

# LAURA J. LINK, Ed.D.

Director, Master of Science in Teaching & Leadership  
Director, Mastery Learning Graduate Certificate  
Education Practice/ Teaching & Leadership EdD & PhD programs  
Department of Teaching, Leadership & Professional Practice  
College of Education and Human Development  
University of North Dakota

Education Building, Room 280 | 231 Centennial Drive, Stop 7189  
Grand Forks, ND 58202-7189  
Direct 701.777.5825 | Fax 701.777.4393  
[laura.link@und.edu](mailto:laura.link@und.edu)

---

## EDUCATION

- 2014      **Ed.D. Leadership & Policy Studies**  
University of Memphis, Memphis, TN  
*Dissertation Topic: Teachers' Perceptions of Grading Practices*
- 2004      **M.S. Educational Administration**, add-on certificate  
University of Georgia, Athens, GA
- 1998      **M.S. Secondary English Education**  
North Georgia College & State University, Dahlonega, GA
- 1991      **B.S. English Language and Literature**  
Florida State University, Tallahassee, FL

---

## PROFESSIONAL EXPERIENCE

- 2023-present    **Associate Professor** of Teaching & Leadership,  
University of North Dakota
- 2021- 2023    **Assistant Professor** of Teaching & Leadership,  
University of North Dakota
- 2020-21      **Associate Dean**, College of Public Service,  
University of Houston Downtown
- 2019-21      **Assistant Professor** of Educational Leadership,  
University of Houston Downtown
- 2015-19      **Assistant Professor** of Educational Leadership,  
Purdue University Fort Wayne
- 2014-15      **Chief Academic Officer**,  
Jackson-Madison County Schools, Jackson, TN

- 2013-14      **Chief Talent Management Officer,**  
Shelby County Schools, Memphis, TN
- 2011-13      **Assistant Superintendent of Teaching, Learning & Professional  
Development,** Shelby County Schools, Memphis, TN
- 2008-11      **Director of Professional Development & Leadership,**  
Shelby County Schools, Memphis, TN
- 2007-08      **Assistant Principal,** Otwell Middle School,  
Forsyth County Schools, Cumming, GA
- 2004-07      **Vice Principal,** South Forsyth High School,  
Forsyth County Schools, Cumming, GA
- 1998-2004    **Teacher,** North Forsyth High School, AP Language and Literature &  
American Literature, Forsyth County Schools, Cumming, GA
- 1999-2002    **Adjunct Instructor,** Department of Language and Literature,  
North Georgia College & State University, Dahlonega, GA
- 1996-98      **Teacher,** Donellan Elementary School, 3<sup>rd</sup> Grade, Atlanta, GA
- 1992-96      **Teacher,** Archdiocese of Miami Schools, Grades 6-8 English & Social  
Studies, Miami, FL
- 1991-94      **Teacher,** South Broward High Evening School, Grades 9-12 Remedial  
English, Fort Lauderdale, FL

---

## **PUBLICATIONS**

### **Books** (refereed)

Zoul, J., & **Link, L. J.** (2007). *Cornerstones of strong schools: Practices for purposeful leadership*. Routledge.

### **Book Chapters** (refereed)

**Link, L. J.**, Leeson, M. P., & Anthes, J. R. (in press, 2025). *Bridging the gap: Reforming grading practices for improved student equity and achievement*. Information Age.

Burks, L., Hussein, A., **Link, L. J.**, & Miller, D. (2024). Multiple leaders in a program coordinators' community (PCC): Developing a new educational leadership program: In N. A. Paufler & E. H. Reames (Eds.) *Exploring the role of the educational leadership program coordinator*. Special Issue. Practice, problems, and possibilities. Information Age.  
<https://www.infoagepub.com/products/Educational-Leadership-Program-Coordinators>

Zehavi, E., Miller, D., & **Link, L. J.** (2023). Three thresholds in a single crossing: Harnessing new alliances within a critical friendship. In A. Cameron-Standerford, B. Bergh., & C. Edge (Eds.) *Pausing at the threshold: Opportunity through, with, and for self-study of teacher education practices*. Self-Study in Teacher Education. Equity Press. DOI: [10.59668/558](https://doi.org/10.59668/558)

**Link, L. J.** (2021). I explicitly inform teachers/students what successful impact looks like from the outset. In J. Hattie & R. Smith (Eds.) *Mindframes for leaders: The why, how, and what of the visible learning leader* (pp. 81-89). Corwin Press.

**Link, L. J.** (2019). Leadership in grading reform. In T. R. Guskey & S. M. Brookhart (Eds.) *What we know about grading* (pp. 157-194). Association for Supervision and Curriculum Development.

**Articles** (editor invited/international academic news outlets & Associated Press)

**Link, L. J.** (accepted, under development 2024). Holding kids back does more harm than good. These alternative strategies can help. *The Academic Minute*. <https://academicminute.org/>

**Link, L. J.**, & D'Amico-Pawlewicz, D. (September 2024). Why holding kids back fails—and what to do about it. *The Conversation*. <https://theconversation.com/why-holding-kids-back-fails-and-what-to-do-about-it-236380>

**Link, L. J.** (April 2024) Teacher lawsuits over forced grade inflation won't fix problem of unfair grading – here's what could. *The Conversation*. <https://theconversation.com/teacher-lawsuits-over-forced-grade-inflation-wont-fix-unfair-grading-heres-what-could-225946>

**Link, L. J.** (March 2023). Every teacher grades differently, which isn't fair. *The Conversation*. <https://theconversation.com/every-teacher-grades-differently-which-isnt-fair-201276>

**Articles** (refereed)

**Link, L. J.**, Simonds, R. M., & Navarette-Burks, L. A. (under review). Disrupting the hidden costs of behavioral grading: Uncovering stakeholder perceptions to advance equity. *Journal of School Administration Research and Development*.

