

Founding Group Résumés and Biographies – Sussex Montessori School

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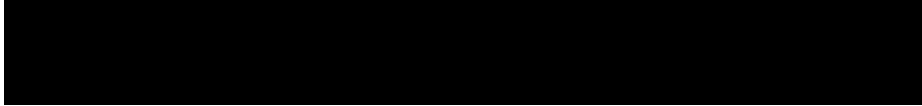
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**Jessica Crampton Bradley: SMS Founding Board Member
Biography**

A native Delawarean with a Masters in Elementary Education, Ms. Bradley was born in Lewes, grew up in Centreville, and has resided in western Sussex County for over 20 years, where she raised her two sons. Now back in Lewes, her southern Delaware roots run deep as her mother and father were, respectively, from Roxana and Dagsboro and many members of her family are still scattered throughout the county. Currently she works as a full time realtor for Jack Lingo, but maintains a strong community focus, particularly regarding children in Sussex.

Jessica Crampton Bradley: SMS Founding Board Member
Résumé

Jessica Crampton Bradley



Experience

Realtor

Currently with Jack Lingo Inc., REALTOR, Rehoboth Beach, DE

2001 – Present

- Consistent Top Producing Agent
- Leadership and mentoring role within company
- Leadership within Sussex County Association of Realtors

Executive Administrator

Hertrich Family of Automobile Dealerships, Milford, DE

December 2011 –September 2014

- Reported directly to owner of the company with over 1000 employees
- Evaluated new investment opportunities, manage commercial real estate purchases
- Liaison to resolve customer disputes, manufacturers representatives and general management
- Capital Project Management
- Financial analysis and reporting
- Administrative tasks related to 15 dealerships, 3 collision centers

Instructor-Business Department

Delaware Technical and Community College, Dover, DE

2000 – 2001

- Instructed various business and accounting courses
- Active in departmental activities on campus, guidance counselor to students

Sales and Accounting Manager

Philips Technologies, Cambridge, MD

1995 – 1998

Supervised accounts payable and credit/collection

Interfaced with Sales and Marketing for financial analysis

Management and Financial Analysis

E.I. DuPont de Nemours and Company

1981 – 1995

Managed accounting and finance teams at manufacturing site in Seaford,
DE

Managed administrative team at technical research laboratory

Performed variety of financial and credit analyses for operating
departments

Education Master of Education

Wilmington University, Dover, DE

2000

Graduated summa cum laude

A.B.-Economics and Business

Lafayette College, Easton, MD

1981

Minor in Accounting

**Mark Conces: SMS Founding Board Member, Board Treasurer
Biography**

Mr. Conces is a senior vice president at Santander Bank and former treasurer of the board of Wilmington Montessori School, which his children attended. Mr. Conces has had senior management roles in Finance, Marketing and General Management at a number of large companies, including JP Morgan Chase, Honeywell and Citizens Bank.

Mark Conces: SMS Founding Board Member, Board Treasurer
Résumé

Mark W. Conces

Executive with extensive marketing, finance, management, analytics, and process improvement experience across a diverse set of industries. Proven ability to create a strategic vision, identify insights, improve productivity, drive change, and generate profitable growth. Duke MBA and Notre Dame BA.

Strengths:

- Marketing – Acquisition, Loyalty & CRM
- Strategic Planning and Implementation
- Partnership Marketing
- P&L Management
- Financial Forecasting and Analysis
- Process Improvement
- Business Analysis
- Contract Negotiation
- Product Development
- Team Development & Leadership

Professional Experience

Santander Bank, Boston, Massachusetts **2017 -**
 US subsidiary of Banco Santander.

Director – Retail Sales Reporting & Analytics (Jun. 2017 -)

- Manage business analysis and reporting teams supporting Consumer and Business Banking.
- Responsible for improving data quality and implementing the use of business intelligence tools to drive insightful, fact-based decision making.

Citizens Financial Group, Dedham, Massachusetts & Wilmington, Delaware **2012 -**
2017
 \$133 billion commercial bank holding company.

