

# LAURA J. LINK, Ed.D.

Teaching & Leadership Ph.D. and Master's Programs  
Education Practice & Leadership Ed.D. Program  
Department of Teaching, Leadership & Professional Practice  
College of Education and Human Development  
University of North Dakota

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## EDUCATION

- 2014      **Ed.D. Leadership & Policy Studies**  
University of Memphis, Memphis, TN  
Dissertation Topic: *Teachers' Perceptions of Grading Practices*
- 2004      **M.S. Educational Administration**, add-on certificate  
University of Georgia, Athens, GA
- 1998      **M.S. Secondary English Education**  
North Georgia College & State University, Dahlonega, GA
- 1991      **B.S. English Language and Literature**  
Florida State University, Tallahassee, FL
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## PROFESSIONAL EXPERIENCE

- 2023-present    **Associate Professor** of Teaching & Leadership,  
University of North Dakota
- 2021- 2023    **Assistant Professor** of Teaching & Leadership,  
University of North Dakota
- 2020-21      **Associate Dean**, College of Public Service,  
University of Houston Downtown
- 2019-21      **Assistant Professor** of Educational Leadership,  
University of Houston Downtown
- 2015-19      **Assistant Professor** of Educational Leadership,  
Purdue University Fort Wayne
- 2014-15      **Chief Academic Officer**,  
Jackson-Madison County Schools, Jackson, TN

- 2013-14 **Chief Talent Management Officer**,  
Shelby County Schools, Memphis, TN
- 2011-13 **Assistant Superintendent of Teaching, Learning & Professional Development**, Shelby County Schools, Memphis, TN
- 2008-11 **Director of Professional Development & Leadership**,  
Shelby County Schools, Memphis, TN
- 2007-08 **Assistant Principal**, Otwell Middle School,  
Forsyth County Schools, Cumming, GA
- 2004-07 **Vice Principal**, South Forsyth High School,  
Forsyth County Schools, Cumming, GA
- 1998-2004 **Teacher**, North Forsyth High School, AP Language and Literature &  
American Literature, Forsyth County Schools, Cumming, GA
- 1999-2002 **Adjunct Instructor**, Department of Language and Literature,  
North Georgia College & State University, Dahlonega, GA
- 1996-98 **Teacher**, Donellan Elementary School, 3<sup>rd</sup> Grade, Atlanta, GA
- 1992-96 **Teacher**, Archdiocese of Miami Schools, Grades 6-8 English & Social  
Studies, Miami, FL
- 1991-94 **Teacher**, South Broward High Evening School, Grades 9-12 Remedial  
English, Fort Lauderdale, FL

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## **PUBLICATIONS**

### **Books** (refereed)

Zoul, J., & **Link, L. J.** (2007). *Cornerstones of strong schools: Practices for purposeful leadership*. Routledge.

### **Book Chapters** (refereed)

Zehavi, E., Miller, D., & **Link, L. J.** (2023). Three thresholds in a single crossing: Harnessing new alliances within a critical friendship. In A. Cameron-Standerford, B. Bergh., & C. Edge (Eds.) *Pausing at the threshold: Opportunity through, with, and for self-study of teacher education practices*. Self-Study in Teacher Education. Equity Press. DOI: [10.59668/558](https://doi.org/10.59668/558)

Burks, L., Hussein, A., **Link, L. J.**, & Miller, D. (2023). Multiple leaders in a program coordinators' community (PCC): Developing a new educational leadership program: In N. A. Paufler & E. H. Reames (Eds.) *Exploring the role of the*

*educational leadership program coordinator*. Special Issue. Practice, problems, and possibilities. Information Age.

**Link, L. J.** (2021). I explicitly inform teachers/students what successful impact looks like from the outset. In J. Hattie & R. Smith (Eds.) *Mindframes for leaders: The why, how, and what of the visible learning leader* (pp. 81-89). Corwin Press.

**Link, L. J.** (2019). Leadership in grading reform. In T. R. Guskey & S. M. Brookhart (Eds.) *What we know about grading* (pp. 157-194). Association for Supervision and Curriculum Development.

