

CHARLES STEVEN BINGHAM

CURRICULUM VITA

1001 Belmont Village Drive
Belmont, NC 28012
(919) 264-0787
binghamconsulting@gmail.com

EXPERTISE

- Adult Development and Instruction
- Change Leadership and Human Performance Improvement
- Professional Learning Program Design, Delivery, and Evaluation
- School and School District Leadership Development
- Educational Research & Development

EDUCATION

The University of North Carolina at Greensboro	Ed.D.	Educational Leadership Dissertation: <i>An Examination of Small Class as a "Gap Reduction" Strategy for Achievement Differences in Groups of Students, K-3.</i>
The Florida State University	A.B.D.	Educational Research
The University of North Carolina at Greensboro	M.M.	Music Education
The University of North Carolina at Greensboro	B.M.	Music Education

EXPERIENCE

Professor, Gardner-Webb University, Boiling Springs, North Carolina, August 2017-Present. Instruct and facilitate clinical experience for graduate students in Master of Executive Leadership, Doctor of Education in Leadership Studies, Doctor of Education in Curriculum and Instruction, and Doctor of Education in Organizational Leadership; advise doctoral students in dissertation development, and chair/serve on dissertation committees; serve as Editor-in-Chief of *Journal of Organizational and Educational Leadership*, April 2014-present; serve on Professional Readiness Experience Committee, August 2017-present; Life of the Scholar Advisory Committee, July 2014-present.

Associate Professor, Gardner-Webb University, Boiling Springs, North Carolina, August 2012-July 2017. Instruct and facilitate clinical experience for graduate students in Master of Executive Leadership, Doctor of Education in Leadership Studies, Doctor of Education in Curriculum and Instruction, and Doctor of Education in

Organizational Leadership; advise doctoral students in dissertation development, and chair/serve on dissertation committees; serve as Counselor for Kappa Delta Pi Honorary Society for Education Alpha Epsilon Upsilon Chapter, August 2014-2017; serve on Faculty Development and Improvement of Instruction Committee, August 2014-Chair 2016-2017; Life of the Scholar Advisory Committee, July 2014-July 2017; and Service Learning Advisory Committee, December 2014-2017.

Founder, Future-Ready Leaders Now©, Limited Liability Corporation developing learning assets for aspiring leaders in North Carolina schools. Led partnership of university professors and senior leaders of Non-Governmental Organizations in producing textbooks and other learning assets, including professional programs, for pre- and in-service school and district leaders across North Carolina. October 2011-Present.

Adjunct Associate Professor, Gardner-Webb University, Raleigh, North Carolina, August 2011-August 2012; North Carolina State University, Raleigh, North Carolina, January 2006-June 2011; Campbell University, Buies Creek, North Carolina, January-December 2007; University of North Carolina at Greensboro, Greensboro, North Carolina, August 2003-2005; Samford University, Birmingham, Alabama, January 2003-December 2004. Instructed Master of School Administration students in school leadership and emerging issues courses; lectured, advised, and served on dissertation committees of Doctorate in Educational Leadership students.

Executive Director, Triangle Leadership Academy, Raleigh, North Carolina-based public-private partnership building system leadership capacity among NC Research Triangle area school districts and their Local Education Funds. Led initiatives in leadership development and succession planning with senior leaders. Facilitated with staff product and program design, delivery, and evaluation. Developed grants and contracts. Coordinated advisory and governance boards to craft policy and discharge mission with Chapel-Hill Carrboro and Durham, Orange, Person, and Wake County School superintendents. July 2008-June 2011.

Director, Triangle Leadership Academy, Raleigh, North Carolina, directed the design, development, delivery and evaluation of leadership education programs for principals, assistant principals, central office staff, and teacher leaders. Created North Carolina Standards for School Executives leadership development framework. Worked with and through district senior leaders in leadership succession planning. Managed \$1 million budget and 3 office staff. July 2005-June 2008.

Program Director, SERVE Center for Continuous Improvement at The University of North Carolina at Greensboro, Greensboro, North Carolina. Directed Program on Education Leadership projects and activities focusing on school leadership and educator quality issues. Designed and delivered training for principal aspirants and teacher leaders, created and convened Southeastern State Rural Superintendents Network, and strategically engaged LEA, SEA, and IHE stakeholders in dialogue to improve policy and practice in six southeastern states. May 2000-June 2005.

Project Director, SERVE, Inc., 503(c) entity affiliated with a Regional Education Laboratory, Greensboro, North Carolina. Produced educational videos. Directed a three-year US Department of Education-funded model research and development

school leadership project involving 30 charter and innovative public schools. Supervised 4 staff members, 10 consultants, and 15 instructors who designed, implemented, and evaluated learning program. October 1997–May 2000.

Senior Research Associate, SERVE, Regional Education Laboratory, Greensboro, North Carolina. Researched and developed products related to reading literacy improvement, including video magazines, print documents, and interactive web pages. Provided ongoing assistance to school improvement projects, including school self-assessment, student motivation, and school-based management initiatives. Designed Curriculum and Instruction strand for SERVE Forum. January–September 1997.

