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Academic Record University of Pittsburgh, Pittsburgh, PA
April 1975 – August 1980
Degree – Doctor of Philosophy
Major – Curriculum and Supervision

University of Pittsburgh, Pittsburgh, PA
September 1973 – April 1975
Degree – Master of Education
Major – Curriculum and Supervision

University of Pittsburgh, Pittsburgh, PA
September 1969 – August 1972
Degree – Bachelor of Arts
Major – English Education

Certifications PA Supervisor of Curriculum and Instruction K-12, 1978
WVDE 5310 Training for Performance Evaluation of Professional Personnel
1992, 19981

Dissertation An Analysis of Selected Teacher Collective Negotiation Agreements in
Pennsylvania to Determine the Legal Control Placed on Supervisory Practice

Sabbatical Study Stetson College of Law, St. Petersburg, Florida
May – December 1991

Honors
2019 Professor Emerita
West Virginia University

2019 Distinguished Research Award
AERA SIG: Supervision and Instructional Leadership

2006 Distinguished Paper Award
AERA SIG: Supervision and Instructional Leadership

for “Complicating the Ritual of Teacher Evaluation: Implications for Supervision”

Visiting Scholar, National Endowment for the Humanities
University of Wisconsin–Madison, Summer 1985

Elected to the Council of Professors of Instructional Supervision, 1983

Who's Who of American Women, 1983

B.A., cum laude, University of Pittsburgh, 1973

Current Employment

West Virginia University, Morgantown, WV
Professor Emerita, May 2019 - present
Professor of Educational Leadership, August 1996 - 2019
Interim Chair, August 1996 - May 1997
Associate Professor with Tenure, August 1987 - May 1996
Assistant Professor, January 1981 – May 1987

Previous Employment

Supervisor of Curriculum and Instruction, Quaker Valley, 1978–80
Research Assistant, Mainstream Project, Duquesne University, 1977–78
Research Assistant II, Primary Reading, Learning Research & Development Center, 1976–77
Curriculum Specialist, External Studies, University of Pittsburgh, 1975-76
Graduate Student Assistant, Curriculum & Supervision, University of Pittsburgh, 1974–75
English Teacher, Ringgold School District, 1972–74

Teaching Responsibility

Includes graduate courses both on-line and face-to-face:

Principles of Supervision	Public School Organization & Administration
Advanced Supervision	School Community Relations
Topics in Supervision	Personnel
School Law	School Improvement
Qualitative Research	Curriculum Development
Curriculum Theory	Research & Models of Teaching
Curriculum Determinants	Qualitative Research

Examples of Special Topics: Peer Coaching, Staff Development, Andragogy, Law & The Clinical Psychologist, Law & the Special Educator, Training for Inservice Police Officers, Writing for Publication, School-Business Partnerships, State Policy and Politics, Rural Schools, University Teaching, Supervision in Teacher Education, Supervision in the Clinical Setting.

Other teaching Responsibilities

Advisor to masters and non-degree students
Chair or Member of doctoral committees
Program Development work, e.g. certification revision and NCATE
Supervisor of practicing administrators enrolled in the Internship
Organizer of two state conferences for women in educational administration
Organizer of dissertation support group

Grants

"Teachers and the Recht Decision: A West Virginia Case Study of School Reform"
Appalachian Educational Laboratory, Charleston, WV, 1988-89, Funded \$1484

"Teacher Evaluation: The Proof's in the Process," a Distance Learning Proposal for satellite broadcast funded by the WV Board of Regents, Fall, 1989, Funded \$750

"Creating Multicultural Opportunities: Changing Curriculum in Undergraduate Teacher Education" for the College of HRE Diversity Task Force Multicultural Grant Program, WVU, 1995, Funded \$2500 + \$2500 Matching

Satellite Network of West Virginia, Grants for the use of Interactive TV to Broadcast EdLS 389 "School-Community Relations," 1997, Funded for \$9,000; EdLS 333 "School Law," 1998, Funded \$9,000; EdLS 320 "Personnel," 1999, Funded \$9,000

Fellowships

Summer Seminar for College Teachers, National Endowment for the Humanities, University of Wisconsin-Madison, to study law and political science, Summer 1985, Funded \$3,000

Harber Fellowship in Education and Entrepreneurship, Wesleyan University. \$500,000, October 2012 (not funded)

Senior Fellowship, Institute for Advanced Studies Eastern European University, Housing and Monthly Stipend, November 2012 (not funded)

Research Specialization: I track and interpret those laws and policies in the 50 states that have consequence for instructional supervision, i.e., teacher observation/evaluation, curriculum and staff development. I'm also concerned with critical incidents of practice associated with the certification, rights, testing, development, and evaluation of professional personnel and school reform.

Books

Richard Meckley, P. William Rosier, & Helen M. Hazi (2000). Handbook of West Virginia School Law (6th ed.) Morgantown, West Virginia.

