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Professional Experience

Virginia Commonwealth University: Collateral Associate Professor of Education:
August, 2005-Present

- Part-time: Teach and advise students in the Department of Educational Leadership.
- Serve as NCATE representative for Department of Educational Leadership.

University of Mary Washington : Associate Professor of Education: 2000-2005

- Taught and advised adult students who are obtaining a Master of Education degree and/or teaching license or certificate in K-12 endorsement areas, Educational Leadership, Special Education, Diverse Student Populations, or ESOL.
- Taught the following courses:
 - **Educational Leadership:**
 - EDEL 542: Interpersonal and Public Impact and Influence
 - EDEL 545: School Law and Society
 - EDCI 546: Evaluation for Instructional Improvement
 - EDCI 551: Internship
 - **Licensure Courses:**
 - EDCI 500: Teaching and Development of the Learner
 - EDCI 506: Foundations of American Education
 - EDCI 511: Educational Goals and Practices: Middle or Secondary
 - EDCI 517: Educational Goals and Practices: Secondary
 - Facilitated Practica
 - EDCI 550: Field Mentorship
 - EDCI 590: Individual Research
- Served on the Master of Education program admissions committee, Academic Council, Technology Roundtable, Promotion Committee and SACS Mission and Image Committee.
- Trained in and used Blackboard 6: Taught two courses online: EDCI 500 and EDCI 506.

Spotsylvania County Schools: Teacher:

1998-2000

- Taught English 111-112 Composition for Spotsylvania Schools and Germanna Community College through dual enrollment classes.

H & M Consulting: Consultant: 1997-1998

- Specialized in corporate and educational training, organizational development, and evaluation.
- Focused on strategic planning, team building, program evaluation, and mentoring for business and education.

Randolph-Macon College: Adjunct Professor: 1992-2000

- Taught Education 321: Educational Psychology and Education 233: Survey of Exceptional Children
- Advised students on undergraduate licensure requirements.

Charles City County Public Schools: Principal: 1994-1997

- Served as high school Principal, instructional leader, communicator, and evaluator for a staff of 55.

Externship: Mathematics and Science Center: Assistant Director: Summer, 1992

- Served as Assistant Director for Virginia Governor's School middle school students in mathematics and science.
- Wrote external evaluation of the program.

Hanover County Public Schools: Assistant Principal: 1988-1994

- Served as Assistant Principal, instructional leader, and evaluator for a staff of 125.

Hanover County Public Schools: Teacher: 1969-1988

- Taught English for grades 8-12 and theatre arts.

Education

Doctor of Philosophy in Education, Educational Leadership, 1993, Virginia Commonwealth University

Master of Education, Administration and Supervision, 1988, Virginia Commonwealth University

Bachelor of Arts, English, 1969, Randolph-Macon College

Grants and Publications

Grants:

Received a University of Mary Washington Faculty Development Grant in 2003 and 2004 to place EDCI 500: Teaching and the Development of the Learner and EDCI 506: Foundations of American Education on Blackboard.

Served as a consultant on a U. S. Department of Education grant to place an Advanced Placement workshop in economics on Blackboard for secondary educators across the U. S. in 2003-2005.

Received a James Monroe Center Faculty Development Grant to attend the International Conference on Technology and Education in 2001.

Publications:

2004: Served as a reviewer for a text which focuses on foundations of American education.

2002 -2005: Served as a reviewer five times for a proposed text entitled *Law and Ethics in Educational Leadership*.

1995: “The Power and Use of Teams in Schools” in *Teamwork Models and Experience in Education*, Allyn and Bacon, co-wrote with Dr. Charles Sharman.

1992-1997: *An Evaluation of the Virginia Governor’s School Middle School Programs*.

1993: *An Analysis of Changes in the Concerns of Teachers, Principals, and Parents Implementing School-Based Management in Elementary Schools*.

Presentations and Workshops

2005: Presenter, workshop on lesson planning in the 4x4 block, Stafford County Schools.

2005: Presenter, Good Communication Skills for Educators.

2004: Hosted a two-day statewide conference co-sponsored by VPEL and the Virginia Department of Education on educational leadership and the SLLA.

2004: Served on a Virginia Department of Education advisory group to recommend a cut score for the School Leader Licensure Assessment (SLLA).

2001-2004: Instructor, Leadership for Instructional Improvement for regional elementary, middle, and high school teacher leaders, principals, and central office personnel: Focus on action research, Stanford 9 testing, team building, and educational change.

2003: Instructor, Leading Through Vision: Best Practice Series for regional elementary, middle, and high school teacher leaders, principals, and central office personnel: Focus

on student promotion/retention, Reading First, differentiation of instruction, use of visual instruction, multi-age classrooms, student assessment, and Project CRISS.

2003-2004: Presented a workshop for teachers on “Hot Topics” in Virginia and U. S. education.

2002, 2003: Served as a Virginia representative for Educational Testing Service to be trained and act as a scorer/reader for the School Leader Licensure Assessment for aspiring principals.

2002: Co-presented at Virginia Association for Supervision and Curriculum Development annual conference: Focus on “Capturing the Essence Visually” through special education, gifted, and regular education students.

2002 and 2004: Presenter, University of Mary Washington Technology Academy

2002: Trained as an evaluator for Virginia teacher education programs by the Virginia Department of Education.

2001: Presenter: “Critical Reflective Thinking and the Adult Learner” at Longwood College.

2001, 2002, 2003: Presenter/Trainer: “Practical Assistance for a Smoothly Functioning Classroom” at University of Mary Washington Mentoring Institute for school leaders who will be mentors for beginning teachers.

1996: Facilitator: Co-wrote the mission and vision statement for the Virginia Department of Education’s Comprehensive System of Personnel Development committee.

1995: Presenter: Co-presented a workshop on team building and educational change to teachers, parents, and administrators in Lynchburg City Schools.

1994: Presenter: Co-presented a workshop on educational change and site-based management for administrators and central office personnel in Rockingham County Schools.

College and Community Service

- Served as a mentor in reading at John B. Carey School in Richmond, Virginia.
- Served as a volunteer consultant to assist teachers to evaluate data to increase student achievement at Riverview Elementary School, Spotsylvania County School.
- Served on Southern Association for Colleges and Schools Mission and Image Self-Study Committee: co-wrote the mission statement for the James Monroe Center.

Professional Affiliations

- Association for Supervision and Curriculum Development
- Virginia Association of Colleges of Teacher Education
- Virginia Professors of Educational Leadership, President for 2004-2005.
- Phi Delta Kappa
- Omicron Delta Kappa: Professional national leadership society