Principal, Donna Lee Loflin Elementary School, Asheboro City Schools, North Carolina. Supervised instructional and support staff, and fostered the academic, social, and emotional growth of students, grades K-5. Key achievements: restructured curriculum to infuse academic instruction with the arts through North Carolina A+ Schools Program; implemented alternative teacher evaluation plan using teacher portfolios and peer observation; led teaching staff toward authentic assessment using portfolios; and guided staff through Southern Association of Colleges and Schools 10-year re-accreditation process. August 1993–January 1997.

Assistant Principal, South Asheboro Middle School, Asheboro City Schools, North Carolina. Created and coordinated special programs for instructional and support staff, and fostered the academic, social, and emotional growth of students, grades 6-8. Key achievements: redesigned school management team and trained team in principles of shared leadership; implemented Quality principles through parent calling program and student focus groups; created, with local Optimist Club, Junior Optimist Club with focus on community service and citizenship; co-chaired student services management team and designed drop-out prevention plan; provided leadership for NEA Learning Lab activities. August 1992–August 1993.

Field Representative, SERVE, Regional Education Laboratory affiliated with the University of North Carolina at Greensboro, Greensboro, North Carolina. Created awareness and demonstrated Regional Education Laboratory products and services for administrators and teachers in 58 school districts in eastern North Carolina and at state and regional educational conferences. Provided technical assistance in SERVE initiatives, including site-based accountability and outcomes based education. August 1991–August 1992.

Educational Consultant, SERVE, Regional Education Laboratory affiliated with the University of North Carolina at Greensboro, Greensboro, North Carolina. Provided technical assistance to Piedmont NC high schools in site-based accountability, especially on creation of school process indicators. Evaluated science and math programs submitted by Local Education Agencies in the six southeastern states for competitive funding program. August 1992–December 1996.

Assistant Principal, North Asheboro Middle School, Asheboro City Schools, North Carolina. Designed and coordinated special programs for the instructional and support staff, and fostered the academic, social, and emotional development of

students, grades 6-8. Key achievements: created innovative team approach to in-school suspension program resulting in increased student achievement and attendance; coordinated tutorial learning center resulting in increased student achievement; created student incentive program and team-building activities for staff; sponsored Junior Optimists Club community service, Citation of Merit by Randolph County Department of Social Services, and Optimist Oratorical Contest, Regional winner 1990; designed, implemented, and evaluated integrated district curriculum and instruction; trained teachers in Teacher Effectiveness Training; co-authored leadership training program evaluation for high school department heads implemented by Administrative Council. August 1987–August 1991.

Teacher and Director of Bands, Asheboro High School, Asheboro City Schools, North Carolina. Directed and coordinated staff, parent organization and student development in grades 6-12 instrumental music program, including recruitment, fund-raising, summer band, and course development; instructed students in band (concert, jazz, and marching) performance. Key achievements: staged successful performances locally and regionally, including Washington, D.C. and Orlando, Florida; hosted numerous district band events, including central district concert band contest and clinic; staged joint performances with performing arts faculty; created "Jazz at Noon" performance program for student body; coordinated numerous successful homecoming musical extravaganzas and holiday parades for community; successfully coached many students in competitive auditions for regional and state high school and university band positions; collaborated with institutions of higher education in training five student-teachers. August 1981–August 1988.

Teacher and Assistant Director of Bands, Thomasville City Schools, Thomasville, North Carolina. Instructed elementary, middle, and high school students in basic instrumental musicianship. Led band program recruitment, middle school program development, and high school marching and jazz bands. Key achievements: designed and implemented guitar course and rock ensemble program; successfully coached many students in competitive auditions for regional and state high school band positions; hosted regional middle school band clinic. July 1974–August 1976 and August 1980–July 1981.

Teaching and Research Assistant, The Florida State University, Tallahassee, Florida, Tutored graduate students in educational research and music education courses, including statistics and contemporary techniques of music instruction. Designed innovative musical acoustics research laboratory. August 1978–July 1980.

Teaching Assistant, The University of North Carolina at Greensboro, Greensboro, North Carolina, Supervised undergraduate and graduate students in small jazz ensemble performance. Created "A Night of Jazz" concert series at Elliott Student Center. August 1977–August 1978.