Chapters

Rethinking Teacher Evaluation for Culturally Responsive Teaching. In I. Mette, D. Cormier & Y. Oliveras-Ortiz (Eds.) *Culturally Responsive Supervision* (forthcoming)

(Re)imagined Teacher Learning and Improvement with Systems Thinking: The Case of Corbett Preparatory School at I. D. S. In K. Snyder & K. Snyder (Eds.), *Leading Schools as Living Systems: Stories, Lessons, Research, and Insights to Sustain Quality Schooling*. Rowman & Littlefield (forthcoming)

Promising Supervisory Theories and Strategies for Instructional Improvement. In A. Lavigne & M.L. Derrington (Eds.), *Actionable Feedback for PK-12 Teachers: Supervising within Academic Domains and Program Areas*. Rowman & Littlefield (forthcoming).

Basic Principles of Teacher Evaluation Examined for School Leaders in the 21st Century, In J. Glanz (Ed.), *Managerial School Leadership: New Skills for the 21st Century* (pp. 51-62). (2022), Rowman & Littlefield.

A Swerve in Practice in Times of Crises: Rethinking Teacher Evaluation Anew, In J. Glanz (Ed.), *Crisis and Pandemic Leadership: Implications for Meeting the Needs of Students, Teachers, and Parents* (pp. 47-58). (2021), Rowman & Littlefield.

Coming to Understand the Wicked Problem of Teacher Evaluation. In S. Zepeda & J. Ponticell (Eds.), *Handbook of Supervision* (2019), Wiley Blackwell Publishing.

The Language of Instructional Improvement in the U.S.: A View from Current Law and Policy Reports in M.L. Derrington & J. Brandon's (Eds.) *Differentiated Teacher Evaluation and Professional Learning: Policies and Practices Promoting Career Growth* (2019). Palgrave Macmillan.

Professional Development in the States: How Statutes and Regulations Target Teacher Quality to Improve Student Learning, lead author with coauthor D. Rucinski. In D. Arredondo Rucinski (Ed.), *Real World Professional Learning Communities: Their Use and Effects* (2016), Rowman & Littlefield.

Teacher Evaluation and Professional Development: How Legal Mandates Encroach on Core Principles of Supervision, lead author with coauthor D. Rucinski. In J. Glanz & S. Zepeda (Eds.), *Supervision: New Perspectives for Theory and Practice* (2015). Rowman & Littlefield.

Policy and Legal Considerations in Supervision. In G. R. Firth & E. F. Pajak (Eds.), *Handbook of Research on School Supervision*. MacMillan. (1998).

Should There be National Standards in the Preparation of Supervisors? In J. Glanz & R. Neville (Eds.), *Educational Supervision: Perspectives, Issues, and Controversies*, Christopher-Gordon (1997).

The Legal Dimension of the Practice of Clinical Supervision. In K. Snyder & R. H. Anderson (Eds.), *Clinical Supervision Landscapes: Coaching for Higher Levels of Performance*. Technomic Publishing (1993).

Discovering and Releasing the Voices of Authority in Education Law Inquiry. In N. Haggerson & A. Bowman (Eds.), *Informing Educational Policy and Practice Through Interpretive Inquiry*. Technomic Publishing (1992).

Articles

Reconsidering the Dual Purposes of Teacher Evaluation. *Teachers and Teaching: Theory and Practice* (2022), 1-15. DOI: [10.1080/13540602.2022.2103533](https://doi.org/10.1080/13540602.2022.2103533)

The Restrictive Concepts of Teacher Evaluation and their Discourse Communities. *Journal of Educational Supervision*, 5(1), 44-67, 2022. <https://doi.org/10.31045/jes.5.1.3>

Instructional improvement: A modest essay. *Journal of Educational Supervision* 3(3), 90-103, 2020. <https://doi.org/10.31045/jes.3.3.7>

Shedding light on the phenomenon of supervision traveling incognito: A field's struggles for visibility. *Journal of Educational Supervision* 2 (1), 2019 with J. Glanz <https://digitalcommons.library.umaine.edu/jes/vol2/iss1/1/>

VAM Under Scrutiny: Teacher Evaluation Litigation in the States, *The Clearinghouse* 90(5-6), 184-190 (2017).

Research on Teacher Evaluation: A Review of Statute, Regulation and Litigation in the Region, *The Rural Educator* 37(1), 39-45 (Fall 2015/Spring 2016).

Teacher Evaluation in Statute, Regulation and Litigation: A View of the Mid-Atlantic Region with a Focus on Pennsylvania, *Pennsylvania Educational Leadership* 35(1), 6-18 (2015).

Policy Meets Practice: Districts Feel the Impact of State Regulations, *Journal of Staff Development* 35(6), 44-47 (2014) lead author with coauthor D. Rucinski.

Legal Challenges to Teacher Evaluation: Pitfalls and Possibilities in the States. *The Clearing House* 87: 134-139 (2014).

The Marketing of Teacher Evaluation: The Seductive Claims of Instruments. *The WERA Journal* 6(1): 2-9 (2014).

