

**JOHN L. KEEDY**

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336 School of Education  
University of Louisville  
Louisville, KY 40292  
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**PERSONAL**

Health: excellent

Married to Cathy, a high school  
art teacher  
Daughter: Emily, a senior at  
duPont Manual High School

**ACADEMIC DEGREES**

EdD 1982 University of Tennessee  
Administration and supervision with minor  
concentrations in curriculum/instruction and urban  
planning

Dissertation: Norm setting as a component of  
principal effectiveness (1982) *Dissertation  
Abstracts International*, 45, 3040A.

MAT 1972 Brown University  
History

AB 1966 Brown University  
Classics

**CERTIFICATIONS**

Virginia  
Endorsements: superintendent, assistant  
superintendent for instruction, English, social  
studies

Massachusetts  
Endorsements: principal; secondary English,  
history, social studies

**EMPLOYMENT**

2002 .... **Professor** University of Louisville

1996-2002.... **Promoted to Associate professor** University of  
Louisville

1992-1996 **Assistant professor** North Carolina State  
University

1988-1992 **Assistant professor** University of West Georgia

- 1985-1988**            **Assistant superintendent for instruction**  
Galax City Public Schools, VA  
Developed program on writing to learn -  
Collaborated with local university to train  
teachers in teaching of gifted students using  
classrooms as learning laboratories - Implemented  
pilot program on reading to learn through  
collaboration with a local university - Integrated  
computer-assisted instruction into mathematics  
curriculum - Facilitated classroom  
teacher/language therapist intervention for  
language-delayed kindergarten students - Used  
item analysis to assess standardized tests -  
Facilitated development of writing-to-learn  
curriculum grades K-5 - Initiated collegial  
supervision model - Integrated reading to learn  
instructional strategy into 6-12 curriculum.
- 1983-1985**            **Principal**  
Brookfield Elementary School, MA  
Initiated staff development program for teaching  
of writing - Introduced new reading basal and  
grouping for teaching of reading (grades 1-3) -  
Assessed teachers on classroom performance  
objectives - Received training in computers,  
personnel evaluation, and teaching of reading -  
Implemented computers into classrooms, including  
LOGO program - Developed team meeting approach to  
assess individual student progress (grades 5-6) -  
Chaired parent-teacher advisory committee to  
evaluate mathematics curriculum - Initiated  
basketball program - Facilitated student  
instructional grouping (grades 5-6).
- 1982-1983**            **Consultant** to Boston School Improvement Program  
(Boston, MA). Provided professional development to  
principals.
- Writer/researcher:** middle school project  
(Knoxville, TN), Mina Shaughnessy grant proposal,  
principal training module.
- 1979-1981**            **Graduate assistantship** in Department of  
Educational Administration and Supervision (The  
University of Tennessee, Knoxville).
- Graduate assistantship** in School Planning  
Laboratory, affiliated with Ford Foundation  
Facilities; school facilities projects: public  
school districts in Eufala, AL; Rockford, TN; Fort  
Atkinson, WI.

**1977-1979**            **Owner and manager** of Triumph Construction Company, a home improvement contracting company(Jamaica Plain, MA)

**1966-1977**            **Teacher** of Latin and History at Newton Public Schools (Newton, MA); Episcopal Academy (Philadelphia, PA); Punahou School (Honolulu, HI).

**Incorporator** of the Clearway School (a special needs independent school in Newton, MA): site selection; member of board of trustees

#### **PROFESSIONAL AND ACADEMIC ASSOCIATION MEMBERSHIPS**

National Society for the Study of Education

American Educational Research Association

- Divisions A and L
- Instructional Supervision Special Interest Group
- Leadership for School Improvement (formerly Restructuring Public Education) Special Interest Group
- Research in the Superintendency Special Interest Group

Phi Delta Kappa

Kentucky State Action for Educational Leadership

#### **RESEARCH LINES OF RESEARCH**

My work has three lines of research, all based on the theoretical assumption that how groups interpret and enact state and local reform mandates are as important as the very intentions of this reform cycle's policymakers, which converge on improving the profession of education administration. First, I investigated the norms and conceptual frameworks (internalized systems of assumptions, values, and beliefs) that principals, teachers, students, central office administrators, school board members, and parents construct about US schooling. Second, I examined how the upper stratum of the public education system nuanced school reform: the intellectual potential of future K-12 education leaders; policy intensification of state centralization over university provision of education administration services; and the superintendency (reform leadership, job attraction theory, professional development). Third, long been captivated by how the historic schism of theory and practice in U.S. universities has "segregated" the school practitioner from the upper-caste education administration professoriate, I am testing out the theoretic potential of administrator-developed theories of practice (Argyris & Schon, 1974) to reunite theory and practice within the professional school.

**RESEARCH PROJECTS COMPRISING THESE LINES OF RESEARCH**

Theories in Practice: Integrating Theory and Practice in Educational Administration 2003 -

The Superintendency: Recruitment, Selection, and Improvement of Preparation Programs (conducted in collaboration with the University of Kentucky, the Southern Regional Educational Board, the Wallace Foundation, and the [Kentucky] State Action for Leadership Preparation Project) 2000 - 2006

State Centralization, Autonomy, and the Education Administration Professoriate 1995 - 2008

Trends in Graduate Record Examination Test Scores: Implications for School Leaders 1997 - 1999

School Board Chair Knowledge About School Restructuring and Leadership in North Carolina 1993 - 1998

District Norms in a Low-Performing Rural District: Facilitative or Obstructivist? 1994 - 1998

Superintendency: Culture Building, Leadership, and Change 1992 - 1997

US History Student Meaning-Making in the Common School Tradition 1991 - 1998

Teacher Practical Knowledge About Student-Centered Classrooms and Coalition Building for School Restructuring 1990 - 1995

School Improvement Practices of Successful High School Principals 1989 - 1992

Collegial Groups: Implications for Instructional Improvement and Teacher Leadership 1988 - 1998

Norm setting by principals in academically successful elementary schools

**PUBLICATIONS**

Keedy, J. L., & McDonald, D. H. (in press). The Partnership Role for Kentucky's State Education Agency: An Interview with Commissioner Gene Wilhoit. *Planning and Changing*.

Keedy, J. L., Bjork, L. G., Winter, P. A., & Rinehart, J. S. A crisis in the superintendency?: The case of Kentucky. (In press) *Research in the Schools*.