Navarette-Burks, L., **Link, L. J.**, & Miller, D. M. (under review). Increasing Latina's full leadership potential in university leadership roles: Towards liberated leadership. *Journal of Diversity in Higher Education*.

**Link, L. J.**, Guskey, T. R., & Lingat, J. M. (accepted, 2025). Variation in stakeholders' views on homework and grading: A study to improve policy & practice. *Improving Schools*.

**Link, L. J.**, & Wright, B. (2024). Navigating the legal terrain of grading disputes: Court

challenges point to better methods for ensuring fairness and accuracy in assigning students' grades. *School Administrator*, 81(11), 35 -37.  
<https://www.pageturnpro.com/AASA/111916-December-2024/sdefault.html#page/36>

**Link, L. J.**, & Guskey, T. R. (2022). Is standards-based grading effective? Special Issue. Controversies in education: Separating fact from fiction. *Theory Into Practice*, 61(4), 406 – 417.\*

\*Selected for **summary in the Marshall Memo** (Memo reaches over 50,000 in 50 US states and 74 countries)

Guskey, T. R., & **Link, L. J.** (2022). What teachers really want when it comes to feedback. *Educational Leadership*, 79(7), 42-48.\*

\*Selected for **summary in the Marshall Memo** (Memo reaches over 50,000 in 50 US states and 74 countries)

Guskey, T. R., & **Link, L. J.** (2022). Feedback for teachers: What evidence do teachers find most useful? *Journal of Scholarship and Practice*, 18(4), 9-20.\*

\*Selected for **summary in the Marshall Memo** (Memo reaches over 50,000 in 50 US states and 74 countries)

**Link, L. J.**, & Kauffman, K. D. (2021). Are your grading policies legally sound? How to avoid court entanglements when student grades are challenged. *School Administrator*, 78(5), 45- 48.

**Link, L. J.** (2020). Effective grading practices: Creating a culture of achievement. *Principal Leadership*, 21(4), 22-24.

**Link, L. J.** (2020). Professors in partnership: Leverage university expertise to benefit teachers and students. *American School Board Journal*, 207(5), 40-42.

**Link, L. J.**, & Guskey, T. R. (2019). How traditional grading contributes to student inequities...and how to fix it. *Curriculum in Context*, 45(1), 12-19.

Guskey, T. R., & **Link, L. J.** (2019). The forgotten element of instructional leadership: Grading. *Educational Leadership*, 76(6), 1-6.

Guskey, T. R., & **Link, L. J.** (2019). Exploring the factors teachers consider in determining students' grades. *Assessment in Education: Principles, Policies & Practice*, 26(1), 23-30.

**Link, L. J.** (2018). Finding expertise in your own backyard: K-12 educators can collaborate with a nearby university to devise a strategy that serves both partners' needs and interests. *School Administrator*, 75 (10) 38 – 42.

**Link, L. J.** (2018). Teachers' grading perceptions: How pre-service training makes a difference. *Journal of Research in Education*, 27(2), 62 – 91.

**Link, L. J.** (2013). Rescaling and rethinking grading. *Tennessee Educational*

*Leadership*, 40(1), 25 – 31.

### **National & International Published Conference Proceedings**

Zehavi, E., Miller, D., & **Link, L. J.** (2023). *Three thresholds in a single crossing: Harnessing new alliances within a critical friendship*. Published CASTLE Conference Proceedings, Self-Study of Teacher Education Practices' special interest group, American Educational Research Association.

### **Public Scholarship: Editorials & Commentaries** \*indicates graduate student

**Link, L. J.**, Lash, M.\*, & Cox, A.\* (2018, May). Mastodons in motion. *Distinguish*. Spring Issue, (7), 8-9.

**Link, L. J.** (2018, May). How to improve grading practices. *Learning Forward Connect Online Newsletter*.

**Link, L. J.** (2017, April). Getting assessment & grading right. *CELT Newsletter*.

**Link, L. J.** (2004, April). Ask a teacher: Making a smooth transition to high school. *Atlanta Parent Magazine*.

---

## **SCHOLARLY PRESENTATIONS**

### **National & International Conference Papers & Presentations** (refereed)

\*indicates graduate student

**Link, L. J.**, & Mitic, R. R. (accepted, 2025). *Bridging the perception gap: Examining teacher-student classroom assessment disparities to inform equitable practices and policies*. Paper to be presented at the annual meeting of the American Educational Research Association, Denver, CO.

Navarette-Burks, L., **Link, L. J.**, & Miller, D. M. (accepted, 2025). *Cultural intersectionality and actualized university leadership: Testimonio access experiences of Latina tenured and tenure-track faculty*. Paper to be presented at the annual meeting of the American Educational Research Association, Denver, CO.

