

**Lauren P. Bailes**  
Updated August 2021

**EDUCATION**

**The Ohio State University**, Columbus, OH.

- Ph.D., Educational Administration
- Novice G. Fawcett Scholar in Educational Administration

**Columbia University Teachers College**, New York, NY.

- M.A. Literacy Specialist, February 2011.
- 32-credit program includes theory instruction and research, classroom-based execution, and results in New York State certification as a Literacy Specialist. GPA: 3.87.

**Pace University School of Education**, New York, NY.

- New York State Teacher Certification program, May 2009.
- Program of study includes 36 credits of Master's level coursework, research, practice, and intern/externships. Certification completed May 2009.

**Eastern University, Templeton Honors College**, St. Davids, PA.

- B.A. English Literature and Secondary Education, May 2007. GPA: 3.824 (3.91 in major).

**EMPLOYMENT**

**University of Delaware**, August 2016-present.

- Assistant Professor, School of Education

**The Ohio State University**, August 2011-August 2016.

- Graduate Research Assistant

**Renaissance Academy for the Multi-Media Arts**, Columbus, OH, November 2013-July 2016.

- Academic teacher and principal coaching
- Development of academic assessments and comprehensive data-management strategies

**Aim Academy (online)**, Columbus, OH, August 2011-May 2015.

- Teacher, Pre-AP English Language and Middle School Language Arts (online)
- Design and implement full- and half-year writing-intensive curricula for nontraditional students

**KIPP: Journey Academy Charter School**, Columbus, OH, January 2012-May 2014.

- Leadership Intern
- Literacy and humanities observation and coaching, professional development support, curriculum design and implementation, and site-based leadership shadowing.

**Kings Collegiate Charter School**, Brooklyn, NY, July 2009-July 2011.

- 7<sup>th</sup> Grade English Reading and Writing teacher
- Grade Team Leader (June 2010-June 2011), Writing Department Coordinator (Jan 2010-June 2011), Reading Department Coordinator (August 2010-Jan 2011)
- Writing Leader Teacher for eight middle schools in network (2010-2011 school year)

- Contributed to revision of 5<sup>th</sup>-8<sup>th</sup> English scope and sequence

**Teach for America – Newark**, Newark, NJ, September 2010-May 2011.

- All Corps Leader, Middle and High School English
- Collaboratively planned monthly professional development for first year teachers
- Aligned teacher preparation curriculum to New Jersey state standards, professional goals, and benchmarks

**Teach for America – New York**, New York, NY, September 2009-May 2010.

- Content Specialist, Middle School Language Arts
- Developed and executed monthly professional development sessions for first year teachers
- Assigned work samples and provided feedback

**Frederick Douglass Academy VIII**, Brooklyn, NY, September 2007-June 2009.

- 7<sup>th</sup> grade English Language Arts (ELA) teacher
- Grade 7 Team Leader and ELA Department Head
- School Leadership team, Data-inquiry team, and attendance committee
- Developed Specialized High School Preparatory program
- Chartered National Junior Honor Society chapter, chartered Latin Club, and Step Team Coach

**Countee Cullen Community Center, A Program of the Harlem Children’s Zone, Inc.**, New York, NY, Summer 2007.

- Developed literacy-based summer and school-year interventions for elementary and middle school
- Trained counselors to conduct reading assessments and use data to build curriculum
- Initiated data-tracking systems to monitor growth and maintain flexible goal-setting ability