- Winter, P. A., Rinehart, J. S., Keedy, J. L., & Björk, L. G. (in press). Superintendent recruitment: A statewide assessment of principal attraction to the job. *Planning and Changing*.
- Winter, P. A., Rinehart, J. S., Keedy, J. L., & Björk, L. G. (in press). Principal recruitment: Assessing job intentions among educators enrolled in principal certification programs. *Journal of School Leadership*.
- Talley, W. K., & Keedy, J. L. (2006). Assessing school council contribution to the enabling conditions for instructional capacity building: An urban district in Kentucky. *Education and Urban Society*, 38, 419-454.
- Keedy, J. L. (2006). The ideological decline of Progressive Education and the portentous elimination of university-delivered administrator preparation programs. In F. English (Ed.) *Encyclopedia of educational leadership and administration* (pp. 490-494). Thousand Oaks, CA: Sage Publications, Inc.
- Winter, P. A., Millay, J. D., Bjork, L. G., & Keedy, J. L. (2005). Superintendent recruitment: Effects of school councils, job status, signing bonus, and district wealth. *Journal of School Leadership*, 15, 433-455.
- Bowers, G. G., Hums, M. A., & Keedy, J. L. (2005). Factors influencing willingness to mentor students within campus recreation. *Recreational Sports Journal*, 29, 59-77.
- Keedy, J. L. (2005). Reconciling the theory and practice schism in educational administration through practitioner-developed theories in practice. *Journal of Educational Administration*, 43, 134-153.
- Kowalski, T. J., & Keedy, J. L. (2005). Preparing superintendents to be effective communicators. In L. G. Bjork & T. J. Kowalski (Eds.) *School district superintendents: Role expectations, professional preparation, development, and licensing* (pp. 207-226). Thousand Oaks, CA: Sage Publication, Inc.
- Winter, P. A., Rinehart, J. S., Keedy, J. L., & Bjork, L. G. (2004). Recruiting certified personnel to be principals: A statewide assessment of potential job applicants. *Planning and Changing*, 35, 85-107.
- Keedy, J. L., & McDonald, D. H. (2004). Tough times or the best of times? Shared leadership in the NCLB accountability era. *Journal for Effective Schools*, 3(1), 5-15.

- McDonald, D. H., & Keedy, J. L. (2004). Elementary school principals conceptualize the development of teacher leaders: Cross-case study of shared leadership. In J. Chrispells & K. C. Martin (Eds.) *Learning to lead together: The promise and challenge of principals sharing leadership* (pp. 219-255).
- Bjork, L. G., Keedy, J. L., & Gurley, D. K. (2003). Career patterns of American superintendents. *Journal of School Leadership, 13*, 406-427.
- Keedy, J. L., & Simpson, D. S. (Eds.) (2003). Cultural leadership in school administration. *Journal of Thought, 38*(3), 3-9.
- Bjork, L. G., & Keedy, J. L. (Eds.). (2003). The superintendent shortage: Myth or reality. *Journal of School Leadership, 13*(3,4).
- Keedy, J. L., & Simpson, D. S. (2002). Principal priorities, school norms, and teacher influence: A study of sociocultural leadership in the high school. *Journal of Educational Administration and Foundations, 16*, 10-41.
- Keedy, J. L., & Freeman, E. (2002). Local board chair perspectives on reform in North Carolina: state decentralization as a challenge for district leadership. *Leadership and Policy in Schools, 1*, 345-371.
- Bjork, L. G., & Keedy, J. L. (2002). Decentralization and school council empowerment in Kentucky: Implications for community relations. *Journal of School Public Relations, 23*, 30-44.
- Keedy, J. L., & Bjork, L. G. (2002). Superintendents and local boards in an era of cultural and political polarization and decentralization: The call for use of political strategist skills. In B. S. Cooper & L. D. Fusarelli (Eds.) *Reconceptualizing leadership: The superintendency in transition* (pp. 103-127). Lanham, MD: Scarecrow Press, Inc.
- Bjork, L. B., & Keedy, J. L. (2001). Changing social context of education in the United States: Social justice and the superintendency. *Journal of Inservice Education, 27*, 409-431.
- Keedy, J. L., & Grandy, J. (2001). Trends in GRE scores for principal candidates: Implications for school reform. *International Journal of Educational Reform, 10*, 306-326.
- Bjork, L. G., & Keedy, J. L. (2001). Politics and the superintendency in the United States: Restructuring in-service education. *Journal of Inservice Education, 27*, 277-304.
- Keedy, J. L., & Bjork, L. G. (2001). The superintendent, local boards, and the political arena. *The AASA Professor, 24*(4), 2-

6.

Newton, R. M., Keedy, J. L., & Winter, P. A. (2001). Teacher attraction to school council service in Kentucky: Implications for national school reform. *Planning and Changing*, 31, 84-103.

Keedy, J. L., & Achilles, C. M. (2001). The intellectual firepower needed for educational administration's new era of enlightenment. In T. J. Kowalski (ed.), *NCPEA Yearbook: 2001* (pp. 89-11). Lanham, MD: The Scarecrow Press, Inc.

Keedy, J. L., Freeman, E., & Taylor, R. G., Jr. (2001). Surveying school boards on restructuring: Mixed messages and a need for reconnaissance. *American School Board Journal*, 188(3), 36-39.

Keedy, J. L., Winter, P. A., Gordon, S. P., & Newton, R. M. (2001). An assessment of school councils, collegial groups, and professional development as teacher empowerment strategies. *Journal of Inservice Education*, 27, 29-49.

Keedy, J. L., & Mullin, A. G. (2000). Examining a superintendent's instructional leadership. In P. M. Short & J. P. Scribner (Eds.), *Case studies on the superintendency*, (pp. 133-150). Lanham, MD: Scarecrow Press, Inc.

Winter, P. A., Keedy, J. L., & Newton, R. M. (2000). Assessing teacher empowerment on school councils using job attraction theory. *Journal of School Leadership*, 10, 248-263.

Keedy, J. L. (1999). Examining teacher leadership within the small group dynamics of teacher collegial groups. *Teaching and Teacher Education*, 15, 785-799.

Keedy, J. L., MacPhail-Wilcox, B., Mullin, A. G., & Campbell Wooten, W. (1998). *Principal transformational leadership for successful schools: Cases and strategies for teacher and student empowerment*. Tempe: Arizona Educational Information System, Arizona State University.

Keedy, J. L., & Allen, J. (1998). Examining District Norms from a Rural School's Site-Based Improvement Perspective: Complementary or Obstructive? *Journal of School Leadership*, 8, 187-210.

Keedy, J. L., Fleming, T. G., Wheat, D. L., & Gentry, R. B. (1998). Students as meaning makers and the quest for the common school: A micro-ethnography of a US history classroom. *Journal of Curriculum Studies*, 36, 619-645.

