

Ronald D. Williamson, Ed.D
Williamson Consulting Group

PROFESSIONAL EXPERIENCE

- August 2001 to present **Professor, Leadership and Counseling Eastern Michigan University**, a tenure-track faculty position with an emphasis on middle level schools, the principalship, instructional supervision and legal and ethical dimensions of leadership.
- August 1996 to July 2001 **Assistant Professor, Educational Leadership and Cultural Foundations, University of North Carolina at Greensboro**, a tenure-track faculty position with an emphasis on the school principalship and contemporary leadership issues.
- Program Coordinator, Masters of School Administration Program, University of North Carolina at Greensboro**. Provided leadership to all aspects of the program including program planning and development, student recruitment, internship, coordinating of advising, and alumni relations.
- September 1994 to May 1996 **Doctoral Fellow, Department of Leadership and Counseling Eastern Michigan University**. Completed degree and investigated the impact of leadership on interdisciplinary teaming in the middle grades. I also assisted department faculty with research and writing projects, and co-taught leadership courses.
- July 1986 to August 1994 **Deputy Superintendent for Instructional Services & Executive Director for Curriculum and Instruction, Ann Arbor (MI) Public Schools**. A member of the Superintendent's Cabinet responsible for program planning, implementation and evaluation. Major projects included development of the middle school program, refining the elementary school program, and design of new teacher and administrator evaluation systems. I supervised curriculum staff and the development of core curricular outcomes, the able learner program, and implementation of a district Site-Based Management program. I was a member of the district's Negotiating Team and actively participated in negotiations with teachers, principals, and paraprofessionals. I chaired the Instructional Services budget subcommittee and implemented a redesign of the budget to include ongoing program evaluation.
- July 1992 to June 1993 **Executive Director, National Middle School Association**. Served as the chief executive officer of a 14,000 member professional association including supervision of the professional development, research, publications, and membership and marketing components. Represented the Association on national committees and with other professional associations.
- July 1983 to June 1986 **Principal, Tappan Intermediate School, Ann Arbor, MI**. Administrative responsibility for a 7-9 school housing 900 students including staff and student supervision, parent and community liaison, and budget management. Implemented teaming and advisory programs, a state funded School Improvement Project, and served as

a model site for the Michigan Technology Education Program.

- September 1974 to June 1983 **Assistant Principal, Scarlett Intermediate School**, Ann Arbor, MI.
Held administrative responsibility for the seventh grade house, a small unit in a 6-8 middle school. Duties included staff and student supervision, scheduling, special education and parent liaison.
- September 1969 to September 1974 **Teacher of American History and Spanish, and Team Leader**, Ann Arbor Public Schools.

EDUCATION

- 1996 Ed.D., Eastern Michigan University

Dissertation - *An Investigation of the Impact of Principal Leadership on the Formation of Interdisciplinary Teams in Selected Michigan Middle Level Schools*
- 1994 Ed.S., Educational Leadership
Eastern Michigan University
- 1978 M. A., Educational Leadership
Eastern Michigan University
- 1970 M. A., History
Eastern Michigan University
- 1968 B. A., Political Science
University of Michigan

PUBLICATIONS

- Williamson, R. & Johnston, J. H. (1991) *Planning for success: Successful implementation of middle level reorganization*. Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1991) Leadership in the middle level. In J. Capelluti & D. Stokes (Eds.), *Middle level education: Programs, policies, & practices* (pp. 36-41), Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1993). *Scheduling the middle level school to meet early adolescent needs*. Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1994). Scheduling middle level music. In J. Hinckley (Ed.) *Music at the middle level: Building strong programs*, Reston, VA: Music Educators National Conference.
- Williamson, R. (1995). Middle level education: The principal's perspective. *Secondary Education Today*, 36(3), 16-22.
- Williamson, R. & Johnston, J. H. (1995). *The challenge of student achievement in the middle level school: A case study*. Tampa, FL: The Center for High Achieving Schools.
- Williamson, R. (1995). Student achievement: A focus on leadership. *Schools in the*

