

## VITAE

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Office Address      Dept. of Educational Leadership  
College of Education  
The University of Texas – Pan American  
1201 West University Drive  
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Marital Status:      Married, David W. Pankake (Educator, Retired)

Education:

BA      Indiana State University, (1970), Terre Haute, IN,  
Majors in Elementary Education and Home  
Economics/Child Development and Family Life.  
Minor: Kindergarten Endorsement.

MS      Indiana State University, (1973), Terre Haute, IN  
Major in Education w/ emphasis in ECE

Ed.D. Loyola University of Chicago,(1985), Chicago, IL  
Major in Educational Administration and Supervision.  
Dissertation: Managing Decline: Practices Recommended and  
Used by Selected Public School Superintendents in Illinois.

Work Experience:

**2003 to present** Professor, Educational Leadership  
University of Texas – Pan American, Edinburg, TX

**1997 to 2003** Professor, Educational Administration  
Texas A & M University-Commerce, Commerce, TX

**1992 to 1997** Department Head, Educational Administration  
Director, East Texas School Study Council  
Texas A & M University-Commerce, Commerce, TX

**1987 to 1992** Assistant / Associate Professor, Department of  
Educational Administration  
Exec. Director, Council for Public School Improvement  
Executive Secretary for the Kansas Association for  
Supervision and Curriculum Development  
Kansas State University, Manhattan, KS

**1985 to 1987** Assistant Professor, Department of Educational Leadership  
Southern Illinois University-Edwardsville, Edwardsville, IL

- 1984 to 1985** Assistant Professor, Department of Educational Administration and Supervision  
Texas Tech University, Lubbock, TX
- 1983 to 1984** Graduate Research Assistant in the School of Education  
Loyola University of Chicago, Chicago, IL
- 1977 to 1983** Principal, R.C. Hill Elementary School  
Valley View Community Schools, Romeoville, IL
- 1975 to 1977** Teacher and Assistant Principal  
Valley View Community Schools, Romeoville, IL
- 1970 to 1975** Primary and Intermediate Teacher/Team Leader  
Elkhart Community Schools, Elkhart, IN

University Teaching Experience:

- Undergraduate Child Development and the Elementary Curriculum (TTU)  
Honors Seminar: Leadership in Schools (KSU)
- Graduate Leadership, Communications and Public Relations, Personnel, Current Issues in Educational Administration, Administrative Internship, Principalship, Strategies for Educational Change, Educational Program Management & Evaluation, Organization and Administration of Public Education, Leading and Managing Organizational Change. Advanced Organizational Behavior, Administration of Curricular and Instructional Programs, Communication for School Leaders, Administration of Special Instructional Programs

## Chaired Dissertations Completed

### Kansas State University

- A study of the awareness and usage of effective staff development practices in Kansas. 1990, Rita C. Cook, Ed.D.
- An analysis of induction tactics and principal innovation in the state of Kansas. 1992, S. Craig Neuenswander, Ed.D.
- Addressing kindergarten teachers' concerns in the integration of SMD students: A cross-site case study. 1992, Barbara Palmer, Ed.D.
- An analysis of special education training received during university administrative preparation programs for building principals in Kansas. 1992, Vern B. Minor.
- An analysis of instructional leadership as related to school improvement. 1992, J.M. Hackett, Ed.D.

### Texas A & M University-Commerce

- Budgetary practices and decision making patterns of selected school boards in Texas during declining economic conditions and increasing legislative control, 1993. Kathy Y. Ray, Ed.D.
- A survey of preprimary and primary outdoor learning centers/playgrounds in Texas public schools: An update of a 1974 study. 1995, Jo Ann W. Bowman, Ed.D.
- National superintendent search consultants' perceptions concerning their role in the selection of school superintendents. 1995, Darrell G. Floyd, Ed.D.
- Concerns of rural school superintendents in Texas regarding inclusion as a method for serving special needs children. 1996, H.H. (Buddy) Hooper, Jr., Ed.D.
- Differences in elementary teachers' and administrators' perceptions of traditional student teaching programs and non-traditional field-based programs. 1996, Lisa J. Watson, Ed.D.
- Reading teachers as change facilitators: A cross-site case study. 1997, Karen Jones Guier, Ed.D.
- A study of the effect of interdisciplinary teaming at the ninth grade level on academic achievement, attitude, attendance, and discipline. 1997, Marlene Cabatu Carter, Ed.D.

- Texas superintendents' satisfaction with the field service agent program. 1998, Joe Wardell, Ed.D.
- Perceptions of alternatively certified teacher interns and their administrators regarding preparation in alternative teacher training programs. 1998, Timothy E. Ladd, Ed.D.
- The use of systems theory in small schools in Texas. 1998, Nancy Shaw, Ed.D.
- The relationship between self-concept and management aspirations in female prospective teachers. 1998, Sarah Hembree-Petersen, Ed.D.
- The impact of a conflict resolution program utilizing peer mediation training on the knowledge and attitude of fourth grade students at a Louisiana elementary school. 1998, Cheryl M. Ensley, Ed.D.
- A case study of a school organization as it relates to staff development evaluation. 1999, Maxine M. McMahan, Ed.D.
- Vital experiences of successful female high school principals: Adversities as they relate to success. 2001, Danna M. Beaty, Ed.D.
- The relationship between student performance and the leadership type of superintendents in public school districts in Texas. 2002, Nancy Vaughan, Ed.D.
- Instructional leadership: Perceptions of principals and teachers, 2002, Karen Nix, Ed.D.
- Professional learning community characteristics: A study from a district Perspective, 2003, Cathy Ostmeyer, Ed.D.
- Designing a teacher-mentoring program based on the consensus of experts, 2003, Mary Jane White, Ed.D.
- Standardized testing: Assessment literacy among principals, 2003, Kenneth Hall, Ed.D.
- A legal history and analysis of sexual harassment in the public schools, 1972-2002, 2003, Carroll Holmes, Ed.D.
- Principal leadership styles and the dimensions of teacher leadership in Texas public schools, 2003, Peggy Dickerson, Ed.D.

Special Offerings/Projects/Training:

SIU-E:

- Director, Illinois Principals Assessment Center
- Co-Developer and Participant, Leadership 2000: Professional Development Program for Administrators/SIUE and Ferguson-Florissant School District, Florissant, MO.

