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Mission: To use the knowledge I have gained, and the relationships I have established, to transform education by empowering teachers and teacher leaders to impact student, school, and professional growth while meeting business goals and engaging expert educators in decisions that impact their work.

PROFESSIONAL EXPERIENCE

Research and Assessment Design Science

Chief Executive Officer/Co-Founder

Establishing company to provide research and assessment services related to social and emotional learning of students, educators, and workforce professionals.

Tall Poppy

April 2018 – Present

Chief Executive Officer/Founder

Established new company for the purpose of designing and delivering professional learning in leadership to educators.

National Council for the Advancement of Educator Ethics

June 2016 – Present

Co-Chair the NCAEE, a volunteer council that promotes and expands the presence of the Model Code of Ethics for Educators, of which I co-facilitated development.

National Association of State Directors of Education and Certification

October 2016 – Present

Serve on the Board of Directors of this non-profit organization that represents the State Directors of Certification and Licensure from across the United States.

National Network of State Teachers of the Year

*September 2012-March
2018*

President and Chief Executive Officer

Built branding, established a presence in the education policy community, and launched Web and social media outlets for a new organization established to strengthen teaching and learning by promoting voices and talents of State Teachers of the Year, professionalizing teaching through establishment of career continuums, and empowering other teachers. Enacted a newly established research agenda, placed members in positions of influence, and attracted funding for this newly revitalized organization. Took organization from a \$250,000 entity to a \$2,000,000 entity in four years, bringing in over \$6,000,000 in five years. Created opportunities for members and other educators to serve as policy consultants, product developers, teacher-researchers, facilitators, and developers to inform the work of companies and agencies.

The Center for Educator Effectiveness at Pearson

May 2012 –

Director of Policy and Partnerships

September 2012

Co-founded a new research center inside the Pearson Research and Innovation Network.

Worked to build the Center's research agenda, form partnerships to enact that agenda, educate staff about policy, and promote the Center internally and externally. Engaged educators in research and product development and coined the term teacher-researcher.

Educational Testing Service, Princeton, NJ

2000-May 2012

Director, Educator Relations Group

2007-May, 2012

Selected by Senior Vice President to found and lead a new group, focused on increasing ETS's credibility with educators and establishing ETS in the teacher effectiveness business space by conducting targeted outreach with national organizations, furthering our mission through partnerships to support teaching and learning, solidifying relationships with established clients, and winning new and delivering performance assessments in fields other than initial licensure. Won and managed eleven million dollars of business in a new market space, building the first e-portfolio platform for delivery and scoring of high-stakes, large-scale performance assessments of educators. Created hundreds of opportunities for educators to engage with ETS in product vetting and development, mission-related activities, and influencing corporate direction.

Director, Client Relations

2005-2007

Selected by Senior Vice President to revitalize the initial licensure program by developing targeted support materials, establishing outreach campaigns to regain client satisfaction, providing excellent customer service, and establishing new processes to streamline ETS internal/external relationships and provide the voice of the client to ETS staff. Managed a group of states worth over ten million dollars annually and worked with marketing to rebrand the program.

Senior Product Manager

2004-2005

Elevated to position of building partnerships with state and national organizations to spotlight ETS capabilities in teacher assessments and build programs to benefit teaching and learning.

Developer/Facilitator

2000-2003

Charged with developing two assessments for the National Board for Professional Teaching Standards – Library Media and Literacy. Recruited, trained, and facilitated local, regional, and national development teams, developed field test and pilot plans, and oversaw assessment launches. Served as co-Scoring Director for all NBPTS online assessments, developing and conducting training and monitoring scoring.

Teaching Career

1976-2000

New Jersey State Teacher of the Year

2000

Selected from over 110,000 public school teachers to represent the State of New Jersey as its State Teacher of the Year. Elevated and professionalized the position, obtaining corporate funding to establish a hallmark program.

Library Media Specialist, Ocean City Intermediate School, NJ

1976-2000

Established the district's first Library Media Center and program including developing and automating collection and consistently increasing circulation and program; established whole-school reading and behavior incentive programs. Won two State of NJ Best Practices awards for whole-school thematic programming and four NJ PRIDE awards for multi-cultural programming. Served as VP and Grievance Chair of local association, and negotiating team member in charge of health benefits. Coordinated public relations campaigns highlighting teacher and student voices in press, radio, and television media.

