

Bryan A. VanGronigen

Associate Professor of Education
School of Education
College of Education and Human Development
University of Delaware

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Newark, DE 19716
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EDUCATION

- | | | |
|------|---------|---|
| 2019 | Ph.D. | University of Virginia, Charlottesville, VA
Major: K-12 Education Administration and Supervision
Cognate: Organizational Dynamics |
| 2011 | M.Ed. | Vanderbilt University, Nashville, TN
Major: Higher Education Administration
Cognate: Institutional Advancement |
| 2009 | B.S.Ed. | University of Missouri, Columbia, MO
Major: Secondary Social Studies Education (<i>summa cum laude</i>)
Minor: Psychology |

ACADEMIC APPOINTMENTS

University of Delaware, Newark, DE, 2019-Present

Program Coordinator, Certificates in Organizational Improvement; Designing and Leading Professional Development; and Advanced Applied Research Methods for Organizational Improvement, School of Education, College of Education and Human Development, 2026-Present

Program Coordinator, Ed.D. in Organizational Improvement for Educational Leaders, School of Education, College of Education and Human Development, 2025-Present

Associate Professor of Education (with tenure), School of Education, College of Education and Human Development, 2025-Present

Assistant Professor of Education, School of Education, College of Education and Human Development, 2019-2025

PUBLICATIONS

* = Graduate student; ** = Undergraduate student; *** = Community partner

Peer-Reviewed Articles

29. Meyers, C. V., & **VanGronigen, B. A.** (2025). A systematic literature review on the development and implementation of school improvement plans (SIPs) around the world. *Education Sciences*, 15(12), 1708. <https://doi.org/10.3390/educsci15121708>
28. Henry, W. L.C., Wronowski, M. L., & **VanGronigen, B. A.** (2025). The thorny, ambiguous, and tense work of leading in the public square. *Journal of Cases in Educational Leadership*, 28(4), 3-11. <https://doi.org/10.1177/15554589251392598>

27. Aaron, T., Meyers, C. V., Hitt, D. H., & **VanGronigen, B. A.** (2024). Principals' perspectives on the shift to short-cycle school improvement planning. *Educational Management, Administration, and Leadership*, 52(6), 1519-1537.
<https://doi.org/10.1177/17411432221137462>
26. Henry, W. L.C., **VanGronigen, B. A.**, & Wronowski, M. L. (2024). Examining a district-union-university partnership for professionalizing teachers to lead school improvement efforts. *Journal of Educational Administration*, 62(6), 686-701.
<https://doi.org/10.1108/JEA-10-2023-0259>
25. *Marianno, L., **VanGronigen, B. A.**, & Meyers, C. V. (2024). School improvement for all?: Critically examining school improvement plan templates for equity. *Leadership and Policy in Schools*, 23(3), 730-749.
<https://doi.org/10.1080/15700763.2023.2232005>
24. Wronowski, M. L., **VanGronigen, B. A.**, Henry, W. L.C., & Olive, J. L. (2024). "We've been forgotten": First-hand perspectives on teacher leaders and teacher leadership in urban schools. *Education and Urban Society*, 56(5), 541-563.
<https://doi.org/10.1177/00131245221150915>
23. **VanGronigen, B. A.**, Bailes, L. P., & ***Saylor, M. L. (2023). "Stuck in this wheel": The use of design thinking for change in educational organizations. *Journal of Educational Change*, 24(4), 699-725. <https://doi.org/10.1007/s10833-022-09462-6>
22. Rogers, L. K., & **VanGronigen, B. A.** (2023). Beyond preparation: State approaches to early career principal professional development. *Leadership and Policy in Schools*, 22(3), 600-624. <https://doi.org/10.1080/15700763.2021.1977333>
21. **VanGronigen, B. A.**, Meyers, C. V., **Antwi Adjei, R., *Marianno, L., & **Charris, L. (2023). The design and characteristics of school improvement plan templates. *AERA Open*, 9. <https://doi.org/10.1177/23328584231168378>
20. Meyers, C. V., Brandt, W. C., & **VanGronigen, B. A.** (2023). State ESSA plans and comprehensive support and improvement (CSI) status. *Educational Policy*, 37(5), 1277-1314. <https://doi.org/10.1177/08959048221087209>
19. Meyers, C. V., Aaron, T., Hitt, D. H., & **VanGronigen, B. A.** (2023). Promises and pitfalls: Principals using short-cycle school improvement plans to optimize organizational change. *International Journal of Educational Management*, 37(4), 846-862. <https://doi.org/10.1108/IJEM-07-2022-0256>
18. **VanGronigen, B. A.**, Meyers, C. V., & Brandt, W. C. (2022). Helping every student succeed? State education agency roles and responsibilities for improving underperforming schools. *American Journal of Education*, 129(1), 1-27.
<https://doi.org/10.1086/721832>
17. Wronowski, M. L., **VanGronigen, B. A.**, Henry, W. L.C., & Olive, J. L. (2022). Critical community focus in school improvement plans: The absent imperative. *The School Community Journal*, 32(2), 139-176.
<http://www.adi.org/journal/2022fw/WronowskiEtAlFW22.pdf>
16. **VanGronigen, B. A.**, & Meyers, C. V. (2022). Exploring the association between short-cycle school improvement planning and student achievement in underperforming schools. *Journal of School Leadership*, 32(4), 339-361.
<https://doi.org/10.1177/10526846211018207>

15. **VanGronigen, B. A.**, Young, M. D., & **Rodriguez, K. (2022). Who governs? Blank spots and blind spots in state boards of education in the United States. *Education Policy Analysis Archives*, 30(11). <https://doi.org/10.14507/epaa.30.7006>
14. **VanGronigen, B. A.**, Meyers, C. V., Scott, C., Fantz, T., & Dunn, L. D. (2022). Soliciting, vetting, monitoring, and evaluating: A study of state education agencies' use of external providers for school improvement efforts. *Journal of Educational Change*, 23(2), 1-32. <https://doi.org/10.1007/s10833-020-09403-1>
13. Young, M. D., Cunningham, K. M.W., **VanGronigen, B. A.**, & O'Doherty, A. (2021). Transformational leadership preparation in a post-COVID world: US perspectives. *eJournal of Education Policy*, 21(1). https://in.nau.edu/wp-content/uploads/sites/135/2021/12/Young_et_al.pdf
12. Young, M. D., **VanGronigen, B. A.**, **Rodriguez, K., **Tmimi, S., & **McCrory, A. (2021). Do state boards of education offer an avenue for public voice? *Urban Education*, 56(4), 552-580. <https://doi.org/10.1177/0042085920953887>
11. Meyers, C. V., & **VanGronigen, B. A.** (2021). Planning for what? An analysis of root cause quality and content in school improvement plans. *Journal of Educational Administration*, 59(4), 437-453. <https://doi.org/10.1108/JEA-07-2020-0156>
10. Duke, D. L., & **VanGronigen, B. A.** (2021). Small city school districts' capacity for improvement and the struggle for educational equity. *Urban Education*, 56(7), 1195-1229. <https://doi.org/10.1177/0042085918772625>
9. Meyers, C. V., Wronowski, M. L., & **VanGronigen, B. A.** (2021). Preparing for the worst: Identifying predictors of school decline as an improvement initiative. *Educational Assessment, Evaluation and Accountability*, 33, 255-290. <https://doi.org/10.1007/s11092-020-09349-1>
8. **VanGronigen, B. A.**, & Meyers, C. V. (2020). Short-cycle school improvement planning as a lever to launch school turnaround: A descriptive analysis of plans. *Teachers College Record*, 122(5), 1-40. <https://doi.org/10.1177/016146812012200501>
7. **VanGronigen, B. A.**, & Meyers, C. V. (2019). How state education agencies are administering school turnaround efforts: 15 years after No Child Left Behind. *Educational Policy*, 33(3), 423-452. <https://doi.org/10.1177/0895904817691846>
6. Meyers, C. V., & **VanGronigen, B. A.** (2019). A lack of authentic school improvement plan development: Evidence of principal satisficing behavior. *Journal of Educational Administration*, 57(3), 261-278. <https://doi.org/10.1108/JEA-09-2018-0154>
5. Cunningham, K. M.W., **VanGronigen, B. A.**, Tucker, P. D., & Young, M. D. (2019). Using powerful learning experiences to prepare school leaders for a complex future. *Journal of Research on Leadership Education*, 14(1), 74-97. <https://doi.org/10.1177/1942775118819672>
4. Young, M. D., **VanGronigen, B. A.**, & Reynolds, A. L. (2019). State boards of education: Lesser known policy actors. *Educational Policy*, 33(1), 205-233. <https://doi.org/10.1177/0895904818807311>
3. **VanGronigen, B. A.**, Cunningham, K. M.W., & Young, M. D. (2018). How exemplary educational leadership preparation programs hone the interpersonal-intrapersonal (i²) skills of future leaders. *Journal of Transformative Leadership and Policy Studies*, 7(2). <https://doi.org/10.36851/jtlps.v7i2.503>