KSU:

- Planning Committee Member and Participant, Leadership Cadre I & II: Partnership with Manhattan School District
- Leadership Academy I & II: Partnership with Smoky Hill Educational Service Center, Salina, KS
- Trainer/Mentor for the Onward to Excellence School Improvement Process (NWREL)

TAMU-C:

- Director, East Texas School Study Council
- Trained in Leadership for Change through Southwest Educational Development Lab
- Trained/Trainer, Leadership Development Process
- National Staff Development Council's Staff Development Academy, Graduate of Academy VII.
- Co-Developer, Creating Communities of Continuous Inquiry, 3 year R & D Project, Southwest Educational Development Laboratory
- Trainer, SACS School Improvement Process
- Managing Editor, Catalyst for Change, journal of the National School Development Council

Publications:

(Articles)

Beaty, D., & Pankake, A. (in press) Nurturing the human side: A critical component for PLC, for publication in Huffman & Hipp, Professional Learning Communities, Corwin Press.

Pankake, A. & Moller, G. (in press). PLCs: A literature review, for publication in Huffman & Hipp, Professional Learning Communities, Corwin Press.

Kneese, C., Pankake, A., Schroth, G., & Blackburn, L. (2003, Winter) Challenges in educational administration: A comparison of rural and urban. Scheduled for winter publication in Education Leadership Review, 4(1) 11-17.

Huffman, J., Hipp, K., Pankake, A., & Moller, G. (2001) Professional learning communities: Leadership, purposeful decision making and job-embedded staff development. Journal of School Leadership, 11(5), 448-463.

Schroth, G., Pankake, A., Fullwood, H., & Gates, G. (2001). Rural and urban America. Rural Special Education Quarterly, 20(1/2), 6-12.

Pankake, A.M., Schroth, G., & Funk, C. (2000). Opportunities in Adversity: More Evidence of Powerful Lessons for Leading. TASA Insights, 14(4), 44,46.

Pankake, A.M., Schroth, G., & Funk, C. (2000). Successful women superintendents: Developing as leader, learning from failure. ERS Spectrum, 18(1), 3-13.

Pankake, A.M., & Fullwood, H.L. (1999). "Principals of inclusion": Things they need to know and do. Catalyst for Change, 28(2), 25-26.

Schroth, G., Pankake, A. & Gates, G. (1999). "A comparison of pedagogical

approaches to teaching graduate students in educational administration", The Journal of Instructional Psychology, 26(4), 238-249.

Hooper, H.H., Jr., Pankake, A., & Schroth, G. (1999). Inclusion in rural school districts:

Where is the superintendent? Rural Special Education Quarterly, 18(1), 23-27.

Schroth, G., & Pankake, A. (1996). Maximizing learning for all students; (pp. 61-67) In

Joel L. Burdin, (Ed.), Prioritizing Instruction: The Fourth Yearbook of the National Council of Professors of Educational Administration. Lancaster, PA: Technomics.

Pankake, A.M. & Palmer, B. (1996). Making the connection: Linking staff development

interventions to implementation of full inclusion. Journal of Staff Development, 17(3), 26-30.

Fullwood, H., Pankake, A., & Fournet, G. (1996). Administrators' view of full inclusion

in public education. Psychological Reports, 78, 1 -2.

Pankake, A.M. (1996). Change and technology leadership: Two sides of the same coin,

Educational Considerations 23(2), 25-28.

Pankake, A.M. (1995). Mirrors, brick walls and see-through panels: An exploration of

some of the barriers to leadership opportunities for women (pp.185-189). In Beverly J.

Irby and Genevieve Brown (Eds.) Women As School Executives: Voices and Visions.

Austin, TX: Texas

Palmer, B. & Pankake, A.M. (1995). How many people do I have to ask before I can change my lesson plans? People and Education, 3(5), 284-294.

Cook, R.C. & Pankake, A.M. (1992). Awareness and use of effective staff development practices in Kansas. Journal of Staff Development. 13(4), 20-22.

Pankake, A.M. (1992). Educational change: Learning from our mistakes. The Master Teacher: State-Of-The-Art-Paper, 23(31), 4pp.

Pankake, A.M. & Minor, J. (1991-92). Preparing the building administrator: Where does special education fit in? National Forum of Special Education Journal, 2(1), 16-21.

Pankake, A.M. & Minor, V.B. (1991). Increasing competency and improving performance: Wanting to, knowing how, and getting it done. The Master Teacher: State-Of-The-Art-Paper. (9), 6pp.

Pankake, A.M. (1991). Student learning and achievement. The Master Teacher: State-Of-The-Art Paper, 23(14), 6pp.

Pankake, A.M. (1991). Learning the three Rs of restructuring through partnerships. Educational Horizons(2), 108-112.

Pankake, A.M., Stewart, G.K. & Winn, W.O. (1990). Choices for effective communication: Which channels to use? NASSP Bulletin, 74(529), 53-57.

Sullivan, K. & Pankake, A.M. (1990). Educational leadership from a country/western perspective. Texas Study of Secondary Education Journal, 57-61.

Pankake, A.M. & Leary, G.I. (1990). Being a vital part of the whole. The Master Teacher: State-Of-The-Art-Paper, 21 (22), 4pp.

Pankake, A.M. (1990). Cooperative learning--a social enterprise. The Master Teacher: State-Of-The-Art-Paper, 21 (21), 4pp.

Pankake, A.M. (1990). Doing the right thing: Exercising leadership. The Master Teacher: State-Of-The-Art-Paper, 21 (12), 4pp.

Pankake, A.M. (1990). Conflicts between home and school. The Master Teacher: State-Of-The-Art Paper, 21 (10), 4pp.

Wicks, T.G. & Pankake, A.M. (1989-90). Board of education and the superintendent: The team that 'empowers' effectiveness. The National Forum of Educational Administration and Supervision Journal, 7(1), 117- 123.

Pankake, A.M. (1989). The decisions of teaching...the what, why, and how. The Master Teacher: State-Of-The-Art Paper 21(5), 4pp.

Pankake, A.M., Bailey, G.D. & Rowe, H. (1988). The Council for Public School Improvement: From coexistence to collaboration in professional development activities.

Educational Considerations, 25(3), 25-26.

Pankake, A.M. & Fox, D.A. (1988). First joys of the principalship. The School Administrator, 10(45), 66.

Pankake, A.M. (1988). ASCD Network opportunities: One close-up, several invitations. KASCD Record, 6(3), 40-43.

Pankake, A.M. & Fox, D.A. (1988). What is the "B.E.S.T." way to support first year professionals. KASCD Record, 6(3), 18-20.

Hinds, A., & Pankake, A.M. (1987). Listening: The missing side of school communication. The Clearinghouse, 60(6), 281-283.