- Middle, 5(2), 17-22.
- Williamson, R., Johnston, J. H., & Kanthak, L. (1995) The achievement agenda for the middle level school. *Schools in the Middle*, 5(2), 6-9.
- Williamson, R. (1995) Achievement and the middle level school. *Transescence: The Journal of Emerging Adolescent Education*, 23(2), 20-27.
- Williamson, R. (1995). Focus: Achievement. *NASSP NewsLeader*, 42(9), 6.
- Ricken, R., Kanthak, L., & Williamson, R. (1996). *The middle level calendar: A handbook for practitioners*. Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1996). Middle level education. In J. Sikula (Ed.) *Handbook of Research on Teacher Education*. New York: Macmillan.
- Williamson, R. (1996). Modifying structure: A resource for improved student achievement at the middle level. *NASSP Bulletin*, 80(578), 17-23.
- Williamson, R. (1996). Teaming in Michigan's middle schools. *Secondary Education Today*, 37(2), 37-44.
- Williamson, R. & Johnston, J. H. (1996). *Through the looking glass: The future of middle level education*. Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1996). Clarifying the role of the middle-level school. *Middle Matters*, 4(1), 2.
- Williamson, R. (1997). Personalizing the middle-level school. *Middle Matters*, 5(2), 2.
- Williamson, R. (1997). First Impressions: The importance of thoughtful school transition programs. *Middle Matters*, 5(3), 2.
- Williamson, R. & Johnston, J. H. (Eds.) (1998). *Able learners in the middle level school: Identifying talent and maximizing potential*. Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1998). The principal's role in establishing an agenda of high achievement. In R. Williamson & J. H. Johnston (Eds.) *Addressing the needs of high achieving students in the middle level school* (pp. 53-62). Reston, VA: National Association of Secondary School Principals.
- Williamson, R. & Johnston, J. H. (1998). Able learners and the middle level school. In R. Williamson & J. H. Johnston (Eds.) *Addressing the needs of high achieving students in the middle level school*. Reston, VA: National Association of Secondary School Principals.
- Johnston, J. H. & Williamson, R. (1998). Evaluating programs for able learners: A model for collaboration and consensus. In R. Williamson & J. H. Johnston (Eds.) *Addressing the needs of high achieving students in the middle level school* (pp. 63-78). Reston, VA: National Association of Secondary School Principals.
- Williamson, R. (1998). Designing diverse learning styles. *Schools in the Middle*, 7(4), 28-31, 44.

- Williamson, R. (1998). *Scheduling the middle level school: Tools for Improved Student Achievement*. Reston, VA: National Association of Secondary School Principals.
- Johnston, J. H. & Williamson, R. (1998). Listening to four communities: Parent and public concern about middle level schools. *NASSP Bulletin*, 82(596), 44-52.
- Williamson, R. & Johnston, J. H. (1998) The fate of middle schooling. *The School Administrator*, 7(55), 30-33.
- Williamson, R. & Johnston, J. H. (1998). Responding to parent and public concerns about middle level schools. *NASSP Bulletin*, 82(599), 73-82.
- Williamson, R. (1998). Program evaluation: One step at a time. *NASSP Practitioner*, 25(1), 1-4.
- Williamson, R. & Johnston, J. H. (1999). Challenging orthodoxy: An emerging agenda for middle level reform. *Middle School Journal*, 30(4), 10-17.
- Williamson, R. (1999). Encouraging conversation: Data-driven decision making. *Schools in the Middle*, 9(1), 33-37, 41.
- Hudson, M. & Williamson, R. (1999). The preparation of 21st century school leaders: A North Carolina response to national standards and national tests. In F. Kochan (Ed.), *Leadership for the 21st Century: Southern Regional Council on Educational Administration 1999 Yearbook*. Auburn, AL: Truman Pierce Institute.
- Shoffner, M. & Williamson, R. (2000). Facilitating student transition to the middle level school. *Middle School Journal*, 31(4), 47-52.
- Williamson, R. & Hudson, M. (2000). Preparing tomorrow's leaders: Grounding programs in national standards. In P. Jenlink (Ed.) *Marching into a new millennium: Challenges to educational leadership, Eighth yearbook of the National Council of Professors of Educational Administration* (pp. 172-187). Lanham, MD: Scarecrow Press.
- Shoffner, M. & Williamson, R. (2000). Engaging pre-service school counselors and administrators in dialogue and collaboration. *Counselor Education and Supervision* 40(2), 128-140.
- Williamson, R. & Shoffner, M. (2001). Examining student transition programs through an invitational lens. *Journal of Invitational Education*, 7(2), 72-83.
- Williamson, R., & Shoffner, M. (2002). Building bridges: Cultivating increased trust and understanding between school administrators and school counselors. *AASA Professor*, 25(3), 29-35.
- Williamson, R. & Doda, N. (2002). Principals make a difference: Learning and leading together. In N. Doda & S. Thompson, *Transforming ourselves, Transforming schools: Middle school change* (pp. 279-292). Westerville, OH: National Middle School Association.
- Hudson, M. & Williamson, R. (2002). Women transitioning into leadership: Gender as both help and hindrance. *Advancing Women in Leadership*, 12(1), 1-10.