Digitized Judgment: The Seductions of Teacher Evaluation Technologies, *Ubiquitous Learning: An International Journal* 5(1), 57-67 (2013)

Professional Judgment: Suspect or Sacrosanct? *The International Journal of the Humanities* 9 (9), 1-11(2012)

Teacher Evaluation as Policy Target: Viable Reform Venue or Just Another Tap Dance? *Education Research Service Spectrum*, Journal of Research and Information 27 (3), 31-40 (2009), lead author with coauthor D. Rucinski.

Teacher Evaluation as a Policy Target for Improved Student Learning: A Fifty State Review of Statute and Regulatory Action since NCLB, *Education Policy Analysis Archives* 17 (5) 2009, lead author with coauthor D. Rucinski.

The Status of Supervisory Certification in the 50 States: Trends and Projections, ERIC (ED472168) 2002.

The Role of Supervisors in Rural School Reform, ERIC (ED 422 7135), 1999.

Roadblocks on the Way to School Reform in West Virginia, a Small Rural State, with R. Meckley, *International Journal of Educational Reform* 7(4/October), 338-344 (1998).

Supervision Traveling Incognito: The Forgotten Sister Discipline of Educational Administration, with J. Glanz, available through ERIC (ED 407 715), 1997

Supervision in the Next Decade, *Wingspan: The Pedamorphosis Communique*, a journal of the Council of Professors of Instructional Supervision, 10(2), 30-34, January 1995.

School Reform in a Rural State: A West Virginia Retrospective and Prospective, *International Journal of Educational Reform* 3(1) 4-14, 1994.

The Teacher Evaluation-Supervision Dilemma: A Case of Entanglements and Irreconcilable Differences. *Journal of Curriculum and Supervision* 9(2) 195-216, Winter 1994.

Teachers and the Recht Decision: A West Virginia Case Study of School Reform, a technical report for the Appalachia Educational Laboratory, available at ERIC/CRESS, a clearing house on rural schools information (ED 318 597), 1989.

Teacher Quality and School Reform in the States: Lessons Yet to Be Learned, *Education Quarterly*, 37(1), 1990.

The Lure of the Business World: A Response to Duffy's "Supervising for Results," *Journal of Curriculum & Supervision*, 6(1), 1990.

Measurement versus Judgment: The Case of Sweeney v. Turlington, *Journal of Curriculum & Supervision*, 4(3) 211-229, Spring 1989.

Legalizing Scientism Through Teacher Evaluation, *Journal of Personnel Evaluation in Education*, 2(1), December 1988, 7-18, with N. Garman

Reprinted in *Wingspan: The Pedamorphosis Communique*, 5(1), 1989.

Teachers Ask, "Is There Life After Madeline Hunter?" *Phi Delta Kappan*, 69(9), 1988, 669-672, with N. Garman

Excerpts reprinted in University of Pittsburgh's School of Education Newsletter, 21(1), Fall 1989.

Reprinted in Gerald Taylor's *Introduction to the Study of Teaching* Toronto, Harcourt Brace-Canada, 1994.

Instructional Improvement in the Courts: Lessons for Supervisors, *WVASCD Journal*, Spring 1988, 25–31.

The Third Wave: Competency Tests for Administrators, Working Paper, Denver, CO: Education Commission of the States, February, 1986 (Order No. EI 85–1).

Co-Rechting West Virginia Public Schools, *Educational Leadership*, 42(6), 75–78, 1985.

Reprinted in *West Virginia Scholar*, III (2), 3–7, 1985.

Judge Defines Quality Education for Schools, *Educational Leadership*, 41(1), 68–69, 1983.

Should Labor Law Define Instructional Supervision? *Educational Leadership*, 39(7), 542–43, 1982.

A Grounded Theory Study Using a Cache of Documents to Explicate Legal Control of Supervisory Practice in Pennsylvania, *The Researcher*, The Journal of the Northeastern Research Association, September 1982.

Women in Public School Administration: A Historical Perspective, *Regalia*, a newsletter of College of Human Resources in Education, WVU, 1982.

Participant Perceptions of Competencies Derived from Simulation Game Experience, 1977 Proceedings of the Simulation and Modeling Conference, School of Engineering, University of Pittsburgh.

Role Development and Role Interaction Within CREATE, 1975 Proceedings of the 14th Annual North American Simulation and Gaming Conference, Los Angeles: University of Southern California.

Essays

Metrics Mania. An essay in *The Nexus Scholar-Practitioner*. 2020. Retrieved from <http://scholarpractitionernexus.com/articles/>

Podcast

Countering Censorship, Speaking of Education Podcast. April 11, 2022
NEXUS Scholar Practitioner
https://directory.libsyn.com/episode/index/id/22233482/tdest_id/3292823

Poems

The Lake, *Dance on the Horizon*, Owings Mills, MD: National Library of Poetry, 1994.

Coveting Dawn, *Poetic Voices of America*, Sistersville, WV: Sparrowgrass Poetry, 1994.

I mark time, *Poetic Voices of America*, Sistersville, WV: Sparrowgrass Poetry Forum, 1997.

Awakened, *A Treasury of Famous Poems*, Hollywood, CA: Celestial Arts, 1997.