Achilles, C. M., Keedy, J. L., & High, R. N. (1998). The political world of the principal: How principals get things done. In L. W. Hughes (Ed.), *Principal as leader* (2nd ed.), pp.

23-49. Columbus, OH: Merrill.

- Keedy, J. L., & Achilles, C. M. (1997). The need for school-constructed theories in practice in US school restructuring. *Journal of Educational Administration*, 35, 102-121.
- Keedy, J. L. (1997). Don: Breaking the mold by reading at dawn. In C. H. Chapman (Ed.), *Becoming a superintendent* (pp. 147-160). New York: Prentice Hall.
- Keedy, J. L. (1995). Exploring political coalitions in school restructuring: Results from the field. *Canadian Administrator*, 35, 1-8.
- Keedy, J. L. (1995). Teacher personal practical knowledge on classroom restructuring. *Journal of Educational Research*, 89, 76-89.
- Keedy, J. L., Seeley, D. S., & Bitting, P. (1995). Leadership candidate construction of normative frameworks for principal preparation programs: Implications for fundamental reform. *Educational Considerations*, 23, 6-10.
- Tanner, C. K., Keedy, J. L., & Galis, S. A. (1995). Problem-based learning: Relating the "real world" to principalship preparation. *The Clearing House*, 68, 154-158.
- Keedy, J. L., & MacPhail-Wilcox, B. (1995). Looking for the new breed of principal: Some suggestions for superintendents. *School Administrator*, 52(2), 48-49.
- Keedy, J. L., & Eaker, D. (Spring, 1994). Changing schools for children: Closing the preschool readiness gap through school-university collaboration. *North Carolina Association for Supervision and Curriculum Development*, 11, 52-55.
- Keedy, J. L., & Drmacich, D. (1994). The collaborative curriculum at a School Without Walls: Empowering students for classroom learning. *Urban Review*, 26, 121-135.
- Keedy, J. L., & Rogers, K. (1994). Principal networking and teacher collegial groups: Preparing for the teacher empowerment culture of the 1990s. *Georgia Elementary Principal*, 2(1), 28-32.
- Keedy, J. L. (1994). The school sites and national coalitions: The twin engines for genuine school reform. *Journal of School Leadership*, 4, 94-111.
- Achilles, C. M., Keedy, J. L., & High, R. N. (1994). The political world of the principal: How principals get things done (pp. 29-59). In L. W. Hughes (Ed.), *Principal as leader*.

Columbus, OH: Merrill.

- Keedy, J. L., & Finch, A. M. (1994). Examining teacher-principal empowerment: An analysis of power. *Journal of Research and Development in Education*, 27, 154-166.
- Keedy, J. L., Atkins, B., & Puckett, R. (1993). Teacher collegial groups as a "natural" for team building. *The League Journal*, 14(1), 33-36.
- Keedy, J. L., & Robbins, A. D. (1993). Workplace culture and collegial role of department chairs: A case for teacher collegial groups. *The Clearing House*, 66, 185-188.
- Keedy, J. L. (1992). Creative insubordination: Autonomy for school improvement by successful high school principals. *High School Journal*, 76, 17-23.
- Keedy, J. L., & Tanner, C. K. (1992). School-site strategic planning and service marketing in the 1990s: Implications for educational planners. *Educational Planning*, 8(4), 21-26.
- Keedy, J. L., & Harris, L. (1992). Two strategies improving the workplace culture for middle school principals. *New England League of Middle Schools Journal*, 5(3), 11-13.
- Keedy, J. L. (1992). The interaction of theory with practice in a study of successful principals: Interpretive research in process. *Theory Into Practice*, 21, 157-164. [Unsolicited manuscript]
- Keedy, J. L. (1992). School restructuring: The marketplace scenario. *Principal*, 71(4), 58-59.
- Keedy, J. L. (1991). Traditional norms of schooling and the issues of organization change. *Planning and Changing*, 21, 140-145.
- Keedy, J. L., & Rogers, K. (1991). Teacher collegial groups: A structure for promoting professional dialogue conducive to organization change. *Journal of School Leadership*, 1(1), 65-73.
- Keedy, J. L. (1990). Assessment of a school improvement strategy: A field study. *National Forum of Applied Educational Research Journal*, 3(2), 55-61.
- Keedy, J. L. (1990). Teacher collegial groups as an instructional leadership strategy for principals. *Record in Educational Administration and Supervision*, 10(2), 58-62.
- Keedy, J. L., & Faucette, S. L. (1988). A differentiated management style for principals. *National Forum of Educational*

*Administration and Supervision*, 4, 186-196.

Keedy, J. L. (1987). Principals as instructional leaders: A realistic definition. *Spectrum*, 5(1), 3-7.

Achilles, C. M., & Keedy, J. L. (1984). Are norms and barter a principal's bread and butter? *AASA Professor*, 7(1), 9-11.

Achilles, C. M., Chance, C., Husen, P., French, R., Keedy, J. L., Carroll, J. D., Fuller, D., High, R., & Lintz, M. N. (1984). *PSCR middle grades study*. Knoxville: Public Schools for Cooperative Research, University of Tennessee, 46 pp., 6 appendices.

Achilles, C. M., & Keedy, J. L. (1983-84). Principal norm setting as a component of effective schools. In *The Role of the Principal*, [Hot Topics Series.] Bloomington, Indiana: Phi Delta Kappa Center on Evaluation, Development, and Research, pp. 35-45.

Keedy, J. L. (1982). A factor in principal effectiveness: Norm setting. *Catalyst for Change*, 11(3), 26-29.

#### **MANUSCRIPTS UNDER REVIEW**

Keedy, J. L. *Rights of students vs. rights of teachers*. (Eds. Wagner & D. S. Simpson),

Keedy, J. L., Achilles, C. M., & Winter, P. A. The vulnerabilities of the university as service provider of education administration contextualized in the conservative ideology era. Manuscript submitted to the *International Journal of Leadership in Education*.

Dittmore, S. W., Keedy, J. L., Hums, M. A., & Mahony, D. F. Are sport management doctoral programs meeting needs of their students? Submitted to *Sports Management Education Journal*.

Murley, L. D., & Keedy, J. L. Principal and teacher flow of influence in high-achieving, high-poverty schools: A focus on school improvement through principal and teacher relationships. Manuscript submitted to the *Journal of Leadership and Policy in Schools*.

#### **DISSERTATIONS CHAIRED**

#### **INVITED ARTICLES**

Whitaker, S., & Keedy, J. L. (2001). Time management: A practical approach to a perennial problem. *Private School Administrator*, 6(1), 11-12.