- Williamson, R. & Hudson, M. (2003). Bridging the gap between theory and practice: The impact of internships on the preparation of school leaders. In F. Lunenburg & C. Carr (Eds.). *Shaping the future: Policy, partnerships, and emerging perspectives, 2003 Yearbook of the National Council of Professors of Educational Administration*. (pp. 340-352). Lanham, MD: Scarecrow Press.
- Williamson, R. & Galletti, S. (2003). Leadership for Results. In V. Anfara & G. Davis (Eds.) *Leaders for a movement: Handbook of research in middle level education- Vol. 3*. Greenwich, CT: Information Age Publishing.
- Williamson, R. & Johnston, J. H. (2004). Creating academically challenging middle level schools for every child. In S. Thompson (Ed.). *Reforming middle level education: Considerations for policymakers - Handbook of research in middle level education – Vol. 4*. Greenwich, CT: Information Age Publishing.
- Williamson, R. (2004). Time and organization as tools to improve student learning. Feature article, November 2004, on the website of *The Principals' Partnership* (www.principalspartnership.com)
- Williamson, R. (2005). *History of the research in middle level education special interest group*. Greenwich, CT: Information Age Publishing.
- Williamson, R. (2005). Changing the conversation of school reform. *Essentials*. Ypsilanti, MI: Eastern Michigan University.
- Williamson, R. & Johnston, J. H. (2005). Leadership in the middle school. In V. Anfara, G. Andrews, & Steve Mertens (Eds.). *Encyclopedia of Middle Level Education* (pp. 45-57). Greenwich, CT: Information Age Publishing
- Kelley, R. & Williamson, R. (2006). The relationship between servant leadership behavior of high school principals, school climate and student achievement. Feature article (Sep 2006) on website of *The Principals' Partnership* (www.principalspartnership.com)
- Williamson, R. & Blackburn, B. (2006). Leadership for effective teaming. *Middle Matters*, 15(2).
- Williamson, R. (2007). Schools to Watch as a tool to improve school and classroom practice. *North Carolina Middle School Journal*, 22(1).
- Broughton, E. & Williamson, R. (2007). A statewide survey of school counselor's perceptions regarding their professional role. *Michigan Counseling Association Journal*.
- Williamson, R. (2007). Transforming schools: Lessons from successful school principals. Feature article (Sep 2007) on website of *The Principals' Partnership* (www.principalspartnership.com).
- Pilar, K. & Williamson, R. (2007). The relationship of personalization efforts in high school and school climate. Feature article (Dec 2007) on website of *The Principals' Partnership* (www.principalspartnership.com).
- Williamson, R. (2008). Improving Instructional quality: Tools for school leaders. Feature article (March 2008) on website of *The Principals' Partnership* (www.principalspartnershp.com)

- Williamson, R. (2008). The schedule as a tool to improve student learning. Feature article (March 2008) on the middle level website of The National Association of Secondary School Principals.
- Williamson, R. (2008). First things first: Improving instruction in America's high schools. Feature article (Sep 2008) on website of The Principals' Partnership (www.principalspartnership.com)
- Williamson, R. & Blackburn, B. (2008). Juggling multiple priorities: Time management strategies for principals. Feature article (Dec 2008) on website of The Principals' Partnership (www.principalspartnership.com)
- Williamson, R. (2009). *Scheduling to improve student learning*. Westerville, OH: National Middle School Association.
- Williamson, R. & Blackburn, B. (2009). *The principalship from A to Z*. Lanham, NY: Eye on Education.
- Williamson, R. & Blackburn, B. (2009). One teacher at a time. *Principal Leadership*, 9(7), 44-47.
- Blackburn, B. & Williamson, R. (2009). The principals' role in increasing expectations for rigorous classroom instruction. Feature article (Mar 2009) on website of The Principals' Partnership (www.principalspartnership.com)
- Blackburn, B. & Williamson, R. (2009). Increasing rigor. *Principal Leadership*, 9(8), 28-31.
- Williamson, R. (2009). The schedule as a tool to improve student learning. *Journal of Texas Association of Elementary School Principals and Supervisors*.

PRESENTED PAPERS

- Williamson, R. & Hudson, M. (1998, February). Identifying value in administrator preparation programs: Varying perspectives. Paper presented at the Annual Conference of the Eastern Educational Research Association, Tampa, FL.
- Williamson, R. (1998, August). National standards--National tests: Implications for the preparation of school leaders. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Juneau, AK.
- Williamson, R. & Hudson, M. (1998, November). Preparing administrators for diverse settings. Paper presented at the Annual Conference of the Southern Educational Council of Educational Administration, Savannah, GA.
- Williamson, R. & Hudson, M. (1999, February). Preparing school leaders: Examining student perspectives of quality programs. Paper presented at the Annual Conference of the Eastern Educational Research Association, Hilton Head, SC.
- Shoffner, M. & Williamson, R. (1999, February). Engaging pre-service administrators and school counselors in dialogue and collaboration. Paper presented at the Annual Conference of the Eastern Educational Research Association, Hilton Head, SC.
- Williamson, R. & Hudson, M. (1999, April). Preparing tomorrow's principals: Meeting

- emerging challenges. Paper presented at the Annual Conference of the American Educational Research Association, Montreal, PQ, Canada. (ED 440 458)
- Hudson, M. & Williamson, R. (1999, August). Student voices: Perspectives on quality preparation programs. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Jackson Hole, WY.
- Williamson, R. (1999, August). Leadership lessons: Responding to concerns about the middle level school. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Jackson Hole, WY.
- Reitzug, U., Riehl, C., Williamson, R., Lashley, C. & Hudson, M. (1999, October). Contradictions in leadership preparation: Struggling toward social reconstruction / pulled by current realities. Paper presented at the Annual Conference of the University Council for Educational Administration, Minneapolis, MN.
- Williamson, R. & Hudson, M. (1999, November). Student perspectives on the impact of national standards and national tests on one leadership preparation program. Paper presented at the Annual Conference of the Southern Regional Council on Educational Administration, Charlotte, NC.
- Williamson, R. & Shoffner, M. (1999, November). Building bridges: Collaboration in the training of school administrators and school counselors. Paper presented at the Annual Conference of the Southern Regional Council on Educational Administration, Charlotte, NC.
- Williamson, R. & Johnston, J. H. (2000, February). Confronting middle school's most contentious issues: Lessons in school leadership. Paper presented at the Annual Conference of the Eastern Educational Research Association, Clearwater, FL.
- Williamson, R. & Hudson, M. (2000, February) The impact of national standards and national tests on the pedagogy of leadership preparation. Paper presented at the Annual Conference of the Eastern Educational Research Association, Clearwater, FL.
- Williamson, R. (2000, March). Investing in leadership: Building capacity for school reform. Paper presented at the NCPEA conference within a conference at the Annual Conference of the American Association of School Administrators, San Francisco, CA.
- Williamson, R. & Hudson, M. (2000, April). Democracy is hard work: The struggle to define one leadership preparation program. Paper presented at the Annual Conference of the American Educational Research Association, New Orleans, LA.
- Williamson, R. (2000, August). Renorming the professional development of urban middle school principals. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Ypsilanti, MI.
- Williamson, R. & Hudson, M. (2000, August). The internship in principal preparation programs: A means of addressing 21st century challenges. Paper presented at the Annual Conference of the National Council of Professors of Educational

