

## Vita

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### Professional Experience

2007- Present Western Carolina University Cullowhee, NC

#### **Director, Office for Rural Education and Teacher Recruitment**

- Responsibilities include the oversight and tracking of the Western Carolina University (WCU) Teacher Education Enrollment Plan and detailed reporting to the University of North Carolina General Administration
- Project Manager for nine of the 27 targeted actions in the Teacher Education Enrollment Plan for the university
- Responsible for the design and implementation of recruitment initiatives for middle school students, high school students, community college students and undeclared majors considering teaching as a profession
- Responsible for teaching Leadership Courses in the Educational Leadership Department in the College of Education and Allied Professions
- Responsible for the program design and oversight of the Legislators' School for Youth Leadership Development, a summer residential program; oversight includes working with the Office of Conferences, Office of Residential Living, Catering and the Office for Admission
- Responsible for college access programming through school partnerships, grants, collaboration with Gear-Up Programs and other college access initiatives
- Responsible for grant writing, programming, management and reporting for the Appalachian Regional Commission College Access and Success Grant, NCQUEST Sciences Grant, Appalachian Regional Commission Continuation Grant, Teacher Cadet Recruitment Grant, and the Z. Smith Reynold's Curriculum Dialogue Grant for Vertical Alignment in English and Science
- Chairperson for the School University Teacher Education Partnership Recruitment Committee
- Administrator for mini-grant awards to public schools for the Appalachian Regional Commission Grant and the NC Teacher Cadet Grants
- Responsible for planning, budgeting, and managing activities related to operating the WCU Office for Rural Education (ORE) including the personnel responsibilities of recruiting, hiring, supervising and evaluating
- Serve as the WCU Faculty Counselor for Kappa Delta Pi Education Honor Society
- Organize, host and present at the Middle School Teachers of Tomorrow Conference annually in February, WCU
- Serve on the planning and implementation committee for the Chancellor's Task Force on Teacher Supply and Demand
- Host and present at the CEAP Community College Partnership Luncheon annually
- Organize, host and present at the High School Teachers of Tomorrow Conference annually in October, WCU
- Organize, host, and present at the Student College Access Empowerment Conference for public school counselors and teachers, WCU
- Present at the Teacher Recruitment for Undeclared Majors sessions annually in October and March, WCU
- Provide oversight for the Teacher Cadet University/Public School Partnerships

5/2005 – 2007 Western Carolina University Cullowhee, NC

#### **Director of the Office for Rural Education**

- Responsibilities include writing and procuring state, regional and national P-12 focused grants for the University and its public school partners

- Position is also responsible for planning, budgeting, and managing activities related to operating the WCU Office for Rural Education (ORE) as well as supervising interns in the College of Education and Allied Professions.
- The primary mission of ORE is to identify and address the unique educational challenges facing the public schools in the areas of the 49 westernmost counties of the State of North Carolina.
- The position directs the offices efforts by serving in a variety of functions in collaboration with appropriate units within and without the University.

Other duties are to:

- Teach methodology courses in the distance education program
- Supervise education interns and student teachers
- Design professional development activities and events to improve academic success and college access
- Create venues for exploring issues unique to rural education i.e. forums, conference or symposia
- Disseminate grant opportunity information in an equitable manner
- Provide consultative grant writing services to public schools (assisting in locating grants, serving on the grant writing team, serving as the principal investigator or principal co-investigator)
- Disseminate resource data base information to encourage partnerships among school systems
- Provide training and program activities designed to create an awareness of the needs of rural education through seminars workshops and forums
- Plan, sponsor and host Teachers of Tomorrow Events- Teacher recruitment seminars for middle and high school students in 21 Local Education Agencies (LEAs)
- Recruit and facilitate Teacher Cadet partnerships
- Sponsor, plan and host the Legislators' School for Youth Leadership Development (residential summer leadership program)
- Disseminate Legislators' School Adult Information Modules – planning, training logistics
- Provide support in the area of teacher recruitment for rural school systems
- Serve as recruitment committee co-chair for School-University Teacher Education Partnership (SUTEP)
- Collaborate with School University Teacher Education Partnership (SUTEP) and Teaching Fellows Program in the areas of Teachers of Tomorrow, Teacher Cadet, School Improvement Grants, Teacher Appreciation Celebration, Reach to Teach and Middle School Teachers of Tomorrow
- Coordinate with the Rural-Urban Exchange Program
- Assist school systems with college access programs
- Assist with activities in local GEAR UP programs
- Serve as Principal Investigator for the WCU Appalachian Regional Commission Grant for College Access and Success with Appalachian State and UNC-Asheville.
- Serve as Principal Investigator for NC QUEST Grants
- Form and maintain an Advisory Board for the Office for Rural Education
- Disseminate reports to appropriate departments concerning programming in ORE
- Serve as Chair for university search committees

