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### Building an Ecosystem of Support: An Evaluation of North Dakota's Community School Programs

Mckenzie Haines

*Regional Educational Laboratory Central*, [mckenzie.haines@marzanoresearch.com](mailto:mckenzie.haines@marzanoresearch.com)

Shelby Hubach

*Regional Educational Laboratory Central*, [shelby.hubach@marzanoresearch.com](mailto:shelby.hubach@marzanoresearch.com)

Jeanette Joyce

*Regional Educational Laboratory Central*, [jeanette.joyce@marzanoresearch.com](mailto:jeanette.joyce@marzanoresearch.com)

Betty Li Simpson

*Communities in Schools*, [bettylisimpson@gmail.com](mailto:bettylisimpson@gmail.com)

Lucy K. Fredericks

*North Dakota Department of Public Instruction*, [lcfredericks@nd.gov](mailto:lcfredericks@nd.gov)

*See next page for additional authors*

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## Presenters

Mckenzie Haines, Shelby Hubach, Jeanette Joyce, Betty Li Simpson, Lucy K. Fredericks, Lyndsi Engstrom, and Nathan C. Anderson

## **NATHAN C. ANDERSON, PH.D.**

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1512 10<sup>th</sup> Street Southwest, Minot, ND 58701  
n.charles.anderson@gmail.com 701-721-9272

### **EDUCATION**

Doctor of Philosophy, Education: Institutional Analysis option. (2013). North Dakota State University.  
Master of Science, Management: Organizational Studies concentration. (2004). Minot State University.  
Bachelor of Arts, Psychology: Finance minor. (2003). Minot State University.

### **PROFESSIONAL EXPERIENCE**

#### **Anderson Inquiry, LLC, Minot ND**

##### **1/16-Present, Owner**

- Facilitate research, evaluation, and assessment processes for educational initiatives
- Provide professional development to k-12 educators relevant to effective data utilization
- Present at local, state, and national conferences
- Contracted with the North Dakota Information Technology Department (ITD) to develop online data utilization modules for pre-service and in-service teachers and facilitate efforts relevant to North Dakota University System retention research through a U.S. Department of Education grant
  - Developed annual outcome maps with strategies and activities to achieve outcomes relevant to the Instructional Support Priority of the ND Data Utilization Project
  - Developed project planning website with Gantt chart and spreadsheet to track progress toward task completion
  - Collaborate with key stakeholders across North Dakota to inform development of online curriculum, including professionals representing the Information Technology Department, Regional Education Associations, ND University System, Educational Technology Council, EduTech, ND Statewide Longitudinal Data System, ND Center for Distance Education, etc.
  - Wrote narrative scripts for 15-hour online curriculum
  - Wrote assessments for 15-hour online curriculum
  - Narrated and recorded 1,000+ audio files for online curriculum
  - Developed plan to evaluate the extent to which the online curriculum reached the intended audience, was implemented as planned, and achieved desired outcomes
  - Wrote and adapted surveys to support evaluation of online curriculum
  - Negotiated contracts with subcontractors
- Contracted with ND ITD to facilitate development and implementation of a research agenda enabling the Statewide Longitudinal Data System to support North Dakota University System student retention and achievement efforts
- Contracted with FHI 360 to access and analyze data in response to statewide and Regional Education Association North Dakota Succeed 2020 data requests
- Contracted with Mid-Dakota Education Cooperative (MDEC) to develop and conduct a presentation for MDEC's *Wellness Warriors* workshop
- Contracted with Missouri River Education Cooperative to provide school improvement professional development services to member districts
- Contracted with North Dakota State University to develop and facilitate a two-day curriculum mapping session for NDSU's teacher education program
  - Developed methods, including online surveys for data accumulation and website for data access and analysis, for North Dakota State University teacher education curriculum mapping
- Contracted with Washburn School District to develop methods, tools, and a professional development session for evaluating the extent to which school improvement goals were achieved

- Contracted with Northeast Educational Services Cooperative (NESC) to develop an evaluation plan and conduct an evaluation of NESC's Native Youth Community Project, which is funded through a U.S. Department of Education grant
- Contracted with ND LEAD to lead a breakout session at the 2016 ND PLC Summit
- Contracted with Arizona State University Prep Digital to provide assessment development and consulting services
- Contracted with PATH ND to provide external evaluation services for the Full Service Community Schools Consortium.
- Conducted study for Minot State University's Department of Teacher Education to calculate whether there was a significant difference in GPA between various groups of Education and non-Education graduates

### **Mid-Dakota Education Cooperative (MDEC), Minot ND**

#### **8/12-3/16, Data Management Specialist**

- Facilitated evaluation, assessment, and research processes, including question formation, survey development, data management and analysis, and reporting
- Provided consultation to help education professionals make meaning out of student achievement data, including preparation of custom reports with visualizations and narrative interpretations
- Provided data-related professional development to PK-12 educators, including sessions relevant to North Dakota's Statewide Longitudinal Data System, Northwest Evaluation Association Measures of Academic Progress, standards for effective data use, and AdvancED school improvement
- Presented breakout sessions at local, statewide, and national conferences
- Utilized Statewide Longitudinal Data System to access and analyze student data at region, district, school, teacher, and student levels
- Facilitated collection, management, analysis, and reporting of school district needs assessment data
- Facilitated survey development, data collection, analysis, and reporting of Common Core State Standards needs assessment administered to North Dakota superintendents and principals
- Prepared school district profile reports with district needs assessment data and standardized assessment data, including North Dakota State Assessment, Northwest Evaluation Association Measures of Academic Progress, ACT, and/or other student achievement data
- Managed, analyzed, and reported student assessment and program perception data for the Student Health and Risk Prevention Education program
- Contributed to North Dakota statewide customizations of escWorks professional development registration and tracking software
- Provided escWorks technical support for REAs across the state of North Dakota
- Delivered escWorks professional development registration training to school districts
- Contributed to identification of North Dakota statewide common metrics to help track progress toward Succeed 2020 grant outcomes
- Internally monitored and evaluated MDEC programs
- Collected, analyzed, and reported data for Minot Public Schools Foundational Skills Assessment and Minot Public English Language Arts Common Core State Standards Inventory
- Contributed to grant writing initiatives, including the Succeed 2020 grant intended to better prepare high school students for college and career readiness
- Developed methods for MDEC conference evaluation survey development, data collection, analysis, and reporting
- Member of the North Dakota Statewide Longitudinal Data System Report Working Group
- Member of the multi-state Statewide Longitudinal Data System Data Use Standards Workgroup
- Conducted first year teacher study to measure whether perceptions of first year teachers participating in a new teacher program differed from those who did not participate
- Developed data analysis methods and tools to help answer AdvancED school improvement student performance diagnostic questions and stakeholder feedback questions

- Developed process and spreadsheet for analyzing AdvancED school improvement stakeholder feedback survey data
- Developed and delivered multiple one-day AdvancED school improvement camps for school leadership teams
- Developed processes for collecting, analyzing, and reporting MDEC needs assessment and evaluation data utilizing Google Sites, Forms, Sheets, and Gadgets
- Co-developed A+ Inquiry framework for effective data utilization
- Wrote effective data utilization scenarios through an A+ Inquiry framework lens
- Developed data utilization training materials, including A+ Inquiry framework materials

### **Self-employed, Minot ND**

#### **9/08-Present, APA Formatting Consultant**

- Format Graduate student theses, major papers, and dissertations according to APA and university requirements, including page numbering, line spacing, paragraph spacing, document margins, APA headings, title page format, approvals page format, table of contents, list of tables, list of figures, figure formatting, table formatting, references, citations, appendices, and any other formatting modifications required for approval by the university
- Formatted more than 120 theses and major papers for Graduate students to ensure formatting alignment with APA and Graduate School requirements
- Provided formatting services for 5 doctoral level dissertations
- Conducted final reviews of more than 130 theses and major papers for Minot State University's Graduate School

### **Minot State University, Minot ND**

#### **3/08-8/12, Accreditation Technology Support Coordinator, College of Education & Health Sciences**

- Built Filemaker databases to manage and report data for accreditation and other purposes
- Created and managed student and instructor access accounts for appropriate databases
- Member of MSU's 2010 NCATE steering committee team
- Survey development, distribution, and analysis
- Prepared 5-year trend analysis reports on program completers
- Presented Undergraduate and Graduate data to stakeholders at annual stakeholders' retreats
- Trained professors and students on how to access and use applicable databases
- Provided tech support to faculty and staff
- Produced screencast video tutorial to demonstrate data entry processes
- Supervised up to one Graduate Research Assistant per semester
- Used SPSS to run statistical analyses, including t-tests, ANOVA, and multiple regression
- Presented database management and reporting system to NCATE accreditation team

#### **11/06-3/08, Training & Research Associate, Rural Crime and Justice Center**

- Employed full time on the Rural Methamphetamine Education Project (RMEP) and part time on the State Victim Assistance Academy for North Dakota (SVAAND) initiative
- Researched hazards and trends of methamphetamine and other illicit drugs
- Participated in survey development, distribution, and analysis
- Delivered presentations to k-12 students, community members, and professionals throughout North Dakota on the history, signs, and effects of methamphetamine usage and its impact on society
- Set up and worked booth displays at schools and community events
- Created the *Learn More Series* newsletter as a means to distribute current methamphetamine related information through hard copy and electronic formats
- Co-authored an operations guide for the RMEP initiative
- Co-wrote the SVAAND grant that was awarded through the Office for Victims of Crime
- Facilitated steering committee meetings and regional meetings for the SVAAND

- Represented Rural Crime and Justice Center at Grant Writers Roundtable meetings

#### **Other Service to Minot State University**

- Staff Senate, member and one year term as President
- North Dakota state staff senate, MSU representative
- Compensation task force
- Landscaping committee
- Information technology advisory committee
- Alcohol tobacco and other drugs task force
- University cabinet
- Cost-of-living legislative subcommittee
- Commencement speaker
- Convocation speaker
- Annual employee appreciation banquet co-emcee
- Staff senate/faculty senate meet and greet co-host
- Developer of first online staff senate election ballot
- Consultant for Graduate students seeking APA formatting assistance
- Graduate School writing workshop APA consultant
- Final reviewer of Graduate student theses and major papers
- Presenter for Master of Education APA formatting seminars
- Co-investigator of Master of Science in Management alumni study
- Co-editor of Graduate School *Guide for Preparation of Theses and Major Papers*
- Connections freshmen orientation leader

#### **A Good Dose of God, Minot ND**

##### **2/09-12/11, Owner/Author**

- Wrote, designed, and published the book, *A Good Dose of God: Everybody's Best Friend*
- Photographer and writer for *Photos and Phrases of Inspiration* calendar and posters
- Managed all areas of the business, including product development, online and local distribution, financial management, and website design
- Hosted Book signings at Main Street Books and Gideon's Trumpet
- Raised \$550 for Zion Lutheran Church through a book and calendar drive

#### **Charleton's, Inc., Minot ND**

##### **12/05-8/07, Owner/Vice President, The Boulevard Cafe**

- Developed and implemented *The Boulevard Cafe*, a small quick-service restaurant
- Designed and created the menu; wrote menu specs for each menu item
- Created a detailed profit and loss spreadsheet to forecast revenues and expenses
- Delegated employee duties; coordinated with vendors, account executives, and contractors
- Monitored customer feedback through formal and informal evaluation mechanisms
- Used *QuickBooks* to pay bills, itemize expenses, track deposits, and run payroll, etc.
- Operated point of sale software to monitor sales and employee time-clock

#### **Rehab Services, Inc., Minot ND**

##### **6/05-11/06, Program Coordinator, Brooklyn Flats**

- Co-designed and implemented *Brooklyn Flats*, a program providing residential services to clients undergoing medication stabilization and/or substance abuse treatment
- Developed program and policy guidelines for staff and residents
- Managed 8 employees: hired, trained, supervised, scheduled, and dismissed staff
- Facilitated monthly staff meetings
- Supervised up to 12 residents: intake interviews, counseling, weekly resident meetings, medicine

- monitoring, discharge planning, daily progress notes, confidentiality
- Financial management, including monthly billing, purchasing, and inventory management
- Coordinated resident activities, including treatment, aftercare, counseling, living arrangements, and medical appointments
- Worked with residents' addiction counselors, case managers, and nurses; collaborated with community agencies, e.g. hospital, court, social services, university, and housing office
- Arranged public speaking engagements for recovering addicts who wished to inform others about their struggles with addiction
- Collaborated with other Rehab Services programs, including Recovery House and ReStore
- Participated in fundraising initiatives for silent auction

### **Sports World Stadium, Minot ND**

#### **9/99-6/05, Assistant Manager, The Dugout Restaurant and Sports Bar**

- Supervised 60 staff: hired, trained, motivated, and dismissed employees; made schedule modifications.
- Opened and closed the restaurant and bar, counted tills, made deposits, and completed daily paperwork and reports
- Placed product orders, entered product/price changes into the computer, and analyzed proposed project feasibility
- Hosted, served, tended bar, and cooked as needed
- Organized and negotiated plans and terms for private parties

## **TEACHING EXPERIENCE**

### **Minot State University, Minot ND**

#### **1/17-5/17; 1/16-5/16, Visiting Graduate Faculty**

- SPED 588 Thesis Writing. This course is designed to synthesize the knowledge and skills developed in previous research courses and apply them to the master's thesis process.