Pankake, A.M. (1986). Time and learning. In M.K.Carroll & D.P. Schiller (Eds.), Research-Based Approach to Improving Instruction (pp.5-7). Oxford, OH: National Staff Development Council, Occasional Paper.

Pankake, A.M. (1986). Student cognitive learning: Individuals. APEX Case Report, 3(1).

Pankake, A.M. & Green, C.R. (1986). Leadership in meeting the needs of 5-year-olds. Illinois Principal (Sept.), 6-7,11.

Pankake, A.M. & Bailey, M.A. (1986). Managing decline in public schools. Urban Education 21 (2), 180-188.

Pankake, A.M. (1986-87). A trip toward excellence. National Forum of Educational Administration and Supervision Journal, 3(3), 161-167.

Pankake, A.M., Rooze, G.E. & Ishler, R.E. (1985). Generic skills for educators in both schools and industry. Baylor Educator, 10(1), 1- 15.

Schiller, D.P., Carroll, M.K. & Pankake, A.M. (1985). Making research on teaching accessible to teachers. The Journal of Staff Development, 6(1), 81-87.

Pankake, A. (1984). Managing decline: A job description for educational leaders. Guest Editorial, Illinois ASBO Update, (March), 2-3.

### **(Book Chapters)**

Pankake, A. (in press). Leading and managing change: An essential role for school leaders.

In J. Vornberg, The Texas Public School Organization and Administration (9th Edition) Dubuque, IA: Kendall/Hunt.

Cowan, D. & Pankake, A. (in press). Co-Developers: Partners in a study of professional learning communities. In S. Hord (Ed.), Professional Learning Communities (working title). NY: Teachers College Press.

Pankake, A. (in press) The superintendent's influence in creating professional learning community: A story of school change. In S. Hord (Ed.), Professional Learning Communities (working title). NY: Teachers College Press.

- Schroth, G., Pankake, A., Fullwood, H. & Gates, G. (2003). A comparison of urban and rural conditions and their relationship to school violence. In M. S. Fishbaugh, T. R. Berkeley, & G. Schroth, (Eds.) Ensuring Safe School Environments: Exploring Issues – Seeking solutions.(pp. 13-38). Mahwah, NJ: Erlbaum
- Kneese, C., Fullwood, H., Schroth, G., & Pankake, A., (2003) Decreasing school violence: A research synthesis. In M. S. Fishbaugh, T. Berkeley, & G. Schroth, (Eds.) Ensuring Safe School Environments: Exploring Issues – Seeking solutions. (pp. 39-57). Mahwah, NJ: Erlbaum.
- Pankake, A., Schroth, G., & Funk, C. (2002). Defining and developing leadership: A study of twelve successful Texas superintendents. In S. A. Korcheck & M. Reese, Women as School Executives: Research and Reflections on Educational Leadership. (pp. 70-78). Austin, TX: Texas Council of Women School Executive.
- Pankake, A. (2002). Change: A new role responsibility for school leaders. In J. Vornberg, The Texas Public School Organization and Administration: 2002 (Eighth Edition) (pp. 273-288). Dubuque, IA: Kendall/Hunt.
- Pankake, A. (2001). Accessing central office resources. In G. Schroth & M. Littleton, Administration & Supervision of Special Programs in Education. (pp.139-147), Dubuque, IA: Kendall/Hunt.
- Pankake, A., Schroth, G. & Funk, C. (2000). Opportunities in Adversity: Looking for the Pony! In A. Pankake, G. Schroth, & C. Funk, (Eds.) Women as School Executives: The Complete Picture (pp. 142-145). Austin, TX: Texas Council of Women School Executives.

Pankake, A. (2000). Teacher leadership: A story of Hope. In Shirley Hord, (Ed.)

Multiple Mirrors: Reflections on the Creation of Professional Learning

Communities. (pp. 62-72). Austin, TX: Southwest Educational Development Laboratory.

Pankake, A.M., & Boyter, G.A. (1998). Central office career choices for women. In B.J.

Irby & G. Brown, (Eds.), Women Leaders: Structuring Success (pp. 168-179). Dubuque,

IA: Kendall/Hunt.

Pankake, A.M. (1998). Realizing the vision through "children of the mind." In C. Funk,

Pankake, & M. Reese (Eds.), Women as School Executives: Realizing the Vision. (pp.

111-115). Austin, TX: Texas Council of Women School Executives.

Pankake, A.M. (1997). Change. (pp. 19-38) In G. Schroth (Primary author), Fundamentals of School Scheduling. Lancaster, PA: Technomics.

**(Books)**

Moller, G., & Pankake, A. (under contract). Leading together: Encouraging and nurturing

teacher leadership. Larchmont, NY: Eye on Education.

Pankake, A., Schroth, G., & Funk, C., (Eds.). (2000). Women as School Executives: The

Complete Picture. Austin, TX: Texas Council of Women School Executives.

Funk, C., Pankake, A., & Reese, M., (Eds.) (1998). Women as School Executives:

Realizing the Vision. Austin, TX: Texas Council of Women School Executives.

Pankake, A.M. (1998). Implementation: Making Things Happen. Larchmont, NY: Eye on Education Publishers.

Pankake, A.M. & Burnett, I. E., Jr. (1990). The Effective Elementary School Principal. Palm Springs, CA: ETC.

(Editor/Developer)

Newly appointed, Co-Editor with Dr. Jody Westbrook-Youngblood, of a new on-line, peer-reviewed research journal, Journal of Research in Professional Learning, to be published by the National Staff Development Council.

Managing Editor, Catalyst for Change journal of the National School Development Council (1992 to present, currently publishing 2 issues per year)

Pankake, A.M. (2000). Resistance to Change. Training materials for Creating Communities of Continuous Inquiry and Improvement: A Collection of Strategies. Austin, TX : Southwest Educational Development Laboratory.

Pryor, M.G., Pankake, A.M. and Hoskison, S. (1994). Benchmarking- a set of training materials for the Center for Excellence at East Texas State University, Commerce, TX.

Pryor, M.G., Pankake, A.M. and Hoskison, S. (1994). Change Management- a set of

training materials for the Center for Excellence at East Texas State University,  
Commerce, TX.

Pankake, A.M. (Ed.). (1989). Educational Considerations. 26(2), Manhattan, KS: Kansas  
State University, College of Education.

Pankake, A.M. & Hein, N.L. (1989). KanLEAD Curriculum and Instruction Resource  
Bank Catalog. Topeka, KS: KanLEAD.

