

Résumé
Susan Toft Everson

Business Address

Saint Louis University
Educational Leadership Program, School of Education
117 Fitzgerald Hall
3500 Lindell Boulevard
St. Louis, Missouri 63103
(314) 977-2485
eversons@slu.edu

Educational Background

- Ph.D. University of Missouri, Kansas City, 2000
An interdisciplinary degree in: Urban Leadership and Policy
Studies in Education (School of Education) and Public Affairs and
Administration (Bloch School of Business and Public
Administration)
- Graduate Work University of Wisconsin, Madison, 1977-78
Doctoral Level, Curriculum Theory
- M.A. George Peabody College, Nashville, Tennessee, 1974
Developmental Psychology and Early Childhood Education
- B.S. University of Missouri, Columbia, 1966
Education

Professional Positions

- 2011 to Present Director, Educational Leadership Program
- 2005 to Present Association Professor, Saint Louis University,
Department of Educational Leadership
- 2000-2005 Assistant Professor, Saint Louis University,
Department of Educational Leadership and Higher Education.
- 1978-1998 Senior Director - Mid-continent Regional Educational Laboratory
(McREL), Kansas City, Missouri. Responsibilities included
development and management of research and development
programs that support educational improvement, restructuring, and

reform, including: planning, plan implementation, evaluation, leadership, and organizational change.

Publications:

Everson, S. T. (2009). A professional doctorate in educational leadership: Saint Louis University's Ed.D. Program. *Peabody Journal of Education* 84(1), 1-14.

Everson, S. T., and Bussey, L. H. (2007). Educational leadership for social justice: Enhancing the ethical dimension of educational leadership. *Catholic Education: A Journal of Inquiry and Practice* 11(2), 176-187.

Everson, S. T. (2006). The role of partnerships in the professional doctorate in education: A program application in educational leadership. *Educational Considerations*. 33(2), 5-9.

Everson, S. T. (2006). Schools as learning organizations: Planning for school improvement. *Educational Planning* 15(2), 45-53.

Everson, S. T. (2004). The nature of parent and community engagement in schools that are learning communities. *Journal of School Public Relations* 25(1), 70-91.

Everson, S. T. (1999). Selecting school improvement programs (2nd ed.). In J. H. Block, S. T. Everson, and T. R. Guskey (Eds.), *Comprehensive School Reform: A Program Perspective* (pp. 379-395). Des Moines, IA: Kendall/Hunt.

Block, J. H., Everson, S. T., and Guskey, T. R. (1999). *Comprehensive School Reform: A Program Perspective*. Des Moines, IA: Kendall/Hunt.

Everson, S. T. (1995). Selecting school improvement programs. In J. H. Block, S. T. Everson, and T. R. Guskey (Eds.). *School Improvement Programs: A Handbook for Educational Leaders* (pp. 433-452). New York: Scholastic.

Block, J. H., Everson, S. T., and Guskey, T. R. (1994). *School Improvement Programs: A Handbook for Educational Leaders*. New York: Scholastic.

Everson, S. T., Scollay, S. J., Vizbara-Kessler, B., and Garcia, M. (1986). An effective schools program and its results: Initial district, school and teacher outcomes in a participating district. *Journal of Research and Development in Education*, 19 (3), 35-50.

Scollay, S. J., and Everson, S. T. (1985). Measuring school improvement: A few experientially-based words of caution. *The Urban Review*, 17, 201-209.

Grants Funded:

(\$2,883,704) Kingdom of Saudi Arabia, Ministry of Higher Education, “Building Leadership for Change through School Immersion” Grant. This grant supports three groups (3 groups, 100 total) of selected Saudi professional educators to participate in a six-month school immersion program to enhance their educational leadership capacity. Experiences to enhance their cultural awareness and English language skills are included in the experience. (January 2017-May 2018)

(\$582,611) Missouri Department of Elementary and Secondary Education (DESE) Grant for Evaluation. This grant supports two major tasks, one task is a research task, and the other is a capacity building task (which is a service function). The research task includes creating annual research designs, collecting data, analyzing data, and writing annual reports to display the findings. (October 2001 to October 2004)

(\$120,580) Missouri Department of Elementary and Secondary Education (DESE) Grant for Program Evaluation and Consulting Services. This grant continues the work that was begun during the three-year contract for evaluation services. (November 1, 2004 to June 30, 2005)