When in the Night, *Best Famous Poems of 1998*, Hollywood, CA: Famous Poets, 1998.

Our Duet, *2001 A Poetic Odyssey*, Talent, OR: Famous Poets Society, 2001.

Published Projects

Mainstreaming: Classroom Management Techniques (a four part sound filmstrip program for inservice training) Part I – "You Can Make It Work" and Part II – "Learning Impairments," Guidance Associates, New York, 1978

Preservice and Inservice with NRS: A Guide for Explaining the New Primary Grades Reading System to Teachers (a guide with video tapes for teacher training) Learning Research and Development Center, Pittsburgh, 1977

Presentations at Conferences

My scholarly communities are international and national groups, including the supervision–research community of the American Educational Research Association (AERA), the supervision–higher education community of the Council of Professors of Instructional Supervision (COPIs), and the supervision–practitioner community of the Association for Supervision & Curriculum Development (ASCD). I've also presented, at the state and local level. Many are peer-reviewed papers.

The Trouble with Feedback, Council of Professors of Instructional Supervision, Indianapolis, October 5-6, 2022.

Returning to Our Roots: Basic Principles of Evaluation Examined, Council of Professors of Instructional Supervision, Indianapolis (Virtual), October 9-10, 2020.

Mapping the Discourses of Instructional Improvement: Where is the Place of Supervision Anyway? American Educational Research Association, Toronto, April, 2019.

Teacher Evaluation: Rethinking Roles, Reimagining Practices, Council of Professors for Instructional Supervision, Augusta, GA, October, 2019.

Complicating Instructional Improvement: Examining Assumptions and Discovering Generative Thinking in Carnegie Foundation's New Reform Agenda, with N. Garman, Council of Professors of Instructional Supervision, Bangor Maine, October 12, 2018.

Instructional improvement: Challenging taken-for-granted notions about this purpose of supervision, American Educational Research Association, New York, April, 2018.

Rethinking Teacher Evaluation: Its Concepts and Place in Supervision, American Educational Research Association, New York, April, 2018.

Coming to Understand the Wicked Problem of Teacher Evaluation, American Educational Research Association, New York, April, 2018.

The Commodification of Instructional Improvement in an Age of High-Stakes Accountability, American Educational Research Association, San Antonio, April 28, 2017.

A Letter to the Field: An Elder Proposes Reconciliation with Teacher Evaluation, Council of professors of Instructional Supervision, Tampa, October 15, 2016.

Teacher Evaluation Litigation in the States: An Update, Consortium for Research on Educational Assessment and Teaching Effectiveness, Louisville, KY, September 30, 2016.

Educators Challenging Teacher Evaluation in a High Stakes Climate in the States, American Educational Research Association, Washington, DC, April 11, 2016.

Teacher Evaluation in the States: An Update, Education Law Association, Cleveland, OH, November 5, 2015.

Discussant of 4 papers, "Teacher Supervision and Instructional Leadership: Perspectives from the Field," SIG: Supervision and Instructional Leadership, American Educational Research Association, Philadelphia, April 19, 2015.

Discussant of 4 papers, "Diverse Approaches to Teacher Evaluation: Policy, Implementation, and Impacts," Division L: Policies and Politics, American Educational Research Association, Philadelphia, April 19, 2015.

Forecasting "Hot Spots" of Litigation for Teacher Evaluation in the States, Consortium for Research on Educational Assessment and Teacher Effectiveness (CREATE), Williamsburg, October 2, 2014.

Panel Chair, Teacher Evaluation in the States: Prospects and Possibilities, Consortium for Research on Educational Assessment and Teacher Effectiveness (CREATE), Williamsburg, October 4, 2014.

Panel Chair, A COPIS Generation Speaks: Where goes supervision as a field of study? Council of Professors of Instructional Supervision (COPIS), Atlanta, October 19, 2014.

Reflections on the Field of Instructional Supervision, Council of Professors of Instructional Supervision (COPIS), Atlanta, October 19, 2014.

Supervision as Professional Development: A Review of State Statutes, with D. Rucinski, American Educational Research Association, Philadelphia, April, 2014.

Legal Challenges to Teacher Evaluation: Pitfalls and Possibilities in the States, Mid-Atlantic American Education Research Association, Philadelphia, October, 2013.

Technology-driven Teacher Evaluation: Its Promises and Our Vulnerabilities, American Educational Research Association, San Francisco, April 27- May 1, 2013.

Potential “Hot Spots” of Teacher Evaluation Practice in the States, Education Law Association, Hilton Head, South Carolina, November 7-10, 2012.

The Seductions of Teacher Evaluation Technologies, National Evaluation Institute, October 4-6, 2012, Washington, DC.

Digitized Judgment: The Seductions of Teacher Evaluation Technologies, 5th International Conference on Ubiquitous Learning, University of Illinois in Urbana-Champaign, Illinois, October 12-13, 2012.

Expert judgment: A concept for teacher evaluation in a postmodern world. American Educational Research Association’s SIG: Supervision and Instructional Leadership, Vancouver, B.C. April 2012.