**Articles** (editor invited, international academic news outlets & Associated Press)

**Link, L. J.** (2023). Every teacher grades differently, which isn't fair. *The Conversation*. <https://theconversation.com/every-teacher-grades-differently-which-isnt-fair-201276>

**Articles** (refereed)

**Link, L. J.**, & Guskey, T. R. (2022). Is standards-based grading effective? Special Issue. Controversies in education: Separating fact from fiction. *Theory Into Practice*, 61(4), 406 – 417.\*

\*Selected for **summary in the Marshall Memo** (Memo reaches over 50,000 in 50 US states and 74 countries)

Guskey, T. R., & **Link, L. J.** (2022). What teachers really want when it comes to feedback. *Educational Leadership*, 79(7), 42-48.\*

\*Selected for **summary in the Marshall Memo** (Memo reaches over 50,000 in 50 US states and 74 countries)

Guskey, T. R., & **Link, L. J.** (2022). Feedback for teachers: What evidence do teachers find most useful? *Journal of Scholarship and Practice*, 18(4), 9-20.\*

\*Selected for **summary in the Marshall Memo** (Memo reaches over 50,000 in 50 US states and 74 countries)

**Link, L. J.**, & Kauffman, K. D. (2021). Are your grading policies legally sound? How to avoid court entanglements when student grades are challenged. *School Administrator*, 5(78), 45- 48.

**Link, L. J.** (2020). Effective grading practices: Creating a culture of achievement. *Principal Leadership*, 21(4), 22-24.

**Link, L. J.** (2020). Professors in partnership: Leverage university expertise to benefit teachers and students. *American School Board Journal*, 207(5), 40-42.

**Link, L. J.**, & Guskey, T. R. (2019). How traditional grading contributes to student inequities...and how to fix it. *Curriculum in Context*, 45(1), 12-19.

Guskey, T. R., & **Link, L. J.** (2019). The forgotten element of instructional leadership: Grading. *Educational Leadership*, 76(6), 1-6.

Guskey, T. R., & **Link, L. J.** (2019). Exploring the factors teachers consider in determining students' grades. *Assessment in Education: Principles, Policies & Practice*, 26(1), 23-30.

**Link, L. J.** (2018). Finding expertise in your own backyard: K-12 educators can collaborate with a nearby university to devise a strategy that serves both partners' needs and interests. *School Administrator*, 10(75), 38 – 42.

**Link, L. J.** (2018). Teachers' grading perceptions: How pre-service training makes a difference. *Journal of Research in Education*, 27(2), 62 – 91.

**Link, L. J.** (2013). Rescaling and rethinking grading. *Tennessee Educational Leadership*, 40(1), 25 – 31.

### **National & International Published Conference Proceedings**

Zehavi, E., Miller, D., & **Link, L. J.** (2023). *Three thresholds in a single crossing: Harnessing new alliances within a critical friendship*. Published CASTLE Conference Proceedings, Self-Study of Teacher Education Practices' special interest group, American Educational Research Association.

### **Public Scholarship: Editorials & Commentaries** \*indicates graduate student

**Link, L. J.**, Lash, M. \*, & Cox, A. \* (2018, May). Mastodons in motion. *Distinguish*. Spring Issue, (7), 8-9.

**Link, L. J.** (2018, May). How to improve grading practices. *Learning Forward Connect Online Newsletter*.

**Link, L. J.** (2017, April). Getting assessment & grading right. *CELT Newsletter*.

**Link, L. J.** (2004, April). Ask a teacher: Making a smooth transition to high school. *Atlanta Parent Magazine*.

### **Manuscripts Under Review** (refereed)

**Link, L. J.**, Wright, B. (under review). Instead of changing student grades, change grading practices: How school leaders can avoid teachers' legal challenges and improve accuracy and fairness in grades. *School Administrator*.

**Link, L. J.**, Guskey, T. R., & Lingat, J. M. (under review). Variation in stakeholders' views on homework and grading. *Improving Schools*.

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## **SCHOLARLY PRESENTATIONS**

### **National & International Conference Papers & Presentations** (refereed)

\*indicates graduate student

**Link, L. J.**, Leeson, M. P., Anthes, J. R. (April 2024). *Effects on students' course grades when achievement and noncognitive skills are assessed and reported separately*. Paper to be presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

**Link, L. J.**, & Hunter, C. A. (April 2024) *Students' perceptions of classroom assessment and grading*. Paper to be presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

Navarette-Burks, L., **Link, L. J.**, & Miller, D. M. (April 2024). *Increasing Latina's full leadership potential in university leadership roles: Towards liberated leadership*. Paper to be presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

**Link, L. J.**, & Guskey, T. R. (December 2023). *The feedback teachers find most useful*. Learning Forward Annual Conference, Washington D.C.

Burks, L., **Link, L. J.**, & Miller, D. M. (July 2023). *Reshaping traditional definitions of university leadership: A programs coordinators' community*. The International Council of Professors of Educational Leadership, Inspiring Leadership for Innovations in Education Annual Conference, Orlando, FL.

Zehavi, E., Miller, D.M., & **Link, L.** (August 2023). *Three thresholds in a single crossing: Harnessing new alliances within a critical friendship*. The Self-Study of Teacher Education Practices (S-STEP, a SIG of AERA) International Biennial Conference, East Sussex, England.