(\$95,715) Missouri Department of Elementary and Secondary Education (DESE) Grant for Program Evaluation and Consulting Services. This grant continues the work that was begun in October 2001. (July 1, 2005 to June 30, 2006)

(\$103,005) Missouri Department of Elementary and Secondary Education (DESE) Grant for Program Evaluation and Consulting Services. This grant continues the work that was begun in October 2001. (July 1, 2006 to June 30, 2007)

(\$114,355) Missouri Department of Elementary and Secondary Education (DESE) Grant for Program Evaluation and Consulting Services. This grant continues the work that was begun in October 2001. (July 1, 2007 to June 30, 2008)

(\$100,000) Missouri Department of Elementary and Secondary Education (DESE) Grant for Program Evaluation and Consulting Services. This grant continues the work that was begun in October 2001. (July 1, 2008 to June 30, 2009)

Recent Lectures, Papers, and Presentations

Presenter and Facilitator:

Kansas Commission on Teaching II (August to December 2012). The commission, whose members represented stakeholder groups in education from across the state, developed a response to the waiver requirements Kansas received from the U.S. Department of Education regarding the inclusion of student performance measures in the evaluation of all certified educators in Kansas schools. The Commission delivered their initial report to the Kansas State Board of Education, December 2012. A waiver response to the U.S. Department of Education will be delivered in June 2013.

Panel Chair and Presenter:

Everson, S. T., Wood, J., Jordan, J., and Lyles, C. (November 2012). *Planning for the unexpected in reforming educational leadership preparation programs: Differences in advisor/mentors' roles in Ph.D. and Ed.D. or professional doctorate programs*. A panel presented at the annual international conference of the International Society of Educational Planning, Kansas City, MO.

Keynote Presenter and Workshop Facilitator:

(January 2011). *Leading change*. Presented at the Pastors' Leadership Conference, Christian Church Foundation, Fort Lauderdale, FL.

Invited Distinguished Lecturer:

Everson, S.T. (December 2009). *Assessing the value of professional development systems*. Lecture presented at the annual conference of the National Staff Development Council, St. Louis, MO.

Symposium Chair and Presenter:

Everson, S. T. (April 2008). *The professional doctorate in educational leadership: Three alternatives to the traditional dissertations*. A symposium presented at the annual meeting of the American Educational Research Association, New York, NY.

Symposium Paper Author and Presenter:

Everson S. T. (April 2007). *Saint Louis University's Ed.D. program: Its foundation and program application*. A symposium: Professional Doctorates in Education: Moving Forward, presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Discussant:

Everson, S. T. (April 2007). A symposium, *Multiple approaches to school reform*, presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Discussant:

Everson, S.T. (April 2006). A paper presentation session, *Developing excellence in leadership through peer coaching and other effective practices*, presented at the American Educational Research Association, San Francisco, CA.

Presenter and Session Chair:

Everson, S. T., Marsh, D., and Murphy, J. (November 2005). *Democracy in educational leadership: Preparation for effective leadership practice*. A conversation session at the annual meeting of the University Council of Educational Administration, Nashville, TN.

Panelist:

With Grogan, M. (University of Missouri-Columbia); Prestine, N. (The Pennsylvania State University); Malen, B. (University of Maryland); Murphy, J. F. (Vanderbilt University); Everson, S. T. (Saint Louis University); Scheurich J. J. (Texas A & M University); Young M D. (UCEA). (November, 2005). *Differentiating the Ed.D. and the Ph.D. in Educational Leadership*. A panel symposium presented at the annual meeting of the University Council of Educational Administration, Nashville, TN.

Symposium Chair, Paper Author:

The changing face of doctoral programs in educational leadership: A new design for new times. A symposium presented at annual conference of the University Council of Educational Administration (November 2004), Kansas City, MO.

Papers presented included:

Rebore, W. T., Wright, G., & Everson, S. T. (November, 2004).

The Ed.D. program foundation: Its historical development and theoretical framework.

Bussey, L. H. & Everson, S. T. (November 2004). *The Ed.D.*

program year one outcomes: Program and student outcomes.

Paper Presentation:

Everson, S. T. (April, 2004). *The influence of a school's context on the use of educational knowledge*. A paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Paper Presentation:

Everson S. T. (November 2003). *The influence of context on organizational learning: Implications for leadership*. A paper presented at the annual conference of the University Council of Educational Administration, Portland, OR.