#### **8/14-12/14, Adjunct Faculty**

- ED 260 Education Psychology. Emphasizes learning theory, effective teaching, classroom management and child development as applied to educational settings.

#### **1/11-5/11, Adjunct Faculty**

- ED 380 Technology in Teaching. This course provides an introduction to integrating technology in the classroom. Topics include the Internet, Productivity Software Applications for educators, integrating multimedia and education software applications, and creating curriculum pages.

### **Williston State College, Williston ND**

#### **8/07-12/07, Adjunct Faculty**

- MHA 201 Addictions I. Introduction to the theories of chemical addiction and dependence (12 step treatment), impact of drug abuse on individual, family, and society. Native American issues will be addressed.

## **THESIS COMMITTEE EXPERIENCE**

### **Committee Member**

- Steele, E. (2017). *Read 180: What is the impact of Read 180 on high school students' MAP growth* (Unpublished master's thesis). Minot State University, Minot, ND.

## SCHOLARLY SERVICE

### Ad Hoc Reviewer

- *Journal of Research Initiatives*. (2018). Peer reviewer for Journal of Research Initiatives.
- *Annual Conference of The American Association for Teaching and Curriculum*. (2018).

### Other

- AdvancED School District Accreditation. (2015, April 20-22). Member of external review team. Dunseith, ND.
- North Dakota State University Education Doctoral Program. (2011). Member of Annual Gathering Student Committee. Fargo, ND.
- Mid-continent Research for Education and Learning and North Dakota State University research collaboration. (2011, September 30). Moderator for Sunnyside Elementary School focus group. Minot, ND.

## COMMUNITY SERVICE

### Current

- Zion Lutheran Church (Food Faith & Family team, LIFE Group facilitator, confirmation guide, Council member, Stewardship Committee member)

### Former

- Beulah Community Health Task Force, Beulah ND
- Christ Lutheran Church (Board of Education member, lesson reader, Sunday School teacher)
- Dakota Thunder Volleyball (website design and management including online calendar and domain name registration)
- Edison Elementary School PTA member
- Hazen Community Health Task Force, Hazen ND
- Kids for Peace co-leader
- Magic City Youth Baseball (Board member, finance committee, Cal Ripken coach, website design and management, online registration, Facebook, PayPal and PayPal Here to collect online and mobile payments)
- Minot Public Schools Family and Consumer Science Advisory Committee member
- Minot Recreation Commission youth baseball coach
- Rotary International (scholarship committee)
- YMCA youth basketball coach
- Zion Lutheran Church (Adult Ministries Team member, church school teacher, confirmation mentor, Youth Ministries team member, new pastor call committee member, website designer, PowerPoint preparer, communion assistant, lesson reader)

## SKILLS

Disciplined inquiry (e.g., research, assessment, evaluation), curriculum development, public speaking/presenting, oral/written communication, Google Apps (Sites, Drive, Calendar, etc.), APA formatting, Microsoft Office (e.g., Word, Excel, PowerPoint)

## INTERESTS

Reading, writing, research, technology, spirituality, photography, exercise, lake activities, spending time with family and friends, helping others, lifelong learning



## PROFESSIONAL DEVELOPMENT

In chronological order

- NDMTSS: Developing Pathways for Academics (MTSS Year 1, Day 3). (2019, February 19). North Dakota's Multi-Tier System of Supports. Bismarck, ND.
- NDMTSS: Developing Pathways for Academics (MTSS Year 1, Day 2). (2018, December 13). North Dakota's Multi-Tier System of Supports. Bismarck, ND.
- NDMTSS: Developing Pathways for Academics (MTSS Year 1, Day 1). (2018, November 15). North Dakota's Multi-Tier System of Supports. Bismarck, ND.
- AATC 25th Annual Conference. (2018, October 4-6). American Association for Teaching and Curriculum. Dallas, TX.
- NCES STATS-DC Data Conference. (2018, July 25-27). U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics. Washington, DC.
- Sustainable Data Governance Workshop. (2018, April 25). Statewide Longitudinal Data System State Support Team. Anaheim, CA.
- Selecting the Appropriate Data Use Training Model Workshop. (2018, April 24). Statewide Longitudinal Data System State Support Team. Anaheim, CA.
- SLDS Best Practices Conference. (2018, February 28 - March 2). Statewide Longitudinal Data System State Support Team. Arlington, VA.
- Southwest Principals Conference. (2018, January 10). Missouri River Educational Cooperative. Mandan, ND.
- Cybersecurity Awareness Training. (2018, January 3). North Dakota Information Technology Department. Online.
- Mid-Dakota Education Cooperative's Fall Conference. (2017, September 25). Mid-Dakota Education Cooperative. Minot, ND.
- AdvancED North Dakota Fall Conference. (2017, September 20-21). AdvancED. Bismarck, ND
- NCES STATS-DC. (2017, August 1-3). U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics. Washington, DC.
- Governor's Summit on Innovative Education. (2017, June 8). Office of the Governor, North Dakota Department of Public Instruction, and North Dakota University System. Bismarck, ND.
- North Dakota's Multi-Tier System of Supports Annual Conference. (2017, June 5-7). NDMTSS. Fargo, ND.
- AdvancED North Dakota Continuous Improvement System Workshop - Minot. (2017, March 22). AdvancED. Minot, ND.
- MTSS - Year 2 Cohort. (2017, February 24). South East Education Cooperative. Fargo, ND.
- SLDS Best Practices Conference. (2017, February 13-15). Statewide Longitudinal Data System State Support Team. Arlington, VA.
- North Dakota Fall Educators Conference. (2016, October 12-14). North Dakota Department of Public Instruction. Bismarck, ND.
- AdvancED North Dakota Fall Conference. (2016, October 5-6). AdvancED. Bismarck, ND.
- North Dakota Multi Tier Systems of Support Annual Conference. (2016, June 6-8). NDMTSS. Fargo, ND.
- AdvancED North Dakota Fall Conference. (2015, September 30-October 1). AdvancED. Mandan, ND.
- NWEA Fusion Central. (2015, July 7-9). Northwest Evaluation Association. Chicago, IL.
- North Dakota Response to Intervention / Multi-Tier System of Supports Conference. (2015, June 8-10). Southeast Educational Cooperative & Mid-Dakota Education Cooperative. Fargo, ND.
- NWEA Spring Institute Day. (2015, March 10). Northwest Evaluation Association. Minot, ND.
- Evaluation 2014: Visionary Evaluation for a Sustainable, Equitable Future. (2014, October 14-18). American Evaluation Association. Denver, CO.

- Evaluation Capacity Development 101. Theories and Strategies on How to Work with Clients, Communities and Organizations to Enhance Their Evaluation Knowledge and Practice. (2014, October 13). American Evaluation Association. (2014, October 13). Denver, CO.
- AdvancED North Dakota Fall Conference. (2014, October 1-2). AdvancED. Mandan, ND.
- Statewide Longitudinal Data System (SLDS) 201 Training. (2014, May 1). EduTech. Bismarck, ND.
- Introduction to AdvancED. (2014, April 15). AdvancEd Midwest Region. Minot, ND.
- escWorks Professional Development Registration Software Training. (2014, February 18-19). Texas Region 4 Education Service Center. Bismarck, ND
- Statewide Longitudinal Data System (SLDS) Training. (2013, November 18). EduTech. Minot, ND.
- Fusion 2013: Northwest Evaluation Association's Summer Conference. (2013, June 26-28). Northwest Evaluation Association. Portland, OR.
- Freshmen Orientation CONNECTIONS Leader Training. (2011, August 16). Minot State University. Minot, ND.
- Google Days Google Apps Training. (2011, June 6-9). Minot Public Schools. Minot, ND.
- Focus Group Training. (2010, September 20). Midcontinent Research for Education and Learning and North Dakota State University. Fargo, ND.
- Accreditation, Accountability, and Quality: An Institutional Orientation and Professional Development Conference. (2010, September 10-12). National Council for Accreditation of Teacher Education and American Association of Colleges for Education. Arlington, VA.
- FileMaker Pro Level 1 and Level 2 Training. (2010, January 4-6). FirstTech Computer. Minneapolis, MN.
- 13th Annual Body, Mind, and Spirit Conference. (2009, October 31). University of Wisconsin-Stout. Menomonie, WI.
- State Victim Assistance Academy National Meeting. (2008, January 28-31). Washington DC.
- Northern Plains Methamphetamine Summit. (2007, July 31-August 1). United Tribes Community College. Bismarck, ND.
- National Rural Institute on Alcohol and Drug Abuse. (2007, June 3-June 7). University of Wisconsin Stout. Menomonie, WI.
- Methamphetamine: Casting a Shadow Across Disciplines and Jurisdictions. (2007, March 30). North Dakota Law Review. Grand Forks, ND.

## PROFESSIONAL ORGANIZATIONS

### Former

- North Dakota Educational Data Alliance
- North Dakota Council of Educational Leaders
- American Evaluation Association (PK-12 topical interest group, AEA365 blog contributor)
- Statewide Longitudinal Data System Data Use Standards Workgroup

## PUBLICATIONS

### Author

- Anderson, N. (2009). *A good dose of God: Everybody's best friend*. Minot, ND: A Good DoG.
- Anderson, N., Anicha, C., Williams, C., & Erie, B. (2011). *Education doctoral program formative feedback session: Evaluation report*. Fargo, ND: North Dakota State University.
- Anderson, N. C., Brockel, M. R., & Kana, T. E. (2014). Disciplined inquiry: Using the A+ Inquiry framework as a tool for eliminating data hoarding, mindless decision-making, and other barriers to effective ESA programming. *Perspectives: A Journal of Research and Opinion About Educational Service Agencies*, 20(3).
- Anderson, N. C., Conn, D. R., Gamas, K. C., Borkhuis, B., & Lantto, J. (2018). Capacity, passion, relevance, and presence: A conceptual framework for the interpretation and study of success. *Journal*

- *of Research Initiatives*, 4(1), 11. Available at <https://digitalcommons.uncfsu.edu/jri/vol4/iss1/11>
- Anderson, N., & Engelhard, A. (2015, May 4). Nathan Anderson and Amy Engelhard on transforming data frustration into data utopia [Web log post]. Retrieved from <http://aea365.org/blog/ed-eval-tig-week-nathan-anderson-and-amy-engelhard-on-transforming-data-frustration-into-data-utopia>
- Erichsen, E., Martinez-Freedman, A., Anicha, C., Anderson, N., & Walsh, R. L. (2012). Constructive discontent: Engaging doctoral students to advance doctoral programs. In T. Amiel & B. Wilson (Eds.), *Proceedings of World Conference on Educational Multimedia, Hypermedia and Telecommunications 2012* (pp. 813-817). Chesapeake, VA: AACE.
- Statewide Longitudinal Data Systems Grant Program. (2015). *SLDS data use standards: Standards in practice*. U.S. Department of Education. Washington, DC: National Center for Education Statistics.
- Statewide Longitudinal Data Systems Grant Program. (2016). *SLDS data use standards: Knowledge, skills, and professional behaviors for effective data use – master standards for data leads*. U.S. Department of Education. Washington, DC: National Center for Education Statistics.

### Editor

- Minot State University Graduate School. (2010). *Guide for preparation of theses and major papers*. Minot, ND: Minot State University.