Administration, Ypsilanti, MI.

- Hudson, M. & Williamson, R. (2000, October). Transitions in leadership: Do women leaders resist socialization to old norms? Paper presented at the annual AERA-SIG: Research on Women in Education Conference, San Antonio, TX.
- Lashley, C. & Williamson, R. (2000, November). Between Murphy and English: Preparing criticalist leaders in the time of ISLLC. Paper presented at the Annual Conference of the University Council on Educational Administration, Albuquerque, NM.
- Williamson, R. & Hudson, M. (2000, November). The traditions of academia: Barriers to the reconstruction of principal preparation. Paper presented at the Annual Conference of the Southern Regional Council on Educational Administration, Nashville, TN.
- Williamson, R. (2001, February). Riding the rapids: Professional organizations in a time of demographic and technological change. Paper presented at the NCPEA conference within a conference at the Annual Conference of the American Association of School Administrators, Orlando, FL.
- Williamson, R. & Hudson, M. (2001, April). New rules for the game: How women leaders resist socialization to old norms. Paper presented at the Annual Meeting of the American Educational Research Association, Seattle, WA.
- Lashley, C. & Williamson, R. (2001, April). Preparing school leaders for critique, practice, and the politics of employment. Paper presented at the Annual Meeting of the American Educational Research Association, Seattle, WA.
- Williamson, R. (2001, August). Democracy at work: The struggle to reform one middle level program. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Houston, TX.
- Williamson, R. & Hudson, M. (2001, August). The good, the bad, and the ugly: Internships in principal preparation. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Houston, TX.
- Hudson, M. & Williamson, R. (2001, October). Women transitioning into leadership: Gender as both help and hindrance. Paper presented at the annual AERA-SIG: Research on Women in Education Conference, Baltimore, MD.
- Hudson, M. & Williamson, R. (2001, November). Human perspectives on high stakes accountability systems: How preparation programs respond. Paper presented at the Annual Conference of the Southern Regional Council on Educational Administration, Jacksonville, FL.
- Williamson, R. & Wirt, J. (2002, February). Restoring confidence in the middle school: Collaborating to strengthen the educational experience for students. Paper presented at the NCPEA Conference within a conference at the Annual Conference of the American Association of School Administrators, San Diego, CA.
- Williamson, R & Hudson, M. (2002, April). Breaking the bonds: Women school leaders confront the effects of socialization. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.

- Williamson, R. (2002, April). Creating a safe haven for principal development in instructional leadership. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
- Williamson, R. & Hudson, M. (2002, August). Bridging preparation and practice: Impact of the internship on school leadership. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Burlington, VT.
- Achilles, C. M., Williamson, R. Azinger, A., Mitchell, C. (2002, August). One bridge must be the substantive knowledge base. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Burlington, VT.
- Williamson, R. & Hudson, M. (2002, October). Choosing not to lead: What are the issues? Paper presented at the Annual Meeting of the Southern Regional Council on Educational Administration, Kansas City, MO.
- Williamson, R. & Hudson, M. (2002, October). New women leaders: Perspectives on gender. Paper presented at the annual American Educational Research Association - SIG: Research on Women in Education Conference, New Orleans, LA.
- Williamson, R. & Johnston, J. H. (2003, February). Confronting middle school's most contentious issues: Lessons in leadership. Paper presented at the Annual Meeting of the National Association of Secondary School Principals.
- Williamson, R. & McElrath, M. (2003, February). Reshaping middle schools: Engaging parents and community in the work. Paper presented at the NCPEA Conference within a conference at the Annual Conference of the American Association of School Administrators, New Orleans, LA.
- Williamson, R. & Hudson, M. (2003, April). Walking away: New women school leaders leaving the career track. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.
- Williamson, R. & Hudson, M. (2003, August). Pressed to conform: The induction of "new" school leaders. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Sedona, AZ.
- Tracy, J., Williamson, R., Brandon, K. & Downing, M. (2003, August). The legacy of the first decade: Impact of one doctoral program on the lives of its students. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Sedona, AZ.
- Williamson, R., Broughton, E., & Hobson, S. (2003, August). Shaping the future: Collaborative opportunities for school administrators and school counselors. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Sedona, AZ.
- Williamson, R. & Hudson, M. (2003, October). New women leaders: Perspectives on gender. Paper presented at the Annual Conference of the American Educational Research Association SIG – Research on Women in Education, Knoxville, TN.
- Williamson, R. & Broughton, E. (2004, February). Strengthening practice: Principals

and school counselors working collaboratively to serve students. Paper presented at the NCPEA Conference-Within-a-Conference at the Annual Conference of the American Association of School Administrators, San Francisco, CA.