- Whitaker, S., & Keedy, J. L. (2000). Measuring what matters: How do we assess group culture? *Christian School Education*, 4(2), 27-30.
- MacPhail-Wilcox, B., & Keedy, J. L. (February, 1994). Empowering educators. *NCSU Alumni Magazine*.
- Keedy, J. L. (1994). Ten critical questions in instructional supervision. *Instructional Supervision: AERA/SIG*, 14(1), 4,5,7.
- Keedy, J. L. (1993). Principals Needed for 21st Century schooling *NC ADAPTS Newsletter on Transformational Leadership* 1(2), 1, 2.
- Keedy, J. L. (1989). An Applied Research Study: Forming a Teacher Collegial Group. *The Research Report, No. 8*. Carrollton: West Georgia College Regional Center for Teacher Education.
- Keedy, J. L. (1987). A practitioner response to the Carnegie Commission Report. *School Administrator*, 44(2), 7.
- Keedy, J. L. (1984). Principal effectiveness and the use of influence. *MESPA Newsletter*, 4, 12. Massachusetts Elementary School Principals' Association.
- Keedy, J. L. (1984). The principalship and inservice on writing. *The Principal View*, 1(2), Massachusetts Elementary School Principals' Association, Inc.
- Keedy, J. L., & Achilles, C. M. (1983). Norm setting as a major component of effective principal behavior. *Proceedings of the Eleventh Annual Meeting of the Mid-South Educational Research Association*, John Petry (Ed.), Memphis: University of Memphis.

#### RESEARCH GRANTS (FUNDED)

<u>Amount</u>	<u>Grant</u>
\$2,000	<i>Mentoring for Improving Grant Proposal Expertise.</i> Research and Faculty Development, University of Louisville 2000 - 2001
\$6,200	<i>Redesigning Curriculum in School Administration: The Planning Phase.</i> Bell South Initiative. Center for the Collaborative Advancement of the Teaching Profession, Louisville KY 1999 - 2000
\$2,000	<i>Analyzing Graduate Record Examination scores of</i>

- Administration test takers: Implications for school leadership in a reform era.* Research and Faculty Development, University of Louisville 1997 - 1998
- \$5,000 *NC school board chair knowledge about school restructuring and leadership practice.* Faculty Research and Professional Development Grant, North Carolina State University 1994 - 1995
- \$10,571 *Restructuring schools: A field study.* West Georgia College Regional Center for Teacher Education (researcher and project director) 1990
- \$8,970 *School improvement agendas and practices of principals in successful high schools.* West Georgia College Regional Center for Teacher Education (researcher and project director) 1989
- \$9,300 *Forming a teacher dialogue/support group: A school improvement proposal.* West Georgia College Regional Center for Teacher Education 1988
- \$4,714 *Development of K-5 writing program. Block grant competitive project, No. 111-C2CP-88.* Commonwealth of Virginia Department of Education (project director) 1987
- \$6,301 *Teacher training in teaching of thinking skills. Block grant competitive project, No. 111-C2CP-87.* Commonwealth of Virginia Department of Education (project director) 1986
- \$30,000 *Application of findings of research regarding competencies of effective principals.* Southeastern Educational Improvement Laboratory, Research Triangle Park, NC; (member of a grant-writing and instructional module development team). Winthrop College, Rock Hill, SC 1984
- \$1,550 *Staff development and school improvement.* Commonwealth Inservice Institute, Commonwealth of Massachusetts Department of Education; role: project director of district principal training program 1984
- \$900 *Family life in the 1830s: An instructional model involving student writing and reading through history.* Massachusetts Council on the Arts and Humanities: The Cultural Resources Program; role: grant co-author and co-director on a collaborative project between Old Sturbridge Village and

Brookfield Elementary School for school-based curriculum improvement 1984

\$4,210 *Sensational experiences*. Massachusetts Council on the Arts and Humanities: Cultural Resources Program (collaborator representing Brookfield Elementary School on a joint project curriculum improvement between Worcester MA Natural History Society and Tantasqua MA Regional School District 1984

#### RESEARCH GRANTS (REJECTED)

\$28,292 Teacher Attraction to School Council Service in a High-Stakes Reform State: The Case of Jefferson County, Kentucky. In a mixed research design, investigators propose to study which teacher characteristics and job duties currently attract teachers to council service, and which rewards as potential policies might increase teacher attraction to council service.

#### NATIONAL LEADERSHIP RECOGNITION

Proposal reviewer for the American Educational Research Association

- Division A 1997 - 2002, 2003
- Division L 1997 - 1998, 2002
- Leadership for School Improvement/ Special Interests Group
- Restructuring Public Education/ Special Interests Group 1994 - 2003
- Teaching in Educational Administration/ Special Interests Group 1997, 1999
- Instructional Supervision/Special Interests Group 1992, 1993
- Research on the Superintendency/Special Interests Group 2002

Session chair for the American Educational Research Association

- Restructuring Public Education Special Interests Group 2001
- School Leadership: Research Methods and Theoretical Frameworks 1997
- Collaboration and Collaboratives 1994

Session discussant for the American Educational Research Association

- Instructional Capacity Building for School Improvement 2003
- Role Conceptualizations of the Superintendency 2003
- Restructuring Public Education 1996

- Supervision and School Reform 1992

Chair, Leadership for School Improvement/ Special Interests Group  
2004

Chair, Program Chair, Restructuring Public Education/ Special  
Interests Group of the American Educational Research  
Association 1997, 1998, 2001-2002

Program Chair, *Exploring the contextual complexities defining the  
superintendent shortage: Myth vs. reality*, session jointly  
sponsored by the Restructuring Public Education, Instructional  
Supervision, and Research on the Superintendency special  
interests groups 2002

Program Chair, Restructuring Public Education/ Special Interest  
Group of the American Educational Research Association  
1995, 1996

Proposal reviewer for the University Council for Educational  
Administration annual conventions 1997 - 2004

Steering committee officer, Instructional Supervision/ Special  
Interests Group of the American Educational Research  
Association 1993, 1994

Chair, Special Interest Group (The Role of the Principal) at  
annual meetings of the Eastern Educational Research  
Association 1992, 1993, 1994

Chair and convener, Phi Delta Kappa chapter panel discussion on  
restructured schools (West Georgia College) February 1991

Participant in The 21st Century Consortium for Educational  
Improvement (Management and Organization task force), Athens,  
GA April 1990

Leadership of teacher collegial groups reported by Betsy White in  
*The Atlanta Journal-Constitution*, Teachers' Version of Study  
Hall 14 March 1989

Trained and certified as a state evaluator of the Georgia Teacher  
Evaluation Instrument and the Georgia Leadership Evaluation  
Instrument 1988.