## RADIO AND PODCAST INTERVIEWS

In chronological order

- Anderson, N., Borkhuis, B., & Conn, D. (2018, May 23). *Business coach & consultant Brad Borkhuis summarizes Dr. Nathan Anderson's CPR success formula*. Guest interview with J. Lantto on *The Good Talk* podcast. Minot, ND.
- Anderson, N. (2018, March 30). *Exploring the success of the host and owner of a podcast through lenses of capacity, passion, and relevance - Part 3*. Guest interview with J. Lantto on *The Good Talk* podcast. Minot, ND.
- Anderson, N. (2018, March 27). *Exploring the success of the host and owner of a podcast through lenses of capacity, passion, and relevance - Part 2*. Guest interview with J. Lantto on *The Good Talk* podcast. Minot, ND.
- Anderson, N. (2018, March 22). *Exploring the success of the host and owner of a podcast through lenses of capacity, passion, and relevance - Part 1*. Guest interview with J. Lantto on *The Good Talk* podcast. Minot, ND.
- Anderson, N. (2018, February 16). *Trunk full of failures: How capacity, passion, and relevance help find success*. Guest interview with J. Lantto on *The Good Talk* podcast. Minot, ND.
- Anderson, N. (2009, December 8). *A good dose of God part 3*. Guest interview on *Making Life Work* radio show. Minot, ND.
- Anderson, N. (2009, September 29). *A good dose of God part 2*. Guest interview on *Making Life Work* radio show. Minot, ND.
- Anderson, N. (2009, September 24). *A good dose of God part 1*. Guest interview on *Making Life Work* radio show. Minot, ND.

## PRESENTATIONS

In chronological order; \*indicates reviewed presentation

- Anderson, N. (2019, April 10). *The use of logic models*. Virtual presentation delivered to participants at Association of Educational Service Agencies' Program Evaluation Affinity Group meeting. Online.
- Anderson, N. (2019, March 28). *Develop your data mindset: Essentials of educational data use*. Session presented to teacher education faculty at University of Jamestown. Jamestown, ND.

- Anderson, N. (2018, October 24). *Develop your data mindset: Essentials of educational data use*. Session presented to educators at Missouri River Educational Cooperative's Leadership Series. Bismarck, ND.
- \*Anderson, N., & Conn, D. (2018, October 5). *CPR: Developing a Framework for Success and Failure*. Session presented at the 2018 American Association for Teaching and Curriculum annual conference. Dallas, TX.
- Anderson, N. (2018, September 24). *Develop your data mindset: Essentials of educational data use*. Two sessions presented to educators at Mid-Dakota Education Cooperative's Fall Conference. Minot, ND.
- \*Anderson, N. (2018, July 27). *How to develop and disseminate sustainable online data use training for teachers*. Session presented to participants at the 2018 National Center for Education Statistics STATS-DC conference. Washington, DC.
- Anderson, N., Ova, A., & Korsmo, T. (2018, June 15). *North Dakota's data use training programs*. Virtual presentation delivered to stakeholders representing multiple states on the SLDS Maintaining Sustainable Data Use Training Programs webinar. Online.
- Anderson, N. (2018, April 24). *North Dakota's online data utilization curriculum: Develop your data mindset*. Presentation delivered to participants at the Selecting the Appropriate Data Use Training Model workshop. Anaheim, CA.
- Anderson, N. (2018, March 21). *Educational data use*. Virtual presentation delivered to Graduate students in Dr. Schumacher's classroom assessment and instruction course at North Dakota State University. Online.
- Anderson, N. (2018, March 8). *SLDS early alert model for predicting risk of stopout/dropout*. Virtual presentation delivered to committee members at a North Dakota University System Student Affairs Council meeting. Online.
- Anderson, N. (2018, March 7). *SLDS early alert model for predicting risk of stopout/dropout*. Virtual presentation delivered to members at a North Dakota University System Academic Affairs Council meeting. Online.
- \*Anderson, N. (2018, March 1). *North Dakota's online data utilization curriculum: Develop your data mindset*. Session presented to participants at the 2018 SLDS Best Practices Conference. Arlington, VA.
- Anderson, N. (2018, January 10). "*Develop Your Data Mindset*" online curriculum. Session presented to administrators at the Southwest Principals Conference. Mandan, ND.
- Anderson, N., & Ova, A. (2017, November 6). *Data UP curriculum update and feedback*. Presented and facilitated curriculum update and feedback session at the NDEDA and NDACTE cross agency working group for Y15 SLDS Federal grant instructional support priority area one meeting. Bismarck, ND.
- Anderson, N., & Hovda, J. (2017, October 13). "*Develop Your Data Mindset*" online curriculum. Session presented to educators at North Dakota Department of Public Instruction's Fall Educators Conference. Bismarck, ND.
- Anderson, N., & Hovda, J. (2017, October 12). "*Develop Your Data Mindset*" online curriculum. Session presented to educators at North Dakota Department of Public Instruction's Fall Educators Conference. Bismarck, ND.
- Anderson, N. (2017, September 25). *Why I became an author of "A Good DoG: Everybody's Best Friend."* Four sessions presented to educators at North Central Reading Council's fall reading connections class. Minot, ND.
- Anderson, N. (2017, September 25). "*Develop Your Data Mindset*" online curriculum. Session presented to educators at Mid-Dakota Education Cooperative's Fall Conference. Minot, ND.
- Anderson, N. (2017, September 25). *Use of assessments in schools*. Session presented to educators at Mid-Dakota Education Cooperative's Fall Conference. Minot, ND.
- \*Anderson, N., & Hovda, J. (2017, September 21). "*Develop Your Data Mindset*" online curriculum. Session presented to educators at the AdvancED North Dakota Fall Conference. Bismarck, ND.

- \*Hovda, J., & Anderson, N. (2017, September 21). *SLDS school improvement connection*. Session presented to educators at the AdvancED North Dakota Fall Conference. Bismarck, ND.
- Anderson, N. (2017, August 28). *Develop your data mindset curriculum overview and demo*. Presentation delivered to participants at the 2017 SLDS Federal site visit. Bismarck, ND.
- Anderson, N. (2017, August 22). *Evaluating continuous improvement goals*. Two-hour workshop presented to district-wide K-12 teachers and administrators at Washburn's fall inservice. Washburn, ND.
- Anderson, N. (2017, August 7). *Trunk full of failures: CPR failure analysis and success planning*. Session presented to K-12 educators at Mid-Dakota Education Cooperative's Strategies for Improving Student Success Through School-Based, 21st Century Wellness Initiatives workshop. Minot, ND.
- \*Mandinach, E., & Anderson, N. (2017, August 2). *Data literacy: How states are addressing educator capacity building*. Session presented to participants at the 2017 National Center for Education Statistics STATS-DC conference. Washington, DC.
- Anderson, N. (2017, July 24). *Develop your data mindset curriculum overview and demo*. Presentation delivered to representatives of North Dakota's Governor's office. Virtual.
- Anderson, N. (2017, June 8). *Develop your data mindset curriculum*. Curriculum overview exhibited at the Governor's Summit on Innovative Education. Bismarck, ND.
- Anderson, N. (2017, June 7). *Develop your data mindset online curriculum*. Two presentations delivered to educators at the 7th annual NDMTSS Conference. Fargo, ND.
- Anderson, N., & Ova, A. (2017, May 3). *Develop your data mindset curriculum overview and demo*. Presentation delivered to Wisconsin Department of Public Instruction representatives. Virtual.
- Anderson, N., & Ova, A. (2017, May 2). *Develop your data mindset curriculum overview and demo*. Presentation delivered to Nebraska Department of Education and Educational Service Unit representatives at a Data Cadre meeting. Virtual.
- \*Anderson, N. (2017, February 15). *North Dakota's online data use curriculum: Develop your data mindset*. Kiosk demonstration exhibited at the 2017 SLDS Best Practices Conference. Arlington, VA.
- Anderson, N., & Ova, A. (2017, January 24). *Data UP curriculum update and feedback*. Curriculum update and feedback session presented at the NDEDA and NDACTE cross agency working group for Y15 SLDS Federal grant instructional support priority area one meeting. Bismarck, ND.
- Anderson, N. (2016, November 22). *Answer AdvancED student performance diagnostic questions using SLDS cube*. Presentation delivered to subcommittee members and guests at the ESSA Standards, Assessment, Accountability, & Reporting subcommittee meeting. Bismarck, ND.
- Anderson, N., & Ova, A. (2016, November 15). *Develop your data mindset curriculum overview*. Virtual presentation delivered to stakeholders representing multiple states on the SLDS Topical Webinar: Training and Support for Educator Data Literacy and Use. Online.
- Anderson, N. (2016, November 10). *Develop your data mindset curriculum overview*. Virtual presentation delivered to committee members at a North Dakota Principal and Teacher Evaluation Support System (PTESS) subcommittee meeting. Online.
- \*Hovda, J., & Anderson, N. (2016, October 14). *SLDS AdvancED connection*. Session presented to educators at the North Dakota Fall Educators Conference. Bismarck, ND.
- \*Anderson, N., & Hovda, (2016, October 13). *Hands-on data utilization modules for SLDS and much more*. Session co-presented with A. Ova to educators at the North Dakota Fall Educators Conference. Bismarck, ND.
- \*Anderson, N., & Hovda, J. (2016, October 6). *SLDS AdvancED connection*. Session presented to educators at the AdvancED North Dakota Fall Conference. Mandan, ND.
- Anderson, N. (2016, August 9). *Develop your data mindset: A+ Inquiry and purposes for data utilization*. Half day session presented to regional education association professional development staff. Bismarck, ND.
- Anderson, N. (2016, July 25-26). *North Dakota State University Teacher Education curriculum mapping*. Two-day session facilitated for NDSU Teacher Education faculty.

- \*Anderson, N., & Engelhard, A. (2016, June 8). *Applying data utilization knowledge and skills to RTI universal screening*. Session presented to educators at the 6th annual North Dakota RTI/MTSS Conference. Fargo, ND.
- \*Anderson, N., & Engelhard, A. (2016, June 8). *Implementing a process for progress monitoring*. Session presented to educators at the 6th annual North Dakota RTI/MTSS Conference.
- Engelhard, A., Duffield, S., & Anderson, N. (2016, May 23). *NDEDA and NDACTE cross agency working group for Y15 SLDS Federal grant instructional support priority area one*. Session presented to teacher education university faculty and regional education association staff. Bismarck, ND.
- \*Anderson, N., & Engelhard, A. (2016, April 28). *SLDS: Applying data utilization knowledge and skills to RTI universal screening*. Session presented to educators at the North Dakota PLC Summit. Mandan, ND.
- Anderson, N. (2016, April 6). *MREC school improvement workshop*. One day workshop presented to school leadership teams. Bismarck, ND.
- Anderson, N. (2016, March 3). *Using A+ Inquiry as a framework to guide research*. Session presented to CJ 480: Research Methods undergraduate criminal justice course. Minot, ND.
- Anderson, N. (2016, March 1). *Trunk full of failures: CPR failure analysis and success planning*. Session presented to k-12 educators at A Study of the Mind: Digging into Mindsets for Teaching and Life professional development course. Minot, ND.
- Anderson, N. (2016, February 26). *AdvancED school improvement overview*. Session presented to Bowbells school improvement leadership team. Minot, ND.
- Andersen, K., & Anderson, N. (2016, February 24). *Data utilization*. Session presented to schoolwide k-12 educators. Max, ND.
- Schaefer, L., & Anderson, N. (2016, February 4). *MDEC school improvement camp*. One day workshop presented to school leadership teams. Minot, ND.
- Anderson, N., & Engelhard, A. (2016, February 3). *SLDS AdvancED workshop*. One day workshop presented to school leadership teams. Bismarck, ND.
- Engelhard, A., Duffield, S., & Anderson, N. (2016, January 26). *North Dakota Educational Data Alliance (NDEDA) and North Dakota Association of Colleges for Teacher Education (NDACTE) SLDS grant meeting and workday*. Session presented to teacher education university faculty and regional education association staff. Bismarck, ND.
- \*Engelhard, A., & Anderson, N. (2016, January 25). *State longitudinal data system tool time for AdvancED and effective data utilization*. Session presented to superintendents at the North Dakota Association of School Administrators mid-winter conference. Bismarck, ND.
- Koppang, A., & Anderson, N. (2015, December 2). *An introduction to using the AdvancED continuous improvement tools: Session 3*. Webinar presented to North Dakota k-12 educators. Online.
- Andersen, K., & Anderson, N. (2015, November 25). *A+ inquiry: A framework for effective data utilization*. Session presented to schoolwide k-12 educators. Max, ND.
- Schaefer, L., & Anderson, N. (2015, November 9). *AdvancED school improvement workshop*. One-day workshop presented to school leadership teams. Minot, ND.
- Schaefer, L., & Anderson, N. (2015, November 5). *AdvancED school improvement workshop*. One-day workshop presented to school leadership teams. Bottineau, ND.
- Anderson, N. (2015, October 14). *AdvancED school improvement overview*. Session presented to Nedrose school improvement leadership team. Minot, ND.
- Andersen, K., Upton, B., & Anderson, N. (2015, October 14). *Data-driven student scavengers*. Session presented to schoolwide educators at Ramstad Middle School. Minot, ND.
- Anderson, N. (2015, October 14). *AdvancED school improvement overview*. Session presented to Max school improvement leadership team. Max, ND.
- \*Engelhard, A., & Anderson, N. (2015, October 1). *SLDS tool time for the AdvancED student performance diagnostic (Part II)*. Session presented to education professionals at the AdvancED North Dakota Fall Conference. Mandan, ND.