Racing to the Top: A Panel Discussion on the State of Supervisory Practice in Public Schools, American Educational Research Association’s SIG: Supervision and Instructional Leadership, New Orleans, April 2011.

Teacher Evaluation as a National Reform Strategy for the “Highly Effective Teacher”: What’s Complicated in this Picture? American Educational Research Association’s SIG: Supervision and Instructional Leadership, New Orleans, April 2011.

Teacher Evaluation as Reform Strategy: The “*Reward*” or Dismiss Syndrome, National Evaluation Institute, Williamsburg, October, 2010.

The Marketing of Teacher Evaluation: The Pitfalls of Promises, National Evaluation Institute, Williamsburg, October, 2010.

The Statewide Teacher Evaluation Instrument: Icon or Fetish of Teacher Quality? American Educational Research Association, May 2010, Denver, CO.

Teaching and its Embodiment in the Statewide Teacher Evaluation Instrument, Council of Professors of Instructional Supervision, November 1, 2009, State College PA.

The Teacher Evaluation Instrument: Origins and Current Conceptions in Selected States, National Evaluation Institute, October 10, 2009, Louisville, KY.

Professional Development Policy, Supervision, and the Development of Highly Qualified Teachers, American Educational Research Association, April 2009, San Diego, CA, with D. Rucinski.

Teacher Evaluation in the States: Trends and Forecasts, 2008 National Evaluation Institute, Wilmington NC, October 9-11, 2008.

Promises and Pitfalls in Teacher Evaluation Law: Forecasts for West Virginia, 2008 WVASA Summer conference, Stonewall Jackson, WV.

Supervision as Mandated Help: A Policy Review of Professional Development Initiatives in Selected States, American Educational Research Association, March 24-28, 2008, New York, NY with D. Rucinski.

Teacher Evaluation as Policy Target: Viable Reform Venue or Just Another Tap Dance?" ASCD 2008, New Orleans lead presenter with D. Rucinski.

Supervision as Professional Development: Compatible or Strange Bedfellows in the Policy Quest for Increased Student Achievement? 2007 Council of Professors of Instructional Supervision, New York.

Supervision as a Field of Study? Think pieces for An Open Forum, a panel and think, 2007 Council of Professors of Instructional Supervision, New York.

Teacher Evaluation Law: Trends and Forecasts," 2007 WVASA Summer conference, Stonewall Jackson, WV.

"Teach by Numbers" in an Era of Test-based Reform: Implications for the Field of Supervision, with N. Garman, American Educational Research Association, Chicago, April 2007.

Educators Ask, "What's Happening to My Professional Judgment?" The Erosion of Professional Discretion in a School Culture of Compliance, with N. Garman, American Association for the Advancement of Curriculum Studies, Chicago, April 2007.

Complicating the Ritual of Teacher Evaluation: Implications for Supervision, with D. Rucinski, American Educational Research Association, San Francisco, April 2006.

Refocusing on the Ritual of Teacher Evaluation: Implications for the Future of Supervision, with D. Rucinski, Council of Professors of Instructional Supervision, Athens, Georgia, October, 2005.

Trends, Promising Practices and Dilemmas in Teacher Evaluation, a paper with D. Rucinski, National Evaluation Institute, Memphis, July 2005.

The Case of Linda Greenshields: The Price of Conformity in an Age of Standards, Council of Professors of Instructional Supervision, Wilmington, November 2003.

The Status of Supervisory Certification in the 50 States: Trends and Projections, American Education Research Association, New Orleans, April 2002.

O Teaching and Learning, Where Art Thou? Questions About the Place of Supervision in Leadership Preparation, American Education Research Association, New Orleans, April 2002.

O Supervision, Where Art Thou? Questions About 'Its' Place in Leadership Preparation, University Council for Education Administration, Cincinnati, November 2001.

Supervision Traveling Incognito: Scholars in Search of Audiences in a Post-modern Age, American Education Research Association, Seattle, April 2001.

Issues in Rural Education, Discussant, the American Education Research Association, Seattle, April 2001.

PBL and Remote Learning: Reflections on the Promises and Pitfalls of the Pedagogies, PBL 2000: Promises, Breakthroughs & Lessons conference, Birmingham, October 28, 2000.

The Role of Central Office Supervisors in State Mandated Reform, American Education Research Association, Montreal, April 1999.

The Promises and Pitfalls of Rural School Reform, National Rural Education Association, Buffalo, October 15, 1998

The Role of Supervisors in Rural School Reform, Rural Education Special Interest Group of the American Education Research Association, San Diego, April 15, 1998.

Remote Learning Designs with the Student in Mind: Teaching with Interactive Television, WVU Computing and Technology Fair, Morgantown, April 1, 1998.

Supervision Traveling Incognito: The Forgotten Sister Discipline of Educational Administration, a paper with J. Glanz, American Educational Research Association, Chicago, March 24, 1997.

On the Importance of Discourse about Legal Research, American Educational Research Association, San Francisco, 1995.