Senior Vice President – Business Intelligence & Reporting (Jan. 2016 – Apr. 2017)

- Reorganized six analysis and reporting groups into new department to drive “one version of the truth”.
- Provided business analysis and reporting to all businesses within the Consumer Bank.
- Managed team to streamline efforts and provide more impactful analysis. Initial work eliminated 33% of reporting and shifted focus to analysis centered on performance of account acquisitions and the portfolio.

Senior Vice President – Marketing Analytics & Delivery (Sep. 2012 – Dec. 2015)

- Managed department providing marketing analysis and strategic direction within the Consumer Bank for acquisition, retention and engagement marketing programs. Created data driven approach to marketing.
- Improved rigor around evaluating marketing campaigns, which led to the elimination of underperforming campaigns and a reallocation of marketing dollars to campaigns exceeding hurdle rates.
- Managed campaign execution team and identified opportunities to improve throughput by 20%.

Tri-State Steel Corporation, Schererville, Indiana **2011 -**
2012
 Regional steel distributor.

Acting President & Shareholder (Jun. 2011 – Sep. 2012)

- Managed family business with several million dollars in annual sales.
- Led the company to record sales in 2011. Growth fueled by adding sales representatives and expanding the product set from steel rounds to also include steel coils and billets.
- Successfully navigated company through significant sales declines during the recession. Stabilized business and brought in a permanent general manager.

Research In Motion Corporation, Wilmington, Delaware
2011**2010 –**

Manufacturer of BlackBerry Smartphones.

Senior Advisor – Higher Education Partner Programs (May 2010 – May 2011)

- Recruited to develop and implement a marketing strategy for targeting BlackBerry Smartphones to college students.
- Identified product awareness gaps through market research efforts. Developed creative messaging that addressed student needs and clearly conveyed the benefits of new BlackBerry Smartphones in the market.
- Developed an innovative, multi-million dollar marketing program focused on account activations and product upgrades to target college students in a key set of major metropolitan areas across numerous touch points.
- Rationalized approach within RIM by eliminating low-value marketing programs being conducted across multiple departments and instituting a centralized and integrated marketing team focused on education.

JPMorgan Chase Inc. – Chase Card Services, Wilmington, Delaware
2010**1999 –**

One of the largest credit card issuers in the United States.

Senior Vice President – Partner Business Unit, Cobrand Segment (Feb. 2009 – Apr. 2010)

- Managed full P&L for the Cobrand business with eight partners and \$700 million in outstanding balances.
- Developed a highly successful, multi-channel marketing campaign for Amtrak based on customer insights around how Amtrak Guest Rewards members earned and redeemed rail points.
- Identified key unmet Amtrak customer needs and modified card value proposition to better meet those needs.
- Created a customer segmentation model for Amtrak, providing better targeting and universe expansion opportunities. Amtrak marketing initiatives generated 45% account growth and 35% sales growth on the portfolio.
- Moved Amtrak and La Quinta Hotel marketing behind the log-in to serve unique offers at the customer level.

Senior Vice President – Partner Business Unit, AARP Segment (Dec. 2006 – Jan. 2009)

- Managed full P&L for AARP, one of Chase's largest credit card portfolios, with \$250 million in revenue.
- Developed a segmentation model to gain deeper customer understanding of the AARP members. Insights drove new direct mail creative, enhanced acquisition targeting, and more relevant existing customer loyalty offers.
- Successfully negotiated a long-term renewal agreement with AARP, which provided more equitable business terms and eliminated a set of significant financial challenges to the program.
- Convinced AARP to open additional distribution channels for new accounts and to allow the marketing of additional Chase financial products to its members, further improving the overall profitability of the program.

Senior Vice President – Partner Business Unit, University Segment (Jun. 2004 – Nov. 2006)

- Managed business segment of over 30 premier university credit card programs with full P&L responsibility, driving the annual growth in a mature, declining business up by over 10% in sales and credit card balances.
- Turned business around with a complete focus on marketing efforts. Key initiatives included restructuring event marketing, revamping direct mail creative, leveraging partner channels, conducting more targeted direct mail campaigns, increasing online marketing, and extending the card program reach through strategic partnerships.
- Successfully renewed 90% percent of university contracts with stronger partner marketing commitments and a 50% reduction in revenue sharing compensation to the university.