(Reviewer/ Editorial Boards)

Editorial Board Member, Journal of Women in Educational Leadership, University of  
Nebraska, Lincoln. Marilyn Grady, Editor.

Pankake, A. (2001). Book review of *Listening to Urban Kids: School Reform and the  
Teachers They Want* by B.L. Wilson & H. D. Corbett, NASSP Bulletin, 85(624),  
84-85.

Pankake, A. (1999, Spring). Book review of *Adversity quotient: Turning obstacles into  
opportunities*, by Paul G. Stoltz, Catalyst for Change.

Reviewer, Bailey, G.D., Ross, T. & Bailey, G.L. (1997). *127 Tips, Traps, and To-Dos for  
Creating Teams: A Guidebook for School Leaders* for National Educational Service,  
Bloomington, IN.

Pankake, A.M. (1994, Fall). Book review of *Total Quality in Higher Education* by Ralph G. Lewis and Douglas H. Smith, Catalyst for Change.

Pankake, A.M. (1994, Winter). Book review of *Public Education: An Autopsy* by Myron Lieberman, Catalyst for Change.

1992 to 1996. Consulting Editor. People and Education: The Human Side of Schools

1990 to 1993. Editorial Board/Manuscript Reviewer for The School Leadership Journal.

1989 to 1999 Manuscript Reviewer for Journal of Staff Development the journal of the National Staff Development Council.

Executive Secretary's Perspective in KansasASCD Record: Empowering with style- (1990), 8(2), 1-2. Cooperation--good for them, good for us!-(1990), 8(3), 3-4. Deciding what fits (1990), 8(4), ix-x. The theme of our non-thematic journal-(1991), 9(1), viii-ix. Searching for the effects of affective education-(1991), 9(2), viii-ix. You're never too old!! (1992), 9(3), vii. Learning by teaching others. (1992),10(1). vi.

Reviewer, Schiller, D. (in press). Mathematics Activities Teacher Handbook. New York: St. Martin's Press.

Reviewer, Ornstein, A. & Lunenberg, F. (1991). Educational Administration: Concepts and Practices. Belmont, CA: Wadsworth Publishing.

Reviewer, Wilson, A., Heim, M., Lyman, L. & Winn, W. (1990). School Board and Superintendent: Their Effective Working Relationship. Manhattan, KS: The Master Teacher.

Pankake, A.M. (1986). Book review of *Skills for Successful School Leaders* by J. Hoyle, F. English & B. Steffy in TEPSA Journal 32 (Winter), 23-24.

1985-1989 Editorial Board of Initiatives the journal of the National Association of Women Deans, Counselors and Administrators.

#### Professional Presentations:

2003 Professional learning communities. (with Kris Hipp and Gayle Moller) Accepted for presentation at the National Staff Development Council, December 6-9, New Orleans, LA

Outstanding female superintendents in Texas: Profiles in Leadership (with C. Funk, G. Schroth). Paper presented at the 2003 Conference-Within-A-Conference, American Association of School Administrators, February 2-23, 2003, New Orleans, LA.,

Twelve Successful Female Leaders: Stories of Resiliency (with D. Beaty, C. Funk, & G. Schroth) Presented at the 2003 AERA Conference, April in Chicago, IL,

2002 Tools for Change (with Jody Westbrook). Break-out session at the National Staff Development Council's Annual Conference, Dec. 7-11, 2002, Boston, MA

Making Room at the Table: Developing Teacher Leaders. (with Gayle Moller). Break-out session at the National Staff Development Council's Annual Conference, Dec. 7-11, 2002, Boston, MA

Implementation for Success: Making it Happen! Break-out session at the Annual Fall Conference of the Association for Compensatory Educators of Texas, October 9, 2002, Ft. Worth, TX

Professional Learning Communities: A Synthesis of Findings from a Five-Year Study. (with G. Moller). A paper presented at the 2002 AERA Conference, April, New Orleans, LA

Primary Experiences of Female Secondary Principals. (with D. Beaty). A paper presented at the 2002 AERA April, New Orleans, LA

Discovering the Many Treasures of Change: Who Could Resist? Presentation at the Texas Staff Development Council Conference, April, South Padre Island, TX.

2001 Restructuring Secondary Schools for Student Success by Creating Smaller

Learning Communities (with S. Brown). Presentation at the 2001 National Staff

Development Council Conference, December 1-5, Denver, CO.

Resistance to Change: Why does it happen? What's to be done? A presentation at the 2001 Assistant Principals' Conference November 6, University of North Texas, Denton, TX

Creating Professional Learning Communities in Rural Schools (with Huffman, J.B. and Olivier, D.) A round table presentation at the AERA Annual Conference, April 10-14 in Seattle, WA.

Organization as Teacher: Helps and Hurdles in the Development of Leaders (with Schroth, G. & Funk, C.) A poster session at the AERA Annual Conference, April 10-14 in Seattle, WA.

Collective Learning in Established Professional Learning Communities (with Moller, G.) A paper presented at the AERA Annual Conference, April 10-14 in Seattle, WA.

Nurturing the Human Side: A Critical Component for PLC (with Beaty, D.) One of five case studies presented in a Symposium entitled Learning About Learning Communities: A Case Study Approach presented at AERA Annual Conference, April 10-14 in Seattle, WA.

2003 Professional Learning Communities: Leadership, Purposeful Decision

Making, and Job-Embedded Staff Development (with Huffman, J.B., Hipp, K.A., Moller, G., Cowan, D., & Olivier, D. A paper presented at the AERA Annual Conference, April 24-28 in New Orleans, LA.

Cultural Characteristics of Supportive Conditions and Shared Personal Practice (with Olivier, D., & Cowan, D) A paper presented at the AERA Annual Conference, April 24-28 in New Orleans, LA.

Teacher Leadership: A Product of Supportive and Shared Leadership within Professional Learning Communities (with Moller, G., Huffman, J.B., Hipp, K.A., Cowan, D., & Olivier, D. A paper presented at the AERA Annual Conference, April 24-28 in New Orleans, LA.

Learning from Mistakes and Failures: Similarities and Differences Between Successful Female and Male Superintendents (with Schroth, G., & Funk, C. A Roundtable presentation at the AERA Annual Conference, April 24-28 in New Orleans, LA.

Professional Learning Communities: Cultural Characteristics. (with Olivier, D., & Cowan, D.) A paper presented at the Southwest Educational Research Association Conference, January 27-30 in Dallas, TX.

The Cutting Edge of Staff Development (with M. McMahan ) A concurrent session presented at National Staff Development Council's 32<sup>nd</sup> Annual Conference, Dec. 3-6 in Atlanta, GA.