- \*Anderson, N., & Engelhard, A. (2015, October 1). *Nitty gritty of the AdvancED student performance diagnostic (Part I)*. Session presented to education professionals at the AdvancED North Dakota Fall Conference. Mandan, ND.
- Anderson, N. (2015, September 29). *Standards for effective data use*. Two breakout sessions presented to k-12 educators at Mid-Dakota Education Cooperative's Engagement Party fall conference. Minot, ND.
- Anderson, N. (2015, September 29). *EscWorks professional development registration software training*. Session presented to school nutrition staff at Mid-Dakota Education Cooperative's Nutrition Track fall conference. Minot, ND. Minot, ND.
- Andersen, K., & Anderson, N. (2015, September 23). *Taking action with data overview*. Session presented to schoolwide k-12 educators. Max, ND.
- Upton, B., & Anderson, N. (2015, September 18). *Taking action with data: Goal setting*. Session presented to schoolwide k-12 educators. Surrey, ND.
- Anderson, N. (2015, September 14). *Develop your data mindset*. Two 3-hour sessions presented to schoolwide k-12 teachers and administrators. Hettinger, ND.
- Anderson, N. (2015, September 11). *AdvancED overview*. Session presented to schoolwide pk-12 teachers and administrators. Velva, ND.
- Anderson, N. (2015, September 1). *Top 4 things to consider for AdvancED stakeholder feedback diagnostic*. Session presented to high school teachers and administrators at Magic City Campus' school improvement day. Minot, ND.
- Anderson, N. (2015, September 1). *Top 3 things to consider for AdvancED student performance diagnostic*. Session presented to high school teachers and administrators at Magic City Campus' school improvement day. Minot, ND.
- Anderson, N. (2015, August 24). *Northwest Evaluation Association Measures of Academic Progress essential web-based reports*. Three sessions presented k-12 educators. Velva, ND.
- Anderson, N. (2015, August 24). *Northwest Evaluation Association Measures of Academic Progress essential web-based reports*. Session presented k-12 educators. Surrey, ND.
- Anderson, N. (2015, August 21). *Top 4 things to consider for AdvancED stakeholder feedback diagnostic*. Session presented to k-12 school leadership teams at Mid-Dakota Education Cooperative's AdvancED School Improvement Camp. Minot, ND.
- Anderson, N. (2015, August 21). *Top 3 things to consider for AdvancED student performance diagnostic*. Session presented to k-12 school leadership teams at Mid-Dakota Education Cooperative's AdvancED School Improvement Camp. Minot, ND.
- Anderson, N. (2015, August 10). *Classification talk*. Brief presentation delivered to Rotary members and guests attending Noon Rotary of Minot Club meeting. Minot, ND.
- \*Anderson, N., & Blikre, A. (2015, July 7). *Develop your data mindset*. Session presented to K-12 educators at Northwest Evaluation Association's Fusion Central Conference. Chicago, IL.
- \*Anderson, N. (2015, June 10). *Develop your data mindset*. Session presented to K-12 educators at 5th annual North Dakota Response to Intervention / Multi-Tier System of Supports Conference. Fargo, ND.
- Anderson, N. (2015, June 6). *Trunk full of failures: CPR failure analysis and success planning*. Session presented to K-12 educators at Creating 21st Century Learners class. Minot, ND.
- Anderson, N. (2015, June 2). *Data day*. Full day workshop presented to educators at Turtle Mountain Community High School. Belcourt, ND.
- Anderson, N. (2015, May 27). *Trunk full of failures: CPR failure analysis and success planning*. Session presented to K-12 educators at See Their Future class. Minot, ND.
- Anderson, N. (2015, May 13). *AdvancED student performance diagnostics*. Half-day work session facilitated for school leadership team. Kenmare, ND.
- Andersen, K., & Anderson, N. (2015, May 6). *NWEA class and student data review*. Session presented to all school staff. Max, ND.
- Anderson, N. (2015, April 24). *Develop your data mindset*. Two sessions presented to K-12 educators at

- North Dakota Reading Association conference. Minot, ND.
- Anderson, N. (2015, April 20). *Answer AdvancED student performance diagnostic questions and create data document*. Session presented to K-12 teachers and administrators at AdvancED work session. Fargo, ND.
- Anderson, N. (2015, April 15). *NWEA web-based MAP: Essential reports*. Session presented to all school staff. Burlington, ND.
- Anderson, N. (2015, April 13). *Answer AdvancED student performance diagnostic questions and create data document*. Session presented to K-12 teachers and administrators at AdvancED work session. Minot, ND.
- Anderson, N. (2015, April 10). *AdvancED student performance diagnostic data introduction*. Session presented to all school staff. Sawyer, ND.
- Anderson, N. (2015, April 8). *AdvancED student performance diagnostic data review*. Session presented to all school staff. Glenburn, ND.
- Anderson, N. (2015, April 1). *AdvancED student performance diagnostic follow up session*. Session facilitated for school leadership team. Max, ND.
- Engelhard, A., & Anderson, N. (2015, March 30). *Data use standards resource vetting session*. Session presented to Minot Public Schools performance strategists. Minot, ND.
- Anderson, N. (2015, March 24). *Answer AdvancED student performance diagnostic questions with SLDS*. Full day session presented to K-12 teachers and administrators. Minot, ND.
- Anderson, N. (2015, March 25). *Answer AdvancED student performance diagnostic questions with SLDS*. Full day session presented to K-12 teachers and administrators. Dickinson, ND.
- Anderson, N. (2015, February 26). *Don't be a data hoarder*. Four hour session presented to educators. Minot, ND.
- Anderson, N., Engelhard, A., Blikre, A., Hoerer, S., & Foster, G. (2015, February 25). *Taking action with data*. Session presented to North Central Education Cooperative administrators. Rugby, ND.
- Anderson, N. (2015, February 20). *Data use standards resource vetting session*. Session facilitated for Minot State University teacher education faculty. Minot, ND.
- Anderson, N. (2015, February 18). *AdvancED student performance diagnostics presentation and work time*. Session presented to k-12 school leadership team. Max, ND.
- Anderson, N., & Andersen, K. (2015, February 13). *Effective data use, A+ Inquiry, and SLDS*. Session presented to all school staff. Sawyer, ND.
- Anderson, N. (2015, February 6). *My experience as an author*. Two sessions presented to K-5 students during 2 Read At Home (RAH) assemblies at Longfellow Elementary. Minot, ND.
- Anderson, N. (2015, January 15). *Answer AdvancED student performance diagnostic questions with SLDS*. Full day session presented to K-12 teachers and administrators. Rugby, ND.
- Engelhard, A., & Anderson, N. (2015, January 14). *SLDS AdvancED workshop*. Four hour session presented to teachers and administrators. Minot, ND.
- Anderson, N., & Andersen, K. (2015, January 7). *SLDS introduction*. Session presented to K-12 teachers and administrators. Max, ND.
- Anderson, N. (2014, December 12). *Don't be a data hoarder*. Full day workshop presented to teachers and administrators. Dickinson, ND.
- Andersen, K., & Anderson, N. (2014, December 3). *NWEA web-based reports*. Session presented to K-12 teachers and administrators. Max, ND.
- Anderson, N. (2014, November 4). *Answer AdvancED student performance diagnostic questions with SLDS*. Six hour session presented to K-12 teachers and administrators. Minot, ND.
- Anderson, N. (2014, October 23). *Don't be a data hoarder*. Three hour session presented to K-12 education strategists. Minot, ND.
- Anderson, N., Engelhard, A., Blikre, A., Hoerer, S., & Foster, G. (2014, October 21). *Taking action with data*. Session presented to North Central Education Cooperative administrators. Rugby, ND.
- Anderson, N. (2014, October 8). *Introduction to SLDS (statewide longitudinal data system)*. Session presented to Glenburn teachers and administrators. Glenburn, ND.



- \*Anderson, N. (2014, October 2). *Don't be a data hoarder*. Three breakout sessions presented to education professionals at the AdvancED North Dakota Fall Conference. Mandan, ND.
- \*Anderson, N. (2014, September 29). *Don't be a data hoarder*. Three breakout sessions presented to teachers and administrators at MDEC's Navigating Uncharted Territory conference. Minot, ND.
- Anderson, N. (2014, September 10). *How to create a website with Google Sites*. Lesson presented to MSU Personal Training Methods class. Minot, ND.
- Anderson, N. (2014, May 21). *EscWorks professional development registration software training*. Session presented to South Prairie teachers. Minot, ND.
- Anderson, N. (2014, May 7). *EscWorks professional development registration software training*. Session presented to Bowbells teachers. Bowbells, ND.
- Anderson, N. (2014, April 30). *EscWorks professional development registration software training*. Session presented to Bishop Ryan teachers. Minot, ND.
- Anderson, N. (2014, April 28). *EscWorks professional development registration software training*. Session presented to Our Redeemers teachers. Minot, ND.
- Anderson, N. (2014, April 23). *EscWorks professional development registration software training*. Session presented to Surrey school teachers. Surrey, ND.
- Anderson, N. (2014, April 9). *EscWorks professional development registration software training*. Session presented to Des Lacs high school teachers. Des Lacs, ND.
- Anderson, N. (2014, March 26). *A+ inquiry and state longitudinal data system*. Session presented to Velva teachers and administrators. Velva, ND.
- Anderson, N. (2013, October 26). *Stewardship*. Temple talk presented at Zion Lutheran. Minot, ND.
- Anderson, N. (2013, October 22). *My career as data management specialist*. Session presented to students at the Minot High School Magic City Campus career fair. Minot, ND.
- Anderson, N. (2013, October 16). *State longitudinal data system*. Session presented to Kenmare teachers and administrators. Kenmare, ND.
- Anderson, N. (2013, September 20). *Improve research, evaluation and assessment capacities to enhance nourishment of unconventional proficiencies*. Quick pitch presented at TEDx Minot. Minot, ND.
- Anderson, N. (2013, September 18). *State longitudinal data system*. Session presented to United elementary and secondary teachers and administrators. Burlington, ND.
- Anderson, N. (2013, August 19). *State longitudinal data system*. Session presented to Max elementary and secondary teachers and administrators. Max, ND.
- Anderson, N. (2012, September 5). *How to create a website with Google Sites*. Lesson presented to MSU Personal Training Methods class. Minot, ND.
- Anderson, N. (2012, June 18). *Garage band tutorial*. Lesson presented to MSU HPER 340 Elementary Methods and Activities class. Minot, ND.
- Anderson, N. (2012, February 17). *Garage band tutorial*. Lesson presented to MSU HPER 340 Elementary Methods and Activities class. Minot, ND.
- Anderson, N. (2011, November 17). *Formatting APA with Microsoft Word*. Seminar presented to MSU Master of Education Graduate students. Minot, ND.
- Anderson, N. (2011, October 25). *My career as an author*. Session presented to students at the Minot High School Magic City Campus career fair. Minot, ND.
- \*Anderson, N. (2011, October 14). *Keeping it together with Google: How Google products help me stay organized*. Session presented at NDSU Education Doctoral Programs Annual Conference. Fargo, ND.
- \*Martinez-Freeman, A., Anicha, C., Walsh, R., Okurut-Ibore, C., & Anderson, N. (2011, October 14). *Student Planning Committee Panel*. Panel discussion presented at NDSU Education Doctoral Programs Annual Conference. Fargo, ND.
- Anderson, N. (2011, June 16). *Storybird in the classroom*. Lesson presented to MSU Master of Education Graduate students. Minot, ND.
- \*Anderson, N. (2011, April 20). *A qualitative inquiry of the assessment of pre-service teacher communication*. Poster session presented at NDSU College of Human Development and