2. Meyers, C. V., & **VanGronigen, B. A.** (2018). So many educational service providers, so little evidence. *American Journal of Education*, 125(1), 109-139.
<https://doi.org/10.1086/699823>
1. **VanGronigen, B. A.**, & Meyers, C. V. (2017). Topics and trends in short-cycle planning: Are principals leading school turnaround efforts identifying the right priorities? *Planning and Changing*, 48(1/2), 26-42.
<https://education.illinoisstate.edu/planning/articles/vol48.php>

Peer-Reviewed Book Chapters

4. Wronowski, M. L., Henry, W. L.C., & **VanGronigen, B. A.** (2026). Teacher leadership as a driver of culturally responsive school improvement. In K. Cooper Stein (Ed.), *Leading the transition toward culturally responsive-sustaining schools*. Emerald Publishing. <https://doi.org/10.1108/978-1-80592-871-320261008>
3. **VanGronigen, B. A.**, Cunningham, K. M.W., Young, M. D., & Tucker, P. D. (2021). Preparing principals for adaptive leadership. In P. Youngs, J. Kim, & M. Mavrogordato (Eds.), *Exploring principal development and teacher outcomes: How principals can strengthen instruction, teacher retention, and student achievement* (pp. 27-40). Routledge.
2. **VanGronigen, B. A.** (2020). Leadership teams in secondary schools: An untapped resource for promoting improvement? In C. V. Meyers & M. Darwin (Eds.), *School turnaround in secondary schools: Possibilities, complexities, and sustainability* (pp. 149-168). Information Age Publishing.
1. Young, M. D., & **VanGronigen, B. A.** (2017). Jimmy Carter: A portrait of moral leadership. In J. S. Brooks & A. H. Normore (Eds.), *Leading against the grain: Lessons from visionaries for creating just and equitable schools* (pp. 80-89). Teachers College Press.

Practitioner Articles and Resources

5. **VanGronigen, B. A.**, Wronowski, M. L., & Henry, W. L.C. (2025). 4 strategies for building leadership communities. *The Learning Professional: The Learning Forward Journal*.
4. Henry, W. L.C., **VanGronigen, B. A.**, Wronowski, M. L., & Olive, J. L. (2023). Designing teacher leadership for school improvement. *Phi Delta Kappan*, 105(4), 26-30. <https://doi.org/10.1177/00317217231219401>
3. Meyers, C. V., & **VanGronigen, B. A.** (2021). The best-laid plans can succeed. *Educational Leadership*, 78(7), 50-55.
2. **VanGronigen, B. A.**, & Meyers, C. V. (2020). “Buyer beware”: Using external providers to improve schools. *Phi Delta Kappan*, 102(2), 26-31.
<https://doi.org/10.1177/0031721720963226>
1. **VanGronigen, B. A.**, Meyers, C. V., & Hitt, D. H. (2017). *A rubric for assessing schools’ plans for rapid improvement* [The Center on School Turnaround]. WestEd.

Briefs

1. *Kaul, M., **VanGronigen, B. A.**, & Simon, N. S. (2020). Calm during crisis: School principal approaches to crisis management during the COVID-19 pandemic. *CPRE Policy Briefs*. Consortium for Policy Research in Education at the University of Pennsylvania.

Encyclopedia Entries

1. **VanGronigen, B. A.** (2022). Leadership styles. In D. Fisher (Ed.), *Routledge encyclopedia of education*. Routledge. <https://doi.org/10.4324/9781138609877-REE129-1>

Curriculum Development Packages

2. **VanGronigen, B. A.** (2023). *Preparing to use short-cycle school improvement planning professional development modules* [Program of studies].
1. **VanGronigen, B. A.**, & Bailes, L. P. (2021). *Delaware Governor's Institute for School Leadership Assistant Principal Academy year-long curriculum* [Program of studies].

Guest Editorships of Peer-Reviewed Article Collections

2. [Education in the Public Square: Educational Leaders' Responses to Today's External Challenges, Influences, and Politics](#). Special issue published in December 2025 in the *Journal of Cases in Educational Leadership* (JCEL). **Co-Editors:** W. L.C. Henry (lead), M. L. Wronowski, **B. A. VanGronigen**
1. [Promoting Organizational Resilience to Sustain School Improvement Efforts](#). Research Topic collection published in *Frontiers in Education*. **Co-Editors:** **B. A. VanGronigen (lead)**, M. L. Wronowski, C. V. Meyers

EXTERNAL FUNDING

Funded Grants

4. Phase 2 of the School Improvement Plan AI Tool. \$1,399,086. Funded for 9/1/2026 to 8/21/2028 by the Gates Foundation. **PI: B. A. VanGronigen** with Co-PI M. L. Wronowski
3. Virtual Training in the Delaware Assistant Principal Academy Model for School District Leaders, Partnering University Faculty, and Wallace Foundation Consultants in the American Relief Plan Professional Learning Community. \$200,000. Funded for 4/15/2022 to 12/30/2022 by the Wallace Foundation (Grant #20220100). **Co-PIs:** A. Travers, **B. A. VanGronigen**, J. Klein
2. Division A Foster-Polite Conference Grant. \$500. Funded for 4/1/2018 to 4/30/2018 by the American Educational Research Association.

1. Classroom Improvement Grant. \$1,800. Funded for 8/1/2012 to 7/30/2013 by the Speer Family Foundation.

Funded Sponsored Projects

7. School Improvement Plan (SIP) Artificial Intelligence (AI) Analysis Tool for State Education Agencies (SEAs). \$180,000. Funded for 9/1/2025 to 7/30/2027 by the Gates Foundation. **Invited Subject Matter Experts: B. A. VanGronigen (lead), C. V. Meyers, M. L. Wronowski**
6. Diversity, Equity, Inclusion, and Belonging (DEIB) Team Professional Learning Study. \$17,050. Funded for 4/30/2024 to 8/30/2024 by the Christina School District. **PI: B. A. VanGronigen**
5. Delaware Educational Leadership Network Professional Learning Study. \$17,500. Funded for 9/1/2021 to 8/30/2023 by the Delaware Department of Education. **PI: B. A. VanGronigen**
4. Leadership Accelerator Program Briefs Initiative. \$24,000. Funded for 7/1/2022 to 6/30/2023 by the Delaware Department of Education. **Co-PIs: L. P. Bailes, B. A. VanGronigen**
3. New Educational Leader Induction Program Research Project. \$12,000. Funded for 7/1/2022 to 6/30/2023 by the Delaware Department of Education. **Co-PIs: L. P. Bailes, B. A. VanGronigen**
2. Enhancing Planning to Improve Christina (EPIC) Initiative. \$121,249. Funded for 5/15/2022 to 6/30/2023 by the Christina School District. **PI: B. A. VanGronigen.**
1. Governor's Institute for School Leadership Assistant Principal Academy Curriculum Development. \$6,800. Funded for 1/1/2021 to 12/30/2021 by the Delaware Department of Education. **Co-PIs: L. P. Bailes, B. A. VanGronigen**

INTERNAL FUNDING

Funded Grants

6. An Exploratory Mixed-Methods Study of the Experiences and Perceived Usefulness of School Principal Professional Development. \$50,000. Funded for 6/1/2025 to 5/30/2027 by the University of Delaware Research Foundation (UDRF). **PI: B. A. VanGronigen**
5. Summer Research Apprenticeship Program for PhD Students. \$5,128. Funded for 6/1/2022 to 8/30/2022 by the University of Delaware College of Education and Human Development Dean's Office and the School of Education.
4. Summer Research Apprenticeship Program for PhD Students. \$5,128. Funded for 6/1/2021 to 8/30/2021 by the University of Delaware College of Education and Human Development Dean's Office and the School of Education.
3. IDEAs Dissertation Data Collection and Analysis Grant. \$1,000. Funded for 8/1/2018 to 5/15/2019 by the University of Virginia School of Education and Human Development. **PI: B. A. VanGronigen**
2. Dean's Conference Grant. \$1,000. Funded for 8/1/2018 to 5/15/2019 by the University of Virginia School of Education and Human Development.

1. DELTA Teaching Professional Learning Grant. \$3,415. Funded for 8/1/2012 to 7/30/2014 by Hilton Head Preparatory School.

