/Event Title: *Navigating Higher Education External Funding in Uncertain Times*

Link (if applicable): *NA*

Date: *May 2025*

Event: *Global Mission Summit (Invited Panelist)*

Project/Event Title: *The Democratization of Quality Education*

Link (if applicable): [Global Mission Summit](#)

Date: *October 2025*