GRANT AND CONTRACT PROPOSALS

- Bingham, C. S. & Bond, S. *A Proposal to Evaluate the Impact of Triangle Leadership Academy on Principal Development and Efficacy in Wake County Public School System*. Submitted to Z. Smith Reynolds Foundation, Winston-Salem, NC.
- Bingham, C.S., Howard, B., & Ahearn, C. (2005). *SouthEast Quality Leadership: A Coalition to Develop Leadership for High-Need Districts*. Submitted to the Office of Innovation and Improvement, United States Department of Education, Washington, DC.
- Bingham, C.S., Clark, T., & Henderson, J. (2003). *Mississippi Beginning Principal Mentorship Program*. Greensboro, NC: SERVE. Submitted to the Mississippi Department of Education, Jackson, MI.
- Bingham, C.S., Mikow-Porto, V., & Natkin, G. (2002). *A Study of Collegial Interaction of National Board Certified and Non-Certified Teachers*. Greensboro, NC: SERVE. Submitted to the National Board for Professional Teaching Standards, Arlington, VA.
- Hammond, S, & Bingham, C.S. (2001). *Proposal to Evaluate the North Carolina Principals Fellows Program*. Greensboro, NC: SERVE. Submitted to the North Carolina Department of Public Instruction, Raleigh, NC.
- Williams, J., Sanders, J., Basom, R., Bingham, C.S., et al. (2000). *Proposal to Operate a Regional Education Laboratory for the Southeast*. Greensboro, NC: SERVE. Submitted to the Office of Educational Research and Improvement, Washington, DC.
- Hassel, B., Burkhardt, G., & Bingham, C.S. (1998). *Development and Assessment of Model Leadership Training Program for Charter Schools*. Greensboro, NC: SERVE, Inc. Submitted to the United States Department of Education, Washington, DC.
- Williams, J., DeCasper, H., & Bingham, C.S. (1997). *Richland County (SC) School District One Reading Program Evaluation*. Greensboro, NC: SERVE, Inc. Submitted to the Office of Instructional Services, Richland County School District One, Columbia, SC.
- Bingham, C.S. & Frost, D. (1995). *Donna Lee Loflin Elementary School Proposal to the North Carolina A+ Schools Program*. Asheboro, NC: Asheboro City Schools. Submitted to the Kenan Institute of the Arts, Winston-Salem, NC.
- Bingham, C.S. & Lawson, S. (1995). *Song and Celebration in the Global Village*. Asheboro, NC: Asheboro City Schools. Submitted to the Rural Electric Membership Cooperative Bright Ideas Grant Program, Raleigh, NC.

PUBLICATIONS

- Bingham, C. S., Egelson, P., & Sanzo, K. Eds. (2018). *Research-based Instructional Practices of Effective Principals*. Charlotte, NC: Information Age Publishing.
- Bingham, C. S. (January 2011). The Evolution of a Leadership Institute. *Education Matters*, Raleigh, NC: Wake County Public School System.
- Bingham, C. S. (February 2007). A Brief History of WCPSS's Assistant Principal Induction Program. *Education Matters*, Raleigh, NC: Wake County Public School System.
- Bingham, C.S., Parker, S., Finney, P., Riley, J., & Rakes, J. (May 2006). The Teachers As Researchers Academy: Building Community, Expertise, and a Knowledge Base for Teaching. *Phi Delta Kappan*, Bloomington, IN: Phi Delta Kappa International.
- Harman, P., Bingham, C.S., & Hood, A. (2004). An Investigation of Charter Schools as a "Gap Reduction" Strategy for Achievement Differences Among Groups of Students in a Southeastern US State. *International Journal of Educational Policy, Research, & Practice*. Tampa, FL: University of South Florida.
- Bingham, C.S. (2004). Understanding the Reading Process: Linking Research and Theory to Instruction. Greensboro, NC: SERVE, <http://www.serve.org/rsi/html>.
- Bingham, C.S. (2004). A Conversation with Tim Westerberg and Robin Calitri: Improving High School from the Principal's Perspective. *The Vision 2* (4). Greensboro, NC: SERVE.
- Bingham, C.S., & Parker, S. (2003). Invitation to Leadership: The SERVE Teachers As Researchers Academy. *The Vision 2* (2).
- Bingham, C.S., & Gottfried, S. (2003). The Call for New School Leaders and Leadership Development. *The Vision 2* (2).
- Bingham, C.S., & Gottfried, S. (2003). *Leading Change in Principal Development: Examining District Strategies*. Greensboro, NC: SERVE.
- Bingham, C.S., & Coggins, M. (2002). *Conducting Teacher Leadership Forums: A Practical Guide*. Greensboro, NC: SERVE. <http://www.serve.org/edleadership/html>.
- Harman, P., Bingham, C.S., & Hood, A. (2002). *An Exploratory Examination of North Carolina Charter Schools and Their Potential Impact on White-Minority Achievement Gap Reduction*. Greensboro, NC: SERVE. (ERIC Reproduction Service No. ED 466015).
- Bingham, C.S., Finney, P., & Hood, A. (Spring 2000). Designing School Leadership Team Development Programs: Recommendations from the SERVE Leaders Institute. *AASA Professor*, 23 (3).