PARTNERSHIP AND CONSULTING WORK

Colorado

School and District Transformation Unit, Colorado Department of Education

Delaware

Brandywine School District

Christina School District

Delmar School District

Governor's Institute for School Leadership, Delaware Department of Education

Educator Excellence Workgroup, Delaware Department of Education

North Carolina

Cumberland County Schools

Nova Scotia

Centre for Equity in Achievement and Well-Being Branch, Nova Scotia Department of Education and Early Childhood Development

HONORS AND AWARDS

\$ = Funding received as part of honor or award

Excellence in Teaching Award Nominee, University of Delaware, 2023, 2025

Jack A. Culbertson Early Career Award, University Council for Educational Administration (UCEA), 2024

Emerging Scholar Award Nominee, American Educational Research Association (AERA) Division A, 2023, 2024

Emerging Scholar Award Nominee, AERA Educational Change Special Interest Group (SIG), 2024

^{\$}Dissertation of the Year, AERA Leadership for School Improvement SIG, 2020

^{\$}Jessie C. Carpenter Scholar, School of Education and Human Development, University of Virginia, 2019

^{\$}Mary Catherine Ellwein Scholar, School of Education and Human Development, University of Virginia, 2018

^{\$}Frank E. Flora Scholar in Educational Administration, School of Education and Human Development, University of Virginia, 2018

David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy Scholar, AERA and UCEA, 2017

^{\$}Walter Eugene Campbell Scholar in Educational Administration, School of Education and Human Development, University of Virginia, 2017

Raven Society Member, University of Virginia, 2016

Claes Nobel Educator of Distinction, National Society of High School Scholars, 2014

Bowling Coach of the Year, South Carolina Independent School Athletic Association, 2014

High School Teacher of the Year Nominee, South Carolina Independent School Association, 2014
 Sue West Educator of the Year Finalist, Hilton Head Island Chamber of Commerce, 2013
 Teacher of the Year, Hilton Head Island Rotary Club, 2013
 High School Teacher of the Year, Hilton Head Preparatory School, 2013
 §Patricia and Rodes Hart Dean's Scholar, Peabody College of Education and Human Development, Vanderbilt University, 2009-2011

PEER-REVIEWED PRESENTATIONS AT INTERNATIONAL AND NATIONAL GATHERINGS

* = Graduate student; ** = Undergraduate student; *** = Community partner

89. Meyers, C. V., & **VanGronigen, B. A.** (forthcoming). *School improvement plans (SIPs) around the world: A systematic literature review on their development and implementation* [Paper presentation]. International Congress for School Effectiveness and Improvement Annual Congress, Banff, Canada.
88. *Jang, Y., **VanGronigen, B. A.**, **Hebert, A., **Martinez, N., Wronowski, M. L., Henry, W. L.C., Bailes, L. P., & Meyers, C. V. (forthcoming). *What they learn and what they provide: District- and school-level educational leader in-service professional development experiences* [Paper presentation]. University Council for Educational Administration Annual Convention, Pittsburgh, PA, USA.
87. Henry, W. L.C., Wronowski, M. L., & **VanGronigen, B. A.** (forthcoming). *Using pedagogical cases to prepare leaders for navigating the complex and charged public square* [Symposium session]. University Council for Educational Administration Annual Convention, Pittsburgh, PA, USA.
86. Wronowski, M. L., Henry, W. L.C., & **VanGronigen, B. A.** (forthcoming). *Reforming power dynamics in service of school improvement: Lessons from a district-union-university partnership* [Symposium presentation]. University Council for Educational Administration Annual Convention, Pittsburgh, PA, USA.
85. **VanGronigen, B. A.**, Wronowski, M. L., Henry, W. L.C., Reynolds, K., & Swinney, A. (2026, April). *A multi-study examination of educational leader professional development experiences for transformational learning* [Paper presentation]. American Educational Research Association Annual Meeting, Los Angeles, CA, USA.
84. *Karki, D. K., & **VanGronigen, B. A.** (2026, April). *A qualitative analysis to understand measurability of goals and action steps in school improvement plans (SIPs)* [Paper presentation]. American Educational Research Association Annual Meeting, Los Angeles, CA, USA.
83. Wronowski, M. L., Henry, W. L.C., & **VanGronigen, B. A.** (2026, April). *Teacher leadership as a driver of culturally-responsive school improvement* [Symposium presentation]. American Educational Research Association Annual Meeting, Los Angeles, CA, USA.
82. **VanGronigen, B. A.**, & *Karki, D. K. (2025, November). *Examining espoused resource allocations for school improvement efforts in educational leader-developed school improvement plans (SIPs)* [Paper presentation]. University Council for Educational Administration Annual Convention, San Juan, PR, USA.

81. **VanGronigen, B. A.**, Henry, W. L.C., & Wronowski, M. L. (2025, November). *Community building for research on educational leader in-service professional learning* [Community building session]. University Council for Educational Administration Annual Convention, San Juan, PR, USA.
80. Meyers, C. V., & **VanGronigen, B. A.** (2025, October). *Examining how principals and principal supervisors respond to engaging in a professional learning initiative* [Paper presentation]. European Educational Research Association Annual European Conference on Educational Research, Belgrade, Serbia.
79. **VanGronigen, B. A.**, Wronowski, M. L., Henry, W. L.C., & Bailes, L. P. (2025, April). *Preparing assistant principals: Professional development learning transfer and transformation in a U.S. state* [Paper presentation]. American Educational Research Association Annual Meeting, Denver, CO, USA.
78. Davis, B. W., Edwards, W., Wu, H., Wilson, A., & **VanGronigen, B. A.** (2025, April). *Intersectional analyses within and across critical stepping stones along the pathway to the principalship* [Paper presentation]. American Educational Research Association Annual Meeting, Denver, CO, USA.
77. **VanGronigen, B. A.**, Bailes, L. P., & Gibbons, L. (2024, November). *Where is the instructional leader?: Engaging multiple lenses to enhance a leadership preparation program* [Paper presentation]. University Council for Educational Administration Annual Convention, Los Angeles, CA, USA.
76. Meyers, C. V., & **VanGronigen, B. A.** (2024, November). *An investigation into why professional learning services for one district's school improvement planning initiative stalled* [Paper presentation]. University Council for Educational Administration Annual Convention, Los Angeles, CA, USA.
75. Henry, W. L.C., Wronowski, M. L., & **VanGronigen, B. A.** (2024, November). *Teacher leaders as drivers of culturally-responsive school improvement efforts* [Paper presentation]. University Council for Educational Administration Annual Convention, Los Angeles, CA, USA.
74. Davis, B. W., Anderson, E., Guthery, S. E., & **VanGronigen, B. A.** (2024, November). *Visualizing differential superintendent turnover* [Paper presentation]. University Council for Educational Administration Annual Convention, Los Angeles, CA, USA.
73. Wronowski, M. L., Henry, W. L.C., & **VanGronigen, B. A.** (2024, November). *Should the principal be the "lead teacher?" A critical conversation on enacting instructional leadership* [Critical conversation]. University Council for Educational Administration Annual Convention, Los Angeles, CA, USA.
72. **VanGronigen, B. A.**, & Meyers, C. V. (2024, April). *A state effort to improve instructional leadership and teacher growth using educational leader professional learning* [Paper presentation]. American Educational Research Association Annual Meeting, Philadelphia, PA, USA.
71. **VanGronigen, B. A.**, & Bailes, L. P. (2024, April). *Bridging preparation and practice: Early-career educational leader induction efforts in a U.S. state* [Paper presentation]. American Educational Research Association Annual Meeting, Philadelphia, PA, USA.
70. Henry, W. L.C., **VanGronigen, B. A.**, & Wronowski, M. L. (2024, April). *Critical teacher leaders enacting culturally-responsive school improvement* [Paper

- presentation]. American Educational Research Association Annual Meeting, Philadelphia, PA, USA.
69. Wronowski, M. L., Henry, W. L.C., & **VanGronigen, B. A.** (2024, April). *Enacting collaborative leadership: The promise and practice of teacher leadership development* [Paper presentation]. American Educational Research Association Annual Meeting, Philadelphia, PA, USA.
 68. *Kittle, J., Budde, C., Amendum S., **VanGronigen, B. A.**, & Del Tufo, S. (2024, April). *Preparing linguistically responsive reading specialists: An examination of state certification and endorsement requirements* [Poster presentation]. American Educational Research Association Annual Meeting, Philadelphia, PA, USA.
 67. **VanGronigen, B. A.**, & Bailes, L. P. (2023, November). *UCEA's Center for Urban School Leadership: Partnering to co-construct leadership preparation programs* [Symposium presentation]. University Council for Educational Administration Annual Convention, Minneapolis, MN, USA.
 66. Meyers, C. V., & **VanGronigen, B. A.** (2023, November). *Supports given and supports received: An examination of principals and principal supervisors in a professional learning initiative* [Paper presentation]. University Council for Educational Administration Annual Convention, Minneapolis, MN, USA.
 65. Henry, W. L.C., **VanGronigen, B. A.**, & Wronowski, M. L. (2023, November). *It's more than principals: Broadening understanding to develop a research agenda on today's school leaders* [Critical conversation]. University Council for Educational Administration Annual Convention, Minneapolis, MN, USA.
 64. ***Lu, Z., ***Ahmad, S., Tozer, S., Wilson, J. O., & **VanGronigen, B. A.** (2023, November). *Developing leadership preparation framework to build and support a strong leadership pipeline: Evidence from Delaware* [Paper presentation]. University Council for Educational Administration Annual Convention, Minneapolis, MN, USA.
 63. **VanGronigen, B. A.**, Bailes, L. P., & *Fidel, R. (2023, April). *Deepening the bench: A state effort to further develop advanced assistant principals for the principalship* [Paper presentation]. American Educational Research Association Annual Meeting, Chicago, IL, USA.
 62. **VanGronigen, B. A.**, Meyers, C. V., & *Botello, M. (2023, April). *Professional learning for transformation? Educational leaders and a new teacher evaluation system* [Paper presentation]. American Educational Research Association Annual Meeting, Chicago, IL, USA.
 61. Rogers, L. K., & **VanGronigen, B. A.** (2023, April). *Beyond preparation: State approaches to early career principal induction* [Paper presentation]. American Educational Research Association Annual Meeting, Chicago, IL, USA.
 60. Henry, W. L.C., Wronowski, M. L., **VanGronigen, B. A.**, & Olive, J. L. (2023, April). *Partnering to professionalize teaching leadership pathways: Coalition building for school improvement* [Paper presentation]. American Educational Research Association Annual Meeting, Chicago, IL, USA.
 59. **VanGronigen, B. A.** (2022, November). *Using Rasch analysis to explore potential validity of survey scales measuring school leadership team effectiveness* [Paper presentation]. University Council for Educational Administration Annual Convention, Seattle, WA, USA.