First Vice President – Partner Business Unit, Borders Group (Nov. 2003 – May 2004)

- Launched a new and unique channel for credit card marketing by putting an offer on the Borders sales receipt. This innovative approach, which was not being done elsewhere in the retail industry, resulted in a 155% increase in new accounts.
- Convinced partner to merge the Waldenbooks rewards program into the Borders rewards program to drive better product messaging and to eliminate customer confusion. Resulted in higher customer sales in the new program.

First Vice President – Partner Business Unit, Strategic Planning (Oct. 2001 – Oct. 2003)

- Managed a team that provided business units with financial planning and the development of marketing offers.
- Original member of Data Management Council, tasked with ensuring standardization of data elements for project to convert credit card processing from First Data Corporation to TSYS.
- Improved targeting of direct mail marketing offers by using transactional data from existing card member base. Efforts allowed the bank to identify zip codes where individuals showed a preference for a particular partner, such as United Airlines, Borders, or British Petroleum.

Vice President – Finance, Profitability Analysis (Jun. 1999 – Sep. 2001)

- Managed Finance team that provided financial analysis and reporting to the credit card business units.
- Instituted the use of Total Quality principles to ensure processes were sustainable and repeatable. Able to eliminate all recurring errors and reduce cycle time by 50% in the monthly financial reporting process.
- Led project to implement new system for financial analytics using Hyperion Essbase. Multi-dimensional database allowed team to analyze behavior and profitability at the customer level. Instituted measures to ensure data consistency across the bank. Used data to shape marketing programs and modify customer pricing.

Honeywell International Inc. / AlliedSignal Corporation
1999**1993 –**

Diversified manufacturing company specializing in aerospace, chemicals, controls and automotive products.

Business Controller, Chemical Specialties Division, Morristown, New Jersey

- Managed forecasting, strategic planning and analysis for five North American plants (>\$200MM in sales).
- Led financial integration effort at acquired pharmaceutical business and worked closely with plant management on post-acquisition issues. Recovered over \$8MM for company by discovering missing inventory and assets.
- Streamlined process for importing and distributing AlliedSignal products manufactured abroad. Improved efficiency and reduced staff by moving transactional processing to internal business services group.

Controller, Delaware and Virginia Specialty Chemical Plants, Claymont, Delaware

- Managed the finance departments for two plants. Areas of responsibility included accounting, forecasting, financial analysis, purchasing, inventory management, and administration.
- Reorganized Delaware plant finance team and four other staff departments to better distribute responsibilities and work more efficiently with 15% fewer staff.
- Improved financial management of plant by developing and implementing models for financial forecasting, capital justification, inventory, and budget preparation. Reduced monthly close process by two days.

Acting Controller/Assistant Controller, Sumter Automotive Plant, Sumter, South Carolina

- Managed seven-member finance team for AlliedSignal's largest automotive products plant.
- Led business process improvement initiative for eleven manufacturing sites to implement a new consolidated financial forecasting system. Project standardized data, improved forecast accuracy and reduced cycle time.

Senior Financial Analyst, Automotive Braking Systems, South Bend, Indiana

- Led due diligence for acquisitions, including purchase of \$300 million Wheel-End division from the Budd Company. Received TQ Team Award and Special Recognition Award from CEO for work on the acquisition.

**Wilmington Trust Company, Wilmington, Delaware
1991****1988 –**

Private Banking Officer & Portfolio Manager

**American National Bank & Trust Company, Chicago, Illinois
1988****1987 –**

Management Training Program

Education

FUQUA SCHOOL OF BUSINESS, DUKE UNIVERSITY - Durham, NC
Master of Business Administration – Finance and Marketing (1993)

UNIVERSITY OF NOTRE DAME - Notre Dame, IN
Bachelor of Arts – Economics and Computer Applications (1987)