Invited Speaker:

Everson, S. T. (November 2001). Point/Counterpoint sessions with Richard Kahlenberg, *Approaches to school reform and restructuring that addresses educational inequity*. Presented at the National Education Association, National Staff Association for the Improvement of Instruction Annual Conference, Phoenix, AZ.

Professional Service and Memberships

National/International Professional

Selection Committee: Dissertation Award, AERA/UCEA Educational Leadership Award

Peer Reviewer. *Journal of school leadership*.

Peer Reviewer. *International journal of educational research*.

Peer Reviewer. *Catholic education: A journal of inquiry and practice*.

Peer Reviewer: Reviewed submissions for *The 2002 Yearbook of the National Council of Professors of Educational Administration*

Peer Reviewer: Pacific Regional Educational Laboratory, Monograph, *Using standards-led policy to align assessment and accountability systems*.

Program Chair (2003) American Education Research Association, Research Annual Meeting, Utilization Special Interest Group.

Peer Reviewer. American Educational Research Association Conference submissions.

Peer Reviewer, University Council of Educational Administration Conference submissions.

Steering Committee Member (1989-1995). School Year 2020 Project, coordinated by IMTEC, Oslo, Norway; International Working Group on School Development, International.

School of Education

Rank and Tenure, Member 2007-present

Strategic Planning Committee on Research, Member 2007-present
Program Director, Educational Leadership
Support for Grant Submissions

Department

Program Director, Educational Leadership

Chair, Committee to Develop the Specialist

Chair, Faculty Search Committee

Chair, Program Development Committee for the Ed.D. Program, 2002-present

Community

Leader, Voice of the Parish Project, St. Andrew's Christian Church, Olathe, Kansas, 2010.

Chair, Search Committee for Executive Director, The Midwestern Innocence Project, 2007

Member, Missouri Bar Committee on the Evaluation of State Judges, 2007

School Board Member, St. Paul's Episcopal Day School, 2005-2008

Habitat House Volunteer on "Women-Built" House, Kansas City, July 2005.

Chair, Search Committee for Rector, St. Paul's Episcopal Church, 2004-2005.

Chair, Search Committee for Head of School, St. Paul's Episcopal Church, 2003.

Habitat House Volunteer, Knoxville, TN, 2003.

Developer/Leader: Voice of the Church Research Project, St. Paul's Episcopal Church, Kansas City, Missouri, 2002.

Memberships

American Educational Research Association (AERA)
Research Utilization Special Interest Group (AERA)
University Council of Educational Administration (UCEA)
International Society of Educational Planning

Honors and Awards

Exceptional Academic Achievement Award, University of Missouri-Kansas City, 2001

Chancellor's Interdisciplinary Ph.D. Fellowship, University of Missouri-Kansas City, Missouri, 1995/96

Child Development Specialist Fellowship, George Peabody College, Nashville, Tennessee, 1993/94

Governor's Invitational Conference on Education, Atlanta, Georgia, 1977

The Central Exchange Firehouse Award (leadership and service), 1992

Past Professional Experience

International Experience

1989	Consultant, "Effective Schools for Europe," IMTEC, Oslo, Norway
1989-91	Member, International Steering Committee, IMTEC, Oslo, Norway
1989	Consultant, "Achieving Excellence Institute," The Netherlands
1989	Keynote presenter, "Leadership for School Development," International Working Group on School Development, Aberdeen, Scotland
1989	Participant, International Conference on Systems Design, Edinburgh, Scotland

- 1989 Consultant, Evaluation and feasibility study to recommend reorganization actions related to the British National Reform Act, Humberside, England Local Education Authority
- 1989 Presenter, Invitational International Seminar on School Development, The Netherlands
- 1989-92 Consultant/Facilitator, "Planning and Development for National Consultants," The University of Amsterdam, The Netherlands
- 1990 Consultant, "Classroom Management and Educational Development," IMTEC, Oslo, Norway
- 1990 Planner/Participant, IMTEC International Conference on Reform, Oxford, England
- 1991 Keynote Address, "Achieving Excellence," Dutch National Conference, The Netherlands
- 1992 Consultant, School Development and Reform, Birmingham, England Local Education Authority
- 1993-94 Instructor/Consultant, Organizational Planning and Change, Universidad de La Laguna, Tenerife Island, Canary Islands, Spain
- 1995 Instructor/Consultant, Educational Reform and Organizational Development, Universidad de La Laguna, Tenerife Island, Canary Islands, Spain