2005-2008                      *Western Carolina University*                      *Cullowhee, NC*

**Professional Experience (Teaching)**

- EDEL 318- Elementary/Middle Grades Mathematics Methods
- ELMG 484- Internship I
- ELMG 485- Internship II
- University Student Teaching Supervisor

2005- Present    *Western Carolina University*                      *Cullowhee, NC*

**University Committee Service**

- UNC-T Strategic Planning Committee- Subcommittee 4.3 Our Children and Their Future: Improving Public Education (January-March 2008)
- Chair, Search Committee for the Assistant Director of Teacher Recruitment (2008)

- Selection Committee Member, Jackson County Teaching Fellows (2008)
- Selection Committee Member, Western Region North Carolina Teacher of the Year (2005, 2006, 2007, 2008)
- Chair, Initiation Committee for Kappa Delta Pi Education Honor Society (2007,2008, 2009)
- Chair, Office for Rural Education Advisory Board (2005-2008)
- Chair, School University Teacher Education Partnership Recruitment Committee (2005-2008)
- College of Education and Allied Professions (CEAP) Diversity Committee (2006-2008)
- Teacher Education Enrollment Planning Team (TEEPT) (2007-present)
- Western Carolina University Teaching Fellows Advisory Board (2006-2008)
- Earn and Learn Advisory Board- Yadkin and Surry Counties (2006-2008)
- Chair, Search Committee for Teacher Recruiter (SPA) (2007)
- Chair, Student Employment Committee for WCU Student Recruiters (2007-present)
- Chair, Search Committee for Appalachian Regional Commission Grant Coordinator and WCU Admissions Counselor, (2006)
- Chair, Search Committee for the Curriculum Specialist for Diversity (2006-07)
- Planning Committee Member, Reach to Teach (2007)
- College of Education and Allied Professions Service Award Selection Committee (2007)
- Search Committee Member for the Director of Field Experiences (2006)
- Chair, Search Committee for Legislators' School for Youth Leadership Development Program Employees (2005-2008)
- Committee Member, Rural Urban Exchange Planning and Implementation (2005-2008)
- Chancellors Task Force for Teacher Supply and Demand Planning Committee (2005-2008)
- Teacher Appreciation Planning Committee (2006)
- Served as the university team member for Madison County School District Accreditation (2007)
- Chaired the AdvancEd/SACS accreditation committees for six rural schools (2005-08)

1/2002 – 2005

*Wilkes Community College*

*Sparta, NC*

**Adjunct Professor**

- Design and teach courses in the Education Section for Wilkes Community College at the Ashe and Alleghany County sites