**Link, L. J.**, Leeson, M. P., Anthes, J. R. (April 2024). *Effects on students' course grades when achievement and noncognitive skills are assessed and reported separately*. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

**Link, L. J.**, & Hunter, C. A. (April 2024) *Students' perceptions of classroom*

- assessment and grading*. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Navarette-Burks, L., **Link, L. J.**, & Miller, D. M. (April 2024). *Increasing Latina's full leadership potential in university leadership roles: Towards liberated leadership*. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Link, L. J.**, & Guskey, T. R. (December 2023). *The feedback teachers find most useful*. Learning Forward Annual Conference, Washington D.C.
- Burks, L., **Link, L. J.**, & Miller, D. M. (July 2023). *Reshaping traditional definitions of university leadership: A programs coordinators' community*. The International Council of Professors of Educational Leadership, Inspiring Leadership for Innovations in Education Annual Conference, Orlando, FL.
- Zehavi, E., Miller, D.M., & **Link, L.** (August 2023). *Three thresholds in a single crossing: Harnessing new alliances within a critical friendship*. The Self-Study of Teacher Education Practices (S-STEP, a SIG of AERA) International Biennial Conference, East Sussex, England.
- Link, L. J.** (April, 2023). *Is standards-based grading effective?* Current Trends in Education, North Dakota Association of Colleges for Teacher Education Annual Conference. Mayville, ND.
- Link, L. J.**, Ahn, J., Schleicher, J., & Schlenker, J. (April, 2023). *Mastery learning: Getting classroom assessment right*. Current Trends in Education, North Dakota Association of Colleges for Teacher Education Annual Conference. Mayville, ND.
- Link, L. J.**, Guskey, T. R., & Link, N. G. (2022). *Understanding our differences: Analyzing stakeholders' views on homework, assessment, and grading*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Link, L. J.**, Zehavi, E., & Miller, D. (2022). *Changing structures: Improving students' success through collaboration and faculty agency*. Paper virtually presented at the annual Conference on Academic Research in Education (CARE), University of Nevada at Las Vegas.
- Link, L. J.** & Guskey, T. R. (2021). *Know your stakeholders: How crucial data from stakeholders can improve assessment & grading reform*. Paper virtually presented at the annual Association for Supervision & Curriculum Development (ASCD) Empower21 Conference.
- Link, L. J.**, Zehavi, E., & Miller, D. (2021). *Learning beyond the pandemic: New directions for teacher preparation*. Paper virtually presented at the annual Conference on Academic Research in Education (CARE), University of Nevada at Las Vegas.
- Guskey, T. R., & **Link, L. J.** (2021). *Feedback for teachers: What evidence do teachers*

*find most useful?* Paper virtually presented at the annual meeting of the American Educational Research Association. All virtual conference.

Guskey, T. R., & **Link, L. J.** (2020). *The proof is in the pudding: Helping teachers utilize the results of formative assessments*. Paper virtually presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

**Link, L. J.**, Simmers, L., & St. John, J. (2020). *K-16 convergence: A district-university partnership that benefits teachers and students*. Paper virtually presented at the annual Association for Supervision & Curriculum Development (ASCD) Empower21 Conference, Los Angeles, CA.

**Link, L. J.** (2019). *Getting classroom assessment right*. Presented at the annual East Asia Regional Council of Schools Conference, Taiwan, China.

Guskey, T. R., & **Link, L. J.** (2019). *Understanding different stakeholders views on homework and grading*. Paper presented at the annual meeting of the American Educational Research Association, Toronto, Canada.

**Link, L. J.** (2018). *Teachers' grading perceptions: How pre-service training makes a difference*. Paper presented at the annual meeting of the American Educational Research Association, New York City, NY.

Guskey, T. R. & **Link, L. J.** (2017). *Grades represent achievement and "something else:" Analysis of the non-achievement factors teachers consider in determining students' grades\**. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.\*

**\* Distinguished Paper Award Finalist, Classroom Assessment SIG**

**Invited Discussant**, (2017) "Classroom Assessment: Issues in Grading," American Education Research Association Annual Meeting, Classroom Assessment SIG, San Antonio, TX.

**Link, L. J.**, Guskey, T. R., Himsel, C., Cripe, M.\*, & Taylor, M\*. (2017). *A district getting assessment & grading right*. Presented at the annual Learning Forward International Conference, Orlando, FL.

**Link, L. J.**, Toler, B., & Cripe, M.\* (2017). *Assessment leadership academy: A research- practice partnership*. Presented at the annual Consortium for Research on Educational Assessment and Teaching Effectiveness Conference, Richmond, VA.

### **Podcast Interviews**

Bergin, M., & Seeley, A. (Hosts). (May 2023). *The problem with grades*

with **Dr. Laura Link** (No. 477). [Audio podcast episode]. Tests and the Rest: College Admissions Industry Podcast. <https://gettestbright.com/the-problem-with-grades/>

Mullen, G. (Host). (November 2022). *The core principles of standards-based grading with Dr. Laura Link* (Season 3, No. 6). [Audio podcast episode]. Exploring the Core. <https://exploring-the-core-podcast.simplecast.com/episodes/s3e6>

### **Local Academic Conference Papers & Presentations**

**Link, L. J.** (2023) *Mastery learning: Getting classroom assessment and grading right*. College of Education and Human Development Research Conference, UND.

### **Invited Academic & Public Presentations** \*indicates graduate student

**Link, L. J.** (2023, March). *Effective classroom assessment using mastery learning*. Presented to Montpelier Public Schools, Montpelier, ND.

**Link, L. J.** (2023, March). *Effective classroom assessment using mastery learning*. Presented to McKenzie County Public School District #1,, Watford City, ND.