- Education Annual Research Day. Fargo, ND.
- Anderson, N. (2011, April 15). *APA formatting*. Strategies presented and consultant at MSU Graduate School Writing Workshop. Minot, ND.
- Anderson, N. (2011, April 6). *Formatting APA with Microsoft Word*. Seminar presented to MSU Master of Education Graduate students. Minot, ND.
- Anderson, N. (2010, November 28). *A good dose of God and photos and phrases of inspiration fundraiser*. Temple talk presented at Zion Lutheran. Minot, ND.
- Anderson, N. (2010, November 27). *A good dose of God and photos and phrases of inspiration fundraiser*. Temple talk presented at Zion Lutheran. Minot, ND.
- Anderson, N. (2010, November 16). *MSU thesis and major paper formatting guidelines*. Seminar presented to MSU Graduate students and faculty. Minot, ND.
- Anderson, N. (2010, November 9). *Formatting APA with Microsoft Word*. Seminar presented to MSU Master of Education Graduate students. Minot, ND.
- Anderson, N. (2010, November 7). *Database management and reporting*. Orientation session presented to NCATE on-site review team. Minot, ND.
- Anderson, N. (2010, October 28). *INTASC, dispositions, and Praxis data*. Session presented at MSU Teacher Education Unit Stakeholders' Retreat. Minot, ND.
- Anderson, N. (2010, October 27). *My career as an author*. Session presented to students at the Minot High School Magic City Campus career fair. Minot, ND.
- Anderson, N. (2010, October 4). *How to create a website with Google Sites*. Lesson presented to MSU Personal Training Methods class. Minot, ND.
- Anderson, N. (2010, June 4). *Formatting APA with Microsoft Word*. Seminar presented to MSU Graduate students. Minot, ND.
- Anderson, N. (2010, May 12). *4 Ps of Parenting*. Session presented to staff and parent volunteers at Minot Head Start. Minot, ND.
- Anderson, N. (2010, April 22). *A good dose of God part 2*. Session presented at MSU Spiritual Wellness Series. Minot, ND.
- Anderson, N. (2010, November 9). *Formatting APA with Microsoft Word*. Seminar presented to MSU Master of Education Graduate students. Minot, ND.
- Anderson, N. (2010, April 8). *A good dose of God part 1*. Session presented at MSU Spiritual Wellness Series. Minot, ND.
- Anderson, N. (2010, April 7). *My career as an author*. Session presented to students at the Minot High School Central Campus career fair. Minot, ND.
- Anderson, N. (2009, December 9). *A good dose of God*. Session presented at MSU Faiths Explored Series. Minot, ND.
- Anderson, N. (2009, November 16). *The 4 Ps of success*. Session presented at Minot High School Council for Exceptional Children workshop. Minot, ND.
- \*Anderson, N. (2009, October 31). *A good dose of God: Everybody's best friend*. Session presented at 13th Annual Body, Mind, and Spirit Conference. Menomonie, WI.
- Anderson, N. (2009, October 29). *My career as an author*. Session presented to students at the Minot High School Magic City Campus career fair. Minot, ND.
- Anderson, N. (2009). *INTASC, dispositions, and Praxis data*. Session presented at MSU Teacher Education Unit Stakeholders' Retreat. Minot, ND.
- Anderson, N. (2009, May 15). *4 Ps of successful MSU Beavers*. Speech delivered at MSU commencement ceremony. Minot, ND.
- Anderson, N. (2009, Spring). *Staff senate and faculty senate collaboration*. Speech delivered and event co-hosted at MSU Staff Senate/Faculty Senate Meet and Greet. Minot, ND.
- Anderson, N. (2009, March 5). *Employee appreciation*. Speech delivered and event co-emceed at MSU Annual Employee Appreciation Banquet. Minot, ND.
- Anderson, N. (2008, August 21). *INTASC, dispositions, and Praxis data*. Session presented at MSU Teacher Education Unit Stakeholders' Retreat. Minot, ND.

- Anderson, N. (2008, August 20). *Staff senate update*. Update presented at MSU fall convocation.
- Anderson, N. (2008, February 2). *Regional meeting*. Academy information presented and meeting facilitated at North Dakota Victim Assistance Academy Region 7 meeting. Bismarck, ND.
- Anderson, N. (2008, January 15). *Rural Methamphetamine Education Project (RMEP) presentation*. Session presented at Beulah High School. Beulah, ND.
- Anderson, N. (2007, December 11). *Steering committee meeting*. Academy information presented and meeting facilitated at North Dakota Victim Assistance Academy steering committee meeting. Bismarck, ND.
- Anderson, N. (2007, December 5). *RMEP presentations*. Sessions presented at Southwest Principals meeting. Bismarck, ND.
- Anderson, N. (2007, December). *RMEP presentation*. Session presented to REM staff. Minot, ND.
- Anderson, N. (2007, November 16). *RMEP law enforcement training*. Training presented at Devil's Lake Police Academy. Devil's Lake, ND.
- Anderson, N. (2007, November 1). *RMEP presentations*. Parshall, ND.
- Anderson, N. (2007, October 22). *RMEP presentations*. Sessions presented to 4th-8th graders at Hazen Red Ribbon Week. Hazen, ND.
- Anderson, N. (2007, September 19). *RMEP presentations*. Sessions presented to k-4th graders at Ray School. Ray, ND.
- Anderson, N. (2007, August 6). *RMEP presentation*. Session presented at Kiwanis Club meeting. Minot, ND.
- Anderson, N. (2007, July 31-August 1). *RMEP tribal law enforcement training*. Session presented at North Plains Methamphetamine Summit. Bismarck, ND.
- Anderson, N. (2007, July 20). *RMEP presentation*. Session presented Custer Health Nurses' meeting. Hazen, ND.
- Anderson, N. (2007, July 11). *RMEP presentations*. Sessions presented at Marketplace for Kids. Cooperstown, ND.
- Anderson, N. (2007, May 31). *RMEP presentation*. Session presented at 3<sup>rd</sup> Annual Great Plains Regional Summit on Methamphetamine. Devil's Lake, ND.
- Anderson, N. (2007, May 1). *RMEP presentation*. Session presented to 3rd-4th graders at Nedrose School. Minot, ND.
- Anderson, N. (2007, April 30). *RMEP presentations*. Sessions presented at Marketplace for Kids. Bismarck, ND.
- Anderson, N. (2007, April 24). *RMEP presentations*. Sessions presented at Drake Health Fair. Drake, ND.
- Anderson, N. (2007, April 23). *RMEP presentations*. Sessions presented at Minot High School Central Campus. Minot, ND.
- Anderson, N. (2007, April 18). *RMEP presentations*. Sessions presented at Burlington Health Fair. Burlington, ND.
- Anderson, N. (2007, April 9). *RMEP presentations*. Session presented to Head Start Staff. Jamestown, ND.
- Anderson, N. (2007, March 13). *RMEP presentations*. Sessions presented at Marketplace for Kids. Bottineau, ND.
- Anderson, N. (2007, March 6). *RMEP presentation*. Session presented at Recovery House residential facility. Minot, ND.
- Anderson, N. (2007, February 11). *RMEP presentation*. Session presented at Beulah Community Education event. Beulah, ND.

# LYNDSI (JOHNSON) ENGSTROM, M.S.

[lyndsi.engstrom@ndmdec.com](mailto:lyndsi.engstrom@ndmdec.com)

701.441.1737 (C)

## PROFESSIONAL EXPERIENCE

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<b>Mid-Dakota Education Cooperative (Minot, ND)</b> <i>Program Director</i> Staff Development Grant Writing & Reporting Development and Oversight of Regional Programming for Educators <ul style="list-style-type: none"><li>• Feedback and Learning in Public Practice</li><li>• Behavior Triage to Enhance Resilience</li><li>• New Teacher Support Program</li><li>• Sources of Strength Suicide Prevention</li><li>• Conferences</li><li>• Wellness Warriors</li></ul> Development and Oversight of State-wide Programming for Educators <ul style="list-style-type: none"><li>• eCARE School Health Telehealth Nursing</li><li>• Trauma Sensitive Schools: A New Perspective on Student Behavior and Learning</li><li>• North Dakota Multi-Tier System of Supports (Positive Behavior Intervention &amp; Support, Developing Pathways for Behavior, Social Emotional Learning Goals and Scales)</li><li>• Principal Teacher Evaluation Support System (Classroom Management Academy &amp; Building Better Behaviors)</li></ul>	<b>1/2015 - Present</b>
<b>Glenburn Public Schools (Glenburn, ND)</b> <i>Physical Education/Health Education Teacher Grades K - 12</i> <i>Varsity Volleyball Coach</i> <ul style="list-style-type: none"><li>• Facilitated PE Professional Learning Communities during regional MDEC Professional Development days</li><li>• School Health Council Coordinator</li><li>• Fresh Fruit &amp; Vegetable Program Coordinator</li><li>• Staff Wellness Program Coordinator</li><li>• Weekend Activity Backpack Coordinator</li><li>• National Archery in the Schools Coordinator</li></ul>	<b>8/2010 - 1/2015</b>
<b>Minot State University (Minot, ND)</b> <i>Adjunct Faculty, Physical Education &amp; Human Performance</i> <ul style="list-style-type: none"><li>• Instructed HPER 100: Concepts of Fitness and Wellness, HPER 231: Water Safety Instructor, HPER 301: Psychomotor Performance, HPER 340: Methods of Teaching Elementary Physical Education, HPER 341: Elementary Practicum</li><li>• <i>Chapter Advisor, Delta Epsilon Chi</i></li></ul>	<b>8/2008 - 7/2009</b>
<b>Mesa Community College (Mesa, AZ)</b> <i>Adjunct Faculty, Exercise Science/Physical Education</i>	<b>3/2005 - 5/2008</b>
<b>Arizona State University (Tempe, AZ)</b> <i>Faculty Associate, Exercise and Wellness Department</i> <ul style="list-style-type: none"><li>• EXW 212: Cardiovascular Competency Lab</li></ul> <i>Faculty Associate, Kinesiology Department</i> <ul style="list-style-type: none"><li>• KIN 105: Physical Activity Program (aerobics, yoga), KIN 110: Fundamentals of Teaching Yoga</li></ul> <i>Campus Recreation Fitness &amp; Wellness Management Intern</i>	<b>Fall 2007</b> <b>Spring 2006</b> <b>8/2004 - 12/2006</b>

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## FORMAL EDUCATION

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Arizona State University (Tempe, AZ) <i>M.S. in Exercise and Wellness</i>	7/2006
<ul style="list-style-type: none"><li>• <u>Research Project</u>: Johnson, L., Alsac, B., Swan, P., PhD, FACSM (2006) “Reliability of Energy Expenditure During the Physically Interactive Video Game - Dance Dance Revolution™”</li><li>• <u>Research Project</u>: Alsac, B., Johnson, L., Swan, P., PhD, FACSM (2006) “Cardiovascular Response to an Activity-based Video Game in College-age Population - EyeToy®: Kinetic”</li></ul>	
Minot State University (Minot, ND) <i>B.S. Physical Education</i>	12/2010
<i>B.S. Business Management</i> <i>Corporate Fitness Major</i>	5/2004

## PRESENTATIONS

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Improving Student Success Through Implementation of the North Dakota Multi-Tier System of Supports Social Emotional Learning Goals & Scales (ND) <i>Presenter</i>	2018
Building Better Behaviors (ND) <i>Presenter</i>	2018
Sources of Strength Peer & Adult Leader Training <i>Facilitator</i>	2016 - Present
Crisis Intervention and Prevention (Minot, ND) <i>Presenter</i>	2016 - Present
Trauma Sensitive Schools: A New Perspective in Student Behavior & Learning (ND) <i>Presenter</i>	2016 - Present
August In Action (Minot, ND) <i>Public Activity Sessions, Facilitator</i>	8/2009
Learn To Teach Group Fitness (New Town, ND) <i>Presenter, Lecture and Practical Application Session</i>	3/2009
IDEA World Fitness Conference (San Diego, CA) <i>Co-Presenter, Lecturer</i>	7/2007
Southwest American College of Sports Medicine Conference (San Diego, CA) <i>Presenter, Poster Session</i>	6/2007
Games for Health Conference (Baltimore, MD) <i>Co-Presenter, Poster Session</i>	9/2006

## LEADERSHIP OPPORTUNITIES/HONORS

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2018 Collaborative for Academic Social and Emotional Learning Collaborating States Initiative Co-Representative (North Dakota)  
2017 Westhope Public School Board Member  
2018 ND Health Ed Standards Review Committee  
2015 Johnson & Johnson School Health Leadership Fellow  
2015 ND Society of Health and Physical Educators Board Member  
2015 ND Physical Education Standards Writing Committee  
2006 Edson Student Entrepreneurship Program (ESEP), *Co-recipient*  
2003-4 Minot State University Women’s Varsity Basketball Team Captain

**Lucy K Fredericks**  
**2322 Lexi Loop Unit 2**  
**Mandan, ND 58554**  
**Cell 701-590-0544**  
[xanumak@yahoo.com](mailto:xanumak@yahoo.com)  
[lkfredericks@nd.gov](mailto:lkfredericks@nd.gov)