5/2001 – 5/2005

*Alleghany County Schools Board of Education Sparta, NC*

**Director of Curriculum, Instruction, Staff Development K-12**

- Curriculum responsibilities include curriculum alignment, pacing, and assessment activities; designing curriculum maps and pacing guides, supporting teachers with the scope and sequence of objectives, completing needs assessments, preparing and prioritizing budget requests to present to the county commission and yearly evaluations for programming and resources.
- Serve as Interim Assistant Superintendent
- Serve as administrator and financial oversight director for federal programs Title II A, Title V, Title II D and Rural and Low Income Schools (RLIS), responsibilities for programming, grant writing, funding prioritization, needs assessment, and evaluation are integrated into the curriculum and staff development roles and responsibilities.
- School Improvement and Accreditation responsibilities include oversight of all school improvement plans and waivers, writing waiver requests for resources and personnel, professional development for school improvement and accreditation through NC SACS-CASI, and serving as a SACS-CASI Liaison, trainer, and school accreditation chairperson. Accreditation responsibilities include serving on school assessment teams and writing of summative accreditation reports.
- Responsibilities in the area of Auxiliary Services include: representing curriculum, instruction, staff development and assessment areas on the Local Education Agency (LEA) Finance Committee, director of local science fair, co-director for regional science fair, director for county spelling bee, coordinator and liaison for the local Teacher of the Year, Regional Teacher of the Year Selection Team Member, Cyber Campus Advisory Board, Coordinator for College Access Initiatives, Gear-Up Liaison, Coordinator of New Century Scholars Program, Member of Alleghany Education Foundation, Inc. Board of Directors, Coordinator of NC Symphony

Educational Programming, Arts and Media Director, Coordinator of AP – Advanced Placement Coursework Initiatives.

- Staff Development Responsibilities include oversight of federal, state and local funds, grant writing, strategic plan development, needs assessment and yearly evaluation, programming prioritization, scheduling and contracting, writing and implementation of county-wide staff development plan
- Partnership and Liaison responsibilities include working with county government officials to secure funding, Wilkes Community College to develop and teach the paraprofessional training coursework and to provide Huskins Bill Dual Enrollment Courses for our high school students
- Service on the Northwest Regional Educational Service Alliance Curriculum/Staff Development Council and the ASU Public School Partnership Board assist with college access opportunities for students and grant writing partnerships for the University and Alleghany Schools
- Service as Appalachian State University's Reich College of Education public school NCATE representative

1/2000 – 1/2004      *Appalachian State University*      *Boone, NC*

**Adjunct Faculty**

- Curriculum and Instruction adjunct faculty and guest lecturer
- Presented curriculum and foundation content to ASU Teaching Fellows in 2000-2001
- Served as a graduate student representative for NCATE Review
- Served on the North Carolina Teaching Fellows University Program Evaluation Committee for the Appalachian State Teaching Fellows Program

1/1998 – 5/2001      *North Carolina Department of Public Instruction/NWRESA*      *Raleigh and North Wilkesboro, NC*

**Recruitment, Retention, and Staff Development Specialist**

- Position served 26 Local Education Agencies, 3 public universities and 8 community colleges.
- Responsibilities included coordination and organization of regional and state education job fairs, service on state teacher recruitment team, coordination of regional Personnel Administrator's Council of NWRESA, coordination of support groups and professional development for beginning teachers, mentors, and National Board for Professional Teaching Standards Candidates, created state models for recruitment brochures, public service announcements and videos, actively recruited teachers and administrators at all NC State supported colleges and universities and recruited educators in many states in the Northeast and Southeast United States, developed many regional training modules and assisted in the development of the state mentor package.

8/1989 – 1/1998      *Ashe County Schools*      *Jefferson, NC*

**Teacher/Administrator**

- Multiage teacher and administrator for grades K-2. Researched, designed and implemented an integrated curricula, developed and presented seminars, workshops and training modules, chaired the school improvement team, arts, parent involvement, volunteer, programming and scholarship selection committees, co-chaired public relations committee, received numerous grants and directed various programs, fundraising events, and productions.
- Primary education teacher – grades, K, K-1, 1 and 1-2.
- Special education teacher for students with Downs Syndrome – designed, implemented and taught new inclusion program.
- Dance education teacher K-12. Designed, implemented and taught dance education program for seven K-8 schools and one high school. Designed and conducted workshops for regional teachers in designing and implementing an integrated arts program.

1/1986 – 1/1990      *Brynnstige Productions*      *West Jefferson, NC*

**Owner/Operator**

- Successful small production business - enhanced knowledge in management, public relations, marketing, advertising, communications, set design and programming.