**Link, L. J.** (April, 2023). *Is standards-based grading effective?* Current Trends in Education, North Dakota Association of Colleges for Teacher Education Annual Conference. Mayville, ND.

**Link, L. J.**, Ahn, J., Schleicher, J., & Schlenker, J. (April, 2023). *Mastery learning: Getting classroom assessment right*. Current Trends in Education, North Dakota Association of Colleges for Teacher Education Annual Conference. Mayville, ND.

**Link, L. J.**, Guskey, T. R., & Link, N. G. (2022). *Understanding our differences: Analyzing stakeholders' views on homework, assessment, and grading*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

**Link, L. J.,** Zehavi, E., & Miller, D. (2022). *Changing structures: Improving students' success through collaboration and faculty agency*. Paper virtually presented at the annual Conference on Academic Research in Education (CARE), University of Nevada at Las Vegas.

**Link, L. J.** & Guskey, T. R. (2021). *Know your stakeholders: How crucial data from stakeholders can improve assessment & grading reform*. Paper virtually presented at the annual Association for Supervision & Curriculum Development (ASCD) Empower21 Conference.

**Link, L. J.,** Zehavi, E., & Miller, D. (2021). *Learning beyond the pandemic: New directions for teacher preparation*. Paper virtually presented at the annual Conference on Academic Research in Education (CARE), University of Nevada at Las Vegas.

Guskey, T. R., & **Link, L. J.** (2021). *Feedback for teachers: What evidence do teachers find most useful?* Paper virtually presented at the annual meeting of the American Educational Research Association. All virtual conference.

Guskey, T. R., & **Link, L. J.** (2020). *The proof is in the pudding: Helping teachers utilize the results of formative assessments*. Paper virtually presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

**Link, L. J.,** Simmers, L., & St. John, J. (2020). *K-16 convergence: A district-university partnership that benefits teachers and students*. Paper virtually presented at the annual Association for Supervision & Curriculum Development (ASCD) Empower21 Conference, Los Angeles, CA.

**Link, L. J.** (2019). *Getting classroom assessment right*. Presented at the annual East Asia Regional Council of Schools Conference, Taiwan, China.

Guskey, T. R., & **Link, L. J.** (2019). *Understanding different stakeholders views on homework and grading*. Paper presented at the annual meeting of the American Educational Research Association, Toronto, Canada.

**Link, L. J.** (2018). *Teachers' grading perceptions: How pre-service training makes a difference*. Paper presented at the annual meeting of the American Educational Research Association, New York City, NY.

Guskey, T. R. & **Link, L. J.** (2017). *Grades represent achievement and "something else:" Analysis of the non-achievement factors teachers consider in determining students' grades\**. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.\*

**\* Distinguished Paper Award Finalist, Classroom Assessment SIG**

**Invited Discussant,** (2017) "Classroom Assessment: Issues in Grading,"

American Education Research Association Annual Meeting, Classroom Assessment SIG, San Antonio, TX.

**Link, L. J.**, Guskey, T. R., Himsel, C., Cripe, M.\*, & Taylor, M\*. (2017). *A district getting assessment & grading right*. Presented at the annual Learning Forward International Conference, Orlando, FL.

**Link, L. J.**, Toler, B., & Cripe, M.\* (2017). *Assessment leadership academy: A research- practice partnership*. Presented at the annual Consortium for Research on Educational Assessment and Teaching Effectiveness Conference, Richmond, VA.

### **National & International Presentations Under Review** (refereed)

#### **Podcast Interviews**

Bergin, M., & Seeley, A. (Hosts). (May 2023). *The problem with grades with Dr. Laura Link* (No. 477). [Audio podcast episode]. Tests and the Rest: College Admissions Industry Podcast. <https://gettestbright.com/the-problem-with-grades/>

Mullen, G. (Host). (November 2022). *The core principles of standards-based grading with Dr. Laura Link* (Season 3, No. 6). [Audio podcast episode]. Exploring the Core. <https://exploring-the-core-podcast.simplecast.com/episodes/s3e6>

#### **Local Conference Papers & Presentations**

**Link, L. J.** (2023) *Mastery learning: Getting classroom assessment and grading right*. College of Education and Human Development Research Conference, UND.

#### **Invited Presentations** \*indicates graduate student

**Link, L. J.** (2023, March). *Effective classroom assessment using mastery learning*. Presented to Montpelier Public Schools, Montpelier, ND.

**Link, L. J.** (2023, March). *Effective classroom assessment using mastery learning*. Presented to McKenzie County Public School District #1,, Watford City, ND.