Dissertation study included as a study on principal effectiveness  
research by D. B. Strother in the *Phi Delta Kappan*, 65, 291-  
294 (1983).

#### **PAPERS PRESENTED AT NATIONAL/REGIONAL MEETINGS**

- Houchens, G., & Keedy, J. L. (2006, November). *A Framework for Inquiry: School Change, Student Control and Theories of Practice*. Paper presented at the annual meeting of the University Council for Educational Administration, San Antonio, TX.
- Kowalsky, T. J., & Keedy, J. L. (2004, April). *Preparing future superintendents to be effective communicators*. Paper presented at the annual meeting of the American Educational Research Association, San Diego.
- Talley, W. K., & Keedy, J. L. (2004, April). *Building instructional capacity through school councils: A multi-case study of school governance*. Paper presented at the annual meeting of the American Educational Research Association, San Diego.
- Kowalski, T., Barnett, B., Bjork, L. G., Brunner, C., Fusarelli, L., Glass, T., Grogan, M., Johnson, B. C., Keedy, J. L., & Peterson, G. (2003, November). *Role conceptualizations of the superintendent: Implications for preparation programs*. Paper presented at the annual meeting of the University Council for Educational Administration, Portland.
- Winter, P. A., Rinehart, J. S., Keedy, J. L., & Bjork, L. G. (2003, November). *Principal recruitment in a reform state: Examining a statewide pool of potential applicants*. Paper presented at the annual meeting of the University Council for Educational Administration, Portland.
- Keedy, J. L., Wolverton, M., Kowalski, T., McDonald, T., Cooper, B., Bjork, L., Fusarelli, L., Glass, T., Carcella, V., & Natkin, G. (2002, November). *Responding to the alleged superintendency shortage: Implications for policy and practice*. Paper presented at the annual meeting of the University Council for Educational Administration.
- MacDonald, D. H., & Keedy, J. L. (2002, April). *Principals as teacher leaders in the Kentucky Education Reform Act Era: Laying the groundwork for high-achieving, low-income schools*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.  
ERIC Document ED 466 031
- Haselton, W. B., & Keedy, J. L. (2002, April). *The Kentucky Education Reform Act: A comparison of equity and adequacy outcomes in Kentucky between plaintiff and non-plaintiff school districts*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.
- Bjork, L. G., Kowalski, T. J., Cooper, B. S., Fusarelli, L. D., Keedy, J. L., Schneider, J. E., & Grogan, M. (2001,

- November). *A national study of superintendent preparation programs and the professoriate*. Paper presented at the annual meeting of the University Council for Educational Administration, Cincinnati.
- Keedy, J. L., & Simpson, D. J. (2001, May). *Examining principal valuations and their implications for modernist vs. postmodernist perspectives on leadership*. Canadian Society for the Study of education, Quebec City, Canada.
- McCabe, D. H., Keedy, J. L., & Ricciardi, P. D. (2000, November). *Principal candidate survey of an EA program and confronting the issue of professor change: Redefining the professoriate*. Paper presented at the annual meeting of the University Council for Educational Administration, Albuquerque.
- Keedy, J. L., & Achilles, C. M. (2000, August). *A crisis in the principalship: Intellectual firepower needed for 21<sup>st</sup> century schooling vs. candidate GRE scores*. Paper presented at the annual meeting of the National Council for Professors of Educational Administration, (ERIC Document Reproduction Service ED 446 382)
- Keedy, J. L., Winter, P. A., Gordon, S. P., & Newton, R. M. (2000, April). *The school council, professional development, and collegial groups as teacher empowerment strategies: Assessing the evidence for instructional capacity building*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans. (ERIC Document Reproduction Service No. 443 830)
- Wilson, C., Keedy, J. L., & Hatcher, T. (2000, April). *Faculty issues in distance learning: A case study of the Kentucky Commonwealth University*. Paper presented at the annual meeting of the Mid-South Instructional Technology Conference.
- Winter, P. A., Keedy, J. L., & Newton, R. M. (1999, October). *Teacher service on school councils: Are teachers attracted to the accountability of school-based decision making?* Paper presented at the annual convention of the University Council for Educational Administration, Minneapolis.
- Keedy, J. L., & Grandy, J. (1999, April). *Trends in GRE scores in Education Administration: Implications for principal preparation programs*. Paper presented at the annual meeting of the American Educational Research Association, Montreal. (ERIC Document Reproduction Service No. 030 155)
- Achilles, C. M., Keedy, J. L., Ogawa, R. T., & Seeley, D. S. (1998, October). *Preparing education leaders for the core work of schools*. Paper presented at the annual meeting of the University Council for Educational Administration, St. Louis.

- Ricciardi, D, Keedy, J. L., Kirkpatrick, R. L., & McCabe, D. H. (1998, October). *Preparing principals through district collaboration and integration of coursework with practice*. Paper presented at the annual meeting of the University Council for Educational Administration, St. Louis.
- Mullin, A. G., & Keedy, J. L. (1998, April). *Examining a superintendent's transformational leadership: From the model to successful practice*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Keedy, J. L., & Seeley, D. S. (1997, October). *Developing conceptual frameworks within the new policy context: Implications for EA teaching*. Paper presented at the annual meeting of the University Council for Educational Administration, Orlando, FL.
- Keedy, J. L., & Freeman, E. (1997, March). *School board chair understanding about school restructuring: Implications for school district policy*. Paper presented at the annual meeting of the American Educational Research Association, Chicago. (ERIC Document Reproduction Service No. 030 150)
- Keedy, J. L., & Heuts, C. (1997, March). *State centralization, autonomy, and the EA professoriate: A case study*. Paper presented at the annual meeting of the American Educational Research Association, Chicago. (ERIC Document Reproduction Service No. 030 154)
- Plug in UCEA 96 paper on PPT**
- Keedy, J. L., Seeley, D. S., Sexton, R., Moreland, J., Nystrand, R. O., & Raines, S. (1996, October). *A Prichard Committee for Academic Excellence report on Kentucky reform*. Paper presented at the annual meeting of University Council for Educational Administration, Louisville, KY.
- Achilles, C. M., Keedy, J. L., & Zaharias, J. B. (1996, October). *If we're reinventing, let's build a firm foundation*. Paper presented at the annual meeting of the University Council for Educational Administration, Louisville, KY.
- Keedy, J. L., & Allen, J. (1996, April). *Examining school and district norms from a rural principal perspective: Improving life chances for children*. Paper presented at the annual meeting of the American Educational Research Association, New York.
- Keedy, J. L., & Peel, J. W. (1995, October). *Construction and verification of theories in practice*. Paper presented at the

annual meeting of the University Council for Educational Administration, Salt Lake City. (ERIC Document Reproduction Service No. 030 151)

Keedy, J. L., & Seeley, D. S. (1995, August). *Construction of normative frameworks: Prioritizing instruction in EA*. Paper presented at the annual meeting of the National Conference for Professors of Educational Administration, Williamsburg, VA.