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**EMPLOYMENT**

<b>Director of Indian/Mult Education</b> <b>ND Department of Public Instruction</b>	<b>2012-2019</b> <b>Bismarck,ND</b>
<b>Elementary Principal/Administrator</b> Standing Rock Community Elementary School	2005-2012 Ft. Yates, ND
<b>Title 1 Teacher/Coordinator</b> Twin Buttes Elementary School	2002-2005 Halliday, ND
<b>Title VII Coordinator/Teacher</b> Twin Buttes Elementary School	1999-2002 Halliday, ND
<b>Title VII Resource Teacher</b> Twin Buttes Elementary School	1998-1999 Halliday, ND
<b>Paraprofessional/ Teachers Aide</b> Twin Buttes Elementary School	1990-1998 Halliday, ND

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**EDUCATION**

<b>Associate of Science</b> <b>Associate of Arts Degree in Liberal Arts</b> Fort Berthold Community College Emphasis in Special Education	1997  New Town, ND
<b>Bachelor of Science in Education</b> College of Education and Human Development University of North Dakota Major: Elementary Education	1999  Grand Forks, ND
<b>Master of Science in Elementary Education</b> University of North Dakota Major: Elementary Education/Educational Leadership	2004 Grand Forks, ND

## **CREDENTIALS**

**Elementary Principal Credential  
ND Educator's Professional License**

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## **PROFESSIONAL ORGANIZATIONS**

**Member:** North Dakota Council of Educational Leaders  
National Indian Education Association

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## **REFERENCES**

Robert Marthaller, Former Assistant Superintendent  
ND Department of Public Instruction  
600 E. Boulevard Ave. Dept. 201  
Bismarck, ND 58505  
701-425-9809 (Cell)

Laurie Matzke, Assistant Superintendent DSSI  
ND Department of Public Instruction  
600 E. Boulevard Ave. Dept. 201  
Bismarck, ND 58505  
701-328-2284

Dr. Wayne J. Trottier, Jr., Superintendent  
105 14<sup>th</sup> Street SW  
Rugby, ND 58368  
701-776-9042 / Cell-701-351-4849

Marzano Research, LLC  
12577 East Caley Avenue | Centennial, CO 80111

303-766-9199 ext. 337  
mckenzie.haines@marzanoresearch.com

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## Primary Areas of Expertise

- ◆ Statistical skills: data system creation, management, collection, and analysis
- ◆ Qualitative research methodology
- ◆ Survey research, observational research, and in-person/phone interview techniques
- ◆ Content expertise: educator and leader effectiveness, educator preparation, program evaluation

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## Education

BA	Sociology ( <i>minor in Educational Studies</i> ), Indiana University, Bloomington, IN	2017
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## Specialized Training, Certifications, Honors

Family Educational Rights and Privacy Act (FERPA)	2019
Human Research – Social Behavioral Education Research Basic	2019
Section 508: What is It and Why is It Important to You?	2018

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## Professional Experience

<b>Marzano Research, LLC, Centennial, CO</b>	<b>2017–Present</b>
<i>Research Associate</i>	
<b>Solution Tree, Bloomington, IN</b>	<b>2017</b>
<i>Professional Development Account Coordinator</i>	
<b>The Children’s Museum of Indianapolis, Indianapolis, IN</b>	<b>2016</b>
<i>Research and Evaluation Internship</i>	

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## Selected Project Experience

<b>Colorado Early Intervention Study</b>	<b>2018—Present</b>
<i>Funded by Office of Early Childhood, Early Intervention Colorado</i>	
Role: Research Associate	

This project is aimed to support the Colorado Department of Human Services (CDHS) and the Colorado Department of Education (CDE) to study the execution of early intervention evaluations (EIEs). Results will be used to inform recommendations for performing EIEs in Colorado.

<b>Development and Implementation of the Kansas Student Observation Assessment Record (SOAR)</b>	<b>2018—Present</b>
<i>Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Kansas State Department of Education (KSDE)</i>	
Role: Research Associate	

Activities will support KSDE and educator preparation program (EPP) partners in collecting and analyzing data to examine the reliability and validity of the SOAR instrument. Researchers will support KSDE and EPP partners’ development of SOAR implementation guidelines, including recommendations for training SOAR users and assigning instrument scores.



**Nebraska Department of Education Reading Strategies and Interventions** **2018–Present**  
*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); Conducted in partnership with the Nebraska State Department of Education (NDE)*  
Role: Research Associate

To help meet the Nebraska Reading Improvement Act (Neb. L. B. 1081, Amend. 2593, 2018) requirements, the main goal of the project is to assist the Nebraska Department of Education (NDE) in developing a resource inventory of evidence-based interventions and strategies for reading and writing that educators for individualized reading plans, as well as classroom instruction.

**Education Leader Evaluation Research** **2018**  
*Funded by the Michigan Department of Education (MDE)*  
Role: Research Associate

This project is designed to support MDE in understanding best practices related to administrator evaluation and examining district implementation of administrator evaluation systems (i.e., systems used to evaluate school principals and assistant principals). Study results will inform MDE efforts to support district implementation of these systems.

**Colorado Department of Education Program Evaluation Training Modules** **2017–Present**  
*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Colorado Department of Education*  
Role: Research Associate

The Colorado Department of Education (CDE) leadership plans to increase the capacity of its staff to monitor implementation and outcomes of CDE programs. To assist CDE, researchers will provide coaching and consultation to participants in a series of five professional development modules, through which participants will gain an understanding of evaluation principles and their applications.

**Evaluation Metrics and Data Collection Plan for Connect for Success and School Turnaround Network in Colorado** **2017–Present**  
*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Colorado Department of Education*  
Role: Research Associate

The goal of this project is to provide coaching and consultation support to The Colorado Department of Education (CDE) stakeholders in the collection and analysis of data related to the Connect for Success and School Turnaround Network programs. Researchers will build the capacity of CDE staff to evaluate program outcomes and monitor program progress.

**Developing State Guidelines for Leadership Evaluation** **2017–Present**  
*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Wyoming Department of Education*  
Role: Research Associate

Recent revision to Senate Enrolled Act 31 stipulates schools designated as partially meeting expectations under the Wyoming Department of Education's accountability system must file an improvement plan that includes the implementation of a district leader evaluation system. Once the State determines a process, the Wyoming State Support Research Partnership will support the development by providing information on current best practices in leadership evaluation systems to inform state guidelines.

**Missouri Leadership Development Research Support** **2017–Present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Missouri Department of Education*

Role: Research Associate

The research team will support the Missouri Department of Elementary and Secondary Education to develop plans for more systematic collection, analysis, and reporting of data related to the implementation and outcomes of the Missouri Leadership Development System (MLDS).

### **Educator Evaluation Research**

**2017—2018**

*Funded by the Michigan State Department of Education (MDE)*

Role: Research Associate

This study was designed to identify best practices in educator evaluation implementation to inform MDE supports to, and programming by, districts. The project employed a literature review, interviews, survey development and administration, and case studies to identify barriers and make recommendations for high-quality implementation.

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### **Selected Technical Reports**

Klute, M., **Haines, M.**, Underwood, K., & Cherasaro, T. (2017). *Support for local implementation of educator evaluation systems: Comparable states report*. Centennial, CO: Marzano Research.

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### **Selected Presentations**

Brodersen, R. M., Jantz, A., & **Haines, M.** (2018). Review of teacher candidate evaluation instruments and approaches to ensure reliability and validity. Presentation provided at the Consortium for Research on Educational Assessment and Teaching Effectiveness, Williamsburg, VA.

Brodersen, R. M., Chmidling, C., Meyer, S., Jantz, A., & Haines, M. (2019). Developing and assessing the validity of teacher candidate evaluation instruments in Kansas. Presentation provided at the Council for Accreditation of Education Preparation Conference, Denver, CO.

## Shelby M. Hubach

## Proposed Role:

Marzano Research, LLC  
12577 East Caley Avenue | Centennial, CO 80111

303-766-9199 ext. 317  
shelby.hubach@marzanoresearch.com

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### Primary Areas of Expertise

- ◆ Statistical skills: Qualitative and quantitative research methods, using mixed methods, focus groups, and interviews
- ◆ Content expertise: Technical assistance to support continuous improvement; data interpretation and data capacity building; school climate and culture; educator evaluation systems; and, evaluation of professional development

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### Education

PhD	Research methods, higher education, and women studies Colorado State University	2009
MS	Marriage and Family Therapy, Colorado State University	2004
BS	Psychology, University of North Dakota	2001
BA	Sociology, University of North Dakota	2001

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### Specialized Training, Certifications, Honors

Section 508: What is It and Why is It Important to You? course 2018

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### Professional Experience

<b>Marzano Research, LLC, Centennial, CO</b> <i>Senior Researcher</i>	<b>2018–present</b>
<b>Staples, Inc., Aurora, CO</b> <i>Customer Experience Manager (Business Intelligence Department)</i>	<b>2016–2018</b>
<b>McREL International, Denver, CO</b> <i>Managing Researcher</i>	<b>2011–2016</b>
<b>Arizona State University, Mary Lou Fulton Teachers College, Phoenix, AZ</b> <i>Research Office Director</i>	<b>2010–2011</b>
<b>Omni Institute, Denver, CO</b> <i>Researcher</i>	<b>2007–2010</b>
<b>Research and Dev. Center for the Advancement of Student Learning, Ft. Collins, CO</b> <i>Research Assistant</i>	<b>2006–2007</b>

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### Selected Project Experience

**Supporting an Evaluation of Rural Educator Stipend Programs in Colorado** 2019–Present  
*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Colorado Center for Rural Education (CCRE) and Colorado Department of Education (CDE)*  
Role: Project Team Member

The goal for the proposed project is to work collaboratively with CCRE and CDE staff to design an evaluation plan for CCRE's rural education stipend programs. CCRE currently supports four stipend programs aimed at attracting, developing, and retaining teachers in rural schools throughout the state. Dr. Hubach contributes to activities to develop a comprehensive evaluation plan, which will include (1) reviewing, refining, and expanding on existing CCRE evaluation questions to align with the CCRE logic model; (2) identifying and critiquing existing data sources that can help answer evaluation questions; (3) developing new instruments as needed as well as an analysis plan to answer evaluation questions; (4) determining a timeline and strategies for data use; and (5) planning next steps in the evaluation and exploring areas of continued REL Central support.

**Supporting the Evaluation of the North Dakota Native American Essential Understandings (NDNAEU) Project** **2019–Present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with North Dakota Department of Public Instruction (NDDPI)*

Role: Project Lead

The goal for the project is to work collaboratively with NDDPI staff to design an evaluation plan for the implementation of the lessons aligned with the seven North Dakota Native American Essential Understandings. Dr. Hubach leads activities to develop a comprehensive evaluation plan, which will include: 1) creating a logic model, identifying key program components and identifying intended short-, mid-, and long-term outcomes; 2) developing evaluation questions; 3) assessing data availability and quality of data and identifying data needs; 4) developing data collection instruments and procedures, and plans for data analysis; 5) developing a data collection and analysis timeline and determining how the evaluation data can be used; and, 6) reviewing available resources and identifying next steps.

**North Central Comprehensive Center (NCCC)** **2014–2016**

*A research grant funded by the U.S. Department of Education, Comprehensive Centers Program, (S283B120018)*

Role: Technical Assistance Specialist

The NCCC served state education agencies in Nebraska, North Dakota, South Dakota and Wyoming, providing technical assistance and capacity building services to support the implementation of federal initiatives and programs. Dr. Hubach served as the state liaison and provided technical assistance to North Dakota Department of Public Instruction (NDDPI). Dr. Hubach coordinated with multiple technical assistance providers, including the Center for Great Teachers and Leaders to build NDDPI capacity to develop educator evaluation systems. Dr. Hubach facilitated and coordinated state education agency-level meetings to develop of their state educator equity and ESSA plans; and provided one-one support as a thought partner in their planning and implementation efforts.

**Preparing Districts to Evaluate Professional Development** **2012–2014**

*Funded by the Florida Department of Education (FLDOE)*

Role: Evaluation Lead

This project was designed to build the capacity of educators at all levels to improve the planning, implementation, and evaluation of professional development in Florida districts and schools. Over the course of the project, professional developers provided eight sessions to address a range of topics that including, assessing needs, monitoring program implementation, and evaluating program impact. Dr. Hubach lead the development of a robust, state-wide evaluation plan; created measurement tools; collected primary data via surveys, focus groups, and process data; analyzed primary and secondary data; and contributed to report writing.