58. **VanGronigen, B. A.**, & Meyers, C. V. (2022, November). *Striving for coherence: The use of multiple vendors for educational leader professional learning* [Paper presentation]. University Council for Educational Administration Annual Convention, Seattle, WA, USA.
57. Bailes, L. P., & **VanGronigen, B. A.** (2022, November). *A state's effort to implement the professional standards for educational leaders* [Paper presentation]. University Council for Educational Administration Annual Convention, Seattle, WA, USA.
56. Henry, W. L.C., Wronowski, M. L., **VanGronigen, B. A.**, & Olive, J. L. (2022, November). *Examining a district-union-university partnership for professionalizing teachers to lead school improvement efforts* [Paper presentation]. University Council for Educational Administration Annual Convention, Seattle, WA, USA.
55. **VanGronigen, B. A.** (2022, April). *Exploring the potential of school leadership teams to promote organizational resilience in underperforming high schools* [Paper presentation]. American Educational Research Association Annual Meeting, San Diego, CA, USA.
54. **VanGronigen, B. A.**, *Marianno, L., Meyers, C. V., **Antwi Adjei, R., & **Charris, L. (2022, April). *What's communicated matters: The design of state school improvement plan templates* [Paper presentation]. American Educational Research Association Annual Meeting, San Diego, CA, USA.
53. **VanGronigen, B. A.**, Wronowski, M. L., Henry, W. L.C., & Olive, J. L. (2022, April). *"The fourth wave": Mapping a unified research agenda on leadership and management work in schools* [Paper presentation]. American Educational Research Association Annual Meeting, San Diego, CA, USA.
52. Aaron, T., Meyers, C. V., Hitt, D. H., & **VanGronigen, B. A.** (2022, April). *Poetry not in motion: Principal's reflections on implementing school improvement plans* [Paper presentation]. American Educational Research Association Annual Meeting, San Diego, CA, USA.
51. **VanGronigen, B. A.**, Wronowski, M. L., Henry, W. L.C., & Olive, J. L. (2021, November). *More than principals: Investigating additional pipeline(s) of educators to engage in school leadership and management work* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
50. *Marianno, L., **VanGronigen, B. A.**, Meyers, C. V., **Antwi Adjei, R., & **Charris, L. (2021, November). *School improvement for all?: Critically examining school improvement plan templates for equity and cultural responsiveness* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
49. **VanGronigen, B. A.**, Young, M. D., & **Rodriguez, K. (2021, November). *Blind spots and blank spots: An examination of state board of education members in the United States* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
48. **VanGronigen, B. A.**, Cunningham, K. M.W., & Young, M. D. (2021, November). *Preparing educational leaders for adaptive leadership* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.

47. Bailes, L. P., **VanGronigen, B. A.**, ***Saylor, M., ***Holodick, M., Wilson, J. K., & *Hammerschmidt, C. (2021, November). *Examining a state initiative to enhance assistant principal growth and development* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
46. Aaron, T., Meyers, C. V., Hitt, D. H., & **VanGronigen, B. A.** (2021, November). *Principal perspectives on the coherence of the school improvement planning process* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
45. **VanGronigen, B. A.**, Cunningham, K. M.W., & Young, M. D. (2021, April). *Preparing educational leaders for adaptive leadership* [Paper presentation]. American Educational Research Association Annual Meeting, Virtual.
44. Young, M. D., & **VanGronigen, B. A.** (2021, April). *Do state boards of education offer an avenue for public voice?* [Paper presentation]. American Educational Research Association Annual Meeting, Virtual.
43. **VanGronigen, B. A.**, *Kaul, M., & Simon, N. S. (2021, April). *Espoused vs. enacted: Principals' most pressing initial issues in responding to the COVID-19 pandemic* [Paper presentation]. American Educational Research Association Annual Meeting, Virtual.
42. Rogers, L. K., & **VanGronigen, B. A.** (2021, April). *Beyond preparation: State approaches to early career principal professional development* [Paper presentation]. American Educational Research Association Annual Meeting, Virtual.
41. Henry, W. L.C., **VanGronigen, B. A.**, Wronowski, M. L., & Olive, J. L. (2021, April). *Enable or hinder?: Teacher perceptions of administrator influence on urban school improvement efforts* [Paper presentation]. American Educational Research Association Annual Meeting, Virtual.
40. Cunningham, K. M.W., **VanGronigen, B. A.**, & Young, M. D. (2021, April). *Meeting school districts' needs: Educational leadership preparation program partnerships to design powerful learning experiences* [Paper presentation]. American Educational Research Association Annual Meeting, Virtual.
39. **VanGronigen, B. A.**, Meyers, C. V., & Brandt, W. C. (2020, November). *Helping every student succeed? State education agency roles and responsibilities for improving underperforming schools* [Paper presentation]. University Council for Educational Administration Annual Convention, Virtual.
38. Cunningham, K. M.W., **VanGronigen, B. A.**, & Young, M. D. (2020, November). *Powerful learning experiences in educational leadership preparation: Insights from educational leaders, leadership students, and faculty* [Paper presentation]. University Council for Educational Administration Annual Convention, Virtual.
37. Henry, W. L.C., Olive, J. L., **VanGronigen, B. A.**, & Wronowski, M. L. (2020, November). *"We've been forgotten": First-hand perspectives on teacher leaders and teacher leadership in urban schools* [Paper presentation]. University Council for Educational Administration Annual Convention, Virtual.
36. ***Saylor, M., Bailes, L. P., & **VanGronigen, B. A.** (2020, November). *Leading together: The use of design thinking to jumpstart school improvement efforts* [Paper presentation]. University Council for Educational Administration Annual Convention, Virtual.

35. **VanGronigen, B. A.** (2020, April). *Definitions and perceptions of the effectiveness of school leadership teams in underperforming high schools* [Paper presentation]. American Educational Research Association Annual Meeting, San Francisco, CA, USA. (Conference canceled due to the COVID-19 pandemic)
34. **VanGronigen, B. A.** (2020, April). *The functions and organizing features of school leadership teams in underperforming high schools* [Paper presentation]. American Educational Research Association Annual Meeting, San Francisco, CA, USA. (Conference canceled due to the COVID-19 pandemic)
33. Cunningham, K. M.W., **VanGronigen, B. A.**, Young, M. D., & Tucker, P. D. (2020, April). *Infusing characteristics of powerful learning experiences into educational leadership preparation: Perspectives from university programs' faculty* [Paper presentation]. American Educational Research Association Annual Meeting, San Francisco, CA, USA. (Conference canceled due to the COVID-19 pandemic)
32. **VanGronigen, B. A.** (2019, November). *Examining the composition, structures, and membership selection of school leadership teams in underperforming high schools* [Paper presentation]. University Council for Educational Administration Annual Convention, New Orleans, LA, USA.
31. **VanGronigen, B. A.**, Cunningham, K. M.W., Tucker, P. D., & Young, M. D. (2019, November). *The development, enactment, and influence of powerful learning experiences in exemplary educational leadership preparation programs* [Paper presentation]. University Council for Educational Administration Annual Convention, New Orleans, LA, USA.
30. Meyers, C. V., & **VanGronigen, B. A.** (2019, November). *Planning for what? Root cause analysis in school improvement plans* [Paper presentation]. University Council for Educational Administration Annual Convention, New Orleans, LA, USA.
29. Meyers, C. V., & **VanGronigen, B. A.** (2019, September). *Evidence of principal satisficing behavior: Inauthentic improvement planning* [Paper presentation]. World Education Leadership Symposium, Zug, Switzerland.
28. **VanGronigen, B. A.**, & Meyers, C. V. (2019, April). *Examining the school improvement industry: The interplay between state education agencies and school turnaround service providers* [Paper presentation]. American Educational Research Association Annual Meeting, Toronto, Canada.
27. **VanGronigen, B. A.**, Meyers, C. V., Scott, C., Fantz, T., & Dunn, L. D. (2019, April). *Mapping the landscape of state education agencies' use of external providers for school turnaround services* [Paper presentation]. American Educational Research Association Annual Meeting, Toronto, Canada.
26. **VanGronigen, B. A.**, Cunningham, K. M.W., Tucker, P. D., & Young, M. D. (2019, April). *The use of powerful learning experiences to prepare school leaders for complex practice* [Paper presentation]. American Educational Research Association Annual Meeting, Toronto, Canada.
25. **VanGronigen, B. A.** (2018, November). *A systematic review of the research literature on school leadership teams* [Paper presentation]. University Council for Educational Administration Annual Convention, Houston, TX, USA.
24. **VanGronigen, B. A.**, & Meyers, C. V. (2018, November). *The effects of short-cycle school improvement planning on student achievement* [Paper presentation].