Keedy, J. L., Banks, F., Bogotch, I., & Chapman, C. H. (1995, April). *The influence of district context upon reform efforts of first-year superintendents*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco. (ERIC Document Reproduction Service No. EA 026 998)

Keedy, J. L., Banks, F., Bogotch, I., & Chapman, C. H. (1995, April). *The influence of district context upon reform efforts of first-year superintendents*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco. (ERIC Document Reproduction Service No. EA 026 998)

Gorham, B., & Keedy, J. L. (1995, April). *Evaluation of a parent training intervention for at-risk preschoolers: A school-university partnership*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.

Keedy, J. L., Freeman, E., & Taylor, R. G., Jr. (1995, April). *School board chair ideological agreement with and knowledge about school restructuring in North Carolina*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco. (ERIC Document Reproduction Service No. EA 026 997)

Keedy, J. L., Peel, J. W., Seeley, D. S., & Achilles, C. M. (1994, October). *Exploring a superintendent's "theory of practice" in community building*. Paper presented at the annual meeting of the University Council for Educational Administration, Philadelphia.

Keedy, J. L. (1994, February). *Don Drake: Culture builder and change Agent*. Paper presented at the annual meeting of the American Association of School Administrators, San Francisco.

Keedy, J. L., & Seeley, D. S. (1993, October). Paper presented at the annual meeting of the University *Searching for the missing curriculum piece in EA reform*. Council for Educational Administration, Houston.

- Keedy, J. L. (1993, April). *Studying principal beliefs and practices: Building the EA knowledge base*. Paper presented at the annual meeting of the American Educational Research Association, Atlanta. (ERIC Document Reproduction Service No. EA 025 181)
- Keedy, J. L. (1993, April). *Examining teacher beliefs*. Paper presented at the annual meeting of the American Educational Research Association, Atlanta. (ERIC Document Reproduction Service No. TM 020 998)
- Keedy, J. L., Fleming, T. G., Gentry, R. B., & Wheat, D. L. (1993, April). *Exploring the student-as-worker metaphor: How do you get there from here?* Paper presented at the annual meeting of the American Educational Research Association, Atlanta. (ERIC Document Reproduction Service No. ED 367 650)
- Keedy, J. L. (1992, October). *An intellectual empowerment perspective to school restructuring for student diversity in the 21st century*. Paper presented at the annual meeting of the University Council for Educational Administration, Minneapolis. (ERIC Document Reproduction Service No. EA 024 784)
- Keedy, J. L. (1992, April). *Teacher facilitator leadership and work redesign: Implications for instructional supervisors*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco. (ERIC Document Reproduction Service No. EA 024 208)
- Keedy, J. L. (1992, April). *Exploring political coalitions in school restructuring: Results from the field*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco. (ERIC Document Reproduction Service No. EA 024 213)
- Keedy, J. L. (1992, February). *Translating a school improvement agenda into practice: A social interaction perspective to the principalship*. Paper presented at the annual meeting of the Eastern Educational Research Association, Hilton Head, SC. (ERIC Document Reproduction Service No. EA 024 237)
- Keedy, J. L., & Drmacich, D. (1991, November). *Giving voice and empowerment to student engagement: A school-based interactive curriculum*. Paper presented at the annual meeting National Conference on School Restructuring, Atlanta, GA. (ERIC Document Reproduction Service No. EA 023 662)
- Keedy, J. L., & Achilles, C. M. (1991, November). *Giving teacher voice to school restructuring: Empowering school*

*leaders through teacher collegial groups.* Paper presented at the annual meeting National Conference on School Restructuring, Atlanta, GA.

Keedy, J. L., & Wilson, J. H. (1991, November). *Emerging patterns of school and classroom level changes in restructuring schools.* Paper presented at the annual meeting National Conference on School Restructuring, Atlanta, GA.

Keedy, J. L. (1991, October). *Using school-site, contextual research in building a new education administration paradigm.* Paper presented at the annual meeting of the University Council for Educational Administration, Baltimore, MD. (ERIC Document Reproduction Service No. EA 024 236)

Keedy, J. L. (1991, April). *Teacher collegial groups as a teacher self-improvement strategy: Implications for instructional supervisors.* Paper presented at the annual meeting of the American Educational Research Association, Chicago. (ERIC Document Reproduction Service No. EA 023 156)

Keedy, J. L., & Bivens, L. (1991, March). *Identifying school improvement practices: A school-based case study.* Paper presented at the annual meeting of the American Association of School Administrators, New Orleans. (ERIC Document Reproduction Service No. EA 022 856)

Achilles, C. M., Keedy, J. L., Gaines, P., & Tillman, J. (1991, March). A strategy to develop teacher leadership for restructuring: Teacher collegial groups. *School-level leadership: Some "how to" elements in restructuring.* In J. Hoyle (Chair), Symposium conducted at the annual meeting of the American Association of School Administrators, New Orleans. (ERIC Reproduction Service No. EA 022 857)

Keedy, J. L., & Finch, A. M. (1990, November). *Implementing a shared decision-making structure: A case study.* Paper presented at the annual meeting of the Southern Regional Council on Educational Administration, Atlanta. (ERIC Reproduction Service Document No. 022 698)

Keedy, J. L. (1990, October). *Teacher collegial groups as a group development program.* Paper presented at the annual meeting of The League of Professional Schools. Saint Simon's Island, GA.

Keedy, J. L. (1990, February). *Norm setting by principals in effective schools: Implications for school restructuring.* Paper presented at the annual meeting of the Eastern

Educational Research Association, Clearwater, FL. (ERIC  
Reproduction Service Document No. ED 021 635)

Keedy, J. L. (1990, February). *Forming a teacher collegial group:  
A school improvement study*. Paper presented at the annual  
meeting of the Eastern Educational Research Association,  
Clearwater, FL.

Keedy, J. L., Wheeler, T., Hartley, S., Rogers, K., & Waldrep, B.  
(1989, November). *School-college collaboration for school  
improvement*. Paper presented at the annual meeting of the  
Southern Regional Council on Educational Administration,  
Columbia, SC. (ERIC Document Reproduction Service No. ED 021  
446)

Keedy, J. L. (1989, August). *Teacher collegial groups:  
Practitioner tips for principals*. Paper presented at the  
annual meeting of the National Council of Professors of  
Educational Administration, Tuscaloosa, AL.

