

CURRICULUM VITA

**Christopher R. Gareis, Ed.D.**

**Assistant Professor of Educational Planning, Policy, and Leadership**

The College of William and Mary  
School of Education  
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EDUCATION

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**Doctor of Education (Ed.D.)**, Educational Administration. (1996). The College of William and Mary, Williamsburg, VA.  
Dissertation: *The Characteristics and Degrees of De Facto Consensus Concerning the Mission of K-12 Public Education in Virginia*

**Educational Specialist (Ed.S.)**, Educational Administration. (1993). The College of William and Mary, Williamsburg, VA.  
Thesis: *Measures of Success: An Analysis of Evaluation Criteria in the Williamsburg-James City County Public Schools Strategic Plan*

**Master of Arts in Education (M.A.Ed.)**, Secondary English Education. (1992). The College of William and Mary, Williamsburg, VA.  
Thesis: *Technical Writing and Secondary School English*

**Bachelor of Arts (B.A.)**, English / East Asian Studies. (1988). Washington and Lee University, Lexington, VA.  
*Cum Laude*

ACADEMIC POSITIONS

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**Assistant Professor of Educational Leadership.** (2002-present). School of Education, The College of William and Mary, Williamsburg, VA.

**Associate Dean for Professional Services.** (2001-2005). School of Education, The College of William and Mary, Williamsburg, VA.

**Principal.** (1999-2001). Berkeley Middle School, Williamsburg, VA.

**Assistant Principal.** (1998-1999). Berkeley Middle School, Williamsburg, VA.

**Assistant Principal.** (1996-1998). James Blair Middle School, Williamsburg, VA.

**Middle School Teacher.** (1994-1996). Toano Middle School, Toano, VA.

**Assistant to the Superintendent.** (1992-1994). Williamsburg-James City County Schools, Williamsburg, VA. (half-time position)

**Graduate Assistant to the Dean.** (1991-1992). School of Education, The College of William and Mary, Williamsburg, VA. (half-time position)

**High School English Teacher.** (1988-1991). Nansemond-Suffolk Academy, Suffolk, VA.

#### HONORS, PRIZES, & AWARDS

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Dean's Award for Excellence in Collaborative Initiatives. (2005, April). Presented by the Dean of the School of Education at the annual Student and Faculty Awards Reception. School of Education, The College of William and Mary, Williamsburg, VA.

Certificate of Appreciation in Recognition of Valuable Contributions to the Curriculum and Instruction Area of the School of Education. (2003, November). Presented by the faculty of the Curriculum and Instruction Area. School of Education, The College of William and Mary, Williamsburg, VA.

Phi Delta Kappa (1997). Williamsburg Area Chapter, Williamsburg, VA.

Award for Outstanding School System Plans. (1994). Awarded by the International Society for Educational Planning for the Williamsburg-James City County Public School Strategic Plan, Nashville, TN.

Board Recognition for Contributions and Dedication as Coordinator of Strategic Planning. (1993). Williamsburg-James City County Public Schools, Williamsburg, VA.

Student Award of Excellence Nominee. (1992). School of Education, The College of William and Mary, Williamsburg, VA.

Kappa Delta Pi International Honor Society in Education. (1991). School of Education, The College of William and Mary, Williamsburg, VA.

Coach of the Year. (1990). Girls Varsity Soccer, Tidewater Conference of Independent Schools, Norfolk, VA.

## TEACHING & CURRICULUM DEVELOPMENT

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### Courses Taught

School of Education, The College of William and Mary. Joint appointment in Educational Planning, Policy, and Leadership (EPPL) and Curriculum and Instruction (C&I):

- EPPL 534: Instructional Leadership--Administering Educational Programs (2002-present)
- EPPL 535: Instructional Leadership--Assessment and Evaluation (2003-present)
- EPPL 610: Advanced Instructional Strategies (2004-present)
- EPPL 611: Theories of Curriculum Development and Evaluation (2003-present)
- CRIN 580: Clinical Faculty--Roles and Responsibilities (2005-present)
- CRIN 591: Current Curriculum, Instruction, and Assessment Issues in Schools (2002)
- CRIN 599: Master's Degree Research Project (2002, 2003, 2005)
- EDUC 306: First Semester Elementary Education Practicum (2001-2002)
- EDUC 307: The Schools Practicum (2001-2002)
- EDUC 495: Internship in Supervised Teaching of English (2002)
- EDUC 800: Dissertation (2002-present). Chair and committee member.