**Link, L. J.** (2023, February). *A multiple grades approach*. Presented to Bethlehem Area School District, Bethlehem, PA.

**Link, L. J.** (2022, October). *Effective classroom assessment and grading*. Presented to The Roundtable Group, Grand Forks, ND.

**Link, L. J.** (2022, October). *What we've learned about grading*. Presented to Gowanda Central School District, Gowanda, NY.

**Link, L. J.** (2022, October). *No more nice girl: Use strategy & take risks*. Presented to The Women's Fund Leadership Academy, Grand Forks, ND.

**Link, L. J.** (2022, April). *Classroom assessments that improve learning*. Presented district-wide to McKenzie County Public School District #1, Watford City, ND.

**Link, L. J.** (2021, August). *Effective classroom assessment*. Presented to the Blair Academy, Blairstown, NJ.

**Link, L. J.** (2020-21, August– March). *Grading students who are learning at home and in hybrid formats*. Presented to Fort Bend Independent School District, Sugar Land, TX.

**Link, L. J.** (2020, July). *Book launch event—10 mindframes for leaders*. Presented to an international virtual audience. Hosted by Corwin Press.

Guskey, T. R. & **Link, L. J.** (2020, January). *Getting classroom assessment right*. Presented to Collierville Schools, Collierville, TN.



- Guskey, T. R. & **Link, L. J.** (2019, April). *Getting classroom assessment right*. Presented to Collierville Schools, Collierville, TN.
- Link, L. J.** (2019, March). *Getting classroom assessment right*. Presented at the University of Saint Francis' Best Practices Showcase, Fort Wayne, IN.
- Link, L. J.** (2019, February - March). *Getting classroom assessment right*. Presented to Bishop Luers High School, Fort Wayne, IN.
- Guskey, T. R., & **Link, L. J.** (2018, July). *Getting assessment & grading right*. Presented at the Tennessee Organization of School Superintendent's Summer Institute, Knoxville, TN.
- Guskey, T. R., & **Link, L. J.** (2018, June). *Getting assessment & grading right*. Presented at the Tennessee Organization of School Superintendent's Summer Institute, Jackson, TN.
- Link, L. J.**, Lash, M.\* , Cox, A.\* , Cripe, M.\* , & Taylor, M.\* (2018, February). *The grading game*. Presented at Science Central's PFW Sponsorship Day, Fort Wayne, IN.
- Guskey, T. R., & **Link, L. J.** (2018, February). *School leaders getting assessment & grading right*. Presented at the Tennessee Organization of School Superintendent's Legislative & Learning Conference, Nashville, TN.
- Link, L. J.** (2016, October). *Teaching classroom diversity through a privilege walk*. Presented at PFW's Alliance Teaching Showcase, Fort Wayne, IN.
- Link, L. J.** (2016, August). *Mindful diversity*. Presented at PFW's College of Education and Public Policy's Fall Convening, Fort Wayne, IN.
- Link, L. J.** (2014, August). *Accelerating through the curve*. Presented at Jackson-Madison County Schools' System-wide Address, Jackson, TN.
- Link, L. J.** (2013). *Building a pipeline of effective teachers*. Presented at the People First /SCORE Convening, University of Memphis, Memphis, TN.
- Link, L. J.** (2012). *Talent development & the irreplaceables*. Presented at the Tennessee Superintendents' Conference, Gatlinburg, TN.
- Link, L. J.** (2012). *Gates foundation's iPD*. Presented at the annual Learning Forward Conference, Boston, MA.
- Link, L. J.** (2011). *High-impact leadership*. Presented at the annual Learning Forward Conference, Anaheim, CA.
- Link, L. J.** (2011). *Action research: The stories behind the numbers*. Presented at the annual LEAD Conference, Nashville, TN.
- Link, L. J.** (2010). *High-impact leadership*. Presented at the annual National Staff

Development Council Conference, Atlanta, GA.

- Link, L. J.** (2009). *High-impact leadership*. Presented at the annual National Staff Development Council Conference, St Louis, MO.
- Link, L. J.** (2009). *Leading schools to high achievement: Practical strategies for high-impact school improvement*. Ft. McMurray Schools, Alberta, Canada.
- Zoul, J., & **Link, L. J.** (2007). *Schools that learn*. Presented at the annual National Staff Development Council Conference, Dallas, TX.
- Zoul, J., & **Link, L. J.** (2007). *Closing the knowing-doing gap in schools*. Presented at the annual National Middle School Association Conference, Houston, TX.
- Zoul, J., & **Link, L. J.** (2007). *Closing the knowing-doing gap in schools*. Presented at the annual National Middle School Association Conference, Dallas, TX.
- Link, L. J.** (2007). *Improving your school through clear, consistent, and collaborative communication*. Presented at the annual International Network of Principals Center's Convention, Atlanta, GA.
- Link, L. J.** (2007). *Engaged educators + engaged students = student achievement*. Presented at the annual National Staff Development Council Conference, Denver, CO.
- Link, L. J.** (2003). *It's good to be...* Presented at annual Forsyth County Schools' Convocation, Cumming, GA.
- Link, L. J.** (2003). *Life's bargain*. Presented at annual Forsyth County Schools' Partners in Education Luncheon, Cumming, GA.
- Link, L. J.** (2003). *The forsyth county way*. Presented at annual Forsyth County Schools' New Educator Orientation, Cumming, GA.
- Link, L. J.** (2002). *The forsyth county way*. Presented at annual Forsyth County Schools' New Educator Orientation, Cumming, GA.