- University Council for Educational Administration Annual Convention, Houston, TX, USA.
23. Cunningham, K. M.W., **VanGronigen, B. A.**, Young, M. D., & Tucker, P. D. (2018, November). *Using powerful learning experiences to prepare school leaders for a complex future* [Paper presentation]. University Council for Educational Administration Annual Convention, Houston, TX, USA.
22. Young, M. D., **VanGronigen, B. A.**, & Reynolds, A. L. (2018, November). *The new architects of regulation: State boards of education as policy actors* [Paper presentation]. University Council for Educational Administration Annual Convention, Houston, TX, USA.
21. Meyers, C. V., Wronowski, M. L., & **VanGronigen, B. A.** (2018, November). *Predicting school decline using school systems leadership characteristics* [Paper presentation]. University Council for Educational Administration Annual Convention, Houston, TX, USA.
20. Meyers, C. V., & **VanGronigen, B. A.** (2018, July). *School improvement plan exemplars: Learning from high- (and low-) quality plans* [Paper presentation]. British Educational Leadership, Management, and Administration Society Annual Conference, Windsor, UK.
19. **VanGronigen, B. A.**, & Meyers, C. V. (2018, April). *How state education agencies understand the external provider landscape* [Paper presentation]. American Educational Research Association Annual Meeting, New York City, NY, USA.
18. Meyers, C. V., & **VanGronigen, B. A.** (2018, April). *Short-cycle school improvement planning: Authentic or satisficing?* [Paper presentation]. American Educational Research Association Annual Meeting, New York City, NY, USA.
17. Meyers, C. V., Wronowski, M. L., & **VanGronigen, B. A.** (2018, April). *When the mighty fall: Schools going from great to good* [Paper presentation]. American Educational Research Association Annual Meeting, New York City, NY, USA.
16. Young, M. D., Reynolds, A. L., & **VanGronigen, B. A.** (2018, April). *The new architects of regulation: State Boards of education as policy actors* [Paper presentation]. American Educational Research Association Annual Meeting, New York City, NY, USA.
15. Meyers, C. V., & **VanGronigen, B. A.** (2018, January). *School improvement planning in turnaround contexts* [Paper presentation]. International Congress for School Effectiveness and Improvement Annual Congress, Singapore, Singapore.
14. **VanGronigen, B. A.**, & Meyers, C. V. (2017, November). *Short-cycle school improvement planning as a change lever* [Paper presentation]. University Council for Educational Administration Annual Convention, Denver, CO, USA.
13. **VanGronigen, B. A.**, Winn, K. M., & Young, M. D. (2017, November). *It's more than managing: Preparing future 'inclusive-facilitative' educational leaders* [Paper presentation]. University Council for Educational Administration Annual Convention, Denver, CO, USA.
12. Reynolds, A. L., **VanGronigen, B. A.**, Nash, A. M., & Perrone, F. (2017, November). *A systematic mapping of the gaps in educational leadership literature* [Paper presentation]. University Council for Educational Administration Annual Convention, Denver, CO, USA.

11. Lindle, J. C., Anderson, E., Anderson, J. N., Barnes, M. C., Beckett, J., Biddle, C., ... **VanGronigen, B. A.** (2017, November). *What is your state's plan for school leadership? A cross-state analysis of ESSA* [Critical conversation]. University Council for Educational Administration Annual Convention, Denver, CO, USA.
10. Meyers, C. V., & **VanGronigen, B. A.** (2017, July). *School improvement plan quality of principals leading school turnaround* [Paper presentation]. British Educational Leadership, Management, and Administration Society Annual Conference, Stratford-on-Avon, UK.
9. **VanGronigen, B. A.**, Meyers, C. V., & Hitt, D. H. (2017, April). *Turnaround school leader organizational priorities: Topics and trends in 90-day planning* [Paper presentation]. American Educational Research Association Annual Meeting, San Antonio, TX, USA.
8. Meyers, C. V., & **VanGronigen, B. A.** (2017, April). *School turnaround providers: What evidence do we have that they work?* [Paper presentation]. American Educational Research Association Annual Meeting, San Antonio, TX, USA.
7. Reynolds, A. L., **VanGronigen, B. A.**, Nash, A. M., & Perrone, F. (2017, April). *A systematic mapping of the negative space in educational leadership literature* [Paper presentation]. American Educational Research Association Annual Meeting, San Antonio, TX, USA.
6. **VanGronigen, B. A.**, & Meyers, C. V. (2016, November). *How state education agencies are administrating school turnaround efforts: 15 years after No Child Left Behind* [Paper presentation]. University Council for Educational Administration Annual Convention, Detroit, MI, USA.
5. Eddy-Spicer, D. H., Anderson, E., Perrone, F., Carpenter, B., Crow, G., Duke, D. L., ... **VanGronigen, B. A.** (2016, November). *"In-between" district capacity to meet the needs of struggling schools* [Critical conversation]. University Council for Educational Administration Annual Convention, Detroit, MI, USA.
4. **VanGronigen, B. A.**, & Meyers, C. V. (2016, February). *State education agencies and school turnaround: A policy analysis* [Paper presentation]. University of Virginia School of Education and Human Development Research Conference, Charlottesville, VA, USA.
3. **VanGronigen, B. A.** (2015, November). *The challenges of sustaining authentic organizational change with discontinuous leadership* [Ignite! presentation]. University Council for Educational Administration Annual Convention, San Diego, CA, USA.
2. Eddy-Spicer, D. H., Anderson, E., Perrone, F., Carpenter, B., Crow, G., Duke, D. L., ... **VanGronigen, B. A.** (2015, November). *Improving the lowest-performing schools in mid-sized school districts* [Critical conversation]. University Council for Educational Administration Annual Convention, San Diego, CA, USA.
1. Ray, T. R., **VanGronigen, B. A.**, & Williams, C. E. (2011, March). *It's not just living! Cultivating learning outside the classroom* [Innovative workshop]. NASPA—Student Affairs Administrators in Higher Education Annual Convention, Philadelphia, PA, USA.

INVITED TALKS, PANELS, PRESENTATIONS, AND SESSIONS

*** = Community partner

66. **VanGronigen, B. A.**, Meyers, C. V., Wronowski, M. L., & Tate, B. (2026, June). *Moving from “data rich, information poor” to “data rich, information rich”: The use of artificial intelligence (AI) for school improvement planning* [Invited keynote speaker]. Council of Chief State School Officers School and District Improvement Collaborative Spring Meeting, Austin, TX, USA.
65. **VanGronigen, B. A.** (2026, June). *Thinking separately and together: Professional development (PD) considerations for school- and district-level leaders* [Breakout session presentation]. Delaware Academy for School Leadership Policy and Practice Institute, Dover, DE, USA.
64. **VanGronigen, B. A.** (2026, June). *A year in review: Developing a high-level outline of your 2026-2027 School Success Plan (SSP)* [Invited keynote speaker]. Brandywine School District School Administrator Retreat, Claymont, DE, USA.
63. **VanGronigen, B. A.**, Meyers, C. V., & Wronowski, M. L. (2026, June). *Moving from ‘data rich, information poor’ to ‘data rich, information rich’* [Invited keynote speaker]. School Conditions Data Use Roundtable sponsored by the Gates Foundation, Seattle, WA, USA.
62. **VanGronigen, B. A.** (2026, April). *The potential for artificial intelligence (AI) and the school improvement planning process* [Invited keynote speaker]. Interweaving AI, Assessment, and Accountability in Responsive Education Convening sponsored by the Gates Foundation, Los Angeles, CA, USA.
61. **VanGronigen, B. A.** (2026, February). *Systems thinking for charter school leaders* [Invited keynote speaker]. Delaware Governor’s Institute for School Leadership Charter School Leaders Council, Newark, DE, USA.
60. **VanGronigen, B. A.** (2026, February). *School improvement with systems and understanding and measuring implementation progress* [Invited keynote speaker]. University of Birmingham Dubai Master’s in Leadership for School Improvement Program, Virtual.
59. **VanGronigen, B. A.** (2026, February). *Systems thinking for superintendents* [Invited keynote speaker]. Delaware Governor’s Institute for School Leadership Superintendents Study Council, Georgetown, DE, USA.
58. **VanGronigen, B. A.** (2025, August). *Identifying underperforming schools at the state level* [Invited expert]. Virginia Joint Legislative Audit and Review Commission Meeting, Virtual.
57. **VanGronigen, B. A.**, & ***Little, A. (2025, August). *Leadership for the learning community with professional capacity and school improvement and influencing student outcomes* [Invited keynote speaker]. Delaware Governor’s Institute for School Leadership Assistant Principal Academy, Newark, DE, USA.
56. **VanGronigen, B. A.** (2025, June). *Auditing your state’s improvement approach to develop your own improvement-related action steps* [Invited keynote speaker]. Council of Chief State School Officers School and District Improvement Collaborative Spring Meeting, Denver, CO, USA.
55. **VanGronigen, B. A.** (2025, May). *Improvement paradigms and school improvement planning approaches* [Invited keynote speaker]. Colorado Department of Education School and District Transformation Unit, Virtual.