### Curriculum Development

Provided leadership and/or made significant contributions to the following curriculum and program development initiatives:

- Comprehensive alignment and re-sequencing of graduate and undergraduate teacher preparation programs (2004-2005)
- Creation and development of Student Teaching Evaluation Rubric for C&I (2003-2004)
- Creation and development of Field Experiences Evaluation Criteria and forms for C&I (2003-2004)

- Creation and development of Student Portfolio Evaluation System and shared program criteria for C&I (2002-2003)
- Comprehensive revision and realignment of Student Teacher Competencies for C&I (2002-2003)
- Co-creation and development of CRIN 591: Current Curriculum, Instruction, and Assessment Issues in Schools for C&I (2001-2002)
- Co-creation and development of doctoral strands in Curriculum Leadership and in Curriculum and Educational Technology for C&I and EPPL (2001-2003).

#### FELLOWSHIPS & GRANTS

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Ward, T. J., Harris, J., **Gareis, C. R.**, & McLaughlin, V. L. (2005-07). On-Line Mentoring Initiative. Funded by the Virginia Department of Education, Richmond, VA. \$82,000.

**Gareis, C. R.** (2005-06). The William and Mary Clinical Faculty Program. Professional training grant. Funded by the Virginia Department of Education, Richmond, VA. \$60,000.

**Gareis, C. R.** (2004-05). The William and Mary Clinical Faculty Program. Professional training grant. Funded by the Virginia Department of Education, Richmond, VA. \$60,000.

**Gareis, C. R.** (2003-04). The William and Mary Clinical Faculty Program. Professional training grant. Funded by the Virginia Department of Education, Richmond, VA. \$71,950.

**Gareis, C. R.** (2002-03). The William and Mary Clinical Faculty Program. Professional training grant. Funded by the Virginia Department of Education, Richmond, VA. \$42,000.

**Gareis, C. R.** (2002-03). On-line Student Teacher Evaluation and Database. Funded by the Preparing Teachers for Tomorrow's Technology ACT 2 grant. School of Education, The College of William and Mary, Williamsburg, VA. \$15,000.

McLaughlin, V. A., & **Gareis, C. R.** (2002). Improving K-12 Teaching through Collaborative Instructional Design Teams. Submitted to the Fund for the Improvement of Postsecondary Education, Washington, DC. \$515,000. (Invited to second-round proposal but not submitted due to institutional priorities.)

- Gareis, C. R.,** Beers, C. A., & McLaughlin, V. A. (2002). IBM Learning Village: Reinventing Education. Submitted to IBM Corporation, Armonk, NY. \$200,000. (Not funded.)
- Gareis, C. R.** (1995-96). Toano Middle School Young Poets' Society. Funded by the Williamsburg Chamber of Commerce, Williamsburg, VA. \$500 (maximum allowable).
- Davis, L., & **Gareis, C. R.** (1995-96). Toano Middle School Climbing Wall/Confidence Course. Funded by the Williamsburg Chamber of Commerce, Williamsburg, VA. \$350.

## RESEARCH

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### Books

- Stronge, J. H., **Gareis, C. R.,** & Little, C. A. (2006). *Teacher Pay and Teacher Quality: Attracting, Developing, and Retaining the Best Teachers*. Thousand Oaks, CA: Corwin Press.
- Tucker, P. D., Stronge, J. H., & **Gareis, C. R.** (2002). *Handbook on Teacher Portfolios for Evaluation and Professional Development*. Larchmont, NY: Eye on Education. (176 pages)

### Referred Chapters in Books

- Gareis, C. R.,** Stronge, J. H., & Little, C. A. (2003). Valuing teachers: A model for teacher compensation. In M. Scherer (Ed.) *Keeping Good Teachers* (pp. 91-100). Alexandria, VA: Association for Supervision and Curriculum Development.

### Refereed Journal Articles

- Tschannon-Moran, M., & **Gareis, C. R.** (Under review). Cultivating principals' sense of efficacy: Supports that matter. *Journal of School Leadership*.
- Tschannen-Moran, M., & **Gareis, C. R.** (2004). Principals' sense of efficacy: Assessing a promising construct. *Journal of Educational Administration* 42 (5), 573-585.
- Tucker, P. D., Stronge, J. H., **Gareis, C. R.,** & Beers, C. S. (2003). The efficacy of portfolios for teacher evaluation and professional development: Do they make a difference? *Educational Administration Quarterly* 39 (5), 572-602.
- Gareis, C. R.** (1999). Teacher portfolios: Do they enhance teacher evaluation? In Horn, S., & Airasain, P., (eds.), CREATE news. *Journal of Personnel Evaluation in Education*, 13 (1), 95-99.