## GRANTS

- 2024 *Rethinking Assessment in STEM Education: A Comprehensive Approach to Understanding Student Progress*. National Science Foundation (NSF), Discovery Research K-12. (submitted, November 2024). (PI: Laura Link, \$100,000).
- 2024 *Aspiring Principals' Pipeline Grant* (PI: Laura Link \$150,000, ND Department of Public Instruction—**Funded**)  
<https://content.govdelivery.com/accounts/NDDPI/bulletins/3a3bf1e>
- 2021 “*21<sup>st</sup> Century Community Learning Center*” (Co-PI: Laura Link and Steven Villano, \$8M; Texas Education Agency—unfunded, **finalist**).

2020 “Teacher Quality Partnership” (PI: Laura Link, \$4M, U.S. Department of Education—not funded).

2017 *IRSC Faculty Conference Travel Grant*, Purdue University-Fort Wayne, (\$4,000—**Funded**).

### **INTERVIEWS** (quoted & featuring my research)

Thurston, P. (October 26, 2024). *Research shows that holding back students to improve literacy is counterintuitive*. KCBS Radio. San Francisco, CA.

<https://www.audacy.com/podcast/kcbs-radio-on-demand-011f4/episodes/research-shows-that-holding-back-students-to-improve-literacy-is-counterintuitive-d2aa8>

Geduld, A. (March 2024). Why is a grading system touted as more accurate, equitable so hard to implement? *The 74 Million*.

<https://www.the74million.org/article/why-is-a-grading-system-touted-as-more-accurate-equitable-so-hard-to-implement/>

### **IN THE NEWS** (featuring programs I created and direct)

Criswell, W. (August, 2024). Preparing the principals of tomorrow. *UND Today*.

[https://blogs.und.edu/und-today/2024/08/preparing-the-principals-of-tomorrow/?utm\\_source=mailpoet&utm\\_medium=email&utm\\_source\\_platform=mailpoet&utm\\_campaign=Aug.%206,%202024%20issue](https://blogs.und.edu/und-today/2024/08/preparing-the-principals-of-tomorrow/?utm_source=mailpoet&utm_medium=email&utm_source_platform=mailpoet&utm_campaign=Aug.%206,%202024%20issue)

Irvine, J. (July, 2024). UND apprenticeship program to make school teachers into principals. *The Grand Forks Herald*.

<https://www.grandforksherald.com/news/local/und-apprenticeship-program-to-make-school-teachers-into-principals>

Vonasek, J. (November, 2023). Teaching & Leadership graduate program in a class all its own. *UND Today*.

[https://blogs.und.edu/und-today/2023/11/teaching-leadership-graduate-program-in-a-class-all-its-own/?utm\\_source=mailpoet&utm\\_medium=email&utm\\_campaign=Nov.+14%2C+2023+issue#main-content](https://blogs.und.edu/und-today/2023/11/teaching-leadership-graduate-program-in-a-class-all-its-own/?utm_source=mailpoet&utm_medium=email&utm_campaign=Nov.+14%2C+2023+issue#main-content)

Knudson, P. (October 2023). Grand Forks school board hears report on partnership with UND to attract and retain highly-effective teachers: New program provides teachers pathway to earn master’s degree, Mastery Learning graduate certificates. *The Grand Forks Herald*:

<https://grandforksherald.com/news/grand-forks-school-board-hears-report-on-partnership-with-und-to-attract-retain-highly-effective-teachers>

---

## **TEACHING & ADVISING**

### **Courses Taught at University of North Dakota**

T&L 548	The Professoriate (PhD/EdD)- on campus & asynchronous
EDL 512	Leading K-12 Classroom Assessment & Grading (PhD/EdD/MSTL) on campus & asynchronous
EDL 514	Supervision & Professional Development (EdD/ MSTL)- asynchronous
EDL 527	Legal Issues in Education (EdD) - asynchronous

### **New Course Developed at University of North Dakota**

EDL 512	Leading K-12 Classroom Assessment & Grading (PhD/EdD/MSTL) on campus & asynchronous
---------	---

### **New Certificates Developed at University of North Dakota**

Mastery Learning Certificate (graduate, Fall 2023)

### **Courses Taught at University of Houston Downtown**

PED 3305	Understanding the Early Childhood – 12th Grade Learner (BS)- synchronous online
SOSE 4303	Issues in Urban Teaching (BS)- synchronous

### **New Courses Developed at University of Houston Downtown**

EDL 5310	Introduction to Educational Leadership (MS)
EDL 5320	School, Family, & Community Engagement (MS)
EDL 5330	School Law & Ethics (MS)
EDL 5340	Educational Systems & Talent Management (MS)

### **New Programs Developed at University of Houston Downtown**

Masters in Educational Leadership (MS)  
Foundations of Educational Leadership Certificate (Graduate)

### **Courses Taught at Purdue University Fort Wayne**

EDUC 500	Instruction in the Context of Curriculum, Assessment & Grading (MS)
EDUC 510	School – Community Relations (MS)-in-person & asynchronous
EDUC 515	Teacher Professional Development & Evaluation (MS)
EDUC 695	Practicum in Educational Leadership (MS)
EDUC 720	Workshop/ School Leadership: Introduction to Educational Research (MS)

### **Chairing, Dissertation Committees: In Progress (8)**

01. Hunter Andes (PhD, UND)  
*Topic: in progress*
02. Bryce Ciancio (EdD, School Leadership, UND)  
*Topic: in progress*