Other

Treasurer - Board of Directors, Montessori Works – Wilmington, DE	2015 – Present
Board of Directors, Tri-State Steel Corporation – Schererville, IN	2009 – Present
Vice Chair - Board of Trustees, Wilmington Montessori School – Wilmington, DE	2002-2005, 2007-2012

**Christine Carrino Gorowara: SMS Founding Board Member, Board Co-Vice Chair
Biography**

Dr. Gorowara is the interim director of the Delaware Center for Teacher Education at the University of Delaware. She was previously a vice president at the Council for the Accreditation of Educator Preparation and at the Teacher Education Accreditation Council. Her children attended Elementary Workshop Montessori School. Dr. Gorowara provides support for the teacher pipeline work of Montessori Works and is involved in development of a Montessori Training program. Her experience with certification and accreditation will ensure that SMS has well-qualified Montessori certified teachers.

Christine Carrino Gorowara: SMS Founding Board Member, Board Co-Vice Chair
Résumé

CHRISTINE CARRINO GOROWARA, PH.D.

CURRENT ROLES

University of Delaware (2016–present), Newark, DE

Interim Director, Delaware Center for Teacher Education

As Interim Director I lead a staff of 10, who are responsible for assessment and certification, field placement, alternate routes to certification, and educational resources. My own primary responsibility is program assessment, which includes leading UD's accreditation efforts. I analyze and share data regularly with my colleagues, I have overseen the adoption of Taskstream as a platform for our data system, and I report to CAEP as well as to Title II and our state. I also participate on several state committees, including Excellent Educators for All, which plans for and measures progress toward ensuring equitable access to excellent educators for all students.

Delaware Association of Colleges of Teacher Education (2017-present)

President-Elect

DACTE provides leadership on issues related to professional education, with primary focus on teacher education and promotes effective public policy regarding professional education, enhances and improves professional education programs at member institutions, and enhances the professional effectiveness of members. As president-elect, I have organized programs that bring together teacher education faculty and staff from the five DACTE member institutions with national assessment representatives, district superintendents, and Delaware Department of Education officials.

Michigan Department of Education (2015-present), Lansing, MI

Division of Accountability Services Technical Advisory Committee Member

The MDE TAC convenes twice a year to advise the Michigan Department of Education on issues relating to statewide assessment.

PAST EXPERIENCE

Council for the Accreditation of Educator Preparation (2013–2015), Washington, DC

Vice President for the Inquiry Brief Pathway and CAEP Evidence

I was one of the original staff members at CAEP, and leading up to the official launch of CAEP in 2013, I helped create the CAEP Strategic Plan and staffed the CAEP Commission on Standards and Performance Reporting. While on staff, I oversaw the operations of the Inquiry Brief pathway, presented at CAEP conferences on evidence and

quality control, and took primary responsibility for the peer review of submissions to the CAEP conferences.

Teacher Education Accreditation Council (2005–2013), Newark, DE

Vice President for Audits and Research

While at TEAC, I conducted over 80 accreditation site visits and wrote the accompanying reports. I also trained and prepared materials for the Accreditation Panel, which reviewed cases and made accreditation recommendations. I served as research liaison as an officer of the AERA special interest group *Accreditation, Assessment, and Program Evaluation in Education Preparation*, which supports scholarly activities related to accreditation.

School of Education, University of Delaware (2000–2005), Newark, DE

Assistant Professor (2002-2005), Adjunct Professor (2000-2002)

I taught both mathematics content and methods courses at the undergraduate and graduate levels. I also collaborated with colleagues on a National Science Foundation-funded longitudinal lesson study, and served as data manager for the project.

PUBLICATIONS

Gorowara, C.; Brownstein, E.; Wall, T., editors (expected 2019). *Effectively Using Data for Educator Preparation Program Improvement*. Charlotte, NC: Information Age Publishing.

Murray, F.; Gorowara, C. (2014). The Value of Teacher Expertise in the Accreditation of Educator Preparation Programs. In Bond, N. (Ed.) *The Power of Teacher Leaders*. New York: Kappa Delta Pi Publications.

