

## **Dr. Travis Maines**

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Education Department  
Lamar State College-Orange  
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### **Education**

Ed. D. – Educational Administrations, Lamar University, Beaumont, TX, 2019  
M. Ed - Educational Administration, Sam Houston State University, Huntsville, TX, 2008  
B.G.S. - Bachelor of General Studies, Lamar University, Beaumont, TX, 2004

### **Licensures and Certifications**

Superintendent Certification, EC-12, TX  
Principal Certification, EC-12, TX  
Secondary Mathematics Teacher Certification, 8-12, TX

### **Honors and Awards**

Southeast Texas “Top 40 Under 40” Selection, Beaumont Chamber of Commerce, 2017  
Region 5 Secondary Principal of the Year, TASSP, 2015  
Reaud Excellence in Education Nominee, Beaumont Foundation, Vidor High School, 2010-2011  
Teacher of the Year, Vidor High School, 2010-2011

### **Association Memberships**

Texas Association of School Administrators, 2018 - Present  
Texas Association of Secondary School Principals, 2011-2018  
Texas High School Coaches Association, 2004-2011

### **Professional Experience**

#### **Administrative Experience**

*Assistant Superintendent of Human Resources, Vidor ISD – Vidor, TX, 2018 – Present*

- Direct and monitor employee recruitment, hiring, dismissal, retention, and appraisals,

- Responsible for review, modification, and implementation of all District policies and guidelines,
- Conduct salary and staffing surveys to evaluate staffing and survey to ensure equitable staffing and pay levels,
- Monitor and maintain permits and certifications for all personnel as required by the State of Texas,
- Maintain a substitute teacher list and provide trainings to recruit new substitute teachers,
- Collaborate with campus principals on student discipline issues,
- Oversee and manage the worker's compensation and return to work transition for employees.

*Principal, Vidor High School - Vidor, TX, 2012 - 2018*

- Collaborated with staff to define and achieve the mission and vision for the campus,
- Cooperated with various committees to determine and address needs within the school,
- Hired, evaluated and provided staff development for staff members,
- Teamed up with other administrators for district improvement strategies,
- Developed a Campus Improvement Plan with the assistance of the campus site-based committee,
- Collaborated with all stakeholders in order to develop positive working relationships,
- Managed campus budget and align expenditures with campus goals,
- Created a critical writing program on campus in which all subject areas are expected to have a weekly critical writing exercise,
- Directed a committee in the development and implementation of a plan to update and add technology on campus,
- Implemented a "Bring your own technology" initiative at Vidor High School allowing students to access educational websites and software from their personal devices,
- Worked with teacher leaders and site based committee to improve the Advance Placement program by creating a list of expectations and requirements from students,
- Created a Freshman Seminar course to promote higher performance of first year ninth grade students,
- Initiated the formation a student representative group from all areas of campus to promote pride, growth and change on campus.

*District Executive Committee Chairperson, UIL District 22-5A, 2014-2018*

- Organized and conducted meetings for the District Executive Committee
- Oversaw and conducted investigations into UIL policy violations
- Communicated with UIL regarding incidents within the district
- Interpreted UIL policies and communicate information to the DEC

*Assistant Principal, Vidor High School - Vidor, TX, 2011-2012*

**Teaching Experience**

*Adjunct Professor, Lamar State College-Orange, 2022-Present*

*High School Math Teacher, Vidor High School - Vidor, TX, 2004-2011*

**Coaching Experience**

*High School Athletic Coach, Vidor High School – Vidor, TX, 2004-2011*

## **Research Interests**

Educational Research –

- Impacts on Student Learning and Mental Health
- Educational Culture and Staffing Concerns

## **Teaching Experience**

Learning Frameworks, Fall 2022

## **Professional Presentations**

Bullying Prevention and Investigation, TASA Midwinter 2018

## **References**

Dr. Jay Killgo, Vidor ISD Superintendent of Schools, 1255 N Main St., Vidor, TX

James McDowell, Vidor High School Principal, 500 Orange St., Vidor, TX

Devan Dart, Oak Forest Elementary Principal, 2400 TX-12, Vidor, TX

Ryan Dubose, LCM High School Principal, 7327 TX-87, Orange, TX