Link  
CV 2025

- 03. Kelly Herrera (EdD, School Leadership, UND)  
Topic: What are the key factors and implications impacting elementary teachers' well-being?
- 04. Andrea Johnson (EdD, School Leadership, UND)  
Topic: *in progress*
- 05. Joshua Lackey (EdD, School Leadership, UND)  
Topic: *in progress*
- 06. Melissa Osborne (EdD, School Leadership, UND)  
Topic: *Teachers' pre-service training and systems of support*
- 07. Sally Richardson (EdD, School Leadership, UND)  
Topic: *The impact on athletic eligibility when grade-level report card changes occur*
- 08. Marie Thomas (EdD, School Leadership, UND)  
Topic: *in progress*

### **Chair, Doctoral Students' Dissertation Committees: Completed (2)**

- 01. Chris Jones (EdD, School Leadership, UND)—December 2024  
Topic: *Investigating the Relationship Between Teachers' State Evaluation Rating and Their Classroom-based Assessment Practices and Systems.*
- 02. Lara Storm (EdD, School Leadership, UND)—December 2024  
Topic: *Instructional self-efficacy differences between teachers in Leader in Me Lighthouse certified schools as compared to teachers in non-certified Leader in Me schools.*

### **Member, Doctoral Students' Dissertation Committees: Completed (4)**

- 01. Valerie LeFor (EdD, School Leadership, UND)  
Topic: *Rural students and college and career readiness*
- 02. Charlotte Landreau (EdD, Hamline University, Saint Paul, MN)  
Topic: *Systemic shock: How the pandemic has affected teachers' long held beliefs about the nature and purpose of grading in high school.*
- 03. Amanda Melsby (EdD, School Leadership, UND)  
Topic: *Building a better teacher evaluation system*
- 04. Krystal Caldwell (EdD, Educational Research Foundations, UND)  
Topic: *The effects of dual credit/dual enrollment class participation on Native American students college readiness and transition to higher education*

### **Member, Dissertation Committees: In Progress (5)**

- 01. Steven Fraser (PhD, Higher Education, UND)  
Topic: *Indigenous transgenerational transmission of trauma*
- 02. Rebekah Chow (EdD, Higher Education, UND)  
Topic: *Exploring Director of Assessment Duty Effectiveness in Higher Education*
- 03. Sydney Busekrus (EdD, Education Foundations & Research, UND)  
Topic: *The Efficacy of Professional Development: Connecting Teacher Preparation Programs and School-Districted Provided Professional Development with Preparedness to Work in Title I School Settings*
- 04. Tricia Callison-Keller (EdD, School Leadership, UND)  
Topic: *Barriers to Special Educator Assimilation*
- 05. Caitlin Keute-Djonne (EdD Teacher Education, UND)  
Topic: *STEM Teacher Retention*

### **Chair, Masters-level Graduate Students: Completed (5)**

01. Lauren Johnson (MS, Teaching & Leadership, UND-Spring,2023)
02. Kylie Skime (MS, Teaching & Leadership, UND-Spring, 2023)
03. Cassie Suter (MS, Teaching & Leadership, UND-Spring 2023)
04. Logan Suter (MS, Teaching & Leadership, UND-Spring 2023)
05. Ashley Tietz (MS, Teaching & Leadership, UND-Spring 2023)

### **FACULTY ADVISING**

#### **CEHD Faculty Advisory Committee for UND tenure-track colleagues**

##### **Chair, FAC**

01. Rutten, Logan, teaching & leadership (2023 -present)

##### **Member, FAC**

02. Ryan, Joanna, special education (2023- present)
03. Ahn, Joonkil, educational leadership (2021-22)
04. Nelson, Katherine, counseling education (2021-2022)

### **CURRICULUM DEVELOPMENT**

#### University of North Dakota

- 2021-present    Lead, K-12 Mastery Learning Graduate Certificate  
                          Lead, Renewed Master of Science in Teaching & Leadership program

#### University of Houston Downtown

- 2019-21            Lead, Master's Degree, Educational Leadership  
                          Lead, Foundations of Educational Leadership Certificate  
                          Lead, Educational Leadership MAT Concentration

#### Purdue University Fort Wayne

- 2015-17            Lead designer and facilitator of the university's inaugural campus-wide  
                          Leadership Academy  
                          Member, PFW's Leadership PhD Design Team. Responsible for  
                          developing curriculum maps, course sequence, and course guide.

---

### **SERVICE: DEPARTMENT (selected)**

- 2021-present    **Director, Masters in Teaching & Leadership**, Teaching, Leadership  
                          & Professional Practice Department (UND)

- including UND - GFPS' 2023- 2025 Master's Degree Partnership
- including Burgum Rural Scholars NE & NW North Dakota partnerships
- including Bismarck Public Schools 2024 -25 Master's Degree Partnership