Toward a Principled Practice in Supervision, American Educational Research Association, San Francisco, 1995.

Research that Makes a Difference in School Law: Complementary Methods for Examining Legal Issues in Education, Session Discussant, American Educational Research Association, Atlanta, 1994.

Supervision in the Next Decade, Council of Professors of Instructional Supervision, Tampa, 1993

Another Set of Eyes: Teachers Helping Teachers to Inquire into Their Practice, Leaders of Learning, Charleston, WV, 1993.

The Law and the Changing School Environment, Discussant, American Educational Research Association, Atlanta, 1993.

The Portfolio: Promises and Practices in Assessment, Association for Supervision and Curriculum Development, San Francisco, 1991.

Teachers Speak Out About School Reform, University Council for Education Administrators, Pittsburgh, 1990.

Discovering and Releasing the Voices of Authority in Education Law Inquiry, Curriculum Theory and Classroom Practice Conference, Dayton, 1990.

School Reform's Obligations to Teachers: Lessons from a Rural State, American Educational Research Association, Boston, 1990.

Supervisors and School Reform: A Case Study in Grievances, American Educational Research Association, Boston, 1990.

How Have Supervisors Fared Amidst the Current Reform Movement: One Supervisor's Experience in New Jersey, Council of Professors of Instructional Supervision, The Pennsylvania State University, 1989.

Uncertainty in Practice: An Essential Notion in Preparing Reflective Instructional Leaders, University Council for Education Administrators, Scottsdale, 1989.

Legalizing Scientism Through Teacher Evaluation, American Educational Research Association, San Francisco, 1989.

Scientism in Teacher Evaluation: Lessons from the Courts for Supervisors, Council of Professors of Supervision, San Antonio, 1989.

Teacher Response to School Reform: Lessons from West Virginia, Curriculum Theory and Classroom Practice Conference, Dayton, 1989.

Ambiguity vs. Certainty: The Evaluator's Dilemma, Curriculum Theory and Classroom Practice Conference, Dayton, 1988.

Measurement v. Supervisory Judgment: The Case of Sweeney v. Turlington, American Educational Research Association, New Orleans, 1988.

Teacher Evaluation Incognito: Madeline Hunter and School Reform, American Educational Research Association, Washington DC, 1987.

Is There Life After Madeline Hunter? Paddlin' Madeline Home, Curriculum Theory and Classroom Practice Conference, Dayton, 1986.

A Theory Base and Research Agenda for Law and Policy–Oriented Research in Instructional Supervision, American Educational Research Association, San Francisco 1986.

Toward A Definition of Standard of Care: Educational Malpractice Revisited, American Educational Research Association, San Francisco 1986.

Evaluation Concepts in Action, Region VII West Virginia Elementary Principals' Association, Fairmont, 1985.

Explicating Legal Control of Supervisory Practice Through Analysis of Collective Bargaining Contracts, American Educational Research Association, Chicago, 1985.

Minimum Competency Testing in West Virginia: A Case of Missing Identity for Instructional Supervisors, American Educational Research Association, Chicago, 1985.

Who Are Instructional Supervisors Any Way? A Case of Identity Claimed or Lost Through Certification Regulations, American Educational Research Association, Chicago, 1985.

Instructional Supervision in a Legal Context, Association for Supervision & Curriculum Development, New York, 1984.

An Analysis of the Legal Basis of the Practice of Instructional Supervisors in Selected State Statutes, American Educational Research Association, New Orleans, 1984.

Clinical Supervision in a Competency-Based Environment: An Integrated Method of the Training & Supervision of Teachers, Association for Teacher Educators, Orlando, 1983.

Legal Issues Affecting the Improvement of Instruction, Association for Supervision & Curriculum Development, Houston, 1983.

Legal Issues in Instructional Supervision, American Educational Research Association, Montreal, 1983.

Working Together: A Better Way for Personnel Evaluation, Leaders of Learning Conference, Morgantown, 1983.

Dialogue, Mid-Atlantic Conference for Women School Administrators, Harrisburg, 1983.

Sexual and Racial Equality in the Public Schools: Constraints and Strategies, National Council for Women's Studies Association, Covington, KY, 1983.

Update on the Recht Decision and Competency Testing for Supervisors, Council Of Professors of Instructional Supervision, Dekalb, 1983.

The Conceptual Dissertation: Commentaries by Practitioners as Inquirers, Northeastern Educational Research Association, Ellenville, NY 1983.

Legal Issues in Supervision, Region VII Conference of the West Virginia Association for Supervision & Curriculum Development, Morgantown, 1982.

History and Research on Women in Educational Administration, Women in Educational Administration Conference, Morgantown, 1982.

Title IX in Higher Education – Sexual Harassment, West Virginia Board of Regents' Equal Opportunity/Affirmative Action Advisory Council, Morgantown, 1982.

Grounded Theory Inquiry: Qualitative Research in the Professions, Symposium sponsored by the School of Education, University of Pittsburgh, Pittsburgh, 1981.