**Link, L. J.** (2023, February). *A multiple grades approach*. Presented to Bethlehem Area School District, Bethlehem, PA.

**Link, L. J.** (2022, October). *Effective classroom assessment and grading*. Presented to The Roundtable Group, Grand Forks, ND.

**Link, L. J.** (2022, October). *What we've learned about grading*. Presented to

Gowanda Central School District, Gowanda, NY.

**Link, L. J.** (2022, October). *No more nice girl: Use strategy & take risks*. Presented to The Women's Fund Leadership Academy, Grand Forks, ND.

**Link, L. J.** (2022, April). Classroom assessments that improve learning. Presented district-wide to McKenzie County Public School District #1, Watford City, ND.

**Link, L. J.** (2021, August). *Effective classroom assessment*. Presented to the Blair Academy, Blairstown, NJ.

**Link, L. J.** (2020-21, August– March). *Grading students who are learning at home and in hybrid formats*. Presented to Fort Bend Independent School District, Sugar Land, TX.

**Link, L. J.** (2020, July). *Book launch event—10 mindframes for leaders*. Presented to an international virtual audience. Hosted by Corwin Press.

Guskey, T. R. & **Link, L. J.** (2020, January). *Getting classroom assessment right*. Presented to Collierville Schools, Collierville, TN.

Guskey, T. R. & **Link, L. J.** (2019, April). *Getting classroom assessment right*. Presented to Collierville Schools, Collierville, TN.

**Link, L. J.** (2019, March). *Getting classroom assessment right*. Presented at the University of Saint Francis' Best Practices Showcase, Fort Wayne, IN.

**Link, L. J.** (2019, February - March). *Getting classroom assessment right*. Presented to Bishop Luers High School, Fort Wayne, IN.

Guskey, T. R., & **Link, L. J.** (2018, July). *Getting assessment & grading right*. Presented at the Tennessee Organization of School Superintendent's Summer Institute, Knoxville, TN.

Guskey, T. R., & **Link, L. J.** (2018, June). *Getting assessment & grading right*. Presented at the Tennessee Organization of School Superintendent's Summer Institute, Jackson, TN.

**Link, L. J.**, Lash, M.\*, Cox, A.\*, Cripe, M.\*, & Taylor, M.\* (2018, February). *The grading game*. Presented at Science Central's PFW Sponsorship Day, Fort Wayne, IN.

Guskey, T. R., & **Link, L. J.** (2018, February). *School leaders getting assessment & grading right*. Presented at the Tennessee Organization of School Superintendent's Legislative & Learning Conference, Nashville, TN.

**Link, L. J.** (2016, October). *Teaching classroom diversity through a privilege walk*. Presented at PFW's Alliance Teaching Showcase, Fort Wayne, IN.

**Link, L. J.** (2016, August). *Mindful diversity*. Presented at PFW's College of Education



and Public Policy's Fall Convening, Fort Wayne, IN.

- Link, L. J.** (2014, August). *Accelerating through the curve*. Presented at Jackson-Madison County Schools' System-wide Address, Jackson, TN.
- Link, L. J.** (2013). *Building a pipeline of effective teachers*. Presented at the People First /SCORE Convening, University of Memphis, Memphis, TN.
- Link, L. J.** (2012). *Talent development & the irreplaceables*. Presented at the Tennessee Superintendents' Conference, Gatlinburg, TN.
- Link, L. J.** (2012). *Gates foundation's iPD*. Presented at the annual Learning Forward Conference, Boston, MA.
- Link, L. J.** (2011). *High-impact leadership*. Presented at the annual Learning Forward Conference, Anaheim, CA.
- Link, L. J.** (2011). *Action research: The stories behind the numbers*. Presented at the annual LEAD Conference, Nashville, TN.
- Link, L. J.** (2010). *High-impact leadership*. Presented at the annual National Staff Development Council Conference, Atlanta, GA.
- Link, L. J.** (2009). *High-impact leadership*. Presented at the annual National Staff Development Council Conference, St Louis, MO.
- Link, L. J.** (2009). *Leading schools to high achievement: Practical strategies for high-impact school improvement*. Ft. McMurray Schools, Alberta, Canada.
- Zoul, J., & **Link, L. J.** (2007). *Schools that learn*. Presented at the annual National Staff Development Council Conference, Dallas, TX.
- Zoul, J., & **Link, L. J.** (2007). *Closing the knowing-doing gap in schools*. Presented at the annual National Middle School Association Conference, Houston, TX.
- Zoul, J., & **Link, L. J.** (2007). *Closing the knowing-doing gap in schools*. Presented at the annual National Middle School Association Conference, Dallas, TX.
- Link, L. J.** (2007). *Improving your school through clear, consistent, and collaborative communication*. Presented at the annual International Network of Principals Center's Convention, Atlanta, GA.
- Link, L. J.** (2007). *Engaged educators + engaged students = student achievement*. Presented at the annual National Staff Development Council Conference, Denver, CO.
- Link, L. J.** (2003). *It's good to be...* Presented at annual Forsyth County Schools' Convocation, Cumming, GA.
- Link, L. J.** (2003). *Life's bargain*. Presented at annual Forsyth County Schools'

Partners in Education Luncheon, Cumming, GA.