Keedy, J. L., & Thompson, E. H. (1988, November). *Evaluation  
of a staff development program*. Paper presented at the  
annual meeting of the Mid-South Educational Research  
Association, Louisville, KY. (ERIC Document Reproduction  
Service No. ED 302 918)

Keedy, J. L., & Achilles, C. M. (1982, November). *Principal norm-  
setting as a component of effective schools*. Paper presented  
at the annual meeting of the Southern Regional Council on  
Educational Administration, Atlanta. (ERIC Document  
Reproduction Service No. ED 015 439)

Keedy, J. L., & Achilles, C. M. (1982, November). *Norm-setting as  
a major component of effective principal behavior*. Paper  
presented at the annual meeting of the Mid-South Educational  
Research Association, New Orleans. (ERIC Document  
Reproduction Service No. ED 227 545)

#### **EDITORIAL SERVICE**

Guest reviewer. *Educational Administration Quarterly*. 2006 -

Editorial Review Board. *Journal of School Public Relations*,  
University of Dayton 2002 -

Associate Editor. *Journal of Thought*, University of Louisville;  
Texas Tech University 2000 -

Guest reviewer. *Journal of Curriculum Studies* 1999

Board of Consultants. *Journal of Research and Development*.  
University of Georgia 1994 -2000

Editorial Review Board. *Journal of School Leadership*. Technomic  
Publisher 1990 - 1993; 1998 - 2006

Text reviewer. *Disneyland in the Jungle: The Myth of Educational  
Opportunity in an Urban American High School*. SUNY Press  
1994

Text reviewer. *Evaluating teaching: Practical approaches for  
supervisors, teachers and researchers*. Longman, Inc. 1989 -  
1990

#### **PRESENTATIONS AT STATE MEETINGS**

"Findings of the SAELP Superintendent Studies." Researchers  
Roundtable, Department of Education, Frankfort, KY May 29,  
2002

"Overview of Louisville Project: Integration of Knowledge with  
Practice." With: D. H. McCabe, D. Ricciardi, & J. L. Strobe,  
Jr. National Association of Secondary School Principals,  
Directors' Meeting, Louisville, KY 30 September 1998

"Conceptual Difficulties in Implementing School Reform."  
Consolidated Planning Advisory Council. Kentucky Department  
of Education, Frankfort, KY 4 September 1997

"Transformational Leadership Skills." With: W. Campbell & B.  
MacPhail-Wilcox. Workshop conducted at the North Carolina  
Educational Leadership Conference, Raleigh 3 March 1994

"Restructuring Georgia's schools." Georgia Partners in Education  
Conference, Lake Lanier, GA 14 March 1991

"Project DARE: A Collaborative Effort Among Local Schools, the  
Police Department, and the Department of Education." Annual  
Pupil Personnel Conference, Lynchburg, VA 14 March 1988

"Reading to Learn: A Strategy Improving Student Higher-Order  
Thinking Skills." With: R. V. Lalik. Governor's Conference  
on Education. Richmond, VA 22 July 1987

"Early Prevention of School Failure." Annual Testing Conference  
(Commonwealth of Virginia). Roanoke, VA 6 November 1986

"Use of Item and Skill Area Analyses to Improve SRA scores."  
With: R. O. Harrison, G. Keith, & M. G. Sams. Annual Testing

Conference sponsored by the Commonwealth of Virginia.  
Roanoke, VA 5 November 1986

"A Teacher Training Model: School Division-University  
Collaboration for the Training of the Gifted." Annual  
Professional Development Conference sponsored by the  
Commonwealth of Virginia) Richmond, VA. 19 March 1986

"Roundtable on Rural and Small Schools." Northeast Regional  
Exchange, Inc. Sturbridge, MA 5 December 1984

"Principal's Use of Influencing Skills in Making Schools More  
Effective." Effective Secondary Schools Conference  
sponsored by the Northeast Regional Exchange, Inc.  
Sturbridge, MA 19 January 1984

### **TRAINING MODULES**

Team building strategies for Chapter 1 teachers. Carroll County,  
GA 1991

Principals' orientation to teacher collegial groups. Carroll  
County, GA 1989

Group facilitators' training for teacher collegial groups.  
Carroll County, GA 1989

Principal norm setting. Application of findings of research  
regarding competencies of effective principals. Research  
Triangle Park, NC: Southeastern Educational Improvement  
Laboratory. Trainer manual (25 pp.); tape; appendix;  
handouts, overheads, readings (200 pp.) 1986

Written communication skills. King George County Schools, VA  
1986

Principal norm setting and teacher motivation. Boston Public  
Schools 1983

Motivating teachers through improving the school culture (School  
Improvement Program, Boston Public Schools) 1981

### **WORKSHOPS**

The efficacy of the TCG: Hawthorne Elementary School Jefferson  
County, KY 1997

The theory and practice of teacher collegial groups: Implications  
for peer coaching. Workshop conducted with Lisa Mason at  
Southview High School, Cumberland County, NC 1994.

A brief introduction to the concept of teacher collegial groups.

Presentation at Southview High School, Cumberland County, NC  
1993

Designing and evaluating a preschool readiness program. NC ADAPTS  
Bureau for Vance County and Weldon City, NC 1993

Developmental curriculum for language readiness and numerology.  
NC ADAPTS Bureau for Vance County and Weldon City preschool  
program 1993

National perspective on site-based management and shared decision  
making. Daniels Middle School 1993

Member of the on-site evaluation team for The Montessori  
Accreditation Council for Teacher Education at The Center for  
Montessori Teacher Education, Raleigh, NC 1992

Using teacher collegial groups to implement district curricula.  
Underwood Elementary, Wake County Schools, NC 1992

Establishing school leadership through teacher collegial groups.  
Central Primary School. Carroll County Schools, GA 1992

Using reading instruction as a basis for inquiry for a teacher  
collegial group. Hood Avenue Elementary School, Fayette County  
School, GA 1991

Facilitating group decision-making within the middle school team  
structure. Floyd County Schools, GA 1991

Establishing a teacher collegial group. Carroll County Schools,  
GA 1990

Principals' orientation to teacher collegial groups. Carroll  
County, GA 1989

Collaboration with Carroll County Schools: Implementing Teacher  
Collegial Groups in Bowdon, Central, Temple, and Villa Rica  
high schools and in Central Primary School. 1989-90

Collaboration with Carroll County Schools, GA: Forming a Teacher  
Collegial Group at Temple Elementary School. 1988-89

Effective principals as norm setters. Knoxville City Schools TN  
1983.