- Williamson, R. & Hudson, M. (2004, April). Resist or conform: The tension faced by newly prepared school leaders. Paper presented at the Annual Conference of the American Educational Research Association, San Diego, CA.
- Williamson, R. (2004, April). Policy issues in middle level education. Paper presented at the Annual Conference of the American Educational Research Association, San Diego, CA.
- Williamson, R. & Tracy, J. (2004, August). The first decade: Barriers to completing the doctorate. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Branson, MO.
- Broughton, E. & Williamson, R. (2004, August). Strengthening connections between school counselors and principals. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, Branson, MO.
- Williamson, R. & Duvall, S. (2005, February). Superintendent Evaluation: Conflict or Collegiality and the Relationship to Student Learning. Paper presented at the NCPEA Conference-Within-a-Conference at the Annual Conference of the American Association of School Administrators, San Antonio, TX.
- Williamson, R. & Galletti, S. (2005, April). Different ways of learning: Professional development of principals and comprehensive school reform. Paper presented at the Annual Conference of the American Educational Research Association, Montreal, PQ, Canada.
- Williamson, R., Blackburn, B. & Harrison, J. (2005, April). Sustaining teams: The relationship between leader behavior and team performance. Paper presented at the Annual Conference of the American Educational Research Association, Montreal, PQ, Canada.
- Williamson, R. (2006, April). Renorming Teams: Enhancing Leadership to Strengthen Team Functioning. Paper presented at the Annual Conference of the American Educational Research Association, San Francisco, CA.
- Williamson, R. (2008, March). Sustaining middle schools in a time of change: Lessons in leadership. Paper presented at the Annual Conference of the American Educational Research Association, New York, NY
- Williamson, R. & Burton, E. (2008, July). Changing the nature of the professoriate: Responding to accreditation standards. Paper presented at the Annual Conference of the National Council of Professors of Educational Administration, San Diego, CA.
- Williamson, R. & Burton, E. (2009, April). The transformation of one middle school program: An examination of the micro-political dynamics. Paper presented at the Annual Conference of the American Educational Research Association, San Diego, CA.

EDITORIAL RESPONSIBILITIES

Associate Editor, *Journal of School Leadership*, 1999 - 2006

Member, NASSP Publications Advisory Council, 2003 - 2006

Editor, *Middle Matters*, a publication of the National Association of Elementary School Principals, 1996 - 1997

Selected as guest editor, *NASSP Bulletin*, 2005-06 academic year

Reviewer 1998 NCEA Yearbook, *School Leadership: Expanding Horizons of the Mind and Spirit*.

Reviewer, *Journal of School Leadership*, 1999 - present

Reviewer, *Review of Educational Research*, 2000 - 01

Reviewer, *NASSP Bulletin*, 2002 - current

Member Publications Advisory Board, *Education Leadership Review*, 2002- 2004

Reviewer 2001 NCEA Yearbook, *21st Century Challenges for Educational Administration*.

PROFESSIONAL SERVICE

President, National Forum to Accelerate Middle Grades Reform (2003 – 2005)

Member *Different Ways of Knowing* Middle Grades Advisory Panel for the Galef Institute (2002 – present)

School Administration Liaison Board Member, Association of Michigan School Counselors (2004 – present)

Chair, National Council of Professors of Educational Administration, Publication Committee (1998-2003)

Member, National Council of Professors of Educational Administration, Reporter Committee (2003 – 2005)

Member Steering Committee, National Forum to Accelerate Middle Grades Reform (2002 – 2006)

Member National Forum to Accelerate Middle Grades Reform (2000 – present)

Member, Executive Committee, AERA SIG – Middle Level Education Research (2003 – present)

Program Co-Chair for AERA Division A, Section 4: Leadership Preparation and Professional Development for 2001 Annual Meeting

Member of Program Planning Committee, AERA Division A for 2001 Annual Meeting

Representative to North Carolina Standards Board, 1997-99

AWARDS AND RECOGNITIONS

Award of Excellence, College Educator, Michigan Association of Middle School Educators, March 2008

Alumni Teaching Excellence Award, Eastern Michigan University, Sep 2007

Gruhn-Long-Melton Award for Distinguished Leadership and Research in Middle Level Education, National Association of Secondary School Principals, February 2004

Dean's Award for Distinguished Contributions to the Scholarship of Integration, College of Education, Eastern Michigan University, September 2003

Teaching Excellence Award, School of Education, University of North Carolina at Greensboro, May 2000

Meritorious Service Award, from the Board of Education of the Ann Arbor Public Schools, Ann Arbor, MI, May 1995

Distinguished Professional Service Award, National Association of Secondary School Principals, Feb 1995

OTHER PROFESSIONAL ACTIVITIES

Program Evaluator, Oregon Gear-Up Program (2009 – 2010)