**Link, L. J.** (2003). *The forsyth county way*. Presented at annual Forsyth County Schools' New Educator Orientation, Cumming, GA.

**Link, L. J.** (2002). *The forsyth county way*. Presented at annual Forsyth County Schools' New Educator Orientation, Cumming, GA.

## **GRANTS**

2021 "21<sup>st</sup> Century Community Learning Center" (Co-PI: Laura Link and Steven Villano, \$8M; Texas Education Agency—unfunded, **finalist**).

2020 "Teacher Quality Partnership" (PI: Laura Link, \$4M, U.S. Department of Education—unfunded).

2017 *IRSC Faculty Conference Travel Grant*, Purdue University-Fort Wayne, (\$4,000—awarded).

## **IN THE NEWS** (featuring programs I created and direct)

Vonasek, J. (November, 2023). Teaching & Leadership graduate program in a class all its own. *UND Today*. [https://blogs.und.edu/und-today/2023/11/teaching-leadership-graduate-program-in-a-class-all-its-own/?utm\\_source=mailpoet&utm\\_medium=email&utm\\_campaign=Nov.+14%2C+2023+issue#main-content](https://blogs.und.edu/und-today/2023/11/teaching-leadership-graduate-program-in-a-class-all-its-own/?utm_source=mailpoet&utm_medium=email&utm_campaign=Nov.+14%2C+2023+issue#main-content)

Knudson, P. (October 2023). Grand Forks school board hears report on partnership with UND to attract and retain highly-effective teachers: New program provides teachers pathway to earn master's degree, Mastery Learning graduate certificates. *The Grand Forks Herald*: <https://grandforksherald.com/news/grand-forks-school-board-hears-report-on-partnership-with-und-to-attract-retain-highly-effective-teachers>

## **INTERVIEWS**

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## **TEACHING & ADVISING**

### **Courses Taught at University of North Dakota**

T&L 548	The Professoriate (PhD/EdD)- on campus & asynchronous
EDL 512	Leading K-12 Classroom Assessment & Grading (PhD/EdD/MSTL) on campus & asynchronous

Link  
CV 2024

EDL 514 Supervision & Professional Development (EdD/ MSTL)- asynchronous  
EDL 527 Legal Issues in Education (EdD) - asynchronous

**New Course Developed at University of North Dakota**

EDL 512 Leading K-12 Classroom Assessment & Grading (PhD/EdD/MSTL) on campus & asynchronous

**New Certificates Developed at University of North Dakota**

Mastery Learning Certificate (graduate, Fall 2023)

**Courses Taught at University of Houston Downtown**

PED 3305 Understanding the Early Childhood – 12th Grade Learner (BS)- synchronous online  
SOSE 4303 Issues in Urban Teaching (BS)- synchronous

**New Courses Developed at University of Houston Downtown**

EDL 5310 Introduction to Educational Leadership (MS)  
EDL 5320 School, Family, & Community Engagement (MS)  
EDL 5330 School Law & Ethics (MS)  
EDL 5340 Educational Systems & Talent Management (MS)

**New Programs Developed at University of Houston Downtown**

Masters in Educational Leadership (MS)  
Foundations of Educational Leadership Certificate (Graduate)

**Courses Taught at Purdue University Fort Wayne**

EDUC 500 Instruction in the Context of Curriculum, Assessment & Grading (MS)  
EDUC 510 School – Community Relations (MS)-in-person & asynchronous  
EDUC 515 Teacher Professional Development & Evaluation (MS)  
EDUC 695 Practicum in Educational Leadership (MS)  
EDUC 720 Workshop/ School Leadership: Introduction to Educational Research (MS)

**Chairing, Dissertation Committees: In Progress (9)**

01. Bryce Ciancio (EdD, School Leadership, UND)  
*Topic: in progress*
02. Kelly Herrera (EdD, School Leadership, UND)  
*Topic: in progress*
03. Andrea Johnson (EdD, School Leadership, UND)  
*Topic: in progress*
04. Chris Jones (EdD, School Leadership, UND)  
*Topic: Frequency of Tire One classroom assessment use with highly-effective teachers*
05. Joshua Lackey (EdD, School Leadership, UND)  
*Topic: in progress*
06. Kindsey Moe (EdD, School Leadership, UND)  
*Topic: Effectively educating students on sexual health in K-12 settings*