## **Learning to Use Formative Assessments in Middle School Mathematics Using the Assessment Work Sampling Method** **2016–2017**

*A research grant funded by the U.S. Department of Education, Institute of Education Science, (R305A110392)*

Role: Research Team Member

This three-year development project used the Assessment Work Sample Method (AWSM) to provide middle school mathematics teachers with authentic samples of mathematics formative assessment work and an interactive, hands-on experience to increase their understanding and improve their practice of formative assessment to increase students' mathematics achievement. Researchers determined to what extent AWSM can be implemented with fidelity in an authentic education delivery setting, to what extent it shows promise for improving teacher practice of mathematics formative assessment, and to what extent it shows promise for increasing student achievement in mathematics. Dr. Hubach contributed to the research grant through instrument development, data collection, data analysis, and result reporting.

## **Evaluation of iTeachAZ** **2010–2011**

*A Teacher Quality Partnership grant funded by the U.S. Department of Education*

Role: Evaluation Lead

Led the evaluation of this Teacher Quality Partnership grant designed to increase the amount of time future teachers spend in the classroom. Through intensive student teaching experiences, students are paired with a preK-8 school and district and work with a mentor teacher to plan and deliver academic content in a variety of formats, including small group, one-to-one, and whole class.

## **Evaluation of Arizona Ready-for-Rigor (AZRfR)** **2010–2011**

*A Teacher Incentive Fund grant funded by the U.S. Department of Education*

Role: Evaluation Lead

Led the evaluation of this Teacher Incentive Fund grant designed to improve teacher effectiveness and attitudes to increase student achievement in Arizona's high-needs K-12 public schools. The project involved 100 K-12 administrators and 2,100 teachers, and impacted 40,000 public school students annually across the state.

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## **Selected Publications**

Timpson, W. M., Deniston, T., Banning, J. & **Maier, S.** (2005). Epilogue: Lessons Learned. In W. M. Timpson, R. Yang, E. Borrayo, & S. S. Canetto (Eds.), *147 Practical Tips for Teaching Diversity*. Madison, WI: Atwood Publishing.

Banning, J.H., Sexton, J., Most, D.E., & **Maier, S.** (2007). Gender asymmetries encountered in the search and exploration of mining engineering program web sites: A portrayal of posture and roles. *Journal of Women and Minorities in Science and Engineering*, 13, 2, 165-174.

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## **Selected Presentations**

**Maier, S. M.**, & Wisniewski, R. (2014, December). *Redesigning Professional Development Systems*. Session presented at the Learning Forward 2014 Annual Conference. Nashville, TN.

**Maier, S. M.**, & Hill, A. (2014, October). *Beyond the Perceptual: Evaluating Professional Development About Improving PD Systems*. Poster presented at the annual meeting of the American Evaluation Association. Denver, CO.

- Maier, S. M., & Hill, A.** (2013, October). *Beyond the Perceptual: Evaluating Professional Development About Professional Development Evaluation*. Paper presented at the annual meeting of the American Evaluation Association. Washington, DC.
- Shebby, S. M., **Maier, S. M.**, & Hill, A. (2013, October). *The Role of Human, Material, Organization, and Structural Capacity in Systematic Educational Reform*. Paper presented at the annual meeting of the American Evaluation Association. Washington, DC.
- Maier, S.** (2013, April). *Evaluation of McREL's Teacher Evaluation System in Three School Districts*. Paper accepted for presentation at the 2013 American Educational Research Association Annual Meeting, San Francisco, CA.
- Maier, S. & Arens, S. A.** (2012, October). *Role multiplicity: The intersection between evaluator and supporter of teacher evaluation system implementation*. Annual Conference of the American Evaluation Association, Minneapolis, MN.
- Pearson, T., & Wolgemuth, J.R., **Maier, S.M.** (2006). *A multi-storied case study of a high ethnicity, low-income school in a low ethnicity, high-income district*. Paper accepted for presentation at the 2006 American Educational Research Association Annual Meeting, San Francisco, CA.

Marzano Research, LLC  
12577 East Caley Avenue | Centennial, CO 80111

303-766-9199 ext. 335  
jeanette.joyce@marzanoresearch.com

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## Primary Areas of Expertise

- ◆ Statistical skills: experimental and quasi-experimental design, program evaluation, mixed methodology research
- ◆ Content expertise: inclusive education, special education, literacy, language acquisition, Spanish, instrument design and validation, professional development and technical assistance

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## Education

PhD	Learning, Cognition, Instruction and Development/Educational Psychology, Rutgers Graduate School of Education, New Brunswick, NJ	2017
MA	Teaching, Rutgers University Graduate School, New Brunswick, NJ	2016
EdM	Language and Learning Disabilities, Bank Street College of Education, NY, NY	1989
MS	Communication Science and Disorders, University of Vermont, Burlington, VT	1985
BA	Speech Pathology/Audiology, The George Washington University, Washington D.C.	1983

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## Specialized Training, Certifications, Honors

CITI (Collaborative Institutional Training Initiative) Certification – <i>Social, Behavioral, Epidemiologic Research</i>	2014
American Psychological Association, Division 15 Doctoral Student Seminar	August 2016
SREE HLM Institute	August 2015
European Association for Research on Learning and Instruction, Junior Researcher Seminar	June 2014

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## Professional Experience

<b>Marzano Research, LLC, Centennial, CO</b> <i>Researcher</i>	<b>2017–Present</b>
<b>Educational Testing Service, Princeton, NJ</b> <i>Item Writer</i>	<b>2015–2017</b>
<b>Rutgers Graduate School of Education, New Brunswick, NJ</b> <i>Instructor</i>	<b>2014–2017</b>
<i>Seminar Assistant</i>	2016
<i>Teaching Assistant</i>	2013–2017
<b>Mercer County Community College, Trenton/West Windsor, NJ</b> <i>Adjunct Assistant Professor</i>	<b>2009–2017</b>
<b>City of New York Department of Education, New York, NY</b> <i>Bilingual Evaluator</i>	<b>1986–1988</b>
<b>North Shore Children’s Hospital, Salem, MA</b> <i>Research Associate</i>	<b>1984–1985</b>

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## Selected Project Experience

**Supporting the Evaluation of North Dakota Communities in Schools Programs** **2019–Present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with North Dakota Department of Public Instruction (NDDPI)*

Role: Research team member

The goal for the proposed project is to work collaboratively with NDDPI and Central Region Education Association – North (CREA-N) staff to design an evaluation of the Communities in Schools (CIS) and the Full-Service Community Schools (FSCS) programs. The CIS program is a model for schools and districts to implement so that they meet the nonacademic needs of their students (e.g., social and emotional skills), which helps them stay in school and succeed academically. Similarly, the FSCS program offers wide-ranging services for students that will result in improved educational outcomes (e.g., student attendance). Services include academic, health, and mental health supports and resources. The CIS and FSCS programs are intended to increase student outcomes, such as engagement, attendance, achievement, and graduation, and to decrease dropout.

**Development and Implementation of the Kansas Student Observation Assessment Record (SOAR)** **2018- present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Kansas Department of Education*

Role: Research team member

Activities support KSDE and educator preparation program (EPP) partners in collecting and analyzing data to examine the reliability and validity of the SOAR instrument. Researchers support KSDE and EPP partners' development of SOAR implementation guidelines, including recommendations for training SOAR users and assigning instrument scores.

**Nebraska Department of Education Reading Strategies and Interventions** **2018-Present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with the Nebraska Department of Education (NE DOE)*

Role: Research team member

To help meet the Nebraska Reading Improvement Act (Neb. L. B. 1081, Amend. 2593, 2018) requirements, the main goal of the project is to assist the Nebraska Department of Education (NDE) in developing a resource inventory of evidence-based interventions and strategies for reading and writing that educators for individualized reading plans, as well as classroom instruction.

**Implementation and Evaluation of the North Dakota Teacher Education Loan Forgiveness Project** **2018–present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with North Dakota Department of Public Instruction*

Role: Research team member

The North Dakota Teacher Shortage Loan Forgiveness Program is designed to help recruit and retain teachers in content, grade, and geographical shortage areas. To increase the capacity of NDDPI staff to design an evaluation of the Teacher Shortage Loan Forgiveness Program, REL Central provides technical support on the development of a program logic model and evaluation questions, as well as data quality and collection.

**Evaluation of the Teen Science Scholar Experience** **2018**

*Funded by the Denver Museum of Nature & Science*

Role: Research team member



This project involved working collaboratively with DMSN to conduct a summative evaluation of the short-term impact of the Teen Science Scholars (TSS) program. In addition, the research team developed and piloted an evaluation plan for assessing the long-term impacts of the program to investigate how and to what extent the program achieved its goals. At the completion of the project, we shared the results of the short term impact evaluation and provided DMNS with a sustainable evaluation plan for both short and long term goals.

**Developing State Guidelines for Leadership Evaluation** **2017–Present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Wyoming Department of Education*

Role: Research team member

Recent revision to Senate Enrolled Act 31 stipulates schools designated as partially meeting expectations under the Wyoming Department of Education’s accountability system must file an improvement plan that includes the implementation of a district leader evaluation system. Once the State determines a process, the Wyoming State Support Research Partnership will support the development by providing information on current best practices in leadership evaluation systems to inform state guidelines.

**Data Review Protocol for Colorado Early Educators** **2017–Present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Colorado Department of Education*

Role: Research team member

This project will provide technical assistance to address the CDE Early Learning and School Readiness staff’s need to develop tools to support educators in using early childhood formative assessment data to shape instruction.

**Development of an Early Childhood Educator Evaluation System** **2017–present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Colorado Department of Education*

Role: Research team member

The Early Childhood Education Research Alliance will support the Colorado Department of Education (CDE) as it seeks to develop a model educator evaluation system for early childhood educators that is aligned with the existing educator evaluation system for K–12 teachers.

**Use of Flexible Time in Competency-Based Education** **2017–present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with North Dakota Department of Public Instruction*

Role: Research team member

Under the North Dakota Innovative Schools Research Partnership, this project will help develop and guide revisions to support systems that track how students use flexible time in Bismarck Public Schools and Legacy High School.

**Colorado Department of Education Program Evaluation Training Modules** **2017–present**

*Funded by the Institute of Education Sciences REL Central (Contract # ED-IES-17-C-0005); conducted in partnership with Colorado Department of Education*

Role: Research team member

The Colorado Department of Education (CDE) leadership plans to increase the capacity of its staff to monitor implementation and outcomes of CDE programs. To assist CDE, researchers provided coaching

and consultation to participants in a series of five professional development modules, through which participants gained an understanding of evaluation principles and their applications.

**Evaluation of the Teen Science Scholar Experience**

**2018**

*Funded by the Denver Museum of Nature & Science*

Role: Research team member

This project involved working collaboratively with DMSN to conduct a summative evaluation of the short-term impact of the Teen Science Scholars (TSS) program. In addition, the research team developed and piloted an evaluation plan for assessing the long-term impacts of the program to investigate how and to what extent the program achieved its goals. At the completion of the project, we shared the results of the short term impact evaluation and provided DMNS with a sustainable evaluation plan for both short and long term goals.

**Improving Student Learning and Engagement Through Gamified Instruction: Evaluation of iPersonalize**  
**2017–present**

*A research grant funded by the U.S. Department of Education, Institute of Education Sciences, (R305L170006); conducted in partnership with Fullerton School District, CA.*

Role: Research Team Member – analyzed results, participated in report and presentation.

Using a randomized controlled trial that meets What Works Clearinghouse standards, this project will support causal inferences about the effectiveness of iPersonalize in impacting student achievement. A personalized, gamified learning environment developed by Fullerton School District, iPersonalize is designed to respond to students’ abilities, needs, and interests through a strategic blend of whole-group, small-group, and individualized instruction delivered in person and online.

**Evaluation of the Region IV Equity Assistance Center Program**

**2017–present**

*Funded by Metropolitan State University of Denver through a grant awarded by U.S. Department of Education.*

Role: Project Lead

Marzano Research serves as the external evaluator for the Region IV Educational Equity Assistance Center, one of four regional centers funded by the U.S. Department of Education under the Title IV of the Civil Rights Act of 1964. The center provides training and technical assistance on educational issues related to race, sex, national origin, and religion. Designed to provide formative and outcome feedback for the center’s equity projects, the evaluation includes quick-turnaround and follow-up stakeholder surveys; selected case studies with site visits, document analysis, and stakeholder interviews; and support to ensure compliance on all federal reporting requirements.