## PUBLICATIONS

\*indicates UD graduate student

\*\*indicates community partner

†indicates UD EdD students

### Refereed Journal Articles

7. **Bailes, L. P.** & Guthery, S. (2020). Held Down and Held Back: The Cost of Systematically Delayed Principal Promotions. *AERA Open*, 6(1), 1-17.
6. Goddard, R. D., **Bailes, L. P.**, & Kim, M. (2020). Principal Efficacy Beliefs for Instructional Leadership and their Relation to Teachers’ Sense of Collective Efficacy and Student Achievement. *Leadership and Policy in Schools*, 1-22.  
doi: 10.1080/15700763.2019.1696369
5. **Bailes, L. P.** & Nandakumar, R. (2020). Get the Most from Your Survey: An Application of Rasch Analysis for Education Leaders. *International Journal of Education Policy & Leadership* 16(2).  
URL:<http://journals.sfu.ca/ijepl/index.php/ijepl/article/view/851>  
doi: 10.22230/ijepl.2020v16n2a857
4. Goddard, Y. L., Goddard, R. D., **Bailes, L. P.**, & Nichols, R. (2019). From School Leadership to

Differentiated Instruction: A Pathway to Student Learning in Schools. *Elementary School Journal*, 120(2), 197-219.

3. Guthery, S. & **Bailes, L. P.** (2019). Patterns of teacher attrition by preparation pathway and initial school type. *Educational Policy*, DOI: 10.1177/0895904819874754.
2. **Bailes, L. P.** (2019). Introduction: Leading the way while learning to lead. *Journal of Leadership Studies*, 13(2), 47-48.
1. **Bailes, L. P.** & Hoy, W. K. (2014). Designing school contexts for success: paternalism or libertarianism?. *International Journal of Educational Management*, 28(5), 484-497.  
\*\*2015 Emerald Literati Award for Excellence, Highly Commended Paper (1 of 3)

#### Working Papers

2. **Bailes, L. P.** & Guthery, S. Disappearing Diversity and the Probability of Hiring a Nonwhite Teacher: Evidence from Texas. (EdWorkingPaper: 21-447). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/qvmz-gs17>
1. Guthery, S. & **Bailes, L. P.** (2021). Building Experience and Retention: The influence of principal tenure on teacher retention rates. (EdWorkingPaper: 21-348). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/5y92-vr93>

#### Methodological Publications

1. **Bailes, L. P.** & Guthery, S. (2020). [Held Down and Held Back: Catalogued-in-Publication Code](https://doi.org/10.3886/E119201V1) Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor], 2020-04-30. <https://doi.org/10.3886/E119201V1>

#### In press

#### Revisions requested

#### Under Review

- Bailes, L. P.**, \*\* Ahmad, S., \*\* Saylor, M., & \*Vitale, M. Quality or control: High-needs principals' perceptions of a PSEL-based evaluation system. Manuscript submitted to *Journal of Research on Leadership Education*.
- Bailes, L. P.** & Guthery, S. Disappearing diversity and the probability of hiring a nonwhite teacher: Evidence from Texas. Manuscript submitted to *Journal of Education Human Resources*.
- Bailes, L. P.** Working a System that Doesn't Work for You: Understanding the Political Efficacy Beliefs of Teachers. Manuscript submitted to *Education Leadership*.
- Guthery, S. & **Bailes, L. P.** 5 ways to map your own growth in education. Manuscript submitted to *Teacher Advocate*.
- Guthery, S. & **Bailes, L. P.** Building expertise and retention: The influence of principal tenure on teacher retention rates. Manuscript submitted to *Education Policy*.
- VanGronigen, B. A. & **Bailes, L. P.** "Stuck in this Wheel": The use of design thinking for school improvement efforts. Manuscript submitted to *Journal of the Knowledge Economy*.

*Books*

Bell, D., **Bailes, L. P.** & Bailes, C. (2016). *Readers in Residence, Volume 1: A Comprehensive Reading Curriculum for Grade 5*. Anderson, IN: Apologia Press.

*Book Chapters*

3. **Bailes, L. P.** (2015). Predictors of school effectiveness. In M. DiPaola and W. K. Hoy (Eds), *Leadership and school quality* (147-160). Greenwich, CT: Information Age Publishing.
2. **Bailes, L. P.** (2014). Child Development and Policy Analyses. In Woolfolk Hoy, A. E., & Perry, N. (Eds). *Child and adolescent development* (2nd ed). Columbus, OH: Pearson/Merrill.
1. **Bailes, L. P.** & Schrepfer-Tarter, A. (2012). Maximizing the power of decision making: Ten useful concepts for school leaders. In M. DiPaola and W. K. Hoy (Eds), *Contemporary challenges facing school leaders: Research and theory in educational administration*, (pp. 175-191). Charlotte, NC: Information Age Publishing.