- 07. Melissa Osborne (EdD, School Leadership, UND)  
*Topic: Teachers' pre-service training and systems of support*
- 08. Sally Richardson (EdD, School Leadership, UND)  
*Topic: The impact on athletic eligibility when grade-level report card changes occur*
- 09. Lara Storm (EdD, School Leadership, UND)  
*Topic: Instructional self-efficacy differences between teachers in Leader in Me Lighthouse certified schools as compared to teachers in non-certified Leader in Me schools.*

**Member, Dissertation Committees: Completed (3)**

- 01. Valerie LeFor (EdD, School Leadership, UND)  
*Topic: Rural students and college and career readiness*
- 02. Charlotte Landreau (EdD, Hamline University, Saint Paul, MN)  
*Topic: Systemic shock: How the pandemic has affected teachers' long held beliefs about the nature and purpose of grading in high school.*
- 03. Amanda Melsby (EdD, School Leadership, UND)  
*Topic: Building a better teacher evaluation system*

**Member, Dissertation Committees: In Progress (5)**

- 01. Krystal Caldwell (EdD, Educational Research Foundations, UND)  
*Topic: The effects of dual credit/dual enrollment class participation on Native American students college readiness and transition to higher education*
- 02. Steven Fraser (PhD, Higher Education, UND)  
*Topic: Indigenous transgenerational transmission of trauma*
- 03. Rebekah Chow (EdD, Higher Education, UND)  
*Topic: Exploring Director of Assessment Duty Effectiveness in Higher Education*
- 04. Sydney Busekrus (EdD, Education Foundations & Research, UND)  
*Topic: The Efficacy of Professional Development: Connecting Teacher Preparation Programs and School-Districted Provided Professional Development with Preparedness to Work in Title I School Settings*
- 05. Tricia Callison-Keller (EdD, School Leadership, UND)  
*Topic: Barriers to Special Educator Assimilation*

**Chair, Masters-level Graduate Students: Completed (5)**

- 01. Lauren Johnson (MS, Teaching & Leadership, UND-Spring,2023)
- 02. Kylie Skime (MS, Teaching & Leadership, UND-Spring, 2023)
- 03. Cassie Suter (MS, Teaching & Leadership, UND-Spring 2023)
- 04. Logan Suter (MS, Teaching & Leadership, UND-Spring 2023)
- 05. Ashley Tietz (MS, Teaching & Leadership, UND-Spring 2023)

**FACULTY ADVISING**

**Member, CEHD Faculty Advisory Committee for UND tenure-track colleagues**

- 01. Ryan, Joanna, special education (2023- present)
- 02. Rutten, Logan, teaching & leadership (2023 -present)
- 03. Nelson, Katherine, counseling education (2021-2022)

## **CURRICULUM DEVELOPMENT**

### University of North Dakota

2021-present Lead, K-12 Mastery Learning Graduate Certificate  
 Lead, Renewed Master of Science in Teaching & Leadership program

### University of Houston Downtown

2019-21 Lead, Master’s Degree, Educational Leadership  
 Lead, Foundations of Educational Leadership Certificate  
 Lead, Educational Leadership MAT Concentration

### Purdue University Fort Wayne

2015-17 Lead designer and facilitator of the university’s inaugural campus-wide Leadership Academy  
 Member, PFW’s Leadership PhD Design Team. Responsible for developing curriculum maps, course sequence, and course guide.

## **SERVICE: DEPARTMENT (selected)**

2021-present **Director, Masters in Teaching & Leadership**, Teaching, Leadership & Professional Practice Department (UND)

-including UND - GFPS’ 2023- 2025 Master’s Degree Partnership

2023- 24 **Chair, Educational Leadership Tenure-Track Faculty Search**  
 Assistant/Associate Professor of Educational Leadership (UND)

**Coordinator, School Leadership EdD specialization.** Teaching, Leadership & Professional Practice Department (UND)

**Coordinator, School Leadership PhD specialization.** Teaching, Leadership & Professional Practice Department (UND)

2021-22 **Member, EdD Committee**, Teaching, Leadership & Professional Practice Department (UND)

**Member, FAC Committee**, Education, Health & Behavior Studies Department (UND)

**Member, Search Committees**, Teaching, Leadership & Professional Practice Department (UND)

Tenure-track Elementary Faculty Search (2022-23)  
Clinical Educational Leadership Faculty Search (2022)