Emerging Teacher Leadership in Communities of Continuous Inquiry and Improvement (with G. Moller) A concurrent session presented at National Staff Development Council's 32<sup>nd</sup> Annual Conference, Dec. 3-6 in Atlanta, GA.

1999 Failure Incidents in Career Success of Female Superintendents in Texas (with G. Schroth & C. Funk). A roundtable at the 1999 American Educational Research Association Conference in April in Montreal, Canada

Failure Experiences as an Important Source of Learning for Successful Superintendents (with G. Schroth & C. Funk) A paper presented at the 1999 American Educational Research Association Conference in April in Montreal, Canada

Paying Attention and Providing Support: Two Critical Elements of Successful Change. A break-out session at the 1999 Conference of the Texas Staff Development Council in April in Lubbock, TX.

Pedagogical Approaches to Training Future School Administrators (with G. Schroth & G. Gates) A break-out session at the 1999 Conference of the National Staff Development Council in December in Dallas, TX

1998 Increasing the Odds for Successful Implementation by Paying Attention and Providing Support at the 1998 Annual Conference of the Association for Supervision and Curriculum Development in March in San Antonio, TX

Other Avenues for Leadership in Education (with E. Bell, S. Jackson, B. McCormick, A. Smith, & G. Tucker). Academy Session at the 1998 Summer Conference of the Texas Council of Women School Executives, June, Austin, TX.

Failure Incidents in Career Success of Women (with G. Schroth & C. Funk) At the 12<sup>th</sup> Annual Women in Educational Leadership Conference in Oct. in Lincoln, NE.

Synchronicity of Learning Groups: Uncovering Meaningful Connections (with E. Allison, A. Belisle-Chatterjee, B. Kraft, and M. Witte) at the 1998 National Staff Development Council Conference in December in Washington, D.C.

1997 Join the Revolution in Staff Development (with C. Scott, K. Howard, S. Palmer) at the 1997 Commissioner's Midwinter Conference in January in Austin, TX.

- Concerns of Rural School Superintendents in Texas Regarding Inclusion as Method for Serving Special Needs Children (with G. Schroth & H.H. Hooper) at the 1997 Conference of the American Council on Rural Special Education in March in San Antonio, TX.
- It Really Isn't a Whole New Ballgame (with G. Boyter) at the 1997 Annual Conference of the Texas Staff Development Council in April in Arlington, TX.
- 1996 Understanding the Developmental Importance of Play (with J. Bowman) A break-out session at the 1995 Association for Supervision and Curriculum Development Conference in March in New Orleans, LA.
- Working with Women (with G. Schroth). A break-out session at the 1996 Summer Conference of the Texas Council of Women School Executives in July in Austin, TX.
- A Historical/Philosophical Model of Program Development in Education Administration: Retrospect and Prospect (with F. Lutz) A break-out session at the University Council of Educational Administration in October in Lexington, KY.
- 1995 Maximizing Student Learning (with Gwen Schroth) at the NCPEA Annual Conference in August in Williamsburg, VA.
- Old Lists --New Twists, Opening General Session at the 1995 Summer Conference of the Texas Council of Women School Executives in July in Austin, TX.
- 1994 Voiced-Values vs. Behaved Values (with Harry Fullwood) at the AASA Annual Conference in February in New Orleans, LA.
- 1993 Change, School Improvement and Staff Development: The Tri- Cycles of a Learning Environment- An Action Lab(with Vern Minor and Rita Cook) at the ASCD Annual Conference in March in Washington, DC.

Mirrors, Brick Wall and See-through Panels: Exploring Barriers to Leadership Opportunities for Women at the Annual Summer Conference of the Texas Council of Women School Executives in July in Austin, TX.

ASCD Member-Initiated Networks: Why Get Involved and How to Do It!! at the Annual Conference of the Texas ASCD in October in Austin, TX.

- 1992 Changing Roles, Relationships and Resource Allocation Through Educational Partnerships,(with Michel Holen, Rita Cook, Kathy Holen and Steve McKee), AASA's Annual Conference in February in San Diego, CA.

Onward to Excellence -- A Nuts and Bolts Process to Prepare for QPA (with Rita Cook and Marilyn Green), 8th Annual Kansas Staff Development Leadership Conference in April in Salina KS.

Onward to Excellence -- A School Improvement Process for QPA (with Rita Cook) at the 3rd Annual Effective Schools Conference in April in Wichita, KS.

- 1990 The Effective Elementary School Principal: Theoretical Bases, Research Findings and Practical Implications (with I. Emmett Burnett, Jr.). Mid-South Educational Research Association Conference in November in New Orleans, LA.

The Council for Public School Improvement: School/University Collaboration for Increased Effectiveness. NCPEA Annual Conference in August at California State University, Los Angeles.

Developing Skills for Staff Developers (Action Lab). ASCD Annual Conference in March in San Antonio, TX.

- 1989 School/University Partners: Innovations Training for Leadership. ASCD Annual Conference in March in Orlando, FL

- CPSI: Public School-University Collaboration for School Improvement (with David Byrne and Hal Rowe). AASA Convention in February in Orlando, FL
- 1988 Proactive Classroom Management--Or--Is Anybody Out There Listening? MidAmerica Clinic of the Association of Teacher Educators in Manhattan, KS.
- 1987 Strategies for Instructional Leadership. Annual Convention of the American Association of School Administrators in February in New Orleans, LA.
- Achievement Up, Cost Down: A Possible Picture of School Productivity (with Paul Swinford and David W. Pankake). American Education Finance Association in April in Washington, DC.
- Co-Mentoring in a School District Supported Internship Program. NCPEA in August at Chadron State, Chadron, NE.
- School Improvement that Worked B.R. (Before Reform)( with Kip Sullivan).
- Texas ASCD Conference in November in Fort Worth, TX.
- The principal as produc"TION" manager (with Max Bailey). NCPEA, Flagstaff, AZ.
- Reallocation of existing resources as a means of improving schools (with Max Bailey). American Education Finance Association in April in Chicago, IL.
- A survey to determine the elements of an instructional management course (with Connie Green, Gene Rooze and Max Martin). Texas ATE Conference in April in Dallas, TX.
- Translating research into practice (with D. Schiller and June Hogue). ASCD Annual Conference in March in San Francisco, CA.
- 1985 A Trip Toward Excellence at NCPEA. Mississippi State University.

Managing Declining Resources in Local School Districts. American Education Finance Association in April in Phoenix, AZ.