54. Fleming, P., **VanGronigen, B. A.**, & Wallace, B. (2025, May). *School improvement plan (SIP) workshop* [Invited keynote speaker]. Learning Forward: The Professional Learning Association, Virtual.
53. **VanGronigen, B. A.** (2025, March). *Foundations of leadership and relationship building* [Invited keynote speaker]. University of Delaware Special Education Administrative Leadership (SEAL) Program Cohort 5 Class, Virtual.
52. **VanGronigen, B. A.** (2025, February). *Thinking about the school improvement planning process* [Invited keynote speaker]. Council of Chief State School Officers School and District Improvement Collaborative Winter Meeting, Virtual.
51. **VanGronigen, B. A.** (2025, January). *Foundations of leadership and relationship building* [Invited keynote speaker]. University of Delaware Special Education Administrative Leadership (SEAL) Program Cohort 5 Kick-off, Dover, DE, USA.
50. **VanGronigen, B. A.**, & ***Fitzgerald, K. (2024, October). *School improvement and influencing student outcomes* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Newark, DE, USA.
49. **VanGronigen, B. A.**, & ***Savage, M. (2024, July). *Leadership for the learning community: Staff professional capacity* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Virtual.
48. **VanGronigen, B. A.** (2024, May). *Improving underperforming K-12 schools* [Invited keynote speaker]. University of Illinois Urbana-Champaign EPOL 412 Politics in Education Class, Virtual.
47. **VanGronigen, B. A.**, & ***Fitzgerald, K. (2023, October). *School improvement and influencing student outcomes* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Newark, DE, USA.
46. **VanGronigen, B. A.** (2023, September). *Leading change* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Executive Leadership Academy, Odessa, DE, USA.
45. **Invited panelist.** (2023, September). *The past, present and future of educational leadership* [Panel]. Delaware Governor's Institute for School Leadership Superintendents Study Council, Virtual.
44. **VanGronigen, B. A.** (2023, September). *Improving PK-12 public schools* [Invited talk]. University of Delaware Provost's Visit to the College of Education and Human Development, Newark, DE, USA.
43. **VanGronigen, B. A.** (2023, August). *Foundations of leadership and relationship building* [Invited keynote speaker]. University of Delaware Special Education Administrative Leadership (SEAL) Program Cohort 4 Kick-off, Newark, DE, USA.
42. **VanGronigen, B. A.**, & ***Grundy, A. (2023, July). *Leadership for the learning community: Staff professional capacity* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Virtual.
41. **VanGronigen, B. A.**, Meyers, C. V., ***Princilus, N., & ***Fields, J. (2023, June). *Preparing school leaders to lead school improvement* [Invited talk]. Council of Chief State School Officers School Leadership Development and Supports Collaborative Spring Meeting, New Orleans, LA, USA.
40. **VanGronigen, B. A.** (2023, June). *The design and use of short-cycle school improvement plans* [Invited keynote speaker]. Cumberland County Schools Summer Leadership Conference, Fayetteville, NC, USA.

39. **VanGronigen, B. A.** (2023, June). *The use of school leadership teams for school improvement planning* [Invited keynote speaker]. Cumberland County Schools Summer Leadership Conference, Fayetteville, NC, USA.
38. **VanGronigen, B. A.** (2023, June). *Thinking about improvement: Traditional and continuous paradigms* [Invited talk]. Cumberland County Schools Summer Leadership Conference, Fayetteville, NC, USA.
37. **VanGronigen, B. A.** (2023, June). *Root cause analysis as a foundation for school improvement plans* [Invited talk]. Cumberland County Schools Summer Leadership Conference, Fayetteville, NC, USA.
36. **VanGronigen, B. A.** (2023, June). *Developing measures for assessing school improvement plan strategies* [Invited talk]. Cumberland County Schools Summer Leadership Conference, Fayetteville, NC, USA.
35. **VanGronigen, B. A.** (2023, April). *Planning for improvement* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Superintendents Study Council, Virtual.
34. **Invited panelist.** (2022, December). *The use of design thinking for school improvement* [Panel]. Delaware Governor's Institute for School Leadership Superintendents Study Council, Virtual.
33. **VanGronigen, B. A.** (2022, October). *Curriculum vita workshop* [Invited keynote speaker]. University Council for Educational Administration Graduate Student Council, Virtual.
32. **VanGronigen, B. A., & ***Thompson, A.** (2022, October). *School improvement and influencing student outcomes* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Newark, DE, USA.
31. **VanGronigen, B. A., & ***Grundy, A.** (2022, July). *Leadership for the learning community: Staff professional capacity* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Virtual.
30. **Invited panelist.** (2022, June). *Leading school improvement: Why school leader effectiveness matters* [Panel]. Delaware Academy for School Leadership Policy and Practice Institute, Dover, DE, USA.
29. Wilson, J. O., Travers, A., **VanGronigen, B. A., ***Saylor, M. L., & Bailes, L. P.** (2022, June). *Partnering to improve Delaware's educational system: The work of the Delaware Academy for School Leadership (DASL)* [Poster presentation]. Delaware Academy for School Leadership Policy and Practice Institute, Dover, DE, USA.
28. **Invited panelist.** (2022, May). *University Council for Educational Administration (UCEA) convention proposal writing workshop* [Panel]. American Educational Research Association Leadership for Social Justice Special Interest Group (LSJ SIG), Virtual.
27. Wilson, J. O., Travers, A., **VanGronigen, B. A., ***Saylor, M. L., & Bailes, L. P.** (2022, April). *Partnering to improve Delaware's educational system: The work of the Delaware Academy for School Leadership (DASL)* [Poster presentation]. University of Delaware Provost's Symposium on Engaged Scholarship, Newark, DE, USA.
26. **VanGronigen, B. A.** (2022, February). *Buyer beware* [Invited talk]. Council of Chief State School Officers School Leadership Development and Supports Collaborative Winter Meeting, Virtual.

25. **VanGronigen, B. A., & Meyers, C. V.** (2022, January). *The best laid plans can succeed* [Invited talk]. Nova Scotia Department of Education and Early Childhood Development, Virtual.
24. **VanGronigen, B. A.** (2021, December). *Pipelines and inductions: Transforming the mindsets and practices of soon-to-be principals* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy Graduation Ceremony, Newark, DE, USA.
23. **Invited panelist.** (2021, November). *Graduate writing Ignite! Tips for crafting your best work* [Panel]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
22. **Invited chair and discussant.** (2021, November). *Collective leadership, professional learning community, and school improvement* [Session]. University Council for Educational Administration Annual Convention, Columbus, OH, USA.
21. **VanGronigen, B. A., ***Saylor, M. L., & ***Holodick, M.** (2021, November). *School improvement and influencing student outcomes* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Virtual.
20. **Invited panelist.** (2021, October). *What are we learning from the research* [Panel]. Council of Chief State School Officers School Leadership Development and Supports Collaborative Fall Meeting, Virtual.
19. **VanGronigen, B. A.** (2021, September). *Identifying and supporting state-identified underperforming schools* [Invited podcast guest]. University of Delaware Partnership for Public Education Evidence 4 Education, Virtual.
18. **VanGronigen, B. A., & ***Holodick, M.** (2021, July). *Leadership for the learning community: Staff professional capacity* [Invited keynote speaker]. Delaware Governor's Institute for School Leadership Assistant Principal Academy, Virtual.
17. **Invited panelist.** (2021, June). *How principals affect students and schools* [Panel]. Delaware Academy for School Leadership Policy and Practice Institute, Virtual.
16. **VanGronigen, B. A., & Dunn, L.** (2021, March). *The work of improving schools: State education agencies and external providers* [Invited presentation]. Regional Educational Laboratory (REL) Mid-Atlantic School Support and Improvement Alliance, Virtual.
15. **VanGronigen, B. A.** (2020, July). *Research presentation on educational leadership and policy* [Invited presentation]. University of Delaware Undergraduate Research Scholars (URS) Program, Virtual.
14. **Invited panelist.** (2020, July). *The work continues: Making the most of sheltering-in-place* [Panel]. University Council for Educational Administration Webinar Series, Virtual.
13. **Invited panelist.** (2020, April). *The academic job search* [Panel]. David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy, Virtual.
12. **Invited chair.** (2019, November). *Demystifying the academic job search, part II: The nuts and bolts* [Session]. University Council for Educational Administration Annual Convention, New Orleans, LA, USA.