- 2020-21 **Chair, Science of Teaching Reading Online Modules & Partnerships**, Urban Education Department (UHD)
- Member, Educational Leadership Search Committee**, Urban Education Department (UHD)
- Member, MAT Redesign & Marketing Subcommittee**, Urban Education Department (UHD)
- Interviewer, Teacher Candidates**, ongoing, Urban Education Department (UHD)
- 2019-20 **Chair, Urban Education's Advisory Board**, Urban Education Department (UHD)
- Member, Graduate Committee**, Urban Education Department (UHD)
- Member, Assessment Committee**, Urban Education Department (UHD)
- 2018-19 **Chair, Community Relations Committee**, Professional Studies Department (PFW)
- 2017-19 **Chair, CAEP Review & Accreditation Committee**, Professional Studies Department (PFW)
- 2016-18 **Co-Chair, Faculty Affairs Committee**, Professional Studies Department (PFW)
- SERVICE: COLLEGE** (selected)
- 2021-23 **Chair, TLPP Department Chair Search Committee**, College of Education and Human Development (UND)
- Chair, Graduate Curriculum Committee**, College of Education and Human Development (UND)
- Member, EdD Tenure-Track Search Committee**, College of Education and Human Development (UND)
- 2020-21 **Chair, Awards Committee**, College of Public Service (UHD)
- 2020 **Lead/Moderator, Vital Voices Speaker Series, Grading Students Who Are Learning From Home and in Hybrid Formats** with Thomas Guskey, College of Public Service (UHD)

- 2017-19      **Member, Steering Committee, CAEP Review & Accreditation,**  
College of Education and Public Policy (PFW)
- 2017-18      **Fellow, Portal to the Public, Science Central,** College of Education  
and Public Policy (PFW)
- 2016-17      **Member (interim), Faculty Senate,** College of Education and Public  
Policy (PFW)
- 2015-17      **Member, Promotion and Tenure Committee,** College of Education  
& Public Policy (PFW)

**SERVICE: UNIVERSITY** (selected)

- 2021-2024    **Member, Presidential Leadership Academy Committee,**  
University of North Dakota
  - Invited Judge,** 3MT Graduate Student Competition, University of North  
Dakota (2022, 2023, 2024)
  - Interviewee, UND TODAY,** story development with Jan Orvik,  
University of North Dakota
- 2020-21      **Member, Study Abroad Committee,** University of Houston  
Downtown
  - Lead/Moderator, Gator Grit Speaker Series, *Education During a  
Pandemic,*** University of Houston Downtown
- 2019-21      **Member, Course Innovation Subcommittee,** University of Houston  
Downtown
- 2017-19      **Director, *Professors in Partnership K-16 Collaborative,*** Purdue  
University Fort Wayne
- 2017          **Co-Lead, *Getting Assessment & Grading Right*** learning sessions,  
Purdue University Fort Wayne
- 2015-16      **Co-Lead, University Leadership Academy.** Special appointment by  
the chancellor to develop and facilitate a year-long leadership  
development program for select faculty and staff, Purdue University Fort  
Wayne

**SERVICE: PROFESSION** (selected)

2021- present **Invited Presenter**, Watford City Schools' *Classroom Assessments That Improve Student Learning* district-wide professional learning session (April, 2022)

**Invited Guest Lecturer**, *10 Mindframes for Leaders*, Dr. Abdelnassar Hussein's Introduction to School Leadership course, UHD (Oct, 2021)

2016-present **Manuscript Reviewer**

*Assessment in Education: Principles, Policies & Practice*  
Corwin  
*Journal of Behavioral and Social Sciences*  
*Journal of Research in Education*  
Routledge  
*School Leadership & Management*  
*Solution Tree*

ongoing **Leadership Academies/ Professional Development:**  
**District-wide:**

2021 -present *Assessment & Grading* with Bethlehem Area Schools, PA (3 yrs)  
*Assessment & Grading* with Gowanda Central Schools, NY (2 yrs)

2018 – 2021 *Assessment & Grading* with Fort Bend Independent School District, TX (1 year)  
*Assessment & Grading* with Southwest Allen County Schools, IN (2 years)  
*Assessment & Grading* with Northwest Allen County Schools, IN (2 years)

2015-19 **Leadership Roles: State-wide**

**President**, *Learning Forward*, Indiana State Affiliate (2016-19)

**Steering Committee Member**, *Learning Forward*, Indiana (2015-16)

**Board Member**, *Learning Forward*, Tennessee (2010-2015)

**Host Committee Member**, *Learning Forward Annual Conference*, Nashville, TN (2014-15)

2017-19 **Proposal Reviewer**

State of Indiana's DOE Educational Leadership New Program Proposals

**SERVICE: COMMUNITY** (selected)

2022- present **Member**, Altru Health System Community Partnership, Grand Forks, ND