Managing Decline: What Some Superintendents Have Done at the Southwest Educational Research Association Conference in February in Austin, TX.

1984 Program change to develop more effective elementary education. Fifth Annual Conference for Administrators of Community School, November, Texas Tech University, Lubbock, TX.

Managing decline: Practices recommended and used by selected public school superintendents in Illinois at NCEA in August at the University of Maine-Orono presentation session for the Morphet Outstanding Dissertation Award Recipients.

1983 Providing excellent education for children. Pre-Professional Day Workshop for the School of Education, January, Loyola University of Chicago, Chicago, IL

1981 Operating a well disciplined school (with Wm. Jenkins). North Central Association Conference in March in Chicago, IL.

1979 Improving a school district's instructional performance (with David Pankake, Darrell Helm, Patsy Mahony) Henry M. Brickell and Regina Paul, conveners, at the National Academy of School Executives in Williamsburg, VA .

Memberships in Professional Organizations:

American Educational Research Association

Association for Supervision and Curriculum Development

National Staff Development Council

National Council of Professors of Educational Administration

Phi Delta Kappa

Pi Lambda Theta

Texas Association of School Administrators

Texas Association for Supervision and Curriculum Development

Texas Council of Women School Executives

Texas Professors of Educational Administration

Texas Staff Development Council

Offices and Activities in Professional Organizations:

**Association for Supervision and Curriculum Development (ASCD):** ASCD: Staff Development Network Facilitator 1985-1989; Session Presenter; Action Lab Facilitator; Session Presider; Member ASCD Networks Advisory Committee; Chair, ASCD Networks Advisory Committee, 1993 & 1994; Member ASCD National Polling Panel; Convener and Program Planner for the ASCD Affiliate Executive Secretaries' Workshop, 1991; Members of Board of Directors Credentialing Committee, 1989, 1990, & 1991; and, Judge, ASCD Committee for Outstanding Dissertation Awards; NCATE Folio Reviewer, 1997 to present.

**ASCD Affiliates: Kansas -- KASCD:** Affiliate Executive Secretary 1987 to 1992: Editor, KASCD Newsletter; Planning and Implementing Annual Fall Conference, Annual Membership Luncheon, all Executive Board Meetings and Affiliate Activities at ASCD Annual Conference; and, Serving as an Ex-Officio Member of All KASCD Standing Committees, Editorial Board for the KASCD Record.

**Texas -- TASCDC:** Consulting Editor for the 1993 TASCDC Yearbook, Member of the Texas Professors of Educational Administration-Texas ASCD Cooperative Committee, 1994 & 1995; Conference presenter, 1994; Program Committee for the 1996 TASCDC Fall Conference; elected to the Executive Board in 2000 for a three-year term.

**National Staff Development Council(NSDC):** Member; Program Proposal Reviewer, Presenter, Member of the Host Committee for the 1999 NSDC Conference in Dallas, TX; graduate, of NSDC's Staff Development Academy; Selection Committee for the 2000 NSDC Outstanding Affiliate Newsletter Award; Manuscript Reviewer for the Journal of Staff Development; Conference attendee and presenter; Co-editor, new on-line journal.

**Texas Staff Development Council:** Member of the TSDC Executive Board, since 1996 re-elected in 2003 for another 3 year term; Conference attendee; Member, Conference Planning Committee for 1997 in Arlington, TX; Co-Editor, TSDC Newsletter 1997-1999; External Planning Committee for the Commissioner's MidWinter Conference; Conference presenter; Co-Chair of the Fall 2003 TSDC Conference in Dallas, Tx.

**National Council of Professors of Educational Administration (NCPEA):** Interest Group and General Session Convener; Presenter; Member, Nominations Committee, Publications Committee Member; Assistant Editor and Editor of the NCPEA Reporter; Member of the NCPEA Executive Board, 1986-1989; Member of the Editorial Review Committee for the NCPEA Yearbook 1994 and 1995.

**Texas Professors of Educational Administration:** Member of the Preparation Outcomes Task Force; Chair of the Outcomes Assessment Committee; Member TPEA/TASCD Cooperative Projects Committee.

**American Educational Research Association (AERA):** Member since 1982, Proposal Reviewer various years including for 2003 for Divisions G, K and A, RWE SIG; Presenter; Discussant; Session Chair.

**American Association of School Administrators (AASA):** Member; Reviewer Sallie Mae First Year Teacher Awards; Blue ribbon Task Force on Conference Evaluation;

**Texas Association of School Administrators:** Presenter, 1995 First-Time Superintendent's Academy; Member, Higher Education Task Force 2002-2003; contributor to TASA Insights; materials used in the Technology Leaders Training Seminar

**Texas Council of Women School Executives (TCWSE):** Conference presenter; Keynote Speaker, 1995 Summer Conference, College/University Liaison to the TCWSE Executive Board 1994, 1995; Chair of the TCWSE Scholarship Committee; President of the North East Texas Council of Women School Executives Chapter; 2000-2001 President of TCWSE; 2000 Summer Conference Coordinator.

**Honors and Awards:**

- TAMU-C's Nominee for state competition for the Minnie Stevens Piper Outstanding Professor Award, 2001-2002
- Nominated for the 2001-2002 H.M. Lafferty Distinguished Faculty Award for Scholarship and Creative Activity.
- Recipient, Texas Staff Development Council's 2000 Outstanding Publication Award for Implementation: Making Things Happen
- Co-recipient, Outstanding Affiliate Newsletter Award from the National Staff Development Council, 1999
- TAMU-C's Nominee for state competition for the Minnie Stevens Piper Outstanding Professor Award, 1999
- Recipient, Margaret Montgomery Leadership Award from TCWSE, 1999
- Recipient, TSDC Award for Outstanding Contribution to Staff Development in Texas, 1998
- President, 1994-95 of the National School Development Council.
- President, ETSU Chapter of Phi Delta Kappa, 1993-94
- Member, Golden Key Honor Society, Kansas State University, (Inducted, 1990).
- Recipient, Outstanding Service Award, United School Administrators of Kansas (1989).
- Recipient of A Faculty Development Leave Grant, Texas Tech University, (1985).
- Named, Teacher of the Month, College of Education, Texas Tech University ( 1985).
- Recipient, Edgar L. Morphet Outstanding Dissertation Award, National Council for Professor of Educational Administration (1984).
- Member, Alpha Sigma Nu, Jesuit Honor Society (since1983).
- Recipient, Life Membership in the Illinois Parent Teacher Association (1982).