Program Evaluator, middle school program, Glen Ellyn, IL Public Schools (District 41) (2007), Facilitator of middle school program redesign (2007 – 2010)

Facilitated program redesign of the LaGrange Park, IL (District 102) middle school program (2008 – 2009)

Facilitated schedule redesign for middle and high schools, Walled Lake Public Schools, MI (2007)

Leadership Coach, Royal Oak Public Schools (MI), April 2008 – present

Selected as the external evaluator for *The Principals' Partnership* a professional development program for high school principals and sponsored by Union Pacific Foundation (2004-present)

Facilitated program redesign for L'Anse Creuse, MI middle schools (2004-05)

Facilitator, Middle School Leadership Project, Washtenaw Intermediate School District (2004-05)

Principal author of the *Principal's Toolkit*, a set of tools to support instructional leadership of school principals. Funded by the US Department of Education Middle Grades Research Grant, administered by the Galef Institute (2003-04).

Reviewed proposals for AERA 2004 Annual Conference, Division A and SIG on Research in Middle Level Education (2003).

Invited to facilitate middle school redesign in Bay Village, OH (2002-03).

Invited to conduct the annual Long Conference for the National Association of Secondary School Principals. The Long Conference is one of the most prestigious middle school professional development activities in the nation and has been held annually since 1952. (2003).

Provided quarterly seminars and leadership coaching for middle school principals, L'Anse Creuse, MI Public Schools (2002-2007)

Author history of AERA – SIG, Middle Level Education Research (2003)

Selected to co-design and deliver a series of workshops for aspiring school leaders sponsored by the Kalamazoo Regional Educational Service Agency – Center for Teaching, Learning and Leadership (2003).

Invited to conduct site visitations and school assessment at seven San Francisco middle schools as part of a grant from the Hewlett Foundation (2003).

Principal author of a leadership development module developed by the Galef Institute for national distribution in comprehensive school reform schools (2002 – 2003).

Invited presenter at the First Annual Principals' Partnership Summer Leadership Institute sponsored by Union Pacific (2002).

Invited participant in meetings for development of a report written by RAND on the status of middle schools. The project was funded by the Edna McConnell Clark Foundation of New York City (2002).

Selected by the National Middle School Association to comment on and offer suggestions for revision of the Association's publication, *This We Believe: Developmentally Responsive Middle Level Schools* (2002)

Invited by the Novi (MI) Public Schools to conduct an external evaluation of the middle school program (2002 – 2003)

Served as on-site leadership coach and mentor for six middle school principals in New York City---three in Brooklyn and three in Queens, as part of a leadership development project funded by the GALEF Institute of Los Angeles from a grant they received from the US Department of Education. (2001-02).

Invited by the Academy for Educational Development to serve as an external evaluator of their School Self-Assessment materials. (2002)

Invited by New York State Department of Education to serve as an external reviewer of accreditation materials for middle level licensure programs (2002-03).

Conducted weeklong leadership institute for the Naperville, IL Public Schools (2002).

Selected to conduct external evaluation and redesign of the exploratory program at Chippewa Valley Schools (MI) (2002).

Selected to conduct a two-year project to renorm the secondary schools in Adrian, MI (2002-04).

Reviewed proposals for AERA Division A and for the SIG on Research in Middle Level Education for 2003 Annual Conference in Chicago, IL. (2002)

Program Co-chair for AERA Division A, Section 4: Leadership Preparation and Professional Development for 2001 Annual Meeting, Seattle, WA.

Member of Program Planning Committee, AERA Division A for 2001 Annual Meeting in Seattle, WA.

Moderator and Participant in AERA Division A Symposium, *The Shifting Sands of Leadership Preparation: Who's Got the Shovel* at the AERA Annual Conference in Seattle, WA (2001).

Selected by the Galef Institute of Los Angeles, CA to coordinate leadership development in fifteen middle schools in New York City, Los Angeles, Houston, and Louisville as part of a \$13.4 million dollar grant from the US Department of Education for implementation of the *Different Ways of Knowing* curricular model at the middle level (2001-04).

Invited to deliver a paper, *High-Performing Middle Level Schools: Meeting Community Standards and Expectations*, an all day forum on middle level education at Temple University, Philadelphia, PA (2001)

Selected to facilitate middle school review and redesign in Jamestown, NY (2001-2003).

Reviewed proposals for AERA Division A for 2002 Annual Conference in New Orleans, LA. (2001)

Co-author of a leadership training module for the National Forum to Accelerate Middle Grades Reform (2001)

Member National Forum to Accelerate Middle Grades Reform supported by the Edna McConnell Clark Foundation and John S. and James L. Knight Foundation (2001 - present)

Designed and wrote a middle school leadership training program for the Galef Institute of Los Angeles, CA (2001).

Designed and presented two components of an on-line professional development program for middle school principals by Education Impact On-Line in collaboration with the National Association of Secondary School Principals (2000).

Invited by Georgia Office of the Governor to provide information regarding current state of middle level education as part of plans by the Governor's Office to submit recommendations to the legislature for restructuring Georgia's middle level schools (2000)

Project facilitator of *Designing for Excellence*, a three-year project to evaluate and refine the middle schools of Naperville, IL (2000-2003).