- Hassel, B., Bingham, C.S., & Hood, A.C. (2000). *Developing Leadership Programs for "Break-the-Mold" Public Schools*. Greensboro, NC: Southeastern Regional Vision for Education.
- Bingham, C.S., & Hood, A.C. (1999). *SERVE: Who We Are, What We Do Videotape*. Greensboro, NC: Southeastern Regional Vision for Education.
- Bingham, C.S., Neal, E.A., Tesh, L., Turner, P., & Millsaps, C. (1998). *Leading Change in Reading: Southeastern District Stories*. Greensboro, NC: SouthEastern Regional Vision for Education.
- Bingham, C.S. (1998). *Improving Reading: Southeastern School Strategies*. Greensboro, NC: SouthEastern Regional Vision for Education.
- Metheny, J., & Bingham, C.S. (1998). *Promising Practices in Reading Videotape*. Greensboro, NC: SouthEastern Regional Vision for Education.
- Petri, M., & Bingham, C.S. (1998). *One Step Toward a Learner-Centered High School*. Greensboro, NC: SouthEastern Regional Vision for Education. (ERIC Reproduction Service No. ED 419630).
- McColskey, W., Mikow-Porto, V., & Bingham, S. (1998). *Site-Based Management and School Improvement in North Carolina: Reflecting on Progress*. Greensboro, NC: SouthEastern Regional Vision for Education.
- Bingham, C.S. (1995). 'Doing Theory' and Educational Leadership. *Journal of Instructional Psychology*, 22 (3), 203-209.
- Bingham, C.S. (1994). *White-Minority Achievement Gap Reduction and Small Class Size: A Research and Literature Review*. Nashville, TN: The Center of Excellence for Research in Basic Skills, Tennessee State University. (Publication No. TSU-95-0025-B-3431308).
- Bingham, C.S., & Nye, B.A. (1994, September). An Examination of Small Class as a "Gap Reduction" Strategy for Achievement Differences in Groups of Students, Kindergarten-Third Grade. *Policy & Practice Brief, No. 0003*. Nashville, TN: The Center of Excellence for Research in Basic Skills, Tennessee State University.
- Bingham, C.S. (1994). *Class Size as an Early Intervention in White-Minority Achievement Gap Reduction*. Greensboro, NC: University of North Carolina at Greensboro. (ERIC Document Reproduction Service No. ED 368077).
- Bingham, S., Achilles, C.M., & Smith, P. (1992). Leadership for Improved Restructuring Outcomes. Greensboro, NC: University of North Carolina at Greensboro. (ERIC Document Reproduction Service No. ED 343 220).
- Bingham, C.S. (1980). The Double C Versus the Double B-Flat Tuba: An Investigation of Tonal Differences. *Journal of Band Research*, 15 (2), 43-49.

PRESENTATIONS

Distinguished Leadership in Practice and Future Ready Leadership. North Carolina Principals and Assistant Principals Association Professional Learning Programs. Presented at 3 events and online sessions for 200 practicing administrators. Raleigh and Charlotte, NC. March 2018.

Principals Path to Leadership. Presented at the Learning Forward Annual Conference, Disney World Swan and Dolphin Resort, Orlando, FL, December 5, 2017.

An Implementation Study of the Free, Potable Water Subsection of the Healthy, Hunger-Free Act. Academic Poster with Jessica Mellon at 26th Annual CREATE Conference, Virginia Beach, VA. October 5, 2017.

Advancing Principal Instructional Leadership Through Job-Embedded Learning, Presented at 26th Annual CREATE Conference, Embassy Suites, Virginia Beach, VA, October 6, 2017.

An Evaluation Study of a Mature One-on-One Technology Program. Academic Poster with Elicia Massengill at 25th Annual CREATE Conference, Louisville, KY. September 23, 2016.

Leading Change and Making It Stick. Presented at the CILD Summer Seminar, Gardner-Webb University, Boiling Springs, NC. July 32, 2017 and July 26, 2016.

Disciplined Inquiry: An Introduction. Presented by Steven Bingham at the CILD Summer Seminar, Gardner-Webb University, Boiling Springs, NC. July 25, 2016.

Distinguished Leadership in Practice and Future Ready Leadership. North Carolina Principals and Assistant Principals Association Professional Learning Programs. Presented at 3 events and online sessions for 200 practicing administrators. Raleigh and Charlotte, NC. March 2016.

A Study of the Social and Emotional Growth and Development of Students with Disabilities in an Inclusive Setting in an Inner-City Middle School. Academic Poster with Heather Lemmons at 24th Annual CREATE Conference, Charleston, SC. October 8, 2015.

Professional Book Studies. Presented with James Palermo at Davidson County Schools Leadership Seminars. February-March 2015.

Inspiring Learning Through Adult Development Theory. Presented for the Gardner-Webb University Faculty Retreat, Ridgecrest Conference Center, Black Mountain, NC. August 12, 2015.

Embracing Responsibility. Presentation for the Burke, Catawba, and Davidson County School Leadership Seminars. September-October, 2014.