### **Research and Grants:**

\*Responses of Three Consumer Groups Regarding the Training of Undergraduate Students in Instructional Management Competencies, in cooperation with C. Green and M. Martin, Texas Tech University, Lubbock, TX, 1984.

\*Antecedents of Effective School Districts with A. Ray Helsel, Southern Illinois University-Edwardsville, Edwardsville, IL. (not funded)

\*School District Expenditures and Student Achievement, Kansas State, Manhattan, KS.

\*ASCD Membership Initiated Staff Development Network with June Hogue, annual grants from ASCD ranging from \$575 to \$1,000 from 1985 through 1988.

\*Development of an Instrument to Assess Training Needs for Implementing Full Inclusion in the Public Schools -- with Dr. Harry Fullwood, ETSU, organized research grant through the ETSU Office of Research and Graduate Studies for \$4,800.00 (1993-94).

\* TAMU-C Faculty Travel Grant to support travel to Montreal for presentation at the American Educational Research Association - (\$350.00)

\*Vital Experience in the Lives of Successful Secondary School Administrators, Mini-research grant from TAMU-C, Graduate School (\$500.00)

\*TAMU-C Faculty Development Grant to support transcription of interview tapes for research project on creating professional learning communities. (\$250.00)

\*TAMU-C Faculty Travel Grant to support travel to Seattle, WA for presentations at the American Educational Research Association Conference. (\$300.00)

\*AERA/OERI Research Grants Program (submitted, 2003). Professional learning communities: Study by Research Team Members (RTMs). \$25,000.

### University and Field Service:

### (University/College/Department Committees)

#### Texas Tech University:

\*Member of the following College of Education and University Committees: Student Evaluation; Educational Research Methods and Statistics; University Discipline Appeals Committee; Committee for Development of an Instructional Management Course in Elementary Education

#### Southern Illinois University-Edwardsville:

\*Member of the following School of Education and University Committees: SOE Doctoral Policies; SOE Ed.D. Admissions; SOE Academic Affairs Committee; and, Alternate, Faculty Senate.

Kansas State University:

- \*Department Rep to Student Honors Program
- \*Member, Search Committee for the Dean of Education
- \*Member and Secretary for the COE Faculty Affairs Committee
- \*Member, COE Student Affairs Committee
- \*Member, COE NCATE Coordinating Committee
- \*Co-Chair, NCATE Institutional Report on Standards for Governance and Resources.

Texas A & M University-Commerce (formerly East Texas State University):

- \*Member, University Library Committee (2001-03)
- \*Member, Educational Sub-Committee, SACS Evaluation (2002-2003)
- \*Member, External Program Evaluation Handbook, Graduate School (2002-2003)
- \*Chair, Development component of the COE, P.R.I.D.E Project. (2001 to present)
- \*Chair, Departmental Human Subject Protection Committee (2000 to present)
- \*Chair, Jerry & Marilyn Morris Outstanding Master's & Doctoral Student Awards (2000)
- \*Chair, Graduate Council Committee on Administration (1999-2000)
- \*Chair of the Search Committee for Dean College of Education (1999)
- \*Member, University's Graduate Council (1998-2001)
- \*Departmental Doctoral Admissions Committee (continuing)
- \*Member of the University Athletic Council (1992 to present)
- \*Member, Search Committee for the College of Education Dean and for the Dean of the College of Business and Technology (1998)
- \*ETSU Total Quality Steering Committee
- \*Member, University Advisory Committee (1994 to present)
- \*Member, Search Committee for Dean College of Education (1994), Chair of Search

- \*Chair Search Committee for the Director of Educational Field Experiences. (1994)
- \*Member, Search Committee for the Director of the Northeast Texas Partnership Consortium (1993)
- \*TQI Work Team on Hiring Adjunct Faculty
- \*COE New Faculty Orientation Committee (1992-93)

#### Membership on Evaluation Teams

- \*Curriculum Chair, North Central Association Evaluation, Redbud Community Schools, Redbud, IL.
- \*Educational Program Chair, North Central Association, Madison H. S., Madison, IL.
- \*Member, Illinois Region II Special Education Coop Self-Study Committee, Edwardsville.
- \*Chair, Evaluation Team for U.S. Office of Education, Secretary's Discretionary Funds Project, "A Planning Grant to Develop Teacher Incentive Structures", Muleshoe, TX.
- \*Member, Program Review Team for Educational Administration Department, University of Nebraska-Lincoln.
- \*Personnel Study for Restructuring of the Turner Community Schools, Kansas City, KS.
- \*Evaluation Consultant for the Ph.D. Program in Educational Administration at Indiana State University, Terre Haute, IN.
- \*Member SACs Evaluation Team, Bryan Adams High School, Dallas, TX;
- \*Member, SACs Evaluation Team, STAR Academy, Granbury, TX
- \*Member SACs Evaluation Team, Carrollton Christian Academy, Carrollton, TX
- \*Chair, SACs Evaluation Team, Hillcrest High School, Dallas, TX
- \*Member, TSII Team, Renaissance Charter School, Dallas, TX
- \*Evaluator, Staff Development Programs, Grapevine-Colleyville ISD,

#### Gratis Consultancies/Presentations

- \*Speaker, National Honor Society Induction Ceremony, Smyer, TX.
- \*Moderator/Panelist, Workshop on Budgets and Budgeting, Texas Tech University, All University Conference on Advancement of Women.
- \*Panel Member, Supervision of Student Teaching, course presentation, Texas Tech University.