*Briefs*

**Bailes, L. P.**, \*Eruslu, D. (2020). *Families and schools: How principals shape contexts for engagement*. Partnerships in Public Education: Community Engagement Initiative. University of Delaware.

*Edited Journals*

**Bailes, L. P.** Guest Symposium Editor, *Journal of Leadership Studies*, Vol. 13, Issue 2, Leading the Way while Learning to Lead (nine articles).

**Broader Impact Publications***Invited*

Guthery, S. & **Bailes, L. P.** (2021, June). *APs Rising: Strategies Assistant Principals can take to Overcome a Setback*. Principal Magazine.

\*\*Thompson, A., **Bailes, L. P.**, & Guthery, S. (March/April, 2020). Patching the Pipeline: Equitable principal preparation programs offer women training in administrative skills pathways to promotion. *Principal Magazine: A Gender Lens* 100(4).  
<https://www.naesp.org/resource/patching-the-pipeline/>

**Bailes, L. P.** & Guthery, S. (2020, June 23). *Analysis: New Study of the Principal Pipeline Shows Women, African Americans Wait Longer, Are Promoted Less Often Than White Men*. The 74 Million. <https://www.the74million.org/article/analysis-new-study-of-the-principal-pipeline-shows-women-african-americans-wait-longer-are-promoted-less-often-than-white-men/>

**Bailes, L. P.** (2020, June 11). *New Research on Equity in Principalships*. Aequitas Educational Consulting.  
<https://www.aequitased.com/blog/2020/6/11/new-research-on-equity-in-principalships>

**Bailes, L. P.** (2019, November 6). *Wilmington's families, renters deserve better than the city blight bill (opinion)*. Delaware Online.  
<https://www.delawareonline.com/story/opinion/contributors/2019/11/06/wilmingtons-families-renters-deserve-better-than-city-blight-bill/4168370002/>

*News outlets*

- Mahnken, K. (2020, December 15). *16 Charts that Changed the Way We Thought About America's Schools This Year*. The 74 Million. <https://www.the74million.org/article/16-charts-that-changed-the-way-we-looked-at-americas-schools-in-a-year-unlike-any-other/>
- National Association of Elementary School Principals. (2020, November/December). *Study Finds Inequities in AP Advancement*. Principal Magazine. <https://www.naesp.org/principal-novemberdecember-2020-literacy-instruction/principal-novemberdecember-2020-literacy-instru>
- American Educational Research Association. (2020, June 24). *A Racial Gap in Promotion to Principal Positions in K-12 Education*. Journal of Blacks in Higher Education. <https://www.jbhe.com/2020/06/a-racial-gap-in-promotion-to-principal-positions-in-k-12-education/>
- American Educational Research Association (2020, June 18). *A Gender Gap in Promotion to Principal Positions in K-12 Education*. Women in Academia Report. <https://www.wiareport.com/2020/06/a-gender-gap-in-promotion-to-principal-positions-in-k-12-education/>
- Barshay, J. (2020, June 22). *White men have the edge in the school principal pipeline, researchers say*. The Hechinger Report. <https://hechingerreport.org/white-men-have-the-edge-in-the-school-principal-pipeline-researchers-say/>
- Education Dive. (2020, June 22). *Study On Principal Hiring Practices Finds Racial and Gender Gaps*. Giving Compass. <https://www.givingcompass.org/article/study-on-principle-hiring-practices-finds-racial-and-gender-gaps/>
- Ezarik, M/ (2020, June 15). *Study: Inequitable pathways to education leadership*. District Administration. <https://districtadministration.com/study-inequitable-pathways-to-education-leadership/?highlight=inequitable%20pathways%20to%20education%20leadership>
- Jacobsen, L. (2020, June 16). *Study finds racial, gender gaps in principal hiring*. Education Dive. <https://www.educationdive.com/news/study-finds-racial-gender-gaps-in-principal-hiring/579822/>
- Sawchuck, S. (2020, June 15). *For Black Candidates and Women, It Takes Longer to be Promoted to Principal*. Education Week District Dossier. [https://blogs.edweek.org/edweek/District\\_Dossier/2020/06/black\\_candidates\\_women\\_held\\_back\\_from\\_principalship.html](https://blogs.edweek.org/edweek/District_Dossier/2020/06/black_candidates_women_held_back_from_principalship.html)
- Schaffhauser, D. (2020, June 17). *Black, Female Assistant Principals Face Higher Climb to Principalship*. THE Journal. <https://thejournal.com/Articles/2020/06/17/Black-Female-Assistant-Principals-Face-Higher-Climb-to-Principalship.aspx?p=1>
- School of Education, University of Delaware. (2020, June 24). *Study Finds Racial and Gender Inequities in Education Leadership Pipeline*. [www.education.udel.edu/2020/06/23/held-down-and-held-back/](http://www.education.udel.edu/2020/06/23/held-down-and-held-back/)
- Sleezer, B. (2020, June 23). *Discrimination in schools: Blacks, women less likely to be promoted to principal*. Study Finds. <https://www.studyfinds.org/discrimination-in-schools-blacks-women->