- A Study of the Social and Emotional Growth and Development of Students with Disabilities in an Inclusive Setting in an Inner-City Middle School.* Academic Poster Presentation with Heather Lemmons at the Center for Innovative Leadership Development Summer Seminar, Gardner-Webb University, Boiling Springs, NC. July 27, 2015.
- Disciplined Inquiry: An Introduction.* Presentation for the Center for Innovative Leadership Development Summer Seminar, Gardner-Webb University, Boiling Springs, NC. July 27, 2015.
- Distinguished Leadership in Practice.* Seminar Series sponsored by North Carolina Principals and Assistant Principals Association for North Carolina school executives, Charlotte, NC, March 12-13, April 20-21, 2015.
- Future Ready Leadership.* Facilitated seminar Series sponsored by North Carolina Principals and Assistant Principals Association for North Carolina assistant principals, Raleigh, Fayetteville, and Charlotte, NC, March 18, 25, 26 and April 16, 23, and 30, 2015.
- Difficult But Critical Conversations.* Presentation for Eastern Region North Carolina School Principals, Greenville, NC. January 26, 2015.
- A Process Evaluation of the North Carolina Center for the Advancement of Teaching.* Paper presented with Jenny White and Anna Shook for the 23rd Annual CREATE Conference, College of William and Mary, Williamsburg, VA, October 3, 2014.
- Open Space Technology: A Workshop Design for Professional Learning.* Presented by Steven Bingham for the Gardner-Webb University School of Education Faculty, Gardner-Webb University. Boiling Springs, NC, July 30, 2014.
- Teacherpreneurship: The Leader-Teacher Role & Building a Team of Imagineurs.* Presented for Center for Innovative Leadership Development Summer Leadership Conference, Gardner-Webb University, Boiling Springs, NC, July 29, 2014.
- Future Ready Leadership.* Facilitated seminar Series sponsored by North Carolina Principals and Assistant Principals Association for North Carolina assistant principals, Raleigh, Fayetteville, and Charlotte, NC, March-April, 2014.
- Action Research: Craft, Community, and Continuous Improvement.* Presentation for the Keep Learning Alive Conference, Gardner-Webb University, Boiling Springs, NC, February 8, 2014.
- Calibrating Inter-rater Reliability.* Presentation for School of Education Faculty Workshop, Gardner-Webb University, Boiling Springs, NC, January 3, 2014.
- An Implementation Evaluation of Principal Program Re-Design in a Southeastern University.* Academic Poster presentation with Heather Benfield at the 22nd Annual CREATE Conference, Atlanta, Georgia. Atlanta, GA, October 10, 2013.

Organizational Identity Workshop Series. Facilitated for Gardner-Webb University School of Education Faculty, Gardner-Webb University, Boiling Springs, NC, May-July 2013.

Data Presentation for Research. Presentation for Center for Innovative Leadership Development Summer Leadership Conference, Gardner-Webb University, Boiling Springs, NC, July 2013.

Teacherpreneurship. Presentation for Center for Innovative Leadership Development Summer Leadership Conference, Gardner-Webb University, Boiling Springs, NC, July 2013.

Professional Learning Teams and Student Achievement: The Learning Leader Link with John Wall. Presented at the North Carolina Association of School Administrators, Raleigh, NC, March 2011.

Distinguished Leadership in Practice. Seminar Series sponsored by North Carolina Principals and Assistant Principals Association for North Carolina school executives, Asheville, Chapel Hill, Rocky Mount, and Wilmington, NC, June 2010-2014.

Developing Your District Identity: Mission, Values, Beliefs and Vision. Workshop Series facilitated for the Person County Board of Education, Roxboro, NC, August-December 2010.

Improving Performance Through (and of) Professional Learning Communities: Applying a Six-Source Model for Diagnosis and Intervention with Jesse Dingle. Presented at the North Carolina Association of School Administrators, Raleigh, NC, March 2010.

Leadership Development Programming: Applying the Tools of Human Performance Improvement with Dawnelle Hyland, Alvera Lesane, and Fran Riddick. Presented at the National Staff Development Council Conference, St. Louis, December 2009.

A Framework for School Leadership Succession Planning with Camille Miller and Joe Peel. Presented at the National Staff Development Council Conference, Dallas, December 2007.

Professional Learning Communities: Principles and Practices. Presented at the NC Network Annual Conference, Wilmington, NC, July 2007.

Professional Learning Teams and Distributed Leadership: The Bookends of the Professional Learning Community. Presented at Mobile Math Initiative Principals Academy, Hoover, AL, June 2007.

Preparing Our Next Generation of School Leaders. Presented at the Center for Partnerships to Improve Education Conference, Making Connections: Educators in Action, March 2007.

Expanding Leadership, Securing Results with Melissa Raspberry. Presented at the National Staff Development Council Conference, Dallas, December 2006.