Periodicals, Conference Proceedings, and Other Edited Publications

- Gareis, C. R.,** & Tschannen-Moran, M. (in press). Cultivating principals' sense of efficacy: Supports that matter. In D. C. Thompson & F. E. Crampton, *Proceedings from the 2005 UCEA Convention*.
- Gareis, C. R.** (2006, February-March). The forgotten art of formative assessment. *T/TAC Link Lines*, 4-5.
- Gareis, C. R.** (Ed.) (1992). *Update*, Vol. 8, No. 2. School of Education, The College of William and Mary, Williamsburg, VA.
- Gareis, C. R.** (Ed.) (1991). *Update*, Vol. 8, No. 1. School of Education, The College of William and Mary, Williamsburg, VA.

Technical & Research Reports

- Stronge, J. H., **Gareis, C. R.**, Little, C. A., & Hindman, J. L. (2002). *Attracting, developing, and retaining quality teachers: Proposal for restructuring teacher compensation in the Alexandria City Public Schools*. Alexandria, VA: Alexandria City Public Schools. (202 pages)
- Gareis, C. R.**, & Beers, C. (1998, October). Teacher portfolios: How do they enhance teacher evaluation? Presented to the Williamsburg-James City County School Board, Williamsburg, VA.
- Gareis, C. R.** (Ed.) (1993-1994). *Williamsburg-James City County Public Schools Strategic Plan*. Williamsburg-James City County Public Schools. Williamsburg, VA: WJC Schools. (70 pages)
- Gareis, C. R.** (1992). *High school options for the Williamsburg-James City County Public Schools*. Williamsburg-James City County Public Schools. Williamsburg, VA: WJC Schools. (77 pages)

Refereed Scholarly Papers & Talks

- McLaughlin, V. L., Berry, B., Ward, T. J., Harris, J. B., **Gareis, C. R.**, & Nussbaum-Beach, S. (2006, February). Preparing and supporting prospective and novice teachers in a "virtual world." Annual conference of the American Association for Colleges of Teacher Education, San Diego, CA.
- Gareis, C. R.**, & Tschannen-Moran, M. (2005, November). Cultivating principals' sense of efficacy: Supports that matter. Annual conference of the University Council for Educational Administration, Nashville, TN.

- Gareis, C. R.** (2005, July). Can you grow a teacher leader in the greenhouse, or do they only exist in the wild? Annual conference of the Consortium for Research in Education and Teacher Evaluation, Memphis, TN.
- Gareis, C. R.** (2005, July). Fighting the "rising tide" of the de-professionalization of teaching: The Clinical Faculty Program at The College of William and Mary. Annual conference of the Consortium for Research in Education and Teacher Evaluation, Memphis, TN.
- Gareis, C. R.,** & Tschannen-Moran, M. (2004, April). Principals' sense of efficacy and trust. Annual conference of the American Educational Research Association, San Diego, CA.
- Gareis, C. R.** (2003, November). Leading teachers to leadership: How university-based pre-service programs foster teacher leadership. Annual conference of the University Council for Educational Administration, Portland, OR.
- Uline, C., Hoffaman, D., Tschannen-Moran, M., DiPaola, M., **Gareis, C. R.,** Stronge, J. H., & Williams, B. (2003, November). Leveraging ELCC reviews for program improvement and organizational learning. Annual conference of the University Council for Educational Administration, Portland, OR.
- Tshannen-Moran, M., Stronge, J. H., DiPaola, M., Williams, B., & **Gareis, C. R.** (2003, November). Portfolios as performance assessment in a standards-based preparation program. Annual conference of the University Council for Educational Administration, Portland, OR.
- Tschannen-Moran, M., DiPaola, M., **Gareis, C. R.,** Stronge, J. H., & Williams, B. (2002, November). Performance based assessment in a standards based program. Annual meeting of the University Council for Educational Administration, Pittsburgh, PA.
- Tucker, P. D., Stronge, J. H., **Gareis, C. R.,** & Beers, C. (2002, April). Research base for portfolios in teacher evaluation. Annual Conference of the American Educational Research Association, New Orleans, LA.
- Gareis, C.R.** (2001, July). The efficacy of teacher portfolios. Annual meeting of the Consortium for Research on Educational Accountability and Teacher Evaluation, Wilmington, NC.
- Gareis, C. R.,** Roettinger, T., Dietrich, C., & Bacon, R. (2001, March). Summer school renewed. Annual conference of the Virginia Middle School Association, Norfolk, VA.