- 2024-25 **Chair, Educational Leadership Clinical Faculty Search**  
Assistant/Associate Clinical Professor of Educational Leadership (UND)
- 2023-present **Director, Mastery Learning Graduate Certificate**, Teaching,  
Leadership & Professional Practice Department (UND)
- Coordinator, School Leadership EdD specialization.** Teaching,  
Leadership & Professional Practice Department (UND)
- Coordinator, School Leadership PhD specialization.** Teaching,  
Leadership & Professional Practice Department (UND)
- 2023 -24 **Chair, Educational Leadership Tenure-Track Faculty Search**  
Assistant/Associate Professor of Educational Leadership (UND)
- 2021-22 **Member, EdD Committee**, Teaching, Leadership & Professional  
Practice Department (UND)
- Member, FAC Committee**, Education, Health & Behavior Studies  
Department (UND)
- Member, Search Committees**, Teaching, Leadership & Professional  
Practice Department (UND)  
Tenure-track Elementary Faculty Search (2022-23)  
Clinical Educational Leadership Faculty Search (2022)
- 2020-21 **Chair, Science of Teaching Reading Online Modules &  
Partnerships**, Urban Education Department (UHD)
- Member, Educational Leadership Search Committee**, Urban  
Education Department (UHD)
- Member, MAT Redesign & Marketing Subcommittee**, Urban  
Education Department (UHD)
- Interviewer, Teacher Candidates**, ongoing, Urban Education  
Department (UHD)
- 2019-20 **Chair, Urban Education’s Advisory Board**, Urban Education  
Department (UHD)
- Member, Graduate Committee**, Urban Education Department  
(UHD)
- Member, Assessment Committee**, Urban Education Department  
(UHD)
- 2018-19 **Chair, Community Relations Committee**, Professional Studies  
Department (PFW)

2017-19 **Chair, CAEP Review & Accreditation Committee**, Professional Studies Department (PFW)

2016-18 **Co-Chair, Faculty Affairs Committee**, Professional Studies Department (PFW)

**SERVICE: COLLEGE** (selected)

2024 **Co-Chair, Lab School Exploratory Committee**, College of Education and Human Development (UND)

2021-23 **Chair, TLPP Department Chair Search Committee**, College of Education and Human Development (UND)

**Chair, Graduate Curriculum Committee**, College of Education and Human Development (UND)

**Member, EdD Tenure-Track Search Committee**, College of Education and Human Development (UND)

2020-21 **Chair, Awards Committee**, College of Public Service (UHD)

2020 **Lead/Moderator, Vital Voices Speaker Series, *Grading Students Who Are Learning From Home and in Hybrid Formats*** with Thomas Guskey, College of Public Service (UHD)

2017-19 **Member, Steering Committee, CAEP Review & Accreditation**, College of Education and Public Policy (PFW)

2017-18 **Fellow, Portal to the Public, Science Central**, College of Education and Public Policy (PFW)

2016-17 **Member (interim), Faculty Senate**, College of Education and Public Policy (PFW)

2015-17 **Member, Promotion and Tenure Committee**, College of Education & Public Policy (PFW)

**SERVICE: UNIVERSITY** (selected)

2024 **Invited Faculty Panelist**, Poolman Leadership Academy, University of North Dakota

2024 **Invited Faculty Sponsor, *Young Southeast Asia Leaders Initiative Professional Development Fellow Program*** with Fellow, Linh Bao Ngo,



Community Project Coordinator at the Dream&Do School for Future Change Makers in Hanoi, Vietnam <https://blogs.und.edu/und-today/2024/04/delegation-of-young-southeast-asian-leaders-visits-und/>

- 2024 **Invited Faculty Panelist, Getting Started with Bb Ultra** TTaDA, University of North Dakota (2022, 2023, 2024)
- 2021-2023 **Member, Presidential Leadership Academy Committee**, University of North Dakota
- Invited Judge**, 3MT Graduate Student Competition, University of North Dakota (2022, 2023, 2024)
- Interviewee, UND TODAY**, story development with Jan Orvik, University of North Dakota
- 2020-21 **Member, Study Abroad Committee**, University of Houston Downtown
- Lead/Moderator, Gator Grit Speaker Series, Education During a Pandemic**, University of Houston Downtown
- 2019-21 **Member, Course Innovation Subcommittee**, University of Houston Downtown
- 2017-19 **Director, Professors in Partnership K-16 Collaborative**, Purdue University Fort Wayne
- 2017 **Co-Lead, Getting Assessment & Grading Right** learning sessions, Purdue University Fort Wayne
- 2015-16 **Co-Lead, University Leadership Academy**. Special appointment by the chancellor to develop and facilitate a year-long leadership development program for select faculty and staff, Purdue University Fort Wayne

**SERVICE: PROFESSION** (selected)

2021- present **Invited Presenter**, Watford City Schools' *Classroom Assessments That Improve Student Learning* district-wide professional learning session (April, 2022)

**Invited Guest Lecturer**, *10 Mindframes for Leaders*, Dr. Abdelnassar Hussein's Introduction to School Leadership course, UHD (Oct, 2021)

2016-present **Manuscript Reviewer**  
*Assessment in Education: Principles, Policies & Practice*  
*Education Policy Analysis Archives*

*Educational Research & Development Journal*  
*Journal of Behavioral and Social Sciences*  
*Journal of Research in Education*  
*School Leadership & Management*

- ongoing      **Leadership Academies/ Professional Development, District-wide:**
- 2021 -2024      *Assessment & Grading* with Bethlehem Area Schools, PA (3+ yrs)  
*Assessment & Grading* with Gowanda Central Schools, NY (2+ yrs)
- 2018 – 2021      *Assessment & Grading* with Fort Bend Independent School District, TX (1 year)  
*Assessment & Grading* with Southwest Allen County Schools, IN (2 years)  
*Assessment & Grading* with Northwest Allen County Schools, IN (2 years)
- 2015-19      **Leadership Roles: State-wide**
- President**, *Learning Forward, Indiana State Affiliate* (2016-19)
- Steering Committee Member**, *Learning Forward, Indiana* (2015-16)
- Board Member**, *Learning Forward, Tennessee* (2010-2015)
- Host Committee Member**, *Learning Forward Annual Conference, Nashville, TN* (2014-15)
- 2017-19      **Proposal Reviewer**  
State of Indiana’s DOE Educational Leadership New Program Proposal