[less-likely-to-be-promoted-to-principal/](#)

### Videos

American Educational Research Association. (2020, June 15). *Held Down and Held Back: Systematically Delayed Principal Promotions by Race and Gender* [by **Bailes, L. P.** & Guthery, S.] <https://youtu.be/5O4EzZSZBsI>

## PRESENTATIONS

### Invited Talks

**Bailes, L. P.** (April 2021). Cultivating self-efficacy beliefs in students. Professional development talk presented at Aim Academy Online.

**Bailes, L. P.** (February 2020). (Un)counted: Voice, mobility, and engagement among school Stakeholders. Research talk presented at Oklahoma State University.

### Conference Presentations

35. (Under review.) **\*\*Ahmad, S. & Bailes, L. P.** (April 2022). STEM's Mommy Problem: Gender, Aspirations, and the Reproduction of Labor Market Inequality among First Year STEM Majors. Paper submitted to the American Educational Research Association Annual Convention, San Diego, CA.
34. (Under review). \* †Bulgarelli, K., \* †Schneider, L., **\*\*Ahmad, S., Bailes, L. P., & \*\*Saylor. M.** (April 2022). Psychometric Analyses of a PSEL-based State Performance Appraisal System for Administrators. Paper submitted to the American Educational Research Association Annual Convention, San Diego, CA.
33. O'Dell, S., Weiner, J., Alston, J., **Bailes, L. P.**, Hernandez, F., & O'Malley, M. (November 2021). The Mess of Educational Leadership: Embracing Transdisciplinary Approaches to Gender, Sexuality and Race in Educational Leadership. Session to be presented at the Annual Convention of the University Council for Educational Administration.
32. **\*\*Saylor, M., Bailes, L. P., VanGronigen, B. A., Holodick, M., \* †Hammerschmidt, C.** (November 2021). Examining a State Initiative to Enhance Assistant Principal Growth and Development. Paper to be presented at the Annual Convention of the University Council for Educational Administration.
31. **Bailes, L. P.** (November 2021). Toward an Asset-Based Perspective of EdD Students: A Critical Conversation. Session to be presented at the Annual Convention of the University Council for Educational Administration.
30. **Bailes, L. & Olsen, J.** (April 2021). *Us and them: Longitudinal predictors of waning trust among principals in a urbanizing district.* Paper presented at the Annual Meeting of the American Educational Research Association, virtual.
29. **Bailes, L. & Guthery, S.** (March, 2021). *Disappearing Diversity and the Probability of Hiring a Nonwhite Teacher: Evidence from Texas.* Paper presented at the Association for Education Finance and Policy Annual Conference.
28. **\*\*Saylor, M., Bailes, L., VanGronigen, B.,** (November 2020). *Leading Together: The Use*