Women in Leadership Roles: Issues and Concerns, Communication, (panel chair) Language and Gender Conference, Morgantown, 1981.

Legal Documents as Sources of Data in Qualitative Research in Education, Midwest Regional Conference for Qualitative Research in Education, Kent, 1981.

Legal Mandates for Supervision and the Improvement of Instruction, West Virginia Association for Supervision & Curriculum Development, Parkersburg, 1981.

Invited Addresses

Considering the Destiny of Instructional Supervision: Transforming the Foundation of Our Past to Inform Our Current and Future Work, a panel member, Council of Professors of Instructional Supervision, Bangor Maine, October 11, 2018.

Teacher Evaluation: A Wicked Problem at a Crossroads or Dead-end? National Rural Education Association, St. Louis, October 16-18th, 2015

"Teacher Learning and Evaluation: Negotiating Productive Tensions in Educational Leadership," a member of the keynote panel, 2nd Carlow University Conference for Women in Education Leadership, Pittsburgh, June 23, 2011

"Teacher Evaluation as Policy Target: Viable Reform Venue or Just Another Tap Dance?" Association for Supervision and Curriculum Development, New Orleans, 2008.

"The Challenge of Rural School Reform: A Focus on Instructional Improvement," Appalachian Educational Laboratory, Rural Center Seminar, Charleston, September 17, 1998

"Issues & Answers in Implementing the Recht Decision," Phi Delta Kappa, Charleston Chapter, 1985

"The Third Wave: Competency Testing for Administrators," Education Commission of the States, Boulder, June 12, 1986

Teacher Evaluation, Tyler Co. Teacher Evaluation Committee, Middlebourne, WV, January 26, 1989

"Teacher Quality and School Reform in the States: Lessons Yet to Be Learned," University of Philippines, Department of Educational Foundations, Quezon City, Philippines, March 6, 1989

"Recollections on Teaching: The Transforming Power," University of San Jose–Recolletos, Teachers College, Cebu City, Philippines, March 8, 1989

"Looking in Classrooms: How to Work with Your Principal in a Productive Manner, and Portfolio Development," Tyler County, Beginning Teacher Induction Program, 1989

"Public School- Higher Education Partnerships: Confessions of a Collaborator," West Virginia Association of Teacher Educators, Parkersburg, November 6, 1995

Professional Memberships (Current*)

American Educational Research Association (AERA)
Division L: Educational Policy
SIGs: Instructional Supervision, Law and Education, Rural Education*

Council for Professors of Instructional Supervision (COPIS)*

Consortium for Research on Educational Accountability and Teacher Evaluation (CREATE)

Education Law Association (ELA)

West Virginia Association of School Administrators

Service

I have provided service to international and state professional associations, the state department of education, selected public and private schools, and have served as a member or chair of various committees at the university, college, and departmental levels.

International

American Educational Research Association (AERA)
Instructional Supervision SIG,
Secretary/Treasurer, 1982–84, 2019
Chair, 1985–87;
Program Chair, 1987–88;
Nominations Committee, 1988–89;
Awards Committee, 1993-99, 2020
Proposal reviewer, 1982-present
Editor, Newsletter, 2007- 2011, 2015- 2018
Law and Education SIG: proposal reviewer, 1992-94
Division A: proposal reviewer, 1993
Division L: proposal reviewer, 1998-2000, 2010, 2018-present
Rural Education SIG: proposal reviewer, 1998-20

Council of Professors of Instructional Supervision
elected member 1983
elected Secretary/Treasurer, 1983–87

Responder to NCATE Standards, 1995
Program Chair, annual fall conference, 1997, 2005
Membership Committee, 1997-1998
Finance Committee, 2016

Textbook reviewer in Educational Leadership
McGraw-Hill, 1992-93
Eye on Education, 1999
Allyn and Bacon, 1999, 2007
Christopher-Gordon, 2000

Editorial Review Board, Rowman & Littlefield International School Leadership Series, 2016 - Present

Journal of Curriculum & Supervision,
Reviewer, 1989–1997 (approx. 2 articles per month)
Reviewer, 1997-present (approx. 4 articles/year)
Member of Editorial Board, 1993-1997

Action in Teacher Education, Reviewer, 2012, 2019, 2020, 2021
American Educational Research Journal, Reviewer, 1994
American Journal of Education, Reviewer, 2012
Educational Administration Quarterly, 2020
Education Policy Analysis Archives, Reviewer, 2014, 2016, 2017, 2018
Education Policy Reviewer, 2017, 2018, 2019
Journal of Educational Policy 2020
Journal of Educational Supervision, 2018, 2019, 2021
Journal of Teacher Education, Reviewer, 1995
International Journal of Leadership in Education, Reviewer, since 1998
National Association for Secondary School Principals Bulletin, 2021
Studies in Educational Evaluation, Reviewer, 2018, 2022
Teachers College Record, 2019, 2021
Teacher Reforms around the World: Implementations and Outcomes, Vol. 19 of the International Perspectives on Education and Society series, Reviewer, 2012

Consulting

Expert Witness Services: Document review, on-site investigations, deposition preparation, court testimony
Ohio County BOE, Sexual Harassment, 1997
Harrison County BOE, Staff Assignment, 1998
Fayette BOE, Racial Harassment, 2001
Pocohontas County BOE, Liability, 2009

Service Within the State

West Virginia Association of School Administrators, Member 1984-2019, Subcommittee for Evaluation & Incentive Programs, member, 1984–88.