5/1987 – 1/1989

*ERA Real Estate*

*West Jefferson, NC*

**Sales/Advertising**

- Wrote and broadcast real estate ads for ERA and the local radio station. Successfully made innovative changes in the format of radio real estate commercials for the local market.

8/1986 – 8/1987

*Wilkes Community College and New River Mental Health*

*West Jefferson, NC*

**Coordinator of Educational Services**

- Designed, implemented and taught a new program for adult learners at Spruce Haven House. This program allowed clients to receive courses for a GED, job skills training, life skills coursework, communication skill classes and/or healthy living courses. Clients could individualize their studies to meet their needs.

## Education

2008 *Appalachian State University* *Boone, NC*  
**Doctorate** Educational Leadership with a concentration in Curriculum and Instruction- GPA: 3.98

North Carolina Superintendents License- May, 2008

2001 to 2007– Writing of Dissertation and completion of data analysis in summer of 2007- Current GPA 4.0; Cumulative GPA 3.98

Dissertation title: “**Teacher Recruitment, Rural Schools and Student Teacher Perceptions of Effective Teacher Recruitment Strategies in North Carolina**”

April, 2008 Public Presentation and Defense; Dissertation Committee: Dr. Sara Zimmerman, Dr. Kenneth Jenkins, and Dr. Melanie Greene.

2002 *Appalachian State University* *Boone, NC*  
**Educational Specialist Equivalency** Educational Leadership-Concentration Curriculum GPA: 3.97

- Completed 30 plus hours of doctoral coursework and an Internship for the Education Specialist Equivalency (Ed.S)
- Concentration in Curriculum Design
- Fall 2001 Admitted into the Doctoral Program for Educational Leadership

2001 *Appalachian State University* *Boone, NC*  
**Masters of School Administration** School Administration GPA: 3.9

- Completed Masters in School Administration with principal licensure. Scored 198 out of a possible 200 on the ISSLAC National Administrator’s Exam.
- NC Principals License awarded May, 2001; upgraded to Doctorate Level May, 2008
- Accepted into Doctoral Program upon completion of the Masters in School Administration
- 2001 – present – Inducted into membership of Phi Delta Kappa International

1989 *University of North Carolina – Charlotte* *Charlotte, NC*  
**Performance Arts Education** Dance Arts K-12 GPA: 4.0

- Add-on arts education licensure from UNCC

1987 *Caldwell Community College* *Lenoir, NC*  
**Licensure** Real Estate License GPA: 4.0

1986 *Appalachian State University* *Boone, NC*  
**Batchelor of Science** Elementary Education K-6; GPA: 3.6

- B.S. Elementary Education 1982-86
- Kappa Delta Phi Teaching Honor Society
- Student Teaching Honors Teacher

## Publications

### Grant Writing

#### Successful Awards

- Z. Smith Reynold's Grant Award for Curriculum Dialogues (2008)- \$10,000 (co- principal investigator)
- Appalachian Regional Commission (2007)- \$65,000 continuation award (principal investigator)
- Appalachian Regional Commission (2006) – Partnership Grant with Appalachian State University, University of North Carolina at Asheville and Western Carolina University (WCU). Total Grant Award- \$223,452 with WCU Awarded \$67,000 (principal investigator)
- NC QUEST SCIENCES (2007) Cycle V – Award \$125,000 (principal investigator)
- NC QUEST SCIENCES (2006) Cycle IV – Award \$250,000 (principal investigator)
- Completed the IMPACT and 1-2-1 Technology Grants (2005)
- 10 Bright Ideas Grants ranging from \$500 to \$3000 (principal investigator) (1999-2001)
- Federal Library/Literacy Grant (2005) – Partnered with Grayson Co. VA, Alleghany Co. and Ashe County - Awarded \$250,000 for Literacy (principal investigator)
- NC QUEST Literacy (2005) – Awarded \$100,000 (co-principal investigator)
- NC QUEST Literacy (2003 – 04) - \$200,000 – Partnered and Co-directed with Appalachian State
- 4 Title V Grants have been awarded ranging from 7,000 – 9,000 dollars (principal investigator, 2001-2004)
- Title IIA (2004) - \$89,000 (principal investigator)
- Title IIA (2003) - \$93,000 (principal investigator)
- Title IIA (2002) - \$87,000 (principal investigator)
- Title IIA (2001) - \$82,000 (principal investigator)