STANDARDS DEVELOPMENT WORK

- Co-facilitated the development of the Model Code of Educator Ethics: http://www.nasdtdec.net/?page=MCEE_Doc. Built a national team of educators to utilize the Evidence Centered Design (ECD) process to facilitate the development of the Code which is now being adopted by states and districts to drive educator ethics awareness.
- Facilitated the development of the Teacher Leadership Initiative (TLI) [Competencies](#) for the National Education Association, National Board for Professional Teaching Standards, and Center for Teaching Quality with a national team of educators;
- Facilitated the development of the TLI Capstone [Portfolio](#) for the National Education Association, National Board for Professional Teaching Standards, and Center for Teaching with a national team of educators ;
- Established and facilitated the development of the Teacher Leader Model Standards (www.teacherleaderstandards.org) and their Web home by building a consortium of thirty-five individuals representing practitioners, national organizations, teacher preparation programs, and State Education Agencies for this purpose. The TLMS are being used in over 20 nations, hundreds of districts and educator preparation programs, and by State Education Agencies in the U.S.
- Served on the InTASC Core Standards Revision Committee, the InTASC Policy Committee, and the InTASC Rubric Development Committee
[http://www.ccsso.org/resources/programs/interstate_teacher_assessment_consortium_\(intasc\).html](http://www.ccsso.org/resources/programs/interstate_teacher_assessment_consortium_(intasc).html)
- Served on the *NJ Teacher Standards and Recertification Committee* to improve and amend current teaching certification standards

ASSESSMENT DEVELOPMENT EXPERIENCE

Won the opportunities listed below and led the development and implementation, where applicable, of these performance assessments; used Evidence Centered Design methodology in all assessment development activities.

- Kansas KEEP teacher, principal, superintendent evaluation rubrics
<http://www.ksde.org/LinkClick.aspx?fileticket=lv0MCo89zho%3D&tabid=4400&mid=11646>
- Kansas Performance Teaching Portfolio <http://www.ksde.org/Default.aspx?tabid=3769>
- California Teaching Performance Assessment <http://www.ctc.ca.gov/educator-prep/TPA-California.html>
- Hawaii Principals' Performance Contract (not operationalized)
- Kansas Teacher Leadership Assessment (in second pilot)
- Washington ProTeach Portfolio www.waproteach.org

Developed the following assessments as part of ETS or client programs:

- National Board for Professional Teaching Standards Early and Middle Childhood Literacy www.nbpts.org
- National Board for Professional Teaching Standards Young Adult through Early Childhood Library Media www.nbpts.org
- Take One! for National Board for Professional Teaching Standards
- Praxis Library Media Assessment
- Praxis Instructional Facilitator (teacher leader) Assessment

EDUCATION

Rowan University: Glassboro, New Jersey

1985-1989

M.A. Elementary Education; Thesis: A Study to Determine the Effects of Reading Aloud to Preschoolers on Reading Achievement in the Middle Grades

Rowan University: Glassboro, New Jersey 1985-1987
Post-Graduate Certificate in Computers in Education

Millersville University: Millersville, Pennsylvania 1972-1976
B.S. Educational Media/Library Science

KEY PUBLICATIONS

- Case studies From the High Quality Assessment Project:
<http://www.nnstoy.org/publications/case-studies-high-quality-assessment-project/>
- NNSTOY Social Justice Booklist: <http://www.nnstoy.org/publications/outstanding-teachers-recommend-books-teach-social-justice/>
- Teacher Evaluation and Support Systems: <http://www.nnstoy.org/publications/teacher-evaluation-support-systems/>
- Social and Emotional Development and Accountability: the Perspective of Teachers:
<http://www.nnstoy.org/publications/social-emotional-development-accountability/>
- Strengthening the Assessment Trajectory: Engaging Educators in the Policy Process:
http://education-first.com/wp-content/uploads/2017/09/AssessmentTrajectoryBrief.pdf?mc_cid=2501b7173b&mc_eid=b5eeabf816
- Investing in What it Takes to Move From Good to Great:
<http://www.nnstoy.org/publications/research-professional-learning/>
- Beginning a Higher Trajectory: <http://www.nnstoy.org/publications/beginning-higher-trajectory-grade-11-study/>
- Still on the Right Trajectory: <http://www.nnstoy.org/publications/still-right-trajectory/>
- Great to Influential: <http://www.nnstoy.org/publications/great-to-influential/>
- Teacher Career Advancement Initiatives: <http://www.nnstoy.org/publications/teacher-career-advancement-initiatives-lessons-learned-from-eight-case-studies/>
- The Right Trajectory: <http://www.nnstoy.org/publications/the-right-trajectory/>
- Engaged: Educators and the Policy Process: <http://www.nnstoy.org/white-paper-engaged-educators-and-the-policy-process/>
- Re-Imagining Teaching: Five Structures to Transform the Profession:
<http://www.nnstoy.org/white-paper-re-imagining-teaching-five-structures-to-transform-the-profession/>
- Creating Sustainable Teacher Career Trajectories: a 21st Century Imperative:
<http://www.nnstoy.org/research-study-creating-sustainable-teacher-career-trajectories-a-21st-century-imperative/>
- The Teacher Leadership Competencies:
<http://www.teachingquality.org/sites/default/files/Teacher%2520Leadership%2520Competencies%2520-%2520FINAL.pdf>
- From Good to Great: Exemplary Teachers Share Perspectives on Increasing Teacher Effectiveness Across the Career Continuum: <http://www.nnstoy.org/from-good-to-great-exemplary-teachers-share-perspectives-on-increasing-teacher-effectiveness-across-the-career-continuum/>
- Teaching in a Digital Age: How Educators Use Technology to Improve Student Learning:
<https://www.tandfonline.com/doi/abs/10.1080/15391523.2016.1175856>
- Teacher Leader Model Standards www.teacherleaderstandards.org
- *Teacher Leadership: An Assessment Framework for an Emerging*