- of Design Thinking to Jumpstart School Improvement Efforts*. Paper presented at the Annual Convention of the University Council for Educational Administration, virtual.
27. **Bailes, L.** & Olsen, J. (November 2020). *Calling for leader diversity: Longitudinal predictors of waning trust among principals in a urbanizing district*. Paper presented at the Annual Convention of the University Council for Educational Administration, San Juan, Puerto Rico.
  26. **Bailes, L.** & \*Eruslu, D. (April 2020). *Engagement Optimism: Moving Family Participation in Schools from Events to Engagement* [Conference sessions]. American Educational Research Association Annual Convention, San Francisco, CA. (Conference canceled).
  25. Guthery, S. & **Bailes, L.** (2020, March 19-21). *The Legacy of a Leader: Rating principal success based on the teacher corps they recruit and retain* [Conference session]. Annual Conference of the Association for Education Finance and Policy, Fort Worth, TX, United States.
  24. **Bailes, L.** (January 2020). *Leveraging Your Leadership Pathway through Coaching*. Panel session presented at the Delaware Academy of School Leadership Women's Leadership Conference, Dover, DE.
  23. **Bailes, L.**, Saylor, M., Wilson, J., & Ahmad, S. (November 2019). *More than evaluation: Developing school leaders in a PSEL-Aligned performance appraisal system*. Paper presented at the Annual Convention of the University Council for Educational Administration, New Orleans, Louisiana.
  22. **Bailes, L.** & Guthery, S. (July 2019). *Held Down and Held Back: The Cost of Systematically Delayed Principal Promotions*. Paper presented to the Oxford Education Research Symposium, Oxford, England.
  21. Guthery, S. & **Bailes, L.** (April 2019). *Leaky pipes and Labor Pools: Identifying Patterns of Teacher Attrition by Preparation Pathway and School Type*. Paper presented to the American Educational Research Association Annual Convention, Toronto, Canada.
  20. **Bailes, L.** (January 2019). *Envisioning equity through structural change: Analyzing curriculum and policy documents with a gender equity lens*. Professional development session presented at the Delaware Academy of School Leadership Women's Leadership Conference, Dover, DE.
  19. **Bailes, L.**, Cullington, L., & Schrepfer-Tarter, A. (November 2018). *Working To, Within and Through Gender Equality: Women Leaders Rising, Sustaining and Flourishing*. Symposium presented at the Annual Convention of the University Council of Educational Administration, Houston, TX.
  18. Guthery, S. & **Bailes, L.** (July 2018). *Where Did All the Teachers Go? Identifying Patterns of Teacher Attrition by Preparation Pathway and School Type*. Paper presented at the Annual International Conference of the Association for Public Policy and Management, Mexico City, Mexico.
  17. **Bailes, L.** & Porter, L. (November 2017). *Early Warning System Simulations of High School Dropout Propensity*. Paper presented at the Annual Fall Research Conference of the Association for Public Policy Analysis and Management, Chicago, IL.