Tucker, P. D., Stronge, J. H., **Gareis, C. R.**, & Beers, C. (2000, November). The use of portfolios in teacher evaluation. Annual conference of the University Council of Educational Administration, Albuquerque, NM.

Tucker, P. D., Beers, C., Stronge, J. H., & **Gareis, C. R.** (2000, March). How effective are portfolios in teacher evaluation? Annual conference of the Association for Supervision and Curriculum Development, New Orleans, LA.

**Gareis, C. R.**, & Tucker, P. D. (1999, March). Teacher portfolios: Do they enhance teacher evaluation? Annual conference of the Virginia Educational Research Association, Richmond, VA.

Stronge, J. H., Tucker, P. D., **Gareis, C. R.**, & Beers, C. (1998, July). Teacher portfolios: How to they enhance teacher evaluation? Annual conference of the Consortium for Research on Educational Accountability and Teacher Evaluation, Denver, CO.

**Gareis, C. R.** (1995, July). From theory to practice: The application of conceptual model-building by a student and a practitioner of educational administration. Annual conference of the National Council of Professors of Educational Administration, Williamsburg, VA.

**Gareis, C. R.** (1994, October). Stumbling blocks and pitfalls of strategic planning in public education: Valuable lessons learned by a practitioner. Annual conference of the International Society for Educational Planning, Nashville, TN.

#### Invited Scholarly Papers & Talks

**Gareis, C. R.** (2006, March). Invited address on behalf of Virginia's schools and colleges of education. Presented at the third annual Virginia Teach-In. Richmond, VA.

**Gareis, C. R.** (2005, March). Invited address on behalf of Virginia's schools and colleges of education. Presented at the second annual Virginia Teach-In. Richmond, VA.

**Gareis, C. R.** (2005, February). What great principals do differently. Invited presentation at the annual meeting of the Southern Association of Colleges and Schools, Virginia Commission, Williamsburg, VA.

**Gareis, C. R.** (2003, December). Excellence in an era of accountability: The relevance and efficacy of SACS accreditation. Invited session at the annual meeting of the Southern Association of Colleges and Schools, Nashville, TN.

**Gareis, C. R.** (2003, February). Good to great: Why some schools make the leap and others don't. Keynote address presented at the annual meeting of the Southern

Association of Colleges and Schools, Virginia Elementary and Middle Schools  
Commission, Williamsburg, VA.

Work in Progress

**Gareis, C. R.** (In progress). Preparing experienced teachers to prepare pre-service teachers: The Clinical Faculty Program at the College of William and Mary.

**Gareis, C. R.** (In progress). Can you grow teacher leaders in the greenhouse, or do they only exist in the wild? A conceptual framework for fostering teacher leadership in pre-service teachers.

**Gareis, C. R.** (In progress). Electronic network for developing accomplished professional teachers.

PROFESSIONAL SERVICE

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Invited Professional Development Presentations

**Gareis, C. R.** (2005, August). Assessment for learning. Presented for the York County School Division Professional Development Academy, Yorktown, VA.

**Gareis, C. R.** (2005, August). Mentoring new teachers. Presented for the York County School Division Leadership Academy, Yorktown, VA.

**Gareis, C. R.** (2005, June). Assessment for learning. Presented for the York County School Division Professional Development Academy, Yorktown, VA.

**Gareis, C. R.** (2004, July). Using portfolios with pre-service teachers. Presented for the William and Mary Clinical Faculty Program, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2004, February). Teacher leadership within schools: What makes a teacher leader? Presented to the Virginia Beach City Public Schools Leadership Institute, Virginia Beach, VA.

**Gareis, C. R.** (2003, August). Assessment for learning. A series of presentations for the York County School Division Leadership Academy, Yorktown, VA.

**Gareis, C. R.** (2003, July). Using portfolios with pre-service teachers. Presented for the William and Mary Clinical Faculty Program, The College of William and Mary, Williamsburg, VA.