#### **LOCAL PRESENTATIONS**

"Teacher collegial groups as a staff development strategy for  
instructional improvement." Hawthorne Elementary School,  
Jefferson County Public Schools March 12, 1997

"A national perspective on site-based management and shared

- decision making." Daniels Middle School. May 3, 1993
- "A current perspective on qualitative research." Presentation to West Georgia College cooperative doctoral class November 29, 1990
- "School and business collaboration for improved schools." A panel discussion at Carroll County Chamber of Commerce Education Roundtable September 28, 1990.
- "Staff development principles for principals." The West Georgia College Principals' Institute July 6, 1990
- "How can Bowdon teachers benefit from participation in a teacher collegial group?" Bowdon High School GA October 3, 1989
- "Forming a teacher collegial group: An instructional improvement study." The West Georgia College School of Education research address September 20, 1989
- "Institutional support received for research." Presentation made for first-year faculty at West Georgia College September 19, 1989
- "Institutional support received for research." Presentation made for first-year faculty at West Georgia College September 19, 1989
- "A testimonial to Temple Elementary teachers and their teacher collegial group." Carroll County GA School Board Office June 7, 1989
- "How can Temple Elementary School teachers benefit from participating in a teacher collegial group?" Temple Elementary School, GA October 23, 1988
- "Principalship and effective strategies for school improvement." Tantasqua and Union 61 School District, Sturbridge, MA November 17, 1983

#### **INTERNAL SERVICE**

##### **University of Louisville**

- Chair and Co-founder of Writers Group 1998 -
- Department Personnel Committee. 2006 - 2007
- Department Student Learning Outcomes. 2006- 2007
- College-wide Personnel Committee. 2002 - 2005

UofL/ Jefferson County Public Schools Task Force for Redesigning  
School Leadership Curriculum. 2004 - 2006

Coordinated the Department of Leadership, Foundations, and Human  
Research Development's application for institutional  
membership to the University Council for Educational  
Administration and arranged the site visit 1998 - 2001

Department Curriculum Committee. 2002 - 2003

Charles E. Grawemeyer Award Committee in Education. 1999 - 2003

National Council for the Accreditation of Teacher Education:  
Standard 1 Committee (Candidate Knowledge, Skills, and  
Dispositions)

Designing the Grawemeyer Seminar Course (w/ professors Ditmer,  
McIntyre, and Portes) 2000 - 2001

Faculty Search Committee for the Department of Educational  
Administration and Higher Education 1997, 2001, 2004

Department Personnel Committee 1997 - 2001

Writers Group (co-founder w/ Ellen McIntyre) 1997 -

Kentucky Principal Internship Program 1996 - 2003

Department MEd Curriculum Committee 2000 - 2001

Bell South Grant Advisory Committee (The Center for the  
Collaborative Advancement of the Teaching Profession) 1997 -  
1999

Joint Policy Committee for the Cooperative Doctoral Program in  
Education Administration (with Western Kentucky University)  
1996 -

Joint Admissions Committee for the Cooperative Doctoral Program  
in Education Administration (with Western Kentucky  
University) 1996 -

Center for the Collaborative Advancement of the Teaching  
Profession 1996 - 1998

Course Evaluation Committee for the School of Education 1997 -  
1999

**North Carolina State University**

The North Carolina Accelerated Schools Project 1995 - 1996

Committee on Restructuring Teacher Middle Grades Education

1995 - 1996

World-Wide Web Production Board 1994 - 1996

University Commencement Committee 1993-94, 1994-95, and 1995-96

Centennial Model Middle Schools. Standing committee member and member of governance sub-committee 1993 - 1996

University-wide library committee. 1993 - 1994

Subcommittee for ELPE affirmative action faculty search. 1993 - 1994

Research and Computers for College of Education and Psychology 1992, 1993, 1994, 1995. (Committee chair in 1994 - 1995)

### **West Georgia College**

Faculty Senate 1991 - 1992

Faculty and Administrative Staff Personnel Committee 1991 - 1992

Subcommittee on Faculty, Southern Accreditation Committee 1991 - 1992

School of Education representative, Faculty Resource Committee 1990 - 1991

Chair, Programming and Support Committee 1989 - 1990; 1990 - 1991

Promotion and Tenure Committee, School of Education 1990 - 1991

Treasurer, West Georgia College chapter of Phi Delta Kappa 1989 - 1990

Faculty Governance Committee 1988 - 1989; 1989 - 1990 (vice-chair: 1989 - 1990)

Faculty Search Committee 1988 - 1989

### **EXTERNAL SERVICE IN KY**

Coordinated the UofL-WKU Cooperative Doctorate Program. 1998 -

Served on the Education Professional Standards Board for Education Administration. 1999 -

Served on the Consolidated Planning Advisory Council in the Kentucky Department of Education. 1996 - 1998

Participated as an administrator educator for the Kentucky Principal Internship Program. 1996 - 2001

**EXTERNAL SERVICE IN NC**

State Evaluator for Year 2000 School Improvement Grants. 1994-95

Host for Professor Tibor Balogh of Hungary as participant in International Visitors Council (Research Triangle Park). June 1994

Co-Director of North Carolina Administrative and Policy Technologies for Schools. 1993 - 1995

North Carolina Coalition of Essential Schools. 1994 - 1996

**CONSULTING**

Clifton & Singer, Attorneys at Law, Raleigh, NC. Provided deposition in Jones v. Cumberland County School Board 1994

Carrollton City Schools, GA. Conceptualized rationale for site-based management 1993

Henry County, GA. Introduced overview of school restructuring 1992

Carroll County Schools, GA. Implemented shared decision-making models in the Mt. Zion High School. 1991 - 1992

Asheboro City Schools, NC. Facilitated teacher shared decision-making in drafting a school improvement plan 1991

Coweta County Schools, GA. Established a teacher collegial group for special education teachers 1990 -1991

Carroll County Schools, GA. Provided team-building skills for Chapter 1 teachers 1990 - 1991

Fayette County High School, GA. Established a teacher collegial group 1990 - 1991

League of Professional Schools, University of Georgia, Athens. Presented the teacher collegial group model at the annual Conference of The League of Professional Schools, Saint Simon's Island, GA 1990

Fayette County Schools, GA. Consulted for the Fayette County Task Force on School Restructuring 1990

Cherokee County Schools, GA. Conducted interviews of teachers on their expectations at Sequoyah High School 1990

Murray County Schools, GA. Evaluated Homework Hotline Program 1989 - 1990

Camp LeJeune School District, NC. Used school-based collegial groups for the School Improvement Groups Network (SIGN) project 1989

King George County, VA. Developed written communication skills for administrators. 1986

Boston Public Schools, MA. Consulted for the School Improvement Program. 1983