16. **Bailes, L.** (April 2017). Working a System That Doesn't Work for Them: The Influence of Teachers' Collaboration On Their Political Efficacy. Paper presented at the American Educational Research Association Annual Convention, San Antonio, TX.
15. Goddard, R., **Bailes, L.**, Goddard, Y., & Nichols, R. (April 2016). Instructional Climate and Student Learning: An Examination of the Meaning, Measure, and Impact of Group Norms for Differentiated Instruction. Paper to be presented at the American Educational Research Association Annual Convention, Washington, D.C.
14. **Bailes, L.** & Bailes, N. (March, 2016). A tale of two roles: Measuring political efficacy in homeschool parent-teachers. Paper presented at the Global Home Education Conference, Rio de Janeiro, Brazil.
13. **Bailes, L.** (November, 2015). Political efficacy of teachers: A look at how teachers position themselves within the policy process. Poster paper to be presented at the Annual Fall Research Conference of the Association for Public Policy Analysis and Management, Miami, FL.
12. Porter, L. & **Bailes, L.** (November 2015). Early warning system simulations of high school dropout propensity. Paper to be presented at the Annual Fall Research Conference of the Association for Public Policy Analysis and Management, Miami, FL.
11. Goddard, R., Kim, M., & **Bailes, L.** (April, 2015). Principal sense of efficacy for instructional leadership: An examination of its meaning, measure and link to student achievement. Paper presented at the American Educational Research Association Annual Convention, Chicago, IL.
10. **Bailes, L.** (January 2015) Political efficacy of parents: Investigating differences attributable to governance structures. Paper presented at the Education and Human Ecology Student Research Forum, Columbus, OH.
9. **Bailes, L.** (November, 2014). Political efficacy of parents: Investigating differences attributable to governance structures. Paper presented at the University Council for Educational Administration Annual Convention, Washington, D.C.
8. **Bailes, L.** & Porter, L. (November, 2014). Simulation of single- and multi-level dropout prediction models. Caucus presented at the Fall Research Conference of the Association of Public Policy and Management, Albuquerque, NM.
7. **Bailes, L.** & Porter, L. (May, 2014). Modeling dropout prediction models across multiple states. Poster presented at the Modern Modeling Methods Conference, Storrs, CT.
6. Dollarhide, E. & **Bailes, L.** (April, 2014). Enabling school structure and student-teacher relations: cultivating a culture of student trust. Paper presented at the American Educational Research Association Annual Convention, Philadelphia, PA.
5. **Bailes, L.** & Tarter, C.J. (2014, February). Professionalism, mindfulness, and citizenship: Key predictors of overall effectiveness. Paper presented at the 4<sup>th</sup> Annual Education and Human Ecology Student Research Forum, Columbus, OH.
4. Dollarhide, E. & **Bailes, L.** (2013, November). Enabling school structure and prior achievement: Identifying antecedents of student trust. Paper presented at the University Council for



Educational Administration Annual Convention, Graduate Student Summit, Indianapolis, IN.

3. **Bailes, L.** & Tarter, C. J. (2013, April). Professionalism, mindfulness, and citizenship: Key predictors of overall effectiveness. Paper presented at the Annual Conference of the American Educational Research Association, San Francisco, CA.
2. Schrepfer-Tarter, A. & **Bailes, L.** (2013, April). Implications of positive psychology for educational administration. Paper presented at the Annual Conference of the American Educational Research Association, San Francisco, CA.
1. **Bailes, L.** (2013, January). Political freedom and democratic practice: Predictors of well-being for school children. Paper presented at Presented at the 3<sup>rd</sup> Annual Education and Human Ecology Student Research Forum, Columbus, OH.

## TEACHING

University of Delaware

- EDUC282: Research in Education Decision Making
- EDUC839: Education Policy and Governance
- EDUC891: Organizational Problem Analysis and Planning in Education
- EDUC880: Education Leadership Portfolio I

Class	Response rate (#; %)	Overall course rating	Overall instructor rating
EDUC 828 (FA16)	12/15; 80%	4.75	4.83
EDUC 891 (WI17)	15/18; 83.3%	4.53	4.67
EDUC 839 (SU17)	22/24; 91.6%	4.59	4.86
EDUC 828 (FA17)	19/19; 100%	4.58	4.39
EDUC 891 (WI18)	19/19; 100%	4.39	4.79
EDUC 839 (SU18)	18/18; 100%	4.79	4.72
EDUC 891 (WI19)	20/20; 100%	4.8	4.85
EDUC 839 (SU19)	19/19; 100%	4.37	4.47
EDUC 828 (FA19)	16/19, 84.2%	4.67	4.81
EDUC 880**♦ (FA19)	6/8, 75%	4.5	4.67
EDUC 891 (WI20)	18/19, 94.7%	4.67	4.78
EDUC 839 (SU20)	20/20, 100%	4.35	4.55
EDUC 828	17/18, 94.4%	4.44	4.59