- Building Leadership Capacity in Urban School Districts.* Presented at the Center for Partnerships to Improve Education Conference, Making Connections: Educators in Action, March 2006.
- Achieving the Scotland County Schools Vision for Professional Development.* Presented at the Scotland County School Board of Education, Laurinburg, NC, March 2006.
- The Four Pillars of Professional Learning Community* with Barbara Howard, Anne Jolly, and Sammy Parker. Presented at the National Staff Development Council Conference, Philadelphia, December 2005.
- Action Team Leader Training for Strategic Planning* with Anne Jolly. Presented at the Boaz City School District, Boaz, AL, April 2005.
- Creating Professional Learning Communities in Your School Community* with Anne Jolly and Barbara Howard. Presented at the South Carolina Executive Leadership Institute, Columbia, SC, February 2005.
- Dialogue in a Day.* Presented at the Principal Leadership Network, National Association of Elementary School Principals and the Education Alliance at Brown University, Providence, RI, January 2005.
- Building a Learning Community Through Student, Teacher, and Principal Growth and Assessment* with Barbara Howard, Ione Bond, and James Hutto. Presented at the National Staff Development Council Annual Conference, Vancouver, British Columbia, December 2004.
- Examining a Teacher-Research Program Supported by a Regional Education Laboratory and University Consortium* with Sammy Parker, Jack Riley and Pam Finney. Presented at the American Educational Research Association Annual Conference, San Diego, CA, April 2004.
- Focus on Quality Teaching Through Professional Collaboration* with Anne Jolly, Linda Perry and Brenda Winborne. Presentation at the National Staff Development Council Annual Conference, New Orleans, LA, December 2003.
- An Innovative Approach to Action Research: A School, University, and Regional Laboratory Collaboration* with Sammy Parker, Bob Michael, Gayle Moller, and Jack Riley. Presentation at the National Staff Development Conference, Boston, MA, December 2002.
- Improving Instructional Practice: Dialoguing and Learning about Teacher Work* with Sammy Parker and Anne Jolly. Presentation at the SERVE Forum on School Improvement, Birmingham, AL, October 2002.
- Wake County-SERVE Principal Leadership Development.* Seminar Series delivered to Principals and Assistant Principals, Wake County Public School System, Raleigh, NC, September 2001-June 2004.

- An Evaluation of the North Carolina Teacher Leadership Forum* with Monty Coggins and Catherine Allen. Paper presented at the Annual Meeting of the North Carolina Association for Research in Education, Chapel Hill, NC, April 2002.
- An Exploratory Examination of North Carolina Charter Schools and Their Potential Impact On White-Minority Achievement Gap Reduction* with Patrick Harman and Art Hood. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA, April 2002.
- The Emotionally Intelligent Leader*. Presentation at the North Carolina Principals and Assistant Principals Association Conference, Atlantic Beach, NC, March 2002.
- Educational Leadership and High-Performing Learning Communities*. Presentation at the SERVE Forum on School Improvement, Charlotte, NC, October 2001.
- National Awards Program for Effective Teacher Preparation: Modeling Pre-Service Program Evaluation* with Sharon Horn. Presentation at the Tenth Annual CREATE National Evaluation Institute, Wilmington, NC, July 2001.
- Choices and Challenges for 21st Century Educational Leaders*. Presentation at the Phi Delta Kappa Initiation/Awards Banquet, Jacksonville, FL, May 2001.
- Are Charter Schools Reducing the White-Minority Achievement Gap?* with Art Hood. Paper presented at the Closing the Gap: Improving Minority and At-Risk Conference V, Greensboro, NC, March 2001.
- Charter Schools as a Gap Reduction Strategy for Groups of Students, Grades 3-8* with Patrick Harman, Art Hood, and Pam Finney. Paper accepted for presentation at the Annual Meeting of the North Carolina Association for Research in Education, Charlotte, NC, March 2001.
- Facilitating Focused Conversation*. Presentation for the SERVE Teacher of the Year Advisory Committee, North Carolina Center for the Advancement of Teaching, Cullowhee, NC, October 2000.
- Duval County Principal Preparation Program*. Series of Seminars Delivered to Principal Aspirants, Duval County Public Schools, Jacksonville, FL, September 1999-June 2001.
- Building Leadership Capacity in North Carolina Charter and Innovative Regular Public Schools: A Case Study* with Pam Finney. Paper presented at the Annual Meeting of the North Carolina Association for Research in Education, Greensboro, NC, March 1999.
- US School Choice: A Review of Parents' Options* with Art Hood. Paper presented at the Annual Meeting of the North Carolina Association for Research in Education, Greensboro, NC, March 1999.

Meeting Leadership Needs for Beginning Schools: Two Model Programs with Jed Schwediman and Art Hood. Paper presented at the Charter Schools National Conference, Denver, CO, March 1999.

Managing People Strategically. Presentation at the 1999 SERVE Leaders Institute, Retreat One, Greensboro, NC, February 1999.

Developing School Leadership. Presentation at the 1999 SERVE Leaders Institute, Retreat One, Greensboro, NC, February 1999.

Teaching Reading to High School Students. Presentation at John Holmes High School Teacher Workshop, Edenton, NC, January 1999.

Grant Proposal Writing. Presentation at the Comprehensive School Reform Conference and Model Showcase, Greensboro and Charlotte, NC, December 1998.

US School Choice: A SERVE Thumbnail Sketch. Presentation at the Mississippi Public School Forum Annual Legislative Forum, Jackson, MI, November 1998.

Busting Bureaucracies: Leadership Training for Decentralized Schools with Myra Best and Bryan Hassel. Presentation at the SERVE Forum, Atlanta, GA, October 1998.

The Change Process for Educators. Presentation at the North Rowan Middle School Teacher Workshop, September 1998.

Using Quality Criteria for Crafting a Strategic Plan. Presentation at the North Carolina Charter School Advisory Planning Retreat, Atlantic Beach, NC, August 1998.

Teaching Reading in the Content Areas. Presentation at the Perquimans County High School Teacher Workshop, Hertford, NC, August 1998.

School Improvement Planning. Presentation at the 1998 SERVE Leaders Institute, Retreat Two, Davidson College, NC, July 1998.