11. **VanGronigen, B. A.** (2019, October). *The characteristics of educational leadership* [Invited presentation]. University of Delaware University Leadership, Education, and Development (ULEAD) Program, Newark, DE, USA.
10. **VanGronigen, B. A.** (2019, March). *Hidden curriculum podcast* [Invited podcast guest]. University Council for Educational Administration Graduate Student Council, Virtual.
9. **Invited panelist.** (2019, March). *Doctoral student experiences* [Panel]. University of Virginia School of Education and Human Development Research Conference, Charlottesville, VA, USA.
8. **VanGronigen, B. A.** (2019, March). *The United States education system: Structure, policy, and practice* [Invited presentation]. Lianyungang Pre-School Teachers Program Delegation at the University of Virginia School of Continuing and Professional Studies, Charlottesville, VA, USA.
7. **VanGronigen, B. A.** (2019, February). *The United States education system: Structure, policy, and practice* [Invited presentation]. Zhenjiang Rural Teachers Program Delegation at the University of Virginia School of Continuing and Professional Studies, Charlottesville, VA, USA.
6. **Invited panelist.** (2018, August). *New doctoral student orientation* [Panel]. University of Virginia School of Education and Human Development Research Conference, Charlottesville, VA, USA.
5. **VanGronigen, B. A.** (2018, April). *The United States education system: Structure, policy, and practice* [Invited presentation]. Beijing Niulanshan School Officials Delegation at the University of Virginia School of Continuing and Professional Studies, Charlottesville, VA, USA.
4. **VanGronigen, B. A.** (2017, October). *The United States education system: Structure, policy, and practice* [Invited presentation]. Shanghai K-12 Educators Group Delegation at the University of Virginia School of Continuing and Professional Studies, Charlottesville, VA, USA.
3. **VanGronigen, B. A.** (2017, April). *Secondary education policy in the United States* [Presentation]. Hubei Province School Administrators Delegation at the University of Virginia School of Continuing and Professional Studies, Charlottesville, VA, USA.
2. **VanGronigen, B. A.** (2017, March). *An introduction to PK-12 education in the United States: Structure, policy, and practice* [Invited presentation]. Beijing Niulanshan School Officials Delegation at the University of Virginia School of Continuing and Professional Studies, Charlottesville, VA, USA.
1. **VanGronigen, B. A.,** Cho, K. W., & Kwon, K. (2008, April). *The role of gender in the peer review process of formal writing* [Paper presentation]. University of Missouri Undergraduate Research and Creative Achievements Annual Forum, Columbia, MO, USA.

RESEARCH USE AND MEDIA MENTIONS

17. University of Delaware. ([2024, November 15](#)). For the record, Friday, Nov. 15, 2024: University of Delaware community reports new presentations, honors. *University of Delaware*.

16. Cakebread, S. ([2022, August 8](#)). Education policy and practice. *University of Delaware UDaily News*.
15. Superville, D. R. ([2022, April 21](#)). 4 tips for spending schools' COVID funds wisely. *EdWeek*.
14. Henderson, J. ([2022, April 1](#)). Learning with educational leaders. *University of Delaware UDaily News*.
13. Stevenson, I. ([2022, March 2](#)). Coaching letter #160. *Partners for Educational Leadership*.
12. Henderson, J. ([2021, December 22](#)). Beyond principal preparation. *University of Delaware UDaily News*.
11. Marshall, K. ([2021, April 5](#)). The benefits of short-cycle planning. *Marshall Memo 881*.
10. Miller, B. ([2021, March 31](#)). UD's undergraduate work-study program on a roll. *University of Delaware UDaily News*.
9. Henderson, J. ([2021, March 12](#)). Calm during crisis: UD professor examines school principal responses to the COVID-19 pandemic. *University of Delaware UDaily News*.
8. Henderson, J. ([2021, February 12](#)). Online access to information: UD professor examines the online presence of state boards of education. *University of Delaware UDaily News*.
7. Gilbride, N. ([2020, May 28](#)). Are headteachers adult enough to do the job? *Teaching Times*.
6. Breen, A. ([2019, March 8](#)). Q&A: Why turning around underperforming schools is so challenging. *UVA Today*.
5. Edelblut, F. ([2018, November 27](#)). Why is education reform stuck in a snow bank? *New Hampshire Business Review*.
4. Barnum, M. ([2018, October 29](#)). It's unclear if private turnaround groups are helping struggling schools. *Chalkbeat*.
3. Utah State Board of Education. (2018). *Utah system of support for school improvement handbook*.
2. Alabama State Department of Education. (2018). *Superintendent information meeting on rapid school improvement*.
1. Indiana Department of Education. (2018). *Comprehensive needs assessment and school improvement plan quality review*.

POST-SECONDARY TEACHING

University of Delaware

EDUC 843: Continuous Improvement Efforts in Educational Organizations (Hybrid)
 EDUC 846: Using Qualitative Data in Educational Organizations (Hybrid)
 EDUC 846: Collection and Analysis of Data for Decision-making (Hybrid; Online)
 EDUC 866: Supervised Independent Study (Online)
 EDUC 880: Education Leadership Portfolio I (Hybrid; Online)
 EDUC 881: Education Leadership Portfolio II (Online)
 EDUC 882: Education Leadership Portfolio III (Online)
 EDUC 890: Leadership: Theory and Research (In-person; Online)
 EVAL 771: Qualitative Methods and Analysis (Online)

University of Virginia

EDLF 7804: District-level School Leadership (In-person)
EDLF 7807: The School Principalship (In-person)
EDLF 7812: Leadership for Low-performing Schools (In-person; Hybrid)
EDLF 7812: Leadership for Continuous Improvement (Online)
EDLF 8825: Developing High-performance Organizations (In-person)

DOCTORAL STUDENT ADVISING

University of Delaware

Advisor and Dissertation Committee Chair

Catrina Long (Ed.D. student; graduated in May 2023) (*Winner of the [Frank B. Murray Award for Excellence in Graduate Research](#))
Regina Donato (Ed.D. student; graduated in August 2023)
Jacob Moore (Ed.D. student; graduated in August 2023)
Laura Schneider (Ed.D. student; graduated in August 2023) ([*Media mention](#))
Kristin Bulgarelli (Ed.D. student; graduated in May 2025)
Jennifer Potts (Ed.D. student; graduated in May 2025)
Lauren Evans (Ed.D. student; graduated in August 2026)
Ronald Huggins (Ed.D. student; expected completion in December 2026)
Maisha Duncan Carey (Ed.D. student; expected completion in August 2027)
Sara Lowery (Ed.D. student; expected completion in December 2027)
Durga Kumar Karki (Ph.D. student; expected completion in May 2028)
Yadeira Adams Burnett (Ed.D. student; expected completion in May 2031)
Billie Davenport (Ed.D. student; expected completion in May 2031)
Jasmine Passwaters (Ed.D. student; expected completion in May 2031)
Cheryl Ray (Ed.D. student; expected completion in May 2031)
Amanda Seiwell (Ed.D. student; expected completion in May 2031)

Dissertation Committee Membership

Carolyn Hammerschmidt (Ed.D. student; graduated in May 2022)
Stacey Rominski (Ed.D. student; graduated in August 2023)
Jennifer Volk (Ed.D. student; graduated in August 2023)
Latrice Marianno (Ph.D. student; graduated in May 2024)
Melissa Pheasant (Ed.D. student; graduated in May 2024)
Brian Armstrong-Wright (Ed.D. student; graduated in August 2025)
Alison Phillips (Ed.D. student; expected completion in December 2026)
Cynthia Papettas (Ed.D. student; expected completion in December 2026)
Megan Reed (Ed.D. student; expected completion in May 2027)
Kathleen Bailey Krishnamurthy (Ed.D. student; expected completion in May 2027)
Yubin Jang (Ph.D. student; expected completion in May 2027)
Kendra Hannum (Ed.D. student; expected completion in December 2027)
Anna Wik (Ed.D. student; expected completion in December 2027)

Other Institutions

Dissertation Committee Membership

Nathan Stevens (Ph.D. student, Johnson University; graduated in May 2023)