Berk, D.; Taber, S.; Gorowara, C. & Poetzl, C. (2009). Developing Prospective Elementary Teachers' Flexibility in the Domain of Proportional Reasoning. *Mathematics Teaching & Learning*.

Kotch, S.; Raths, J.; & Gorowara, C. (2008). Research on Teachers' Using Data to Make Decisions. In Kowalski, T. J., & Lasley, T. J. (Eds.). *Handbook on data-based decision making in education*. New York: Routledge.

Clark, C.M., Eslinger, E., Gorowara, C., Jansen, A., Mouza, C., Raths, J. & Ritchey, K.D. (2007). Unanswered questions about studying teacher education. A review of M. Cochran-Smith & K. Zeichner (Eds.) (2005). Studying teacher education: The report of the AERA panel on research and teacher education. *Teachers College Record*, Date Published: January 11, 2007, <http://www.tcrecord.org>, ID Number: 12914.

OTHER RESEARCH ACTIVITIES

American Educational Research Association

Chair (2011-2014), Program Chair (2008-2011), Secretary-Treasurer (2017-present),
Accreditation, Assessment, and Program Evaluation in Education Preparation
Special Interest Group (SIG #174)

American Association of Colleges of Teacher Education

Bortner Data Initiative Data System Integration and Stakeholder Engagement group
member

VOLUNTEER ACTIVITIES

Montessori Works (2012-present) *Board of Directors founding member*

Montessori Works is a school development organization that supports public Montessori education in Delaware. I have been most active in the board's efforts to create a pipeline for state-certified Montessori teachers, in large part through creating Montessori training programs.

Charter School of Wilmington (2008-present) *Science Fair judge*

St. Mary Magdalen Parish (2007-2015) *Confirmation class instructor, Christian Formation Committee member*

Springer Middle School (2005-2007) *Odyssey of the Mind coach*

Elementary Workshop Montessori School (2001-2004) *Classroom aide*

Family Court of the State of Delaware (2000-2002) *Court-Appointed Special Advocate*

EDUCATION

Doctor of Philosophy • Curriculum and Instruction with Concentration in Mathematics Education • University of Delaware (Newark, DE) • 2001

Master of Science • Mathematics • Ohio State University (Columbus, OH) • 1988

Bachelor of Arts • Mathematics • University of Akron (Akron, OH) • 1986

**E. McCrae Harrison: SMS Founding Board Member, Board Secretary
Biography**

E. McCrae Harrison has been a Montessori educator since the mid-80s when she completed her Montessori 6 – 9 (1st, 2nd, 3rd grade) certification at the Center for Montessori Teacher Education in New Rochelle, NY. Having begun her career at the Elementary Workshop Montessori School in Wilmington, DE, where she worked for 29 years, Ms. Harrison now works at the Montessori Academy at Christina, the first Montessori public program in the State of Delaware.

Ms. Harrison is active in the local and national Montessori communities. She is the board secretary for both the Montessori Teachers' Association of Delaware, an organization tasked with providing professional development opportunities for teachers, and connections into the Montessori community for parents and others, and for Montessori Works, the organization supporting this charter application. Ms. Harrison is the chair of the American Montessori Society's (AMS) School Accreditation Commission and is the commission's representative board member to the AMS Board.

