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Independent Consultant since 2003 in areas of Instructional Leadership, Data Analysis and Systems Development, Professional Development, Team Development, Action Planning, Curriculum, Assessment and Instruction.

Previous Professional Experience:

Regional Coordinator, Teacher Quality Network - Northwest Region. (*Wrote the Statewide Teacher Quality Enhancement Grant, served on statewide management team, and coordinated the Northwest region*), 2000 – 03

Consultant, Department of Education, Developing statewide models for professional development and curriculum, 1998 – 2000.

Consultant, Milton Town School District, Supporting curriculum and professional development, action planning and implementation of Total Quality Programs. 1998 – 2000.

Principal, Williston Central School, (K-8), Williston, VT, 1992 - 98.

Principal, Fairfield Center School, (K-8), Fairfield, VT, 1988 - 92.

Director, Vermont Office of the Regional Laboratory for Educational Improvement, Trinity College, Burlington, VT, 1986 - 88.

Chairperson, Education Department, Trinity College, 1983 - 86.

Director of Special Education, Winooski School District, 1983.

Co-Director, New England Regional Resource Center, Trinity College, 1980 - 82.

Coordinator and Consulting Teacher, Special Education and Title I Programs, Orange Washington Supervisory Union, Barre Town, VT, 1976 - 78

Resource Room Teacher (K-8), St. Albans City School, St. Albans, VT, 1973 - 75.

Special Class Teacher for Emotionally and Behaviorally Disturbed, Bordentown, NJ. 1973.

Classroom Teacher, English (9-12), Malone, NY, 1970 - 72.

Educational Background:

Ed. D, Indiana University, School Administration, Evaluation and Research, 1986.

M. Ed, University of Vermont, Special Education/Consulting Teacher, 1976.

M. Ed, Trenton State College, Special Education/Learning Disabilities, 1973.

B. A., New York State University College at Potsdam, English & Secondary Ed., 1970.

State and National Professional Activities:

Senior trainer with Robert Fritz, Inc. 2000 - 2005(*Providing training in Strategic and Life Planning using the principles of structural dynamics – for school leadership teams and business entrepreneurs*)

Drafted First report from the Vermont Commission on Educator Quality: *Teaching Matters Most: Achieving the Best in Vermont's Classrooms and School Leadership.*, March, 2003

School Quality Standards, Professional Development Leader, 2000 - 2003 (*Developed school accountability assessment process with Vermont DOE*)

Developing Statewide Professional Development Systems, 1998 – 2000 (*Convened leadership groups throughout the state to create standards and principles for model professional development systems.*)

Vermont School Report Development Task Force, 1995 - 1997. (*Developed the format, definitions, and publication strategies for reporting school data and performance.*)

Vermont Standards Framework Steering Committee, 1993-95. (*Provided oversight and coordination of the Content Standards development groups, and other associated groups, including assessment, learning opportunities, User's Guide developers, and communications groups.*)

Board of Overseers, Regional Laboratory for Educational Improvement of the Northeast and Islands, 1991-94. (*Provided governance and oversight of all of the Regional Laboratory goals and activities.*)

Association of Supervision and Curriculum Development (ASCD) National Technology Task Force, 1990-1991 (*A national group of educators and business people charged with the task of forecasting the directions of technology in education, and with developing a set of services most needed by educators throughout the country.*)

ASCD National Publications Committee (*Educational Leadership*), 1987-89. (*An editorial board charged with identifying the current issues in education, to focus articles which would be published in Educational Leadership throughout the upcoming year.*)

President, Vermont ASCD, 1987 - 1989. (*A professional organization for Vermont educators, focusing on leadership, instruction, and curriculum improvement in schools throughout Vermont.*)

Strategic Planning, consultation and training for school districts, Department of Education and Department of Corrections, 1987 - 1995. (*Providing assistance for planning teams using strategic planning, and total quality management strategies.*)

Peer-Assisted-Leadership certified trainer, Principal training program, 1987-88. (*A coaching program for Principals to help them identify and clarify their leadership styles, goals and directions.*)

Staff development training & consultation at local, state and national levels, 1986-89. (*Provided assistance and information about best practices for school staff development teams.*)

Evaluation training & consultation at local, state and national levels, 1986-89. (*Provided assistance to develop and implement program evaluation strategies at all levels of the system.*)

Publications:

School Leaders: Building Capacity from Within: Resolving Competing Agendas Creatively, Corwin Press, Thousand Oaks, California, 2005. (co-author with Leonard C. Burrello and Lauren P. Hoffman).

Vermont Field Guide to Mentoring, (co-author), Teacher Quality Enhancement Program, Vermont Institutes, Montpelier, VT, 2003

"Assuring Program Coherence and Equal Access at the School and District Level," chapter in John Goodlad & Tom Lovitt (Eds.), *Integrating Regular and Special Education*, Merrill Publishing Company, 1990.

Building Systems for Professional Growth: An Action Guide. (co-author), The Regional Laboratory for Educational Improvement, Andover, MA, 1989.

Continuing to Learn: An Action Guide to Teacher Development. (co-author), The Regional Laboratory for Educational Improvement, Andover, MA, 1987.

Business and Education Partnerships: Strategies for School Improvement. (co-author), The Regional Laboratory for Educational Improvement, Andover, MA, 1987.