**Educator Evaluation Research**

**2017–2018**

*Funded by Gogebic-Ontonagon Intermediate School District through a grant awarded from the Michigan State Department of Education (MDE)*

Role: Research Team Member

This study was designed to identify best practices in educator evaluation implementation to inform MDE supports to, and programming by, districts. The project employed a literature review, interviews, survey development and administration, and case studies to identify barriers and make recommendations for high-quality implementation.

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## Selected Publications

- Harrison, J. R., Soares, D. A., & **Joyce, J.** (2018). A systematic scoping review of access to the general education curriculum: Youth with emotional and behavioral challenges. *International Journal of Inclusive Education*. DOI: 10.1080/13603116.2018.1444107
- Harrison, J. & **Joyce, J.** (2018) *Accommodations in The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*, Editor: Frey, B.
- Joyce, J.**, Harrison J.R., & Gitomer, D.H. (2018) Modifications and Accommodations: A Preliminary Investigation into Changes in Classroom Artifact Quality. *International Journal of Inclusive Education*.doi:10.1080/13603116.2018.1453876
- Joyce, J.**, Harrison, J., and Murphy, D. (2016) Evaluating Students with Disabilities and their Teachers: Use of Student Learning Objectives. *Teachers College Record (Yearbook)*, 118(14). Retrieved August 22, 2016 from <http://www.tcrecord.org>. ID Number: 21542.
- Joyce, J.** (2015) *SAT or ACT for Students with Learning Disabilities and ADHD? Advice from a Professional*. LDadvisory.com.
- Joyce, J.** & Crouse, K. (2018) Race to the Top, in *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*, (Editor: Frey, B.).
- Joyce, J.**, Iaconangelo, C., and Gitomer, D.H. (2017) Understanding Assignment Quality through Classroom Artifacts. *Journal of Learning and Instruction*.  
<https://doi.org/10.1016/j.learninstruc.2017.08.001>
- Crouse, K., Gitomer, D.H., and **Joyce, J.** (2016) *Student Learning Objectives in Teacher Evaluation Systems in Student Growth Measures: Where Policy Meets Practice*. Kimberly Kappler Hewitt and Audrey Amrein-Beardsley, editors. (Palgrave Macmillan).
- Gitomer, D.H., Crouse, K., and **Joyce, J.** (2014) *A Review of the DC IMPACT Teacher Evaluation System*. (commissioned report to National Academy of Science Washington, DC which was included in *An Evaluation of the Public Schools of the District of Columbia: Reform in a Changing Landscape*).
- Crouse, K., **Joyce, J.**, & Cavera, V. (2016). Crossing Boundaries: Reflexive Analysis of Collaborative Learning in Research Institutions. In C. Looi, J. Polman, U. Cress, & P. Reimann (Ed.), *Transforming Learning, Empowering Learners. 2*, pp. 791-4. Singapore: ICLS.
- Joyce, J.**, Cavera, V., and Crouse, K. (2016) Crossing Boundaries: Towards Conceptualization of Interdisciplinary Interaction. (in preparation, to be submitted to *International Journal for Academic Development*).

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## Selected Technical Reports

- Brodersen, M., **Joyce, J.**, Bopp, L., Stewart, J., & Cherasaro, T. (2017). *District implementation of educator evaluation systems: Survey results*. Centennial, CO: Marzano Research

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## Selected Presentations

- Klute, M., Flores, E., & **Joyce, J.** (2018, November). Research and Practitioners Partnering to Conduct a Low-Cost, Short-Duration Evaluation: The Evaluation of a Gamified Approach to Instruction in Elementary School. Paper presented at the Annual Conference of the American Evaluation Association, Cleveland, Ohio.

- Joyce, J.** (2018, August). Teachers' Reported and Enacted Practice in Response to Changing Science Standards: A Case Study. Poster presented at the Annual Meeting of the American Psychological Association, San Francisco, California.
- Joyce, J.** (2017, August). Artifact Indicator Protocol: A Tool for Teaching to the Next Generation Science Standards. Paper presented at the 125th Annual Meeting of the American Psychological Association, Washington, D.C.
- Joyce, J.** & Harrison, J. (2017, April). Modifications and Accommodations in Classroom Artifacts: A Preliminary Investigation into Changes in Expectations and Quality. Poster presented at the annual meeting of the American Educational Research Association, San Antonio, Texas.
- Joyce, J.,** Zisk, R.C., Gitomer, D.H. (2017, April). Classroom Artifact Protocols in Assessment: The Role of Domain Specificity in Two Studies. Roundtable presented at the annual meeting of the American Educational Research Association, San Antonio, Texas.
- Gitomer, D.H. & **Joyce, J.** (2017, April). Artifacts as Potential Indicators of Enacted Math Standards: Pilot Study Results, Paper to be presented as part of a symposium at the annual meeting of the American Educational Research Association, San Antonio, Texas.
- Joyce, J.** (2016, September). Artifact Indicator Protocol Study: Using Classroom Artifacts to Understand Science Standard Implementation. Paper presented at the annual meeting of the Special Interest Group on Educational Effectiveness of the European Association of Research on Learning and Instruction, Oslo, Norway.
- Joyce, J.** (2016, August). Classroom Artifacts as Indicators of Enacted Policy and Teaching. Paper presented at the annual meeting of the American Psychological Association, Denver, CO.
- Crouse, K., **Joyce, J.,** & Cavera, V. (2016, June). Crossing Boundaries: Reflexive Analysis of Collaborative Learning in Research Institutions. Paper presented at the biennial meeting of the International Society for the Learning Sciences, Singapore.
- Cavera, V., Crouse, K., & **Joyce, J.** (2016, April). Crossing Boundaries: Use of a sequential mixed methods design in order to analyze interdepartmental collaboration. Poster presented at the annual meeting of the American Educational Research Association, Washington, D.C.
- Crouse, K., **Joyce, J.,** & Cavera, V. (2016, April). Investigating networks of professional interaction in the academic research community. Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
- Gitomer, D.H. & **Joyce, J.** (2016, April). Classroom Artifacts as Indicators of Quality in STEM Education. Roundtable presented at the annual meeting of the American Educational Research Association, Washington, D.C.
- Joyce, J.,** Cavera, V., & Crouse, K. (2016, April). Crossing Boundaries: Towards Conceptualization of Interdisciplinary Interaction. Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
- Crouse, K., **Joyce, J.,** & Cavera, V. (2016, March). Crossing Boundaries: Empirical Research in Professional Research Interactions. Paper presented at the Rutgers Graduate School of Education Brownbag Lecture Series, New Brunswick, NJ.
- Joyce, J.,** Cavera, V., & Crouse, K., (2016, March). Crossing Boundaries: A critical analysis of interdepartmental collaboration. Paper presented at the 60th annual conference of the Comparative and International Education Society, Vancouver, B.C.

- Crouse, K., Peters, S., **Joyce, J.**, & Cavera, V. (2015, April). Crossing boundaries: Conceptualizing research interaction across academic specialization. Poster presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Gitomer, D.H., Crouse, K., & **Joyce, J.** (2015, April). Student Learning Objectives: What they are and what they could be. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Joyce, J.**, Iaconangelo, C.J., & Gitomer, D.H. (2015, April). Dimensions of Classroom Assignment Quality: An Investigation of the Factors Affecting Challenging Work for All Students. Poster presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Crouse, K., Cavera, V., **Joyce, J.**, & Peters, S. (2015, March). Crossing boundaries: toward an empirical conceptualization of the academic research community. Paper presented at the biennial meeting of the Mixed Methods International Research Association, Kingston, Jamaica.
- Crouse, K., **Joyce, J.**, & Gitomer, D.H. (2015, March). Two Perspectives: A Comparative Analysis of Student Learning Objectives. Paper presented at the 59th Annual Conference of the Comparative and International Education Society, Washington, D.C.
- Joyce, J.**, Crouse, K., & Gitomer, D.H. (2015, January). Student Learning Objectives as a Growth Measure in Teacher Evaluation Systems. Paper presented at the annual International Congress for School Effectiveness and Improvement, Cincinnati, OH.
- Joyce, J.**, Iaconangelo, C.J., & Gitomer, D.H. (2014, October). Classroom Interactions: A View Through Assignments. Paper presented at the Rutgers Graduate School of Education Brownbag Lecture Series, New Brunswick, NJ.
- Joyce, J.**, Gitomer, D.H., & Iaconangelo, C.J. (2014, August). Assessment of Learning and Teaching Through Quality of Classroom Assignments. Paper presented at the annual conference of the Special Interest Group on Assessment of the European Association of Research on Learning and Instruction, Madrid, Spain.
- Joyce, J.**, Iaconangelo, C.J., & Gitomer, D.H. (2014, June). Learning about Teaching Quality through Classroom Assignments. Paper presented at the annual conference of the European Association of Research on Learning and Instruction-Junior Researchers, Nicosia, Cyprus.
- Crouse, K., **Joyce, J.**, & Gitomer, D.H. (2014, April). Comparative Analysis of the Design and Implementation of Race to the Top Teacher Evaluation Systems. Roundtable presented at the annual conference of the American Education Research Association, Philadelphia, PA.
- Joyce, J.** (2014, March). What Can Classroom Assignments Tell Us About Teaching Quality? Poster presented at annual Rutgers Graduate Student Poster Seminar, New Brunswick, NJ.
- Joyce, J.**, Iaconangelo, C.J., & Gitomer, D.H. (2014, January). Classroom Assignments as a Window into Teaching Quality. Paper presented at the Subway Summit of Graduate Schools of Education in NY/NJ, Brooklyn, NY.

## EDUCATION

**University of Virginia** – Charlottesville, VA

*December 2015*

*Master of Teaching* – Secondary Science Education, Concentration in Biology, Curry School of Education, GPA: 3.97

*Bachelor of Arts with Distinction* – Biology, Minor in Religious Studies, College of Arts & Sciences, GPA: 3.14

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## CERTIFICATIONS & SKILLS

- R, NVivo, Research Methodology and Design, Data Cleaning Collection and Analysis
  - MS Excel, MS Office, MS Powerpoint, MS Teams
  - InDesign, Writing, Copy Editing
  - Smart Notebook, Canvas, Wordpress, Social Media
  - Virginia Teaching Licensure – Secondary Science, endorsement in Biology
  - Limited working proficiency – French, Mandarin Chinese
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## RELEVANT EXPERIENCE

**Communities In Schools – National Office** – Arlington, VA

*Research Associate*

*October 2018 – Present*

- Collaborate with school districts and partner organizations for relevant data collection and analysis
- Lead in the creation and execution of internal evaluations of organizational earned revenue efforts and strategic investments
- Implement key activities related to the Communities In Schools research agenda

*Research Assistant*

*July 2017 – October 2018*

- Evaluate internal capacity-building efforts
- Publish resources for external audiences on topics such as chronic absenteeism, social and emotional learning, and barriers to educational success

*Research, Learning & Accreditation Intern*

*May 2016 – July 2017*

- Conduct literature reviews, write and edit research briefs
- Maintain databases of evidence-based programs and relevant educational research
- Craft learning objectives, evaluate aligned learning outcomes and impact via the Kirkpatrick Model
- Collect, clean, analyze, and report on qualitative and quantitative data

**Curry School of Education, University of Virginia** – Charlottesville, VA

*May – September 2015*

*Graduate Student Research Associate for Professor Ben Castleman*

- Aggregated and collected data related to student access and success in higher education (text-messaging interventions, behavioral nudges, College Goal Sunday)
- Indexed research materials and content sources for *The 160-Character Solution*

**Curry School of Education, University of Virginia** – Charlottesville, VA

*May – September 2015*

*Graduate Student Research Associate for Professor Frackson Mumba*

- Analyzed *Science Activities* journal articles
  - Evaluated articles and lessons based on criteria for features of science inquiry instruction
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## TEACHING EXPERIENCE

**Intervention Tutor, Buford Middle School** – Charlottesville, VA

*February – May 2016*

- Led remediation tutoring sessions for students in pre-algebra
- Assisted in classroom pre-algebra instruction

**Long-term Substitute Teacher, Buford Middle School** – Charlottesville, VA

*December 2015 – February 2016*

- Taught 8<sup>th</sup> grade students in collaborative and honors Physical Science classes
- Designed laboratory experiments and student-centered learning experiences

**Student Teaching, Buford Middle School** – Charlottesville, VA

*Fall 2015*

- Taught 125 diverse 7<sup>th</sup> grade students in collaborative, academic, and honors Life Science classes
- Planned, implemented, and differentiated science instruction while leveraging technology
- Maintained school-wide and classroom expectations and guidelines in behavior management
- Effectively assessed student learning to guide instructional practice