**SERVICE: COMMUNITY** (selected)

- 2024      **Keynote**, Women’s Fund Leadership Academy (September).  
*Telling your story through your resume*. Presented to  
The Women’s Fund Leadership Academy, Grand Forks, ND.
- 2022-  
present      **Member**, Altru Health System Community Partnership, Grand Forks,  
ND
- 2022-  
present      **Member**, The Franklin Club. Town & Gown Partnership, Grand Forks,  
ND
- 2022      **Keynote**, Women’s Fund Leadership Academy (October).  
*No more nice girl: Use strategy & take risks*. Presented to  
The Women’s Fund Leadership Academy, Grand Forks, ND.
- 2022      **Keynote**, Grand Forks’ RoundTable Group (October)  
*K-12 Classroom Assessment & Grading: Issues and Promising Practices*

- 2022 **Co-Presenter**, Grand Forks' Region Economic Development (April) Corporation's Annual Meeting, *Grand Forks is Cooler*
- 2017-2019 **Board Member**, *Science Central's Educational Advisory Committee*, Fort Wayne, IN
- 2016-18 **Chair**, *Talent Growth Initiative 2.0* for Adams' County, IN
- Chair**, *Talent Growth Initiative* for Adams' County, IN. A 10-week talent and leadership development program for local industry employees.
- 

## PROFESSIONAL CONSULTANT ACTIVITIES

### Schools and School Districts: Nationwide

- 2022- Classroom assessment and grading. Gowanda Central School District,  
2024 Gowanda, NY.
- 2021- Classroom assessment and grading. Bethlehem Area School District,  
2024 Bethlehem, PA.
- 2023 Classroom assessment and grading. Las Cruces Public School District,  
Las Cruces, NM.
- 2022 Classroom assessment and grading. Bluffton-Harrison School District,  
Bluffton, IN.
- 2022 Classroom assessment and grading. Woodhaven-Brownstown School District,  
Woodhaven, MI.
- 2021 Classroom assessment and grading. Longbranch Elementary School, Union, KY.
- 2021 Classroom assessment and grading. Mount Olive Schools, Flanders, NJ.
- 2021 Classroom assessment and grading. Washington Township School District,  
Sewell, NJ.
- 2021 Classroom assessment and grading. Ryle High School, Union, KY.
- 2020 Classroom assessment and grading. Lincoln County R3 School District,  
Troy, MO.
- 2019 Classroom assessment and grading. Great Valley School District,  
Malvern, PA.

## AWARDS & HONORS

- 2024 ***Excellence in Research and Scholarship Award*** (nominated),  
College of Education and Human Development, University of North Dakota
- 2024 ***Graduate Teaching Faculty Award*** (nominated)  
University of North Dakota
- 2023 ***Excellence in Research and Scholarship Award*** (nominated),  
College of Education and Human Development, University of North Dakota
- 2022 ***Graduate Teaching Faculty Award*** (nominated)  
University of North Dakota
- 2019 ***Featured Faculty Excellence in Engagement Award*** (awarded)  
Purdue University Fort Wayne
- 2017 ***Dean's Award for Community Engagement*** (awarded)  
College of Education & Public Policy, Purdue University Fort Wayne
- 2017 ***Research, Scholarship & Creative Endeavors Portal to the Public Fellowship*** (awarded)  
VPAA Award, Purdue University Fort Wayne
- 2016 ***Dean's Award for Community Engagement*** (awarded)  
College of Education & Public Policy, Purdue University Fort Wayne
- 2014 ***Outstanding Doctoral Leadership & Policy Studies Candidate Award***  
(awarded) University of Memphis
- 2004 ***STAR Teacher and Outstanding Educator Award*** (awarded)  
Forsyth County Schools, Cumming, GA
- 2003 ***STAR Teacher and Outstanding Educator Award*** (awarded)  
Forsyth County Schools, Cumming, GA
- 2003 District-wide ***Teacher of the Year*** (awarded)  
Forsyth County Schools, Cumming, GA

## ACADEMIC CERTIFICATIONS

- 2008 National Board Candidate Support Provider
- 2006 International Baccalaureate Coordinator
- 2004 Educational Leadership
- 2002 National Board for Professional Teaching Standards
- 2001 Teacher Support Specialist, State of Georgia
- 1999 Advanced Placement Language and Composition
- 1998 Secondary English, grades 6-12
- 1998 Middle Grades Language Arts, grades 4-8

1998 Middle Grades Social Studies, grades 4-8

---

## **MEMBERSHIPS**

- 2015- present      Member, *American Educational Research Association*  
Division A: Administration, Organization, & Leadership  
Division C: Learning & Instruction  
Division H: Research, Evaluation, & Assessment in Schools  
Division K: Teaching & Teacher Evaluation  
SIG: Classroom Assessment  
SIG: Self-Study of Teacher Education Practices
- 2009- present      Member, *Association for School Curriculum Development*  
  
Member, *The School Superintendents Association AASA*
- 2001-present      Member, *Learning Forward*