- Gareis, C. R.** (2002, October). Pre-service to service: Mentoring the novice teacher. Invited presentation to York County School Division mentor teachers, York County, VA.
- Gareis, C. R.** (2002, September). Developing a professional portfolio. Presented for the Center for Gifted Education, The College of William and Mary, Williamsburg, VA.
- Gareis, C. R.** (2002, July). Using portfolios with pre-service teachers. Presented to the William and Mary Clinical Faculty Program, The College of William and Mary, Williamsburg, VA.
- Gareis, C. R.** (2002, July). Documenting student achievement. Presented to the William and Mary Clinical Faculty Program, The College of William and Mary, Williamsburg, VA.
- Gareis, C. R.** (2001, October). Time management for teachers. Presented at the annual Catholic schools' conference of the Diocese of Richmond, Williamsburg, VA.
- Gareis, C. R.** (2001, September). The principals' principles. Presented to the Principals' Academy of the Professional Development Center at the College of William and Mary, Newport News, VA.
- Gareis, C. R.** (2001, August). Time management for teachers. Presented at the New Teacher Orientation for Williamsburg-James City County Public Schools, Williamsburg, VA.
- Gareis, C. R.** (2000, November). The use of portfolios in teacher evaluation. Presented to the Greater Philadelphia Consortium for Educational Accountability, Philadelphia, PA.
- Gareis, C. R.** (1998, July). Integrating multiple data sources for teacher evaluation: A practitioner's insights. Presented at the William and Mary Leadership Institute, Williamsburg, VA.

#### Other Professional Presentations

- Gareis, C. R.** (2006, January). Focusing on the future: Careers in teaching. Invited panelist at the Focusing on the Future conference of the Center for Gifted Education, The College of William and Mary, Williamsburg, VA.
- Gareis, C. R.** (2005, March). Become a teacher through the Graduate School of Education. Presented at the second annual Great Virginia Teach-In. Richmond, VA.
- Gareis, C. R.** (2004, March). Teaching without certification. Invited panelist for the Office of Career Services, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2004, March). Become a teacher through the Graduate School of Education. Presented at the first annual Great Virginia Teach-In. Richmond, VA.

**Gareis, C.R.** (2004). Teaching math and science in K-12 schools. Invited panelist for the Office of Career Services, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2003, November). Careers in teaching history. Invited speaker for the Department of History, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2003, February). Careers in education in and beyond the classroom. Invited speaker at the quarterly meeting of the Student Virginia Education Association, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2003, February). Teaching without certification. Invited panelist for the Office of Career Services, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2003, January). Careers in math and science teaching. Invited panelist for the Office of Career Services, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2002, March). Careers in K-12 teaching. Invited panelist for the Office of Career Services, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2002, January). Careers in math and science teaching. Invited panelist for the Office of Career Services, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2002, January). Focusing on the future: Careers in teaching. Invited presenter at the Focusing on the Future conference of the Center for Gifted Education, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2001, November). Careers in teaching history. Invited speaker for the Department of History, The College of William and Mary, Williamsburg, VA.

**Gareis, C. R.** (2001, November). Teaching English. Invited speaker for the Department of English, The College of William and Mary, Williamsburg, VA.

### Professional Consultations

Leadership Development in Teacher Supervision and Evaluation. (2004-2005). Provided job-embedded professional development to a school-level administrative team focusing on issues of teacher supervision, teacher evaluation, program evaluation, and teacher professional development. Hopewell City Public Schools, Hopewell, VA.

Mentor Training. (2003-present). Provided conceptual support and assistance in the design and development of the division's mentoring program and provided comprehensive training to more than 50 mentor teachers and lead mentors. York County School Division, Yorktown, VA.

Curriculum Mapping. (2003-2004). Led faculty and administration through a comprehensive mapping, assessment, and revision of the school curriculum. Rawls Byrd Elementary School, Williamsburg-James City County Schools, Williamsburg, VA.

Teacher Recruitment and Retention in Hard-to-Staff Schools. (2003-2004). Provided conceptual support and assistance in the development of and successful attainment of a state grant for a comprehensive system for attracting, developing, and retaining teachers in this rural district. Lancaster County Public Schools, Lancaster County, VA.