- \*Panel Member, Mentoring, AWARE Conference: Women and Effective Leadership, Texas Tech
- \*Speaker, Illinois Region V Assistant Principal's Workshop, Edwardsville, IL.
- \*Speaker, Introduction to Educational Administration Class, St. Louis University.
- \*Speaker, Curriculum and Instruction Seminar, Southern Illinois University-Edwardsville.
- \*Speaker, Supporting Women in the Workplace, Granite City Business and Professional Women's Meeting, Granite City, IL.
- \*Speaker, Teacher Workshop, Madison, IL.
- \*Speaker, Women in Administration Seminar, Southern Illinois University-Edwardsville.
- \*Speaker, Organizational Change, Life Survival Skill Project, Kansas State.
- \*Speaker, Principal's Perceptions of Special Education, Psychology of the Exceptional Child Class, Kansas State.
- \*Speaker, Organizational Change, Advanced Business Management Seminar, Kansas State.
- \*Panelist, What's happening in USD 383?, KBLE, Cable Channel 27, Manhattan, KS.
- \*Panel Member, Involvement in Professional Organizations, KSU College of Education Symposium
- \*Speaker, My Wishes for You, Golden Key Sophomore Reception, Kansas State
- \*Speaker, Using and Doing Research and Evaluations on Programs, Educational Psychology Class.
- \*Moderator/Panel Member, Women in Education, KSU Women in the Workforce 2000 Symposium
- \*Speaker, Curriculum Design and Development, Curriculum Design Class, Wayland Baptist College, Plainview, TX.
- \*Speaker, Building Social Capital in Rural Communities, Life Survival Skills Project, KSU
- \*Speaker, Using Your Senses, Golden Key Sophomore Reception, Kansas State.
- \*Presider, Rural and Small Schools Conference, 1987, 1988, 1989, 1990, Kansas State.
- \*Speaker, What the Education of Others Means to You, Manhattan National Honor Society, Manhattan, KS.
- \*Speaker, The Power of Non-Verbal Communications, School-Community Relations Class, Xavier University of Louisiana, New Orleans.
- \*Panelist/Speaker, Getting Ahead in Professional Organizations, Battling Goliath: Women in Academia, A Faculty Women's Caucus Professional Development Seminar, KSU.
- \*Speaker, Teaching, Something to be Proud Of, Ed Psych. Class, Kansas State.

- \*Speaker, The Five Environments of Proactive Classroom Management, ETSU Teacher Interns
- \*Keynote Speaker, Women in Leadership, Roles for the 90s' at the Metroplex Council of Women School Executives, Grapevine, TX.
- \*Speaker, Quinlan Classroom Teacher Association - Change and You - Quinlan, TX
- \*Keynote Address, "Old Lists-New Twists" at the 1995 Conference of the Texas Council of Women School Executives, Austin, TX.
- \*Presenter, Communications Skills Workshop, Human Resources/Equal Opportunity Department, TAMU-C
- \*Presenter, Great Professional Development: What is it and How do we do it? Summer Conference of the East Texas School Study Council in July at Pottsboro, TX.
- \*Luncheon speaker, West Texas Association for Supervision and Curriculum Development, Lubbock, TX
- \*Speaker, Central Texas Council of Women School Executives in Copperas Cove, TX
- \*Speaker, Junior/Senior Banquet for Boles High School, Greenville, TX
- \*Commencement Speaker at Caddo Mills High School, Caddo Mills, TX.
- \*Keynote speaker, South Plains Council of Women School Executives, Lubbock TX

#### Paid Consultancies/Presentations

- \*Curriculum Development Consultant, Redbud, IL.
- \*Presenter, Teacher Inservice, Improving Student Attitudes, Belleville Elementary District, Belleville, IL.
- \*Assessor, South Carolina State Department of Education, NASSP
- \*Administrative Assessment Center, Columbia, SC.
- \*Presenter, Instructional Improvement: District and Building Perspectives, Madison County Curriculum Council, Edwardsville, IL.
- \*Inservice speaker, Improving Student Effectiveness on Standardized Tests, Madison Community Schools, Madison, IL.
- \*Inservice speaker, Standard Practices for Standardized Testing, Southwestern School District, Piasa, IL.
- \*Presenter, Helping Your Boss to Change, Math Curric. Improvement Project, Chicago, IL.
- \*Presenter, Proactive Classroom Management, Beginning Teacher Seminar, North Central Kansas Education Service Center, Concordia, KS.

- \*Workshop presenter, Current Issues in Education, Marysville Public Schools Staff but held at Kansas State.
- \*Keynote speaker, Change in Public Schools, Lyndon Community Schools, Lyndon, KS.
- \*Speaker, So Much to Celebrate, Marysville Education Association, Marysville, KS.
- \*Workshop, The Effective School Principal/Turning Risk to Opportunity for Students, East Texas School Study Council, Kingston, OK.
- \*Presenter, Proactive Classroom Management, Beginning Teacher Seminar, North Central Kansas Educational Service Center, Clay Center, KS.
- \*Inservice: Classroom Management, Southwest Plains Regional Service Ctr, Sublette, KS.
- \*Speaker, The Essence of 4-H--Past, Present, Future, Working Together to Project Kansas 4-H Programs Into the 21st Century, Cooperative Extension Service, McPherson, KS.
- \*Effective Schools/School Improvement Consultant, Durant Public Schools, Durant, OK.
- \*Onward to Excellence School Improvement Process (NWREL) Co-Trainer, Working with 14 schools in Kansas through the Smoky Hill Education Service Center, Salina, KS.
- \*Expert Witness for the Office of the Attorney General, State of North Dakota, Bismark Public Schools Ditricr No. 1, et al. v. State of North Dakota, et al; Civil No 41554.
- \*Consultant to Site-Based School Improvement Teams in Ponca City, OK.
- \*Inservice: Initiating Onward to Excellence Process in the High School, Lincoln, KS.
- \*Change Management Workshop to Middle Management Staff at Wing Industries, Greenville, TX
- \*Total Quality and the Customer Focus, Leadership Academy Presenter at the Smoky Hill Central Kansas Educational Service Center, Salina, KS.
- \*Staff Development Presentation for Queen City Elementary School, Queen City, TX
- \*Speaker, Staff Development Day, "World Class Education: TISD and Texas Steps", Terrell ISD, Terrell, TX
- \*Team Training for Turner USD #202 in Kansas City, KS.
- \*Invited session speaker, 1997 ATPE Summer Leadership Conference, Austin, TX
- \*Team Training for Bartlesville ISD, Bartlesville, OK
- \*Workshop on Change, Rockwall ISD, Rockwall, TX
- \*Keynote and Break-out Session at the Kansas State Department of Education Quality Performance Regional Workshop, Ft. Hays, KS

- \*Workshop on Implementation for the Wyoming Staff Development Academy, Casper, WY. (Spring, 2000 and Fall 2000)
- \*Presentation on Monitoring Staff Development to Staff Development Advisory Council, Carroll, TX
- \*Presentation on Monitoring and Support at the 2000 ATPE Conference, Austin, TX
- \*Presenter, Smaller Learning Communities Grant Kick-Off, New Orleans, LA
- \*Evaluator, Smaller Learning Communities Grant (New Orleans, LA)
- \*Implementation Workshop, Region 11, Ft, Worth
- \*Profiles in Leadership, Region X, Superintendents' Academy, Richardson, TX
- \*Assistant Principals' Academy, Galena Park ISD
- \*Leadership Development Academy – Leading Change without Losing Sleep (5 sessions) Hutchinson, KS
- \*Wyoming Leadership Development Academy, Landers, WY.
- \* Change Workshop, Region X ESC, Richardson, TX