Planning, Development and Evaluation Experience

- 1979-93 Developer, Program Manager, Consultant, Effective Schools Program, McREL
- 1980 Consultant, "Skill Development in Leadership, Planning, Dissemination, and Evaluation," South Dakota Division of Education
- 1984 Consultant, Implementation of an Effective Schools Project, Anoka-Hennepin, Minnesota Public School District
- 1984-85 Advisory Board Member, Minnesota Department of Education, Development of State-wide Effective Schools Project

- 1984-85 Advisory Board Member, Kansas City, Missouri School District, Effective Schools Project
- 1984-85 Consultant, Implementation of an Effective Schools Project, Detroit, Michigan Public School District
- 1984-85 Consultant, Participant Observation Study, Instructional Management Program for School Administrators, Far West Laboratory
- 1985 Consultant, Site-based Planning and School Improvement, Madison, Wisconsin Public School District
- 1986-87 Consultant, "Effective Leadership," Northeast Missouri Elementary Principals Association
- 1986-87 Advisory Board Member, Missouri Department of Elementary and Secondary Education, Leadership Academies Project
- 1986-90 Consultant, Curriculum Development and Site-Based Management, Naperville School District, Chicago, Illinois
- 1989-97 Developer and Consultant, A⁺chieving Excellence Program, McREL
- 1991-92 Consultant, Development of Site-based Management, Special School District of St. Louis County
- 1991-93 Consultant/Facilitator, Strategic Planning, North Ottawa County School District, Minneapolis, Kansas
- 1991 Consultant/Facilitator, Strategic Planning, Board of Metropolitan Organization to Counter Sexual Abuse
- 1991 Consultant/Facilitator, Strategic Planning, Board of Greater Kansas City Chapter, Alzheimer's Association
- 1992-94 Consultant, Evaluation, Rockford Public Schools, Rockford, Illinois
- 1993 Consultant, Organizational Reform, Board of Education, Vista Del Mar School District, Santa Barbara, California

- 1993 Facilitator, Ten State Consortium on Educational Assessment National Meeting, National Education Association
- 1993-94 Consultant, Curriculum Development, North Ottawa School District, Minneapolis, Kansas
- 1994-97 Consultant and Developer, Professional Development Centers, Missouri Department of Elementary and Secondary Education
- 1994-95 Consultant, Curriculum Development, Fort Madison School District, Fort Madison, Iowa
- 1994-95 Consultant, Organizational Development and Evaluation, Kansas City Boys and Girls Clubs
- 1995 Developer and Facilitator, Strategic Planning, The Missouri Network for Women in Administration
- 1996 Developer and Trainer, School Advisory Team Development, Sunnyside School District, Tucson, Arizona
- 1996 Consultant, School Improvement Planning, Hinsdale School District, Hinsdale, Illinois
- 1996-98 Consultant, Organizational Development and Comprehensive Planning, Schaumburg School District, Schaumburg, Illinois
- 1996 Consultant, Strategic Planning, Laubach Literacy Council, Kansas City, Missouri
- 1998 Consultant, Principal Coaching, Harrisonville School District, Harrisonville, Missouri
- 1998 Consultant and Facilitator, University of Missouri-Kansas City, Self-study Accreditation and Strategic Planning, Kansas City, Missouri
- 1998-99 Consultant and Trainer, National Staff Development Association, Academy VIII Institute, Washington, D.C. and Academy IX, Dallas, Texas
- 1998 Facilitator and Developer, Advanced Leadership Academy, Design Team, Missouri Department of Elementary and Secondary Education, Leadership Academy

- 1998-99 Evaluator, DeLaSalle Alternative High School, Kansas City, Missouri
- 1998-99 Developer and Trainer, Leadership for Ohio's Reform Legislation: "Continuous Improvement Planning", Regional Professional Development Centers in Mansfield, Athens, and Lima, Ohio
- 1998-99 Evaluator, School Change Collaborative Laboratory Network Program, Northwest Regional Educational Laboratory, Portland, Oregon