High School Program Planning Community Focus Groups. (2002). Designed, provided training for, and conducted a series of community focus groups on the issue of program planning as part of the school division's long-range curricular and facilities planning efforts. Williamsburg-James City County Public Schools, Williamsburg, VA.

Teacher Compensation System Restructuring. (2002). Conducted a comprehensive study on teacher compensation and prepared a proposal for restructuring the teacher compensation system based on pay-for-performance principles. Alexandria City Public Schools, Alexandria, VA.

Teacher Evaluation Training. (2001). Conducted training for school administrators on implemented a comprehensive teacher evaluation system. DuPont Partnership Schools, Consortium of Eastern Virginia Rural School Divisions, Williamsburg, VA

Teacher and Administrator Evaluation Systems. (1999). Conducted a content analysis and contributed to the authorship of components of teacher, principal, and central office administrator evaluation systems. Hampton Public Schools, Hampton, VA

Teacher and Administrator Evaluation Systems. (1998-1999). Conducted a content analysis and contributed to the authorship of components of teacher, principal, and central office administrator evaluation systems. Virginia Beach Public Schools, Virginia Beach, VA

Teacher and Administrator Evaluation Systems. (1998). Conducted a content analysis and contributed to the authorship of components of teacher, principal, and central office administrator evaluation systems. Muncie Community Schools, Muncie, IN

Program Evaluation. (1994). Assisted in a comprehensive organizational analysis of the school, including an analysis of compensation and benefits and a study of staffing standards for mechanical, grounds, and custodial personnel. Virginia School for the Deaf and Blind, Hampton, VA

#### Manuscript and Assessment Reviews

Copy Edit. (2005-present). *Teacher Quality Digest*. Williamsburg, VA: Teacher Quality Resources.

Manuscript Review. (2006). Review full text of Ribas, W., *Teacher Evaluation That Works*. Norwood, MA: Christopher-Gordon Publishers.

Test Validation. (2005, October). Conducted content validation review for the Virginia Communication and Literacy Assessment (VCLA). Amherst, MA: National Evaluation Systems.

Manuscript Review. (2005, March). Reviewed full text of Hogan, T., *Educational Assessment: A Practical Introduction*. Hoboken, NJ: Wiley.

Manuscript Review. (2004, September). Reviewed select chapters for curriculum text. Thousand Oaks, CA: Sage Publishers.

Manuscript Review. (2004, May). Reviewed article on the evaluation of pre-service teachers' internship experiences. *Journal of Personnel Evaluation in Education*. Norwell, MA: Kluwer Academic Publishers.

Manuscript Review. (2004, April). Reviewed chapters in a text on principles and techniques of the assessment of student achievement. Hoboken, NJ: Wiley.

#### Service to the Profession

Governor's Third Great Virginia Teach-In Steering Committee. (2006). Invited member. Virginia Department of Education, Richmond, VA.

Institute for Educational Leaders in Virginia. (2005). Invited facilitator. School leadership preparation programs. Co-sponsored by the Virginia Department of Education and the Virginia Association of School Personnel Administrators, Richmond, VA.

Governor's Second Great Virginia Teach-In Steering Committee. (2004-2005). Invited member. Virginia Department of Education, Richmond, VA.

School Leadership Task Force. (2004-present). Sub-Committee Chair for two-tiered licensure initiative. Virginia Department of Education, Richmond, VA.

Consortium for Research on Educational Accountability and Teacher Evaluation Board. (2004-present). Board Member. The Evaluation Center, Western Michigan University, Kalamazoo, MI.

Task Force for Mentoring Beginning Teachers in Hard-to-Staff Schools. (2004). Member. Virginia Department of Education, Richmond, VA.

Blue Ribbon Milken Educator Award Selection Panel. (2003, July). Invited Panelist. Virginia Department of Education, Richmond, VA.

Governor's Great Virginia Teach-In Steering Committee. (2003-2004). Invited member. Virginia Department of Education, Richmond, VA.

WJC Schools Strategic Planning Committee. (2003-present). Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

Committee to Enhance the Teaching Profession, Teacher Preparation Sub-Committee. (2002). Virginia Department of Education, Richmond, VA.

Collaborating Master Teacher / Teaching Exceptional Adolescents and Children Advisory Committee Board. (2001-present). Board Member. School of Education, The College of William and Mary, Williamsburg, VA.

Teacher Education Advisory Committee. (2001-2003). Representative. Virginia Community College System, Richmond, VA.