ADDITIONAL PROFESSIONAL EXPERIENCE

American Legion Boys State of Missouri, Warrensburg, MO, 2005-Present

Senior Instructor, Legislative and Executive Policy School, 2009-2015, 2023-Present

Board of Directors, 2017-2025

Dean of Education, 2017-2023

Board of Directors Executive Committee, 2017-2023

Assistant Dean, Legislative and Executive Policy School, 2015-2017

Instructor, Legislative and Executive Policy School, 2005-2009

**This non-profit program, which has an all-volunteer staff, focuses on promoting civic leadership among high school students and occurs every summer. I have year-round instructional and program improvement leadership responsibilities. ([Program website link](#))*

University of Virginia, Charlottesville, VA, 2015-2019

Graduate Research Assistant for Professors Julie Cohen and Vivian Wong, 2017-2019

Graduate Research Assistant for Professors Daniel Duke and Coby Meyers, 2015-2019

Graduate Research Assistant for the University Council for Educational Administration (UCEA), 2015-2019

Hilton Head Preparatory School, Hilton Head Island, SC, 2011-2015

High School Leadership Team Member, 2013-2015

Social Sciences Department Chair, 2013-2015

High School Social Sciences Teacher, 2011-2015

Vanderbilt University, Nashville, TN, 2009-2011

Graduate Assistant for the Office of Strategic Initiatives and Assessment, 2010-2011

Research Assistant for Vanderbilt Institutional Research Group, 2010-2011

Program Coordinator for the Office of Housing and Residential Education, 2009-2011

Graduate Research Assistant for Professor Michael McLendon, 2009-2010

PROFESSIONAL AFFILIATIONS

American Educational Research Association, 2015-Present

Division A: Administration, Organization, and Leadership

Division L: Educational Policy and Politics

Educational Change Special Interest Group (SIG)

Leadership for School Improvement (LSI) Special Interest Group (SIG)

Learning and Teaching in Educational Leadership (LTEL) Special Interest Group (SIG)

American Psychological Association, 2024-Present

Division 15: Educational Psychology

University Council for Educational Administration, 2015-Present

NASPA—Student Affairs Administrators in Higher Education, 2009-2011

SERVICE TO THE DEPARTMENT, COLLEGE, AND INSTITUTION

University of Delaware

School of Education

Program Coordinator, Certificates in Organizational Improvement; Designing and Leading Professional Development; and Advanced Applied Research Methods for Organizational Improvement, 2026-Present
Program Coordinator, Ed.D. in Organizational Improvement for Educational Leaders, 2025-Present
Education and Social Policy Ph.D. Program Qualifying Exam Committee Member, 2025-Present
Sociocultural and Community-Based Approaches to Research and Education (SCA) Concentration for the Ph.D. in Education Admissions Committee Member, 2023-Present
Ed.D. Admissions Committee Member, 2019-2020, 2022-Present
Education and Social Policy Ph.D. Admissions Committee Member, 2022-Present
Assistant Professor of Educational Leadership Search Committee Chair, 2024
Two Assistant Professors of Educational Leadership Search Committee Member, 2023-2024
Two Open-Rank Professors of Educational Leadership Search Committee Member, 2022-2023
Ad Hoc Taskforce on the Annual Appraisal Process Member, 2021-2022
Ad Hoc Taskforce on Doctoral Advising for Workload Member, 2021
Ad Hoc Taskforce on Workload Review Member, 2020-2021

College of Education and Human Development

American Association of University Professors University of Delaware (AAUP-UD) Chapter Steering Committee Member, 2025-Present
Steele Symposium Poster Judge, 2024
Special Education Administrative Leadership (SEAL) Program Course Syllabus Expert Review Panel Member, 2024
Summit on Research and Scholarship Lead Planner and Lead Facilitator, 2023
Delaware Academy for School Leadership (DASL) Advisory Board Member, 2020-2022
College Faculty Council Member, 2021
Strategic Plan Working Group Member, 2021
Graduate Curriculum Committee Member, 2019-2020

Institution

Joseph R. Biden, Jr. School of Public Policy and Administration Dean Search Committee Member, 2026-Present

University of Delaware Research Experience for Undergraduate (REU) Students
Mentor, 2025-Present
Lambda Chi Alpha Lambda-Beta Zeta Chapter Advisor, 2020-Present
Division of Student Life Seitz Award Selection Committee Member, 2020, 2021, 2025
University of Delaware Research Apprenticeship Work-Study (UDRAW) Program
Mentor, 2019-2023
Undergraduate Research Apprenticeship Program (URAP) Mentor, 2019-2021
Summer Opportunities for Undergraduate Research and Creative Endeavors
(SOURCE) Program Mentor, 2020

University of Virginia

Department of Educational Leadership, Foundations, and Policy
Administration and Supervision Admissions Materials Creation Committee Member,
2017

College of Education and Human Development
Research Conference Proposal Reviewer, 2016-2018
Summer Undergraduate Research Program Mentor, 2017
Student Council President, 2016-2017

Institution

Graduate/Professional Student Council Founding Member, 2016-2018

University of Missouri

Institution

Mizzou Alumni Association Awards and Recognition Committee Member, 2026-
Present
Division of Student Affairs Fraternity and Sorority Advisory Board Member, 2022-
Present
Mizzou Alumni Association Scholarship Application Review Committee Member,
2017-Present

SERVICE TO THE PROFESSION

American Educational Research Association (AERA) Annual Meeting Division A Program
Planning Committee Chair, 2026-Present
University Council for Educational Administration (UCEA) Graduate Student Summit Faculty
Mentor, 2021-Present
AERA-UCEA Educational Leadership Preparation Program Assessment and Evaluation
Working Group Member, 2019-Present
AERA Annual Meeting Proposal Reviewer, 2019-Present
UCEA Annual Convention Proposal Reviewer, 2016-Present
AERA Annual Meeting Division A Program Planning Committee Co-Chair, 2025-2026
UCEA Jack A. Culbertson Early Career Award Selection Committee Member, 2025
AERA Annual Meeting Division A Program Planning Committee, Chair for Section 3: School
and District Improvement, 2024-2025

AERA-UCEA David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy Proposal Reviewer, 2022, 2025
U.S. Department of Education Region 4 Comprehensive Center Advisory Board Member, 2022-2024
AERA-UCEA David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy Faculty Mentor, 2024
William L. Boyd National Educational Politics Workshop Faculty Mentor, 2022
AERA Leadership for School Improvement Special Interest Group (LSI SIG) Dissertation of the Year Award Reviewer, 2021
AERA Division A Foster-Polite Grant Program Proposal Reviewer, 2019
AERA LSI SIG and UCEA Researcher Development Program Planning Committee Member, 2018-2019
UCEA Executive Director Search Committee Member, 2018-2019
UCEA Graduate Student Summit Proposal Reviewer, 2016-2018
UCEA Graduate Student Council Member, 2015-2018

EDITORIAL BOARD AND REVIEWING RESPONSIBILITIES

IF = Impact factor

Editorial Board Member

Journal of Education for Students Placed at Risk, 2020-Present (IF = 1.50)

Ad Hoc Manuscript Reviewer

AERA Open (IF = 4.17)
American Educational Research Journal (IF = 6.25)
American Journal of Education (IF = 2.38)
Consortium for Policy Research in Education at the University of Pennsylvania
Educational Administration Quarterly (IF = 4.69)
Educational Evaluation and Policy Analysis (IF = 4.89)
Educational Policy (IF = 2.40)
Educational Research for Policy and Practice (IF = N/A)
Educational Researcher (IF = 7.05)
International Journal of Mentoring and Coaching in Education (IF = 1.62)
Journal of Educational Administration (IF = 2.72)
Journal of Educational Change (IF = 3.68)
Journal of Research on Leadership Education (IF = 0.88)
Journal of School Leadership (IF = TBA)
Leadership and Policy in Schools (IF = 1.57)
Learning Policy Institute
Perspectives on Politics (IF = 4.20)
School Effectiveness and School Improvement (2.62)
SN Social Sciences (IF = N/A)

PERSONAL PROFESSIONAL DEVELOPMENT AND TRAINING

American Educational Research Association (AERA) Division A Early Career Scholar
Mentoring Program Participant, 2023

University Council for Educational Administration (UCEA) Educational Leadership and Policy
Mentorship Program Participant, 2021-2022

William L. Boyd National Educational Politics Workshop Participant, 2016-2022

University of Delaware Center for Teaching and Assessment of Learning Winter Institute on
Learning Participant, 2021

LINKS Center for Social Network Analysis Summer Workshop on Social Network Methods,
2018

Canvas Learning Management System Course Development Workshop, 2018

AERA Division A Dialogic Forum, 2016

Stanford University Summer Teaching Institute on Design Thinking and 21st Century Learning,
2012

Solution Tree Summit on K-12 Assessment Development and Alignment, 2012