Project facilitator for leadership development in Jefferson County Schools (Louisville), KY middle schools (1997 – 2001).

Facilitated joint summer leadership retreat for Jefferson County, KY and Corpus Christi, TX middle school principals (1999).

Chairperson of Publications Committee, National Council of Professors of Educational Administration (1998-2003).

Facilitator of leadership development project for L'Anse Creuse (MI) Public Schools (1999-2003)

Facilitated joint summer leadership retreat for Jefferson County, KY and Corpus Christi, TX middle school principals (1999)

Served as program facilitator for an urban middle school improvement grant *Principals Make The Difference in Standards-Based Reform* funded by the Edna McConnell Clark Foundation through the National Association of Secondary School

Principals. The grant worked with middle school principals in Corpus Christi, TX and Louisville, KY to improve instructional supervision skills (1997-2000).

Participant in distance learning series on middle school reform by *Education Impact on Line* in collaboration with the National Association of Secondary School Principals (2000)

Selected to organize and implement the annual Leadership Institute for the North Carolina Middle School Association (1999-2000)

Facilitated review of middle school program in Naperville, IL, Louisville, KY, and L'Anse Creuse, MI (1999-2002)

Conducted needs assessment for the Texas Association of Secondary School Principals (1998-99)

Served as reviewer for 1998 edition of NCPEA Yearbook, *School Leadership: Expanding Horizons of the Mind and Spirit*.

Conducted external review of middle school programs in Columbus, OH (1996), West Hartford, CT (1997), Littleton, CO (1997), and Naperville, IL (2000)

Invited to serve as panel participant on "Equity and Academic Rigor: Do they complement or contradict each other," at Long Conference as part of the Annual Conference of the National Association of Secondary School Principals (1999)

Facilitated Summer Leadership Retreat for middle school principals in Cherry Creek Schools, CO (1999)

Facilitated Summer Leadership Planning Retreat for the Texas Association of Secondary School Principals (1999)

Served as team member working with the Wake County (NC) Public Schools on review and restructuring of their middle school program (1998)

Invited participant on Middle Level Panel of Experts debate "Rejuvenating the Middle Level Movement: Increasing Public Confidence in Middle Schools" at the Annual Conference of the National Association of Secondary School Principals in San Diego, CA. (1998)

Served on selection committee for both NASSP's Middle Level Dissertation of the Year and Assistant Principal Dissertation of the Year awards. (1995-96,1998-2001)

Taught for the North Carolina Principal's Executive Program, Chapel Hill, NC. (1998)

Publication *Through the Looking Glass: The Future of Middle Level Education* included as feature article on NASSP's web-site from October 1996 to January 2000. (http://www.nassp.org/middle_school/future.htm) (1996-2000)

Invited participant on Middle Level Panel of Experts debate "Student Achievement and the Middle Level School" at the Annual Conference of the National Association of Secondary School Principals in Orlando, FL. (1997)

Two publications selected for inclusion on a list of "indispensable readings" in middle level education published in *Phi Delta Kappan*, March 1997. They include: *Planning for Success: Successful Implementation of Middle Level Reorganization* and

Through the Looking Glass: The Future of Middle Level Education. (1997)

Editor of *Middle Matters*, a publication of the National Association of Elementary School Principals. (1996-97)

Selected by the National Association of Secondary School Principals to conduct a year-long assessment of services to middle level members. The project included identification of member needs, examination of current programs and services by professional organizations, and preparation of recommendations for refining and strengthening NASSP's offerings. (1996)

Invited participant in Middle Level Summit sponsored by the National Association of Secondary School Principals held in July 1996. The summit developed a collaborative vision for middle level schools of the 21st Century. (1996)

Developed, planned and implemented the National Middle Level Leadership Academy "Restructuring the Middle Level School to Focus on Student Achievement" held in July 1995 and cosponsored by Eastern Michigan University and the National Association of Secondary School Principals. (1995)

Conducted a year long needs assessment project for National Association of Secondary School Principals which collected and analyzed data from members and non-members. A demographic profile of secondary school principals, an investigation of their training and education needs and an analysis of the preferred methods for receiving professional development resulted from this study. (1995)

Planned the NASSP Middle Level Colloquium on Gifted and Talented Education held in October 1995. Invited participants included middle level principals, teachers, parents, members of advocacy groups, and members of NASSP's Middle Level Council.

Represented the National Middle School Association on the Alliance for Curriculum Reform (1992-93)

Invited participant in a series of conferences sponsored by the Edna McConnell Clark Foundation to examine the future of middle level education and design strategies for collaborative work among professional associations. (1993)

Member Curriculum Think Tank - National Middle School Association - Developed *Middle Level Curriculum: A Work in Progress*, the initial position paper of the National Middle School Association. (1992)

Member of Middle Level Council, National Association of Secondary School Principals, an advisory group responsible for advising the association on publications, research and professional development in middle level and responsible for authoring the Association's major middle level publications (1993 - 1997)

INVITED PRESENTATIONS

Middle school Principalship from A to Z
North Carolina Middle School Association, March 2009

Scheduling to Improve Student Learning
North Carolina Middle School Association, March 2009