E. McCrae Harrison: SMS Founding Board Member, Board Secretary
Résumé

E. McCrae Harrison

Educational Philosophy	All children deserve superior education. This is only possible in a peaceful and safe Learning Environment in which children are given opportunities to experiment with their surroundings in order to make connections and internalize new knowledge.
Education	<p>M.Ed., Wilmington University, Wilmington, DE, 1998</p> <p>Montessori 6 – 9 Certification, CMTE/NY, Scarsdale, NY, 1986</p> <p>Master’s Work, German Literature, University of North Dakota, Grand Forks, ND, 1980-82 Includes Universität Berlin, Berlin, Germany, 1981-82</p> <p>B.A.L.S, University of Delaware, Newark, DE, 1980 Includes Universität Konstanz, Konstanz, Germany, 1978-79</p>
Experience	<p>August 2012 to present: Teacher/de facto MAC Coordinator, Montessori Academy at Christina, Bancroft Elementary School, Wilmington, DE.</p> <p>August 2002 to June 2012: Director, Elementary Workshop Montessori School, Wilmington, DE. Responsible for day-to-day operations of the school, including budget, marketing, staffing, parent relations, development, and education; oversee staff of teachers and other professionals</p> <p>1995-2002: Academic Coordinator/Teacher, EWMS. Liaison between staff and administration and staff and board; mentored staff members; resource for teachers, Montessori specialist; Lead 6 – 9 classroom teacher.</p> <p>1987-93: Teacher, Advanced, Conversational German, Delaware Saengerbund and Library Association, Newark, DE</p> <p>1983-1995: Head 6 – 9 classroom teacher, EWMS. Responsible for all aspects of a first through third grade classroom.</p>
Additional Information	<ul style="list-style-type: none"> ♦ Board secretary, Montessori Works and MTAD ♦ Board Member, American Montessori Society (AMS) ♦ Member, AMS and MTAD

- ♦ Commissioner, School Accreditation Commission, AMS
- ♦ 3,500+ volunteer hours, ContactLifeline, Wilmington, DE

**Patricia Stiller Hermance: SMS Founding Board Member, Board Co-Vice Chair
Biography**

Ms. Hermance is currently the director of an educator professional development program at the University of Delaware. Previously, she has served as the Head of School for Campus Community Charter School for seven years. Her experience in this role brings strength to our founding board around the charter application process and the charter school operations. Ms. Hermance is certified in Delaware as a teacher of Elementary K-8, teacher of Middle Level English and Social Studies, and a teacher of Nursery/Kindergarten. She will help to select the Sussex Montessori Head of School.

- Engaged legislative and key policy makers in support of the organization’s mission
- Supervised all site and program staff in all areas including implementation of initiatives, data collection, reporting, financial oversight and compliance with state and national regulations
- Evaluated staff annually; provide bi-annual professional development
- Insured implementation of high quality youth programming at each affiliate site in accordance with CIS National Total Quality Standards
- Oversaw all site and affiliate level budgets including grants, private and public funds
- Independently wrote two Walmart Hunger Relief grants – awarded \$40,000 year one; \$48,675 year two
- Co-wrote a GradNation summit grant – awarded \$15,000 to be matched with local corporate and municipal funds to host a dropout prevention summit
- Promoted from Basic Needs and Resource Coordinator to Regional Director within five months

1/2011 – 8/2013

Campus Community
School

Dover, DE

Head of School (Superintendent)

- Upheld and communicated the mission and vision of the CCS Charter
 - Collected and analyzed school-wide data to facilitate short and long term strategic planning
 - Lead the Site Based Decision Making Team (Parents, Teachers and Administrators)
 - Acted as “chief decision maker” for school-wide decisions including grant applications, major disciplinary decisions, manifestation determination team stalemates, and employee issues
 - Supervised Business Department operations with the Board of Director’s Finance Committee including budget development, implementation and monitoring
 - Oversaw all employment decisions including recruitment, hiring, evaluation, professional development and retention of all school employees; DPASii trained and experienced
 - Collaborated with the Curriculum Administrator to ensure curriculum, instruction and assessment were high quality, standards based, data-driven, and philosophically aligned
 - Developed and maintained partnerships with local and state legislators, Wesley College, Communities in Schools, Computer Explorers, etc.
 - Coordinated the writing and implementation of Federal and State grants/reports
-

- Independently wrote 21st Century Community Learning Center Grant - awarded \$125,000 annually renewable for five years
- Ensured successful implementation of a multi-year, district wide technology plan
- Developed and oversaw the implementation of district-wide safety/crisis plans and procedures
- Oversaw transportation and acted as a liaison between the school and bus company
- Directly supervised \$450,000 building renovation
- Additional Responsibilities: Title I Coordinator, Annual Report, Annual Policy Review, Special Education Supervisor, Parent Survey creation and analysis, fundraising, marketing, unit count, Homeless Liaison, Consolidated Application; DEEDS; ESchool; DSARA; etc.