### Presentations

- Presentation March 4-7, 2009; International Mentoring Association; “K-16 Mentoring Partnerships for Recruitment and Retention”; Las Vegas, NV
- Western Carolina University – WCU On Tour Presenter; Four Presentations for NC High School annually (2005,2006,2007, 2008)
- Western Carolina University Teaching Fellows Program (2005, 2006, 2007, 2008) annually presented “Grant Writing 101” for Junior and Senior Fellows.
- Presented at the Poster Session for Western Carolina University NCATE Accreditation Review
- March 18, 2008 Western Region Distance Learning Presentation, “Teacher Recruitment for Rural Schools and Community Colleges”, Western Carolina University; Cullowhee, NC
- January 14, 2008 “Recruiting Teachers for Rural Schools- Where are the best recruitment pools?” North Carolina College Access Council, Appalachian State University, Boone, NC
- AdvancED SACS/CASI State Accreditation Conference (2004, 2005, 2006, 2007, 2008) Presented and/or facilitated.
- Western Carolina Beginning Teacher Symposium – Presented “Proactive Classroom Management” (2006); Facilitated (2007,2008)
- October 6, 2007- Presented at the National Network for Education Renewal Annual Conference- “Teacher Recruitment and Partnership Building- Bridging Collaboration”, Charleston, WVA
- February, 2007- Presented at the North Carolina College Access Conference-“College Access and Success- Dissemination, Evaluation and Replication”, local and regional presentations in the areas of teaching as a career and grant writing, Asheville, NC
- Cherokee County Schools (2006) “Recruitment and Retention of Beginning Teachers focusing on mentoring” and “What Does it Mean to Be an ILT?”
- October 17, 2006- Conference Chair and Presenter for the “Student College Access and Empowerment Conference”, Western Carolina University

- February, 2006- Presented at the North Carolina College Conference- “College Access Program Implementation in a Rural Middle School- Opportunities for Success”, Wilmington, NC.
- 2006-07- Numerous presentations in local school systems in the area of college access, teaching as a career, grant writing, scholarships, and interviewing skills.
- 2005-06- Presentations at the state regional and local levels in the area of lesson planning, proactive positive discipline, curriculum design, accreditation, school improvement planning, strategic planning, federal program implementation, balanced literacy, assessment
- 2000-05- Presentations at the regional and local levels in the area of accountability, curriculum design, lesson planning, multiple intelligences, teaching as a career, college access initiatives, grant writing and interviewing for scholarships and career enhancement.
- Presented annually at the North Carolina Personnel Administrators Conference (1999-2002)
- February, 2001- Presented “Portfolio Assessment in Performance Based Licensure” at the VCATE Conference, Roanoke, VA
- January 24, 2001- Presented “Teacher Recruitment in North Carolina Public Schools” at the Southeastern Association for Employment in Education National Conference, New Orleans, Louisiana.
- 1999-2000- Presented at the national, state, regional and local levels in the area of college access, beginning teacher support, and performance based assessment.

### **Professional Affiliations**

- Kappa Delta Pi (1985,1986,2007,2008)
- Phi Delta Kappa (2005-present)
- Rotary International (2004-06)
- NC ASCD (2001-05)
- ASCD – National Association of Curriculum Design (2001-2005)
- NC Association of School Administrators (2001-05)
- Northwest RESA Curriculum Council (1999- 2005)
- Personnel Administrators of North Carolina (PANC) (1998-2001)
- Appalachian State University Public School Partnership Board (1998-2005)
- NC-AEYC (1988-2000)
- School Accreditation Chairperson with Southern Association for the Accreditation of Colleges and Schools (AdvancEd, SACS-CASI)- 1999-present