(FA20)			
EDUC 881** (FA20)	3/5, 60%	5	5
EDUC 891 (WI21)			
EDUC 839 (SU21)			
EDUC 828 (FA21)	(not available at time of submission)		
Average			

◆ Indicates course design

\*\*Indicates 4-credit course

Supervisory Role	Student name	2020 progress
Advisor	Katherine Fortune	Matriculated (Summer 2021)
Advisor	Joanna Martin	Matriculated (Summer 2021)
Advisor	Andrew Atkinson	Defended proposal (Fall 2020) Defended ELP (Winter 2021)
Advisor	Matthew Drexler	Defense proposal scheduled
Advisor	Carolyn Hammerschmidt	Defended proposal (Winter 2021)
Advisor	Sandra Martinez-Preyor	Proposal development
Advisor	Kecia Nesmith	Coursework, year 2
Advisor	Angela Socorso	Coursework, year 1
Advisor	Lynn Sydnor-Epps	Coursework, year 2
Committee member	Don Foskey	Defended proposal (Fall 2021)
Committee member	Dilek Eruslu (PhD)	Defended proposal (Winter 2021)
Committee member	Meaghan Davidson	Defended ELP (Spring 2021)
Committee member	Gina Donato	Proposal development Proposal defense (Winter 2021)
Committee member	Heather Brooks	Artifact development Defended proposal (Spring 2020)
Committee member	Ganna Tigan	Defended ELP (Spring 2020)
Committee member	Bridget Duda	Defended ELP (Spring 2020)
Committee member	Jennifer Hammer	Defended ELP (Spring 2020)
Committee member	Shawn Johnson	Defended ELP (Spring 2020)
Committee member	Cimone Philpotts (PhD)	Proposal development
Committee member	Adam Cantley	Proposal development

#### The Ohio State University

EDUCST 8191: Research Apprenticeship in Education Studies, co-taught with Dr. Roger Goddard, Fall 2015  
Research Methods Course for Ph.D. and Ed.D. students

ESADM 7897: Special Topics in Educational Administration, co-taught with Dr. Roger Goddard, Summer 2015  
Research Methods Course for Ph.D. and Ed.D. students; SEI: 4.9/5.0 (92% response rate)

ESADM 8359: Seminar in Organizational Theory and Leadership, co-taught with Dr. Roger Goddard, Spring 2015, Doctoral Core Course for Ph.D. and Ed.D. students; SEI 4.7/5.0 (78% response rate)

#### Invited Lectures at The Ohio State University

Cultural Foundations of Education, EFCFE 3206: October 2013

Ethics and the Professional Context of Teaching, ESEPHL 4403: October 2014, February 2015,

## GRANT ACTIVITY

### *Awarded*

**University of Delaware Research Foundation**, *Psychometric analyses of the Delaware Performance Appraisal System for Administrators and Selected Evidentiary Artifacts*, \$38,357.

\*\*Delayed distribution due to COVID-19 by one year.

**University of Delaware General University Resources Grant, \$5989**. May, 2017.

**University of Delaware Partnership for Public Education Grant, \$15,789**. June, 2017.

Ohio State University Internal Graduate Student Research Grant, \$500

### *Under Review*

**Spencer Small Grant**, *Quality or compliance: Principal perceptions of a PSEL-based evaluation system*, \$50,000

### *Submitted but not awarded*

**Urban Institute**, *Education Data Portal grant*, \$1000.

**Institute of Education Sciences, Goal 2**. *More than Hammers and Nails: Expanding PSEL Tools for Quality Principal Development*, \$1.4 million, 2019-2023.

**NAEd/Spencer Postdoctoral Fellowship**. *Practical and Cognitive Resources among Assistant Principals: An Investigation in to APs' Self-Perception, Psychological Needs Satisfaction, and Promotion Outcomes*, \$75,000 (or salary replacement).