Gap Analysis: Building Creative Tension. Presentation at the 1998 SERVE Leaders Institute, Retreat One, Research Triangle Park, NC, April 1998.

Understanding and Using Site-Based Management. Presentation at the Joyner Elementary School Leadership Team Retreat, Brown Summit, NC, June 1998.

Effective Reading Programs: What Works, What Doesn't. Presentation for the National Reading Panel, Jackson, MS, July 1998.

Innovation and Successful Reading Programs in Elementary and Middle School. Presentation at the North Carolina Network Invitational Conference, Atlantic Beach, NC, June 1998.

What We Know About Shared Leadership. Presentation at the First Annual Charter School Conference, Raleigh, NC, April 1998.

- Barriers to Creating and Sustaining Effective Reading Literacy Programs: A Pilot Study.* Paper presented at the Annual Meeting of the North Carolina Association for Research in Education, Greensboro, NC, April 1998.
- Scheduling for Grade Team Planning in an Elementary School: A Formative Evaluation* with Patrick Harmon and Holly Embree. Paper presented at the Annual Meeting of the North Carolina Association for Research in Education, Greensboro, NC, April 1997.
- Goal Setting Between a Principal and Teacher: An Alternative Teacher Evaluation Process* with Susan Tolbert. Paper presented at the SERVE Seminar on Alternative Teacher Evaluation, November 1995.
- White-Minority Achievement Gap Reduction: A Principal's Perspective.* Interview with Alex Molnar, Host, *Ideas Network*, Program 9-17U, WHAD, Wisconsin Public Radio, Milwaukee, WI, September 1995.
- A 'Winning' Elementary School Arts Proposal.* Paper presented at Grand Writing Workshop, Greensboro, NC: SouthEastern Regional Vision for Education, June 1995.
- Teacher-Leaders in the Comprehensive High School: Interviews with Department Heads.* Paper presented at the Annual Meeting of the North Carolina Association for Research in Education, Greensboro, NC, March 1995.
- Class Size.* Educational Administration's Annual *Afternoon Seminar*, Greensboro, NC: School of Education, University of North Carolina at Greensboro, May 1994.
- Duration and Incipience of STAR Class Size Treatment in White-Minority Achievement Gap Reduction: If X, How Much and When?* Paper presented at the Annual Conference of the North Carolina Association for Research in Education, Greensboro, March 1994.
- Class Size as an Early Intervention in White-Minority Achievement Gap Reduction.* Paper presented at the American Association of School Administrators Conference, San Francisco, CA, February 1994.
- Prevention or Remediation: Is Small Class a Reasonable Treatment for Either?* Co-author of paper presented at the National Conference of Professors of Educational Administration, Palm Springs, CA, August 1993.
- Department Chair Leadership in a Restructuring High School (Project LIRO).* Paper presented at the American Association of School Administrators Conference, Orlando, FL, February 1993.
- SERVE: An Administrator's Guide to Using the Laboratory.* Presentation at the North Carolina Department of Public Instruction Testing Coordinators Conference, Greensboro, NC, January 1992.

Team Approach to In-School Suspension. Presentation at the Second Annual N-Team Conference, Greensboro, NC, November 1990.

Student Teaching: The Cooperating Teacher's Point of View. Presentation at the Student Music Educators National Conference Seminar, Greenville, NC, February 1996.

The Effect of Synchronous Videotaped Feedback on the Frequency of Errors of the Facial Musculature in Musical Performance. Paper presented at the Florida Music Educators Association Annual Convention, Miami, FL, April 1980.

Digital Recording and Reproduction: Implications for the Music Educator. Presentation at the Fourth Annual Seminar on Computers in Music of the Music Educators National Conference National Convention, Miami, FL, April 1980.

An Investigation of Possible Tonal Differences in the CC Versus the BB-flat Tuba. Paper presented at the Music Educators National Conference, Southern Division Biennial Convention, Nashville, TN, February 1979.

PROFESSIONAL AFFILIATIONS (affiliation current unless otherwise noted)

North Carolina Association of School Administrators BoD
Consortium for Research, Evaluation, and Assessment of Teacher Effectiveness BoD
North Carolina Professors of Educational Leadership
American Educational Research Association
American Education Research Association Division A Newsletter Advisory Committee
Kappa Delta Pi Alpha Epsilon Upsilon Chapter Counselor, 2014-2017
Journal of School Leadership and *Natural Forces Online* BoD, 2008-2012
Triangle Organizational Developers Network, 2005-2011
Learning Forward (formerly National Staff Development Council), 1997-2005
North Carolina Network BoD, 2000-2005
Re-engineering Leadership Development Program Development Team, 2001-2005
North Carolina Association for Research in Education, 1993-2004
Teacher Quality Institutes Design Team, 2002
National Award Program for Effective Teacher Preparation Design Team, 2001-2002
Panelist, National Blue Ribbon Schools Program, US ED, 1998-2000
Association for Supervision and Curriculum Development, 1988-2000
Asheboro Principals and Assistant Principals Association, 1988-1996
Steering Committee, NEA Learning Lab Initiative for Asheboro City, 1988-1995
North Carolina Professors of Educational Leadership
Phi Delta Kappa Honorary Society for Music Education
Phi Mu Alpha Music Fraternity

