



EDUCATION

Post Graduate Studies: University of Vermont,
Harvard Principals' Center, St. Michael's College

M.Ed., Administration and Planning, University of Vermont, 1987

B.A., English and American Literature, Brown University, 1971

EMPLOYMENT

Senior Consultant, Research for Better Teaching, Acton, MA, 2000-2020
Consulting work has centered on instructional leadership, classroom instruction, supporting schools and districts in developing standards-based supervision/evaluation systems and working with principals of underperforming schools. In addition to working nationally, teacher and principal training has been conducted in Australia and Singapore.

Assistant Superintendent, Burlington School District, Burlington, VT
1993 - 2000

4,000 students; 350 professional staff; 12 schools

Major responsibilities: manage instructional and administrative support for the district; recruit, interview and recommend all new teacher hires to the board; contract management and negotiations; monitor and manage evaluation systems for all staff; work directly with board on all personnel and other matters; design and implement staff development and training.

Interim Director of Curriculum and Instruction, Burlington School District,
Burlington, VT 1993 - 1994

Additional responsibilities to above: maintain and direct all title programs; coordinate and develop curriculum K-12; manage district-wide assessment and testing; monitor instructional program K-12.

Assistant Director, Burlington Technical Center, Burlington, VT
1989 - 1993

350 students; 26 professional staff; 15 programs

Major responsibilities: staff development and evaluation; curriculum development; public relations; budget preparation and presentation; grant writing and program development; facilities expansion and improvement.

Principal, Harwood Union Middle/Senior High School, Moretown, VT
1988 - 1989

750 students, grades 7-12; 60 professional staff

Major responsibilities: direct educational program; budget construction; scheduling; recruitment, interviewing, supervision and evaluation of staff; policy development.

Assistant Director, Essex Junction Technical Center, Essex Junction, VT
1984-1988

Major responsibilities: staff evaluation and development; grant writing; curriculum development; instructional program development; facilities utilization; student department.

Teacher, Building Trades, Essex Junction Technical Center, 1977 - 1984

CERTIFICATION

- **Trainer,** TESA (Teacher Expectations and Student Achievement) staff development program, Phi Delta Kappa, 1986

- **Certified Teacher Perceiver,** Gallup Corporation (formerly Selection Research Institute), 1988. Extensive training in use of Gallup interview instrument to identify and select teaching talent.

- **Certified Facilitator**, Strategic Planning, Cambridge Associates and American Association of School Administrators, 1994
- **Myers Briggs Type Indicator Consultant**, Otto Kroeger Associates, 1996
- **Certified Principal Perceiver**, Gallup Corporation, 1996

LICENSURE

State of Vermont, through 2019
 3-90, **Superintendent of Schools**
 3-91, **Principal, K-12**
 2-92, **Area Vocational Director**

PROFESSIONAL DEVELOPMENT

- **Research for Better Teaching**, Acton, MA
 Studying Skillful Teaching I, II; Observing and Analyzing Teaching I, II, Observing and Supervising Teaching; Consulting and Leadership Training
- **Director**, Sino-American Seminar on Educational Leadership, the University of Vermont Asian Studies Outreach Program, July 1996- July 2011
- **Presenter**, National Staff Development Council Annual Conference, Boston, 2003; American Association of School Administrators National Conference, New Orleans, 2005 , Michigan State University- Michigan Principals Fellowship, April 2009, March 2010
- **Community Connections Program**, Project Harmony, technical assistance and support to educational communities of Petrozavodsk, Karelia and St. Petersburg, Russia, March, 1998
- **Collaborative Negotiations and Mediation training**, Woodstock Institute for Negotiations, April, 1997
- **National Training Lab**, Human Interactions Training, Denver, CO 1995
- **Sexual Harassment in Schools**, American Association of School Administrators, Woodstock, VT
- **I/D/E/A/ Fellow**, Atlanta, GA, 1994
- **Program Evaluator**, Vermont Academy of Science and Technology, Randolph, VT 1989 - 1991
- **Clinical Supervision Training** with Dr. Madeline Hunter, Nassau County, NY, 1987

MEMBERSHIPS

Project Harmony Education Advisory Committee, Waitsfield, VT 1998-2002
Chair, Kingsland Bay School Board, Bristol, VT 1993 - 1998

Youthbuild Burlington Advisory Board, 1996 - 1999

Governor's Advisory Council on Adult Education, December 1990 - 1994

Board of Directors, Addison County Women in Crisis 1986 - 1990

Board of Directors, Chittenden County Business and Education Partnership, 1989 - 1993

Draft Committee, Vermont Common Core Curriculum, Vermont Department of Education, 1990 - 1992

Review Team, Challenge Grants for Restructuring Schools, Vermont Department of Education, 1990

Association for Supervision and Curriculum Development

American Association of School Administrators

American Association of School Personnel Administrators

Vermont Superintendents Association

Phi Delta Kappa

National Staff Development Council

PUBLICATIONS

Co-author, *Strengthening Collaboration's Impact on Learning: Transforming Ineffective Teams*, Ready About Press, 2008, Acton MA

Contributor, *The Skillful Leader: Confronting Mediocre Teaching*, Ready About Press, 2000, Acton MA

"State Technical Committees: A Local Perspective," *Vocational Education Journal*, Alexandria, Virginia, May, 1988

Co-editor, *Goal Setting: A How-To Manual*, Chittenden Central Supervisory Union, 1988

Co-author with Dr. Thomas K. Bloom, University of Vermont:

Young Adults and Work Related Attitudes: Five Instructional Programs for Teachers. Rural Education and Technology Series, College of Agriculture, University of Vermont, Spring, 1982

Young Adults and Work Related Attitudes: Four Perspective from the Business Community, Rural Education and Technology Series, College of Agriculture, University of Vermont, Fall, 1981

REFERENCES

Available upon request