Professional Learning Communities

North Carolina Middle School Association, March 2009

Rigor is Not a Four Letter Word

National Association of Secondary School Principals, February 2009

Transforming Middle and High Schools: Instructional Improvement Tools for School Leaders

National Association of Secondary School Principals, February 2009

Scheduling To Improve Student Learning

National Middle School Association, November 2009

Transforming Schools: Lessons from school leaders

National Association of Secondary School Principals, February 2008

Developing Academic Momentum for Reluctant Students: Suggestions for Teachers and Administrators

North Carolina Middle School Association, February 2007

Instructional Improvement Tools for School Leaders

North Carolina Middle School Association, February 2007

Strategies for Using Data to Guide Instruction

The Principals' Partnership Summer Institute, July 2006

Leadership for Student Success: Sustaining Team Effectiveness

National Middle School Association, November 2005

Creative Connections Between School Counselors and Administrators

Michigan Counseling Association, October 2005

Principals and Their Schools

The Principals' Partnership Summer Institute, July 2005

Looking at Data Differently: Strategies to Engage Principals and Teachers in Conversations About Student Learning (three part series)

Chicago Leadership Academies for Supporting Success

Chicago Public Schools, March-April-May 2005

Creating High-Performing Middle Schools

Association of British Columbia Middle Schools, April 2005

Leadership Tools for Creating High Performing Middle Schools

National Middle School Association, November 2004

Leadership for Results

Association for Supervision and Curriculum Development, March 2004

Leadership Tools to Improve Student Achievement: Leaving No Child Behind

National Association of Secondary School Principals, February 2004.

Leadership for Results

National Staff Development Council, December 2003

The Need for Leadership: Experience the National Forum to Accelerate Middle Grades Reform's Leadership Curriculum

National Middle School Association, November 2003

Using Time and Organization as Tools to Improve Student Achievement
National Middle School Association, November 2003

Leadership Tools for Creating High Performing Middle Schools
National Middle School Association, November 2003

Building Collaboration Between School Counselors and Administrators
American School Counseling Association, July 2003

Leadership for High-Performing Middle Schools
National Association of Secondary School Principals, February 2003

Confronting Middle Schools Most Contentious Issues
National Association of Secondary School Principals, February 2003

Building Leadership Capacity in Comprehensive School Reform Schools
National Staff Development Council, December 2002

Leadership for High-Performing Middle Schools
National Middle School Association, October 2002

Breaking the Time Barrier: Tools to Improve Achievement
National Middle School Association, October 2002

School Leadership, Professional Development, and Organizational Learning: Making the Connections.
American Educational Research Association, April 2002

Building Leadership Capacity in Comprehensive School Reform Schools
Breaking the Time Barrier: Schedules for Improved Achievement
National Association of Secondary School Principals, March 2002

Breaking the Time Barrier
Renorming the Middle Level School
Michigan Association of Middle School Educators, March 2002

High-Performing Middle Schools
Temple University Middle Grades Forum, November 2001

High-Performing Middle Schools: Meeting Community Standards and Expectations
National Middle School Association, November, 2001

Breaking the Time Barrier: Schedules for Improved Achievement
National Middle School Association, November 2001

The High Achieving Middle School: A Model and Plan
National Middle School Association, April and May 2001

The High Achieving Middle School: A Model and Plan
National School Boards Association, March 2001

Recommitting to Middle Level Principles
National Association of Secondary School Principals, March 2001

Leadership for Standards-Based Reform at the Middle Level
National Middle School Association, November 2000

Breaking the Time Barrier: Scheduling for Improved Student Achievement
National Middle School Conference, November 2000

*Engaging Pre-Service School Counselors and School Administrators
in Collaborative Dialogue*
Southern Association for Counselor Education and Supervision, October 2000

High Achievement in the Middle School: A Model and Plan
National School Boards Association, April 2000

Leadership for High Achieving Middle Schools
North Carolina Middle School Association, March 2000

Evaluating the High Achieving Middle Level School,
National Association of Secondary School Principals, February 2000

More than a Schedule: Using time as a resource for greater student success, National
Middle School Association, November 1999

The High Achieving Middle Level School: A Model and Plan of Action, National Middle
School Association, November 1999

High Achievement in Middle School: A Focus on Teaching and Learning
Annual Middle School Conference, Spokane (WA) Public Schools, October 1999

*Common Purpose and Shared Meaning: Addressing Tough Issues with the
Community,* Connecticut Association of Schools, August 1999

High Achieving Middle Level Schools: A Model and Plan of Action
Cherry Creek, CO Leadership Retreat, July 1999

Challenging Orthodoxy: Effective Middle Schools in the 21st Century
Michigan Association of Secondary School Principals, Frankenmuth, MI, April 1999

Responding to Parent and Public Concerns about Middle Schools
North Carolina Middle School Association, Greensboro, NC, March 1999

High Achievement for Diverse Populations
National Middle School Association, Louisville, KY, February 1999

*High Achieving Middle Level Schools: Meeting Community Standards and
Expectations,* National Association of Secondary School Principals, New Orleans, LA,
February 1999.

Equity and Academic Rigor: Do they complement or contradict each other. National
Association of Secondary School Principals, New Orleans, LA, February 1999.

Presentations prior to 1999 available upon request.