West Virginia Association for Supervision & Curriculum Development, Co–Chair, Policy Committee, 1986–1988; State President, 1994-96; Board member and Policy Committee, 2008- 2013, Legislative Educational Advocacy Program (LEAP), September 2008.

Competency Test Development Committee for Supervisors, Chair, 1983; Performance Assessment Component, Chair, 1985; Supervision Certification Program Revision, 1992, 1996-97; NCATE document preparation, 1996-97

Secondary School Recognition Program, Reviewer, 1984, 1985

West Virginia County/School Accreditation, On–site Review, 1984, 1994, 1995, 1996, 1998

Competitive Grant Program, Reviewer, 1990

RESA VII Spelling Bee, Pronouncer, 1983

Social Studies Fair, County Judge, 1982

Keyser Rotary, Luncheon speaker, 1986

West Virginia Accreditation and Accountability Stakeholders Advisory Committee, 2012-2015

Workshops and Advisories

Watson Elementary School, advisor, 2010-11

Adventist Rehabilitation Hospital, training on Providing feedback, Rockville, Maryland, March 25, 2009

Healthsouth Rehabilitation, training on Giving Feedback to Students, Morgantown, WV, May 3, 2008

Southwinds, a non-profit, direct care, residential program for adults with disabilities in southwestern Pennsylvania , Personnel Practices, 2005 – 2008

Performance Evaluation Training for Supervisors in Direct Care Agencies, a 3-session workshop sponsored by the Community College of Allegheny County, October, 2003, 2004.

Morgantown Day School, Advisor to the Board of Directors, 1988–90

Geary Elementary, Roane County, Advisor on school effectiveness, 1988–90

Tyler County, Teacher Evaluation Committee, New Teacher Orientation, Mentor Program, 1988–90

Marshall County, Portfolio Development and Mentoring Workshop, 1991

RESA IV/State Rape and Domestic Violence Centers, Teacher Workshop, 1993

Supervising Volunteers Workshop, WVU Extension, Annual Conference, 1994

Grafton High, Taylor County, Peer Coaching Committee, 1993--94

Harrison County, Mentor Program, 1994--98

Wood County, Mentor Program, 1997; Principal Staff Development, Advisor, 1997-98; Teacher Evaluation Law-Update, 1998, Evaluation Retreat, 1998

Bruceton School, Preston County, Advisor on Strategic Planning for a Professional Development School in the Benedum Project, 1995; Liaison, 1998

Observe Interns: Collect data in classroom on focus, then confer

Teacher workshop: How to observe and give feedback to interns

Teacher advocate: Observe, confer with teacher on improvement plan

Principal consultation: Meet with principal to discuss school improvements, problem solving.

Teacher recognition: Helped teacher apply for the RESA Teaching Award.

Classroom teaching: 4th grade presentation, International Week, 1998, 1999.

Judge: Preston County Science Fair, 2000.

Mock Accreditation Audit, in preparation for West Virginia State Performance Audit

Marlington Middle School, 1998

Rowlesburg School, Valley Head School, 1999

Webster County Schools (5 schools), 2000

Watson Elementary School, 2010

Performance Evaluation Training for Supervisors, a series of 3 workshops, Community College of Allegheny County, October 2003

South Park Historical Society, President, 2003

Service Within the University

CILS Department, P&T, 2014-2016, Curriculum Committee, 2017; P&T/Annual Review 2018.

College Academic Affairs Committee, 2007-2010, Chair, 2010-11

Black Faculty Association, 2009- 2013

Benedum Professional Development School Liaison- Bruceton School, 1999

Student Teacher Seminars: School Law, 1997, 1999, 2000, 2016

Institutional Hearing Committee & Grievance Board, Member and Chair, 1981–82; Member 1985–86; Member, 1988–89

Women's Studies Sub–Committee on Assistance for Women Seeking Promotion & Tenure 1986–1990;
Women's Studies Center Advisory Committee: 1998-2000.

College Search committees for Associate Dean, 1982, 1993; Division Director, 1983; Department Faculty Member, 1985, 1994-Chair, 1999-2001, 2002, 2007 Chair; Ed Psychology Position, 1998

Faculty Development Committee of College, Chair, 1986–87; of the University, Member, 1988–89

Committee for the Dickinson Symposium & Fireside Chats, 1989–1990

Division/Department Committee for Peer Evaluation or Promotion & Tenure, 1989, 1990, 1994, 2005, 2006, 2010, College: 2019

College Advisory Committee, elected Member 1992–95, Chair, 1992–94

Morgantown Police, Grant writing, 1992

Diversity Task Force, College, Chair, 1993-96, Member 1993-2017