## HONORS/AWARDS

University of Delaware Excellence in Teaching Award (nomination), 2020

DASL Women in Leadership Coaching Fellowship, SY 2019-2020

American Educational Research Association Division A Outstanding Dissertation, April 2017

University of Delaware Partnership for Public Education Fellowship, June 2017

Novice G. Fawcett Fellowship in Educational Administration, 2011-2016

Global Home Education Conference, March 2016

Travel Award: \$500

Research Award: \$1000

Emerald Literati Network Award for Excellence 2015, Highly Commended Paper for *Designing School Contexts: Paternalism or Libertarianism* (One of three awards)

Moussa Scholarship, 2015-2015

Wayne K. Hoy Scholarship, 2015-2016

Novice Fawcett Scholarship, 2015-2016

Martin W. Essex Scholarship Fund for Graduate Education in Educational Administration, 2014-2015

The Darrell K. and Carolyn A. Root Scholarship, 2014-2015

American Enterprise Institute, Education Policy Institute, 2013 (One of 20 students selected from pool of 200+)

David L. Clark National Graduate Student Research Seminar in Educational Administration & Policy, 2013

Roald F. & Della J. Campbell Memorial Scholarship, 2012-2013

The Darrell K. and Carolyn A. Root Scholarship, 2012-2013

## SERVICE TO THE SCHOOL OF EDUCATION

UD Plenary Session Representative for University Council for Educational Administration (2019-present)

Steele symposia (2017—present)

Winter Institute on Learning, 2021  
PhD Decision Day (2020, 2021)  
EdD orientation programming  
EdD program redesign

### **SERVICE TO UNIVERSITY OF DELAWARE**

Executive Leadership Board, University of Delaware Women's Caucus, July 2020-June 2023  
University of Delaware Anti-Racism subcommittee on Anti-Racist Curriculum in PK-12 Schools, 2020—present

### **SERVICE TO THE DISCIPLINE**

Phd Advisor, AEI fellow  
Guest Editor

Journal of Leadership Studies, Symposium: *Leading the Way while Learning to Lead*, Fall 2019  
William L. Boyd Education Policy Workshop coordinator, 2015-present

Editorial Board

Journal of Research on Organizations in Education

Volunteer Peer Reviewer

Educational Evaluation and Policy Analysis

Teachers College Record

Frontiers in Education Leadership

Journal of Educational Administration

American Journal of Education

American Educational Research Journal

Teaching and Teacher Education

Educational Administration Quarterly

Education Policy

New Media and Society

Volunteer Conference Proposal Reviewer

American Educational Research Association, Divisions A and L

University Council for Educational Administration

International Conference for Charters and School Choice

Ohio State Associate Professor of Educational Administration Search Committee, November 2014-March 2015

Novice G. Fawcett Endowed Chair Search Committee, August 2013-April 2014

American Educational Research Association

Division C Graduate Student Committee Campus Liaison, September 2012-present

Volunteer Reviewer, 2014, 2015, 2016

University Council for Educational Administration

Volunteer Reviewer, 2012, 2014

Invited Professional Development

KIPP: Journey Academy, Columbus, OH, October 2013

The Charles School, Columbus, OH, October 2013 and March 2014

### **PROFESSIONAL MEMBERSHIPS**

Association for Public Policy Analysis and Management (2014—present)

American Educational Research Association (2011—present)

University Council for Educational Administration (Institutional membership, 2011 – 2016; 2018—present)

National Council for Teachers of English (2010-2011)

**COMMUNITY SERVICE**

HOMES (Housing, Opportunity, Mobility, Equity, Stability) campaign coordination (2019—present)  
City Church Wilmington Middle School Ministry volunteer (2016—present)  
Lewis Bilingual Elementary School Government in Schools program volunteer (2019, 2020)  
Delaware Department of Education, Education Surrogate Parent (2018—present)  
Christina Cultural Arts Center after school teacher (2017—2019)  
Urban Promise Street Leader tutoring (2016—2020)