Link  
CV 2024



- 2022-present **Member**, The Franklin Club. Town & Gown Partnership, Grand Forks, ND
- 2022 **Keynote**, Women’s Fund Leadership Academy (October)  
*No more nice girl: Use strategy & take risks.* Presented to The Women’s Fund Leadership Academy, Grand Forks, ND.
- 2022 **Keynote**, Grand Forks’ RoundTable Group (October)  
*K-12 Classroom Assessment & Grading: Issues and Promising Practices*
- 2022 **Co-Presenter**, Grand Forks’ Region Economic Development (April)  
Corporation’s Annual Meeting, *Grand Forks is Cooler*
- 2017-2019 **Board Member**, Science Central’s Educational Advisory Committee, Fort Wayne, IN
- 2016-18 **Chair**, *Talent Growth Initiative 2.0* for Adams’ County, IN
- Chair**, *Talent Growth Initiative* for Adams’ County, IN. A 10-week talent and leadership development program for local industry employees.

## PROFESSIONAL CONSULTANT ACTIVITIES

### Schools and School Districts: Nationwide

- 2022-2024 Classroom assessment and grading. Gowanda Central School District, Gowanda, NY.
- 2021-2024 Classroom assessment and grading. Bethlehem Area School District, Bethlehem, PA.
- 2023 Classroom assessment and grading. Las Cruces Public School District, Las Cruces, NM.
- 2022 Classroom assessment and grading. Bluffton-Harrison School District, Bluffton, IN.
- 2022 Classroom assessment and grading. Woodhaven-Brownstown School District, Woodhaven, MI.
- 2021 Classroom assessment and grading. Longbranch Elementary School, Union, KY.
- 2021 Classroom assessment and grading. Mount Olive Schools, Flanders, NJ.

- 2021 Classroom assessment and grading. Washington Township School District, Sewell, NJ.
- 2021 Classroom assessment and grading. Ryle High School, Union, KY.
- 2020 Classroom assessment and grading. Lincoln County R3 School District, Troy, MO.
- 2019 Classroom assessment and grading. Great Valley School District, Malvern, PA.
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## AWARDS & HONORS

- 2024 **Graduate Teaching Faculty Award** (nominated)  
University of North Dakota
- 2023 **Excellence in Research and Scholarship Award** (nominated),  
College of Education and Human Development, University of North Dakota
- 2022 **Graduate Teaching Faculty Award** (nominated)  
University of North Dakota
- 2019 **Featured Faculty Excellence in Engagement Award** (awarded)  
Purdue University Fort Wayne
- 2017 **Dean's Award for Community Engagement** (awarded)  
College of Education & Public Policy, Purdue University Fort Wayne
- 2017 **Research, Scholarship & Creative Endeavors Portal to the Public Fellowship** (awarded)  
VPAA Award, Purdue University Fort Wayne
- 2016 **Dean's Award for Community Engagement** (awarded)  
College of Education & Public Policy, Purdue University Fort Wayne
- 2014 **Outstanding Doctoral Leadership & Policy Studies Candidate Award**  
(awarded) University of Memphis
- 2004 **STAR Teacher and Outstanding Educator Award** (awarded)  
Forsyth County Schools, Cumming, GA
- 2003 **STAR Teacher and Outstanding Educator Award** (awarded)  
Forsyth County Schools, Cumming, GA
- 2003 District-wide **Teacher of the Year** (awarded)  
Forsyth County Schools, Cumming, GA
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## **ACADEMIC CERTIFICATIONS**

2008 National Board Candidate Support Provider  
2006 International Baccalaureate Coordinator  
2004 Educational Leadership  
2002 National Board for Professional Teaching Standards  
2001 Teacher Support Specialist, State of Georgia  
1999 Advanced Placement Language and Composition  
1998 Secondary English, grades 6-12  
1998 Middle Grades Language Arts, grades 4-8  
1998 Middle Grades Social Studies, grades 4-8

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## **MEMBERSHIPS**

2015- present      Member, *American Educational Research Association*  
   Division A: Administration, Organization, & Leadership  
   Division C: Learning & Instruction  
   Division H: Research, Evaluation, & Assessment in Schools  
   Division K: Teaching & Teacher Evaluation  
   SIG: Classroom Assessment  
   SIG: Self-Study of Teacher Education Practices

2009- present      Member, *Association for School Curriculum Development*  
  
   Member, *The School Superintendents Association AASA*

2001-present      Member, *Learning Forward*