Management Experience

- 1978 Acting Director, Teacher Corps Project, McREL
- 1985-95 Director, School Improvement Services, McREL
- 1979-85 Director, Regional Exchange (field service to: Missouri, Nebraska, Kansas, North Dakota, South Dakota, Colorado, and Wyoming), McREL
- 1983-85 Director, Mid-west Regional Exchange (field service to: Michigan, Wisconsin, Iowa, Minnesota, Illinois, and Indiana), McREL
- 1991-94 Director, Kansas City Office, McREL
- 1995-98 Director, Leadership and Organizational Learning, McREL
- 1999 Co-coordinator, Community Family Literacy Program, Outreach Program, St. Paul's Episcopal Church

Proposal and Contract Development Experience

- 1978 Co-author, McREL Teacher Corps Proposal, three year grant
- 1986 Writing team member, McREL Regional Laboratory Proposal, five year contract
- 1989 Developer/Project Director, School Development, University of Amsterdam, three-year contract
- 1992-94 Developer/Project Director, Evaluation of School Desegregation, Rockford Illinois, two-year contract

- 1995 Writing team member, McREL Regional Laboratory Proposal, five-year contract
- 1982-95 Developer/Project Director, School District Technical Assistance Contracts in California, Iowa, Kansas, Michigan, Missouri, Nebraska, Ohio, and Wisconsin
- 2001-2008 Developer/PI, Evaluation Project: Missouri's Department of Elementary and Secondary Education Professional Development Program

Presentation Experience Prior to Summer 2000

- 1973 Presenter, "Parenthood Education," Tennessee Association of Education for Young Children, State Convention
- 1973 Presenter, "Piaget: A Practical Overview for Adults"
- 1974 Presenter, "A Workshop on Workshops: Learning How to Plan And Make Presentations"
- 1974 Presenter, "A Child's Eye View: A Presentation on Human Development"
- 1975 Presenter, "An Integrated Approach to Language Development"
- 1977 Presenter, "A Workshop in Teacher Effectiveness Training"
- 1978 Presenter, "Some Ethical Questions Concerning Education"
- 1980 Presenter, "Parents' Part in Children's Learning"
- 1980 Presenter, "Some Help for Camp Counselors: A Practical Overview of Adolescent and Adult Learning Styles"
- 1980 Presenter, "Politics: New Focus," Women's Concerns Conference, U. S. Department of Education, Region VII
- 1981 Developer, Audio-visual presentation, "Research Ideas for Teachers," for use by Missouri State Department of Elementary and Secondary Education, Chapter 1 staff members at seventeen regional conferences

- 1982 Keynote presenter, "School Effectiveness: Climate, Goals, and Leadership," Appalachia Educational Laboratory Regional Workshop, Charleston, West Virginia
- 1984 Presenter, "Curriculum Changes: Present and Future," "Defining, Understanding and Implementing Mastery Learning/Competency-based Education/Critical Skills and Courses of Study," Ohio Department of Education Academies
- 1984 Presenter, Effective Schools, Desegregation Academy, Youngstown, Ohio
- 1984 Presenter, "School Improvement - the Principal's Role," West Virginia Department of Education Principals Academy
- 1984 Keynote Presenter, "Educational Excellence: Effective Teaching," Wisconsin State-Wide Conference
- 1984 Co-presenter: "Application of the Research on Instructionally Effective Schools and Classrooms: A Study of an Effective School Conference of the Association for Supervision and Curriculum Development, New York, New York
- 1984 Co-presenter: "From Research to Results: A School Improvement Approach Which Produces Student and School Changes Exemplifying the Research on Educational Effectiveness," Annual Conference of the American Educational Research Association
- 1985 Presenter, "Administrator Development: A Description of the Role of Administrator Development in School Effectiveness Projects," Annual Conference of the American Education Research Association
- 1985 Presenter, "Effective Instruction;” Learning Exchange Annual Conference, Kansas City, Missouri
- 1986 Presenter, "School Improvement Actions That Make A Difference" and "School Improvement Planning," School Improvement Conference, Salina, Kansas