CERTIFICATIONS

Crucial Confrontations™ Trainer
Crucial Conversations™ Trainer
Change Readiness Grid™ Consultant
Change Style Indicator™ Consultant

DiSC: Personal Profile System™ Consultant
Facilitative Leadership™ Trainer
Influencer™ Trainer
Leadership Effectiveness Analysis™ Consultant
Myers-Briggs Typology Indicator™ Consultant
Paper Planes, Inc.™ Consultant
School Quality Assessment Instrument™ Consultant
Seven Habits of Highly Effective People™ Trainer
SREB Leading Change™, Using Data™, and Mentoring School Leaders™ Trainer
Solutions Tree™ Professional Learning Community Facilitator
Natural Forces™ Consultant
North Carolina Superintendent (DAS Doctoral)
North Carolina Principal (DAP Doctoral)
North Carolina Teacher (G Masters)

PROFESSIONAL DEVELOPMENT

Quality Matters Online Instructor Certification – 2018
Using Camtasia and Other Digital Learning Resources – 2013
Blackboard Training - 2012
Learn NC Facilitating Online Courses - 2010
Learn NC Teaching Online Courses - 2010
Crucial Conversations™ – 2005
Crucial Confrontations™ - 2007
Pegasus Communications Annual Conference – 2004, 2007
National Staff Development Council Conference – 2000-2007
Facilitative Leadership™ Training- 2003 and 2005
Improving America’s Schools Conference – 1999-2000
MS Project Manager™ Training – 1999
Paper Planes, Inc.™ Training – 1999
Change Style Indicator™ Training – 1998
Leadership Effectiveness Analysis™ Training – 1996
Principals’ Executive Program (Academic Award Winner), Class No. 43 – 1995
Center for Research on Educational Accountability Teacher Evaluation Conference – 1994
American Association of School Administrators National Conference, 1993-1994
National Education Association Learning Lab Leadership Team Development, 1993-1994
Educational Leadership Appraisal™ - 1990
Middle School Institute – 1990
Educational Leadership Development – 1989
North Carolina Teacher Mentor Training – 1988
North Carolina Teacher Performance Appraisal Training – 1987
North Carolina Effective Teacher Training – 1985

ACADEMIC HONORS

Graduate

University of North Carolina at Greensboro, Dissertation “With Distinction” - 1993
President, Graduate Education Student Association – 1991-1992
Florida State University Teaching and Research Full Assistantship – 1978-1980

University of North Carolina at Greensboro Teaching Assistantship – 1977-1978

Undergraduate

Summa Cum Laude Graduate - 1974

University of North Carolina at Greensboro Fulbright Scholar Nominee - 1973

Pi Kappa Lambda Honorary Music Society - 1973

Representative, Student Government - 1973

Officer, Phi Mu Alpha Fraternity - 1973

University of North Carolina at Greensboro Music Scholarship – 1972, 1973

PROFESSIONAL HONORS

Goodmon Award for NC Triangle Organization with Greatest Regional Impact – 2008

North Carolina Principals Executive Program, Class #43 Academic Award - 1996

Governor James B. Hunt Entrepreneurial School, District Honorable Mention – 1995

Governor James Martin Outstanding Volunteer Award - 1989

American School Band Directors High School Band Director of the Year – 1985, 1986

UNIVERSITY SERVICE (current)

Journal of Organizational and Educational Leadership Editor-in-Chief

Professional Readiness Experience Committee

Center for Innovative Leadership Development Summer Seminar Planning Committee

Life of the Scholar Advisory Committee

Member of the Orchestra

COMMUNITY SERVICE

Council and Stewardship Chair, Lutheran Church of the Holy Comforter—2014-2017

Ashton Hall Townhome Association, Vice President—2008-2011.

Western Guilford High School Band Boosters, President—2002-2004

Stonehaven Homeowners Association, Board of Directors—2002-2003

Western Guilford High School Parent-Teacher Association, Vice-President – 2000-2001

Huntingdon Homeowners Associations, Vice-President – 1999-2001

Asheboro/Randolph Chamber of Commerce Leadership Steering Committee – 1992-1996

Randolph County Strategic Taskforce, Education Committee member – 1993-1996

Randolph County Child Protection Advisory Task Force – 1991-1996

Randolph Community Jazz Band member – 1992-1996

Randolph Rotary Club member – 1994-1995

Leadership Randolph Education Day Director – 1995

Asheboro/Randolph Chamber of Commerce "Randolph Review" – 1994-1995

Randolph County Hospice Association Benefactor – 1994

Asheboro Optimist Club member – 1993-1994

Leadership Randolph graduate – 1993

Asheboro Toastmasters Club – 1992-1993

Governor's Certificate for Community Volunteer Service (500+ hours) – 1991

Asheboro Drug Awareness Council, Board of Directors – 1988-1992

Randolph Department of Social Services Volunteer Program Citation of Merit – 1989

Junior Optimist Club Coordinator, North and South Asheboro Middle Schools – 1988-1993