Student and Teacher Excellence Program Advisory Board. (2001-present). Board Member. National Science Foundation sponsored grant for Newport News City Public School, Newport News, VA.

Southern Association of Colleges and Schools Accreditation Review Team. (2001). New Kent High School, New Kent, VA.

Division Assistance Team. (1998-2001). Co-Chair. Williamsburg-James City County Public Schools, Williamsburg, VA.

Research Committee. (1998-2001). Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

Technology Committee. (1998-1999). Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

Administrative Staff Development Committee. (1997). Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

Student Discipline and Rules Committee. (1997-1999). Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

Community Partnership for Excellence in Education. (1996-1998). Secretary. Williamsburg, VA.

School Health Advisory Committee. (1996-2001). Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

Strategic Planning Evaluation Committee. (1992-1996). Co-Chair. Williamsburg-James City County Public Schools, Williamsburg, VA.

Strategic Planning Team. (1992-1996). Facilitator. Williamsburg-James City County Public Schools, Williamsburg, VA.

Curriculum and Instruction Advisory Committee. (1995-1996). Elected Member. Williamsburg-James City County Public Schools, Williamsburg, VA.

National Education Association. (1995-1996). Building Representative. Toano Middle School, Toano, VA.

Professional Committee. (1989-1991). Elected Representative. Nansemond-Suffolk Academy. Suffolk, VA.

#### Service to the University

Faculty Fund for Excellence Appeal. (2005-06). Chair. School of Education. The College of William and Mary.

Assessment Committee. (2005-present). EPPL Representative. School of Education. The College of William and Mary.

Faculty Affairs Committee. (2005-present). EPPL Representative. School of Education, The College of William and Mary.

Dispositions Committee. (2004-present). Member. C&I, School of Education, The College of William and Mary.

Search Committee for Director of Development. (2004). Chair. School of Education, The College of William and Mary.

Student Teaching Evaluation Rubric Committee. (2003-2004). Chair. C&I, School of Education, The College of William and Mary.

Evaluation of Clinical Experiences Committee. (2003). Member. C&I, School of Education, The College of William and Mary.

Portfolio Committee. (2002-2003). Chair. C&I, School of Education, The College of William and Mary.

Psychoeducational Assessment Committee. (2002-2003). Member. School of Education, The College of William and Mary.

Teacher Competencies Committee. (2002-2003). Chair. C&I, School of Education, The College of William and Mary.

Conceptual Framework Committee. (2001-2003). Member. School of Education, The College of William and Mary.

Curriculum and Educational Technology Doctoral Program Design Committee. (2001-2003). Member. EPPL and C&I, School of Education, The College of William and Mary.

Executive Committee. (2001-present). Ex-Officio. School of Education, The College of William and Mary.

Howard Hughes Medical Institute Grant Executive Committee. (2001-2005). Member. The College of William and Mary.

President's Award for Service to the Community Selection Committee. (2001). Member. The College of William and Mary.

Secondary Committee. (2001-present). Member. C&I, School of Education, The College of William and Mary.

Student Virginia Education Association. (2001-2003). Faculty Advisor. School of Education, The College of William and Mary.

Teacher Education Advisory Committee, Arts & Sciences. (2001-present). Ex-Officio. School of Education, The College of William and Mary.

Teacher Education Advisory Committee, K-12. (2001-present). Chair. School of Education, The College of William and Mary.

Curriculum Committee. (1992-1994). Student Representative. School of Education, The College of William and Mary.

## PROFESSIONAL CREDENTIALS

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Virginia Postgraduate Professional Teacher's License (2002-2007).

- Secondary Principalship

- Middle School Principalship
- Elementary Principalship
- Secondary English Education
- Middle School Education

NCATE/VDOE Board of Examiners trained (2004).

#### PROFESSIONAL AFFILIATIONS

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American Association of Colleges for Teacher Education (2001-present)

American Educational Research Association (2001-present)

Association of Supervision and Curriculum Development (1995-present)

Consortium for Research on Educational Accountability and Teacher Evaluation (1997-present)

International Society for Educational Planning (1993-1997)

National Association of Secondary School Principals (1997-2001)

National Association of State Directors of Teacher Education and Certification (2001-present)

Phi Delta Kappa (1996-present)

Virginia Association of Secondary School Principals (1997-2001)

Virginia Association for Supervision and Curriculum Development (2003-present)

Virginia Association of Colleges for Teacher Education (2001-present)