- 1987 Presenter, Achieving Effective Schools: Myth or Reality of Educational Reform, "Emerging Research Findings: Exciting Opportunities for Teachers" and "Keys to Bringing About Effective Instruction For All Students," National Education Association, National Conference Series
- 1987-88 Trainer, Leadership Training, Seventy-Five Kansas City Area High School Student Leaders, Annual Leadership Day
- 1987 Presenter, Change Management, St. Louis, Missouri Staff Development Group
- 1987 Presenter, Principals' Role in Change and School Improvement, Tennessee Principals Academy
- 1987 Presenter, Effective Schools, Nebraska State-Wide Staff Development Conference
- 1988 Keynote presenter, "The Leader's Role in Effective Schooling," Kansas Regional Staff Development Conference
- 1988 Presenter, "Implementation of Professional Development Councils," Missouri NEA Institutes
- 1988 Presenter, Effective Schools, Kansas City, Kansas Area Vocational Technical School
- 1988 Presenter, "Effective Schools Update About Change Management," Omaha, Nebraska Area School Conference
- 1988 Presenter, "Change Management," Appalachia Educational Laboratory Annual Conference
- 1988-90 Presenter, "Effective Instruction," Junction City, Kansas Teachers Academy
- 1989 Keynote presenter, "Site-based Management," University of Kansas Annual Effective Schools Conference
- 1989 Presenter, "External Change Agent," NEA Instructional and Professional Development Directors National Meeting, Seattle, Washington

- 1989 Presenter, "Effective Instruction," Clinton, Iowa Peer Coaching Program
- 1989 Developer/Presenter, Teacher Mentoring, Missouri NEA workshops for mentor training
- 1989-91 Member, Dialogue on Educational Issues and Policy (DEIP), Missouri policy group
- 1990 Presentation, Program Evaluation, Staff Development Network of Kansas, Missouri, and Nebraska, annual meeting
- 1990 Developer/Presenter, Missouri NEA advanced training for Professional Development Council members
- 1990 Invited Discussant, discussion of the report of the Missouri Business and Education Partnership Commission (a commission created by the 1989 Missouri General Assembly to "conduct a comprehensive study of Missouri's system of higher education, examine its current and future needs and make recommendations concerning the most appropriate governance and financing so as to best serve the citizens of the state.")
- 1991 Advisory Panel, Research Knowledge and Educational Policy Study, conducted by the Center for Research in Social Behavior, University of Missouri-Columbia, and the Undergraduate Faculties and The Research School of Social Sciences at the Australian National University, funded by the Office of Educational Research and Improvement
- 1991 Presenter, "Taking the Mysticism Out of Staff Development Evaluation," Annual Conference of the Association for Supervision and Curriculum Development, Pre-conference, One-day Action Laboratory
- 1991 Invited participant, Educational Commission of the States meeting regarding Missouri educational reform
- 1992 Presenter, "Results From Research-Based School Improvement Programs: Three Progress Reports," Symposium, Annual Conference of the American Educational Research Association
- 1993 Keynote Presenter, "Educational Reform, New Issues," Strategic Planning Retreat for Leaders in Nebraska

- 1996 Presenter, School Improvement Planning, National Staff Development Council National Conference for School Improvement Teams
- 1996 Keynote Presenter, "Systemic Change," The State of Change Conference, St. Louis, Missouri
- 1998 Presenter, "Howard Gardner's Theory of Multiple Intelligences," Avery School Parent Teacher Organization, Webster Groves, Missouri
- 1998 Presenter, "Pulling the Pieces Together," Missouri Professional Development Series, Missouri Department of Elementary and Secondary Education
- 1998 Keynote Presenter, "Leadership and School Improvement," Kick-off Meeting, Missouri Leadership Academy, Lake of the Ozarks, Missouri
- 1998 Keynote Presenter, "Leadership, School Improvement, and Organizational Change," Academy IX, National Conference, National Staff Development Council, Washington, DC
- 1999 Keynote Presenter, "Leadership, School Improvement, and Organizational Change," Academy X, National Conference, National Staff Development Council, Dallas, Texas
- 1999 Keynote Presenter, Missouri's Leadership Academy Conversation on Assessment, Columbia, Missouri
- 1999 Keynote Presenter, "Leadership for School Improvement," Tucson Public School District, Tucson, Arizona
- 1999 Keynote Presenter, "Best Practices of Instructional Leadership," Instructional Leadership Institute, Sunnyside Public School District, Tucson, Arizona
- 2000 Keynote Presenter, "Leadership, School Improvement, and Organizational Change," January and March, Grand Step Scholars Program, Northeast Ohio Regional Center, Lima, Ohio
- 2000 Keynote Presenter, "Leadership, School Improvement, and Organizational Change," St. Louis Gateway Leadership Institute, Saint Louis University, St. Louis, Missouri