Area of Professional Practice (ETS research report)

http://www.ets.org/research/policy_research_reports/rr-10-27

- *Toward Increasing Teacher Diversity: Targeting Support and Intervention for Teacher Licensure Candidates* http://www.ets.org/research/policy_research_reports/ets-nea-2011-01
- *Narrowing the Teacher Quality Gap: Strategies for Preparing and Supporting Teachers in At-Risk Schools*; National Comprehensive Center for Teacher Quality, October 2006.
<http://www.tqsource.org/publications/October2006Update.pdf>
- *Using Performance-Based Assessment to Identify and Support High Quality Teachers*: National Comprehensive Center for Teacher Quality, 2008.
<http://www.tqsource.org/publications/keyIssue-June2008.pdf>

SAMPLE PARTNERSHIPS FORMED

- Teacher Leadership Exploratory Consortium, a 35 member group established to develop and launch the Teacher Leader Model Standards
- National Education Association: formed partnership around supporting candidates of color in preparing for teacher licensure examinations. Results: development of preparation materials, Webinars authored and staff trained to present, research paper published.
- Council of Chief State School Officers: strengthened relationship with CCSO by partnering to host the National Teacher Forum annually, bringing the outgoing State Teachers of the Year to ETS for four days of reflection and next steps planning. Results: reestablished relationship between organizations and provided rich learning experience for teacher leaders that continues annually.
- Learning Forward: planned and co-hosted with Learning Forward and the College Board the first Professional Learning conference for Chief Learning Officers partnered with P12 administrators and teachers. Result: networking that resulted in strengthened business/education partnerships.
- Established a nine organization partnership to develop three research studies on teacher leadership, the Good to Great series.

PROJECT EXAMPLES

- Established public relations campaign for Ocean City School District, promoting teacher and student voices, building relationships with business community, and gaining support for public schools
- Incepted, funded, and implemented New Jersey Teacher Academy, forming partnerships with NJEA and NJ DOE, winning funding from Geraldine R. Dodge Foundation to train teacher leaders and their principals in establishing teacher leader positions in schools
- Established and funded the Educational Forum of NJ, an organization that brings together NJ's most awarded teachers and their guests – inspiring or aspiring teachers, administrators, and supporters – to exchange ideas, network, influence policy, and promote teacher voice
- Recruited for ETS and NBPTS scorers, providing training and roles for teacher leaders
- Engaged teachers and teacher leaders in every phase of every assessment, service, presentation given during tenure at ETS; in this way, provided hundreds of teachers and teacher leaders with learning and leading opportunities
- Incepted, funded, and facilitated the development of the Teacher Leader Model Standards, including their Web home, engaging 35 partners in forming the Teacher Leader Exploratory Consortium www.teacherleaderstandards.org

- Led the development of the nation's first two assessments to identify teacher leaders, the Praxis Instructional Facilitator Assessment, <http://www.ets.org/sls/prepare/materials/1031>, and the TLEAD assessment, first for Kansas, now moving to other states (in pilot)
- Produced research on teacher leadership with partners, as cited under publications
- Won funding, with partners, to strategically plan for, then launch, a revitalized National Network of State Teachers of the Year
- Developed the TeachersLeading courseware for NNSTOY: <http://www.nnstoy.org/teachers-leading-professional-learning-modules/>
- Courageous Conversations About Race video series: <http://www.nnstoy.org/equity-education-courageous-conversations-race/>
- Common Core State Standards video series: <http://www.nnstoy.org/common-core-videos/>
- Fellowship for Social and Emotional Learning: <http://www.nnstoy.org/fellowship-social-emotional-learning-sel/>
- Fellowship for Black Male Educators: <http://www.nnstoy.org/nnstoy-outstanding-black-male-educators-fellowship/>
- Fellowship for Pre-Service Educators: <http://www.nnstoy.org/nnstoy-teacher-candidate-fellowship/>

VOLUNTEER AND AD HOC POSITIONS

- Helped found National State Teacher of the Year organization's revitalization effort, winning financial support from the Gates Foundation
- Chair, National Comprehensive Center for Teacher Quality Higher Education Council
- NSTOY Planning Committee and NSTOY Steering Committee
- Developed rubrics for New Jersey State Teacher of the Year selection process
- Co-facilitated the development of the Model Code of Ethics for Educators
- Serve on the Board of Directors for the National Association of State Directors of Teacher Education and Certification
- Co-Chair, National Council for the Advancement of Educator Ethics