7/2006 – 1/2011

Campus Community
School

Dover, DE

School Administrator (Head of School and Building Level Admin)

- Responsibilities included all of the above as Head of School in addition to those listed below
- Responsible for the overall management of all students, faculty and staff
- Provided oversight for all daily operations of the elementary/middle school including maintaining a safe and quality school environment, taking into account the social, emotional, and academic expectations and needs of students
- Guided school community to a shared understanding of established boundaries and effective behaviors; helped develop individualized student plans to address repetitive ineffective behaviors
- Awarded a SuperStars in Education Award for the JumpStart Early Intervention Program
- Reported student behaviors to the Department of Education and Police Departments
- Oversaw student programs/events, scheduling, and grading at the elementary school
- Instituted a parent listserv to enhance communication for all K-12 families
- Insured completion of a \$350,000 HVAC project that was incomplete at the time of hire

2002 – 2005

Wesley College

Dover, DE

Adjunct Professor

- Planned and instructed one semester of Graduate Level Instructional Technology Course
 - Planned and instructed several semesters of undergraduate Mathematics Methods
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6/2001 – 7/2006	Campus Community School	Dover, DE
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2nd/3rd Grade Teacher

- Planned and implemented daily lessons in all core content areas
- Differentiated instruction to meet diverse needs in an inclusive, multi-age setting
- Created and developed curriculum based on state and national standards
- Created and developed a variety of formative and summative assessments in all subject areas

9/1996 – 6/2001	South Dover Elementary	Dover, DE
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1st/2nd Grade Teacher

- Team taught 35 students in a TAM multiage setting (Team Approach to Mastery)

1/1996 – 6/1996	Capital School District	Dover, DE
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Gifted and Talented Teacher

- Planned and instructed enrichment units for 3rd and 4th grade gifted students
- Administered informal screening and formal testing measures to determine placement (i.e., PPVT, Otis Lennon, etc.)
- Coached Calculator Clubs and Fourth Grade Math League Teams

11/1993 – 6/1995	Capital School District	Dover, DE
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Elementary Drug Prevention Specialist

- Planned and instructed drug prevention lessons in 6 elementary schools (K-4)
- Compiled Drug Prevention Curriculum Guide
- Trained and supervised teacher aides as drug prevention instructors

Education

1999-2004	University of Delaware	Newark, DE
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Masters of Instruction – Educational Technology

- Graduated Summa Cum Laude; 4.0 GPA

1998-1992	SUNY Plattsburgh	Plattsburgh, NY
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Bachelor of Science – Elementary Education

- Social Sciences Concentration

Certifications

Delaware Standard Certificate

- Teacher Nursery/Kindergarten
- Teacher Elementary 1-8
- Teacher Elementary K-6
- Teacher of Middle Level English/Language Arts Grades 6-8
- Teacher of Middle Level Social Studies Grades 6-8

Affiliations

Current: After School Alliance Think Tank; Restoring Central Dover Youth and Adult Program Committee

Prior: Delaware Charter Schools Network Governing Board Member; National Association of Elementary School Principals (NAESP); Association of Supervision and Curriculum Development (ASCD); Delaware Council for Teachers of Mathematics (DCTM); Diamond State Reading Association (DSRA) – Executive Board Member; National Council for Teachers of Mathematics (NCTM)

**Jesse Reeves: SMS Founding Board Member
Biography**

Jesse Reeves serves as Director of Legal Recruiting at Barnes & Thornburg, where he oversees the recruiting of lateral partners, of counsel, associates, staff attorneys, and patent agents. He provides leadership and vision in the development and implementation of recruiting priorities and strategies.

With more than 25 years of legal recruiting experience, Mr. Reeves works to enhance the firm's lateral recruiting initiatives by attracting talented partners, associates and other legal professionals to the firm. He works with firm leadership and office managing partners in firmwide recruiting and retention efforts to support our focus on client needs and strategic national growth.

Active in the community, Mr. Reeves is the board member of Montessori Works, which develops public Montessori programs for economically disadvantaged students at or below achievement level, and is the board president of SmartDrive, which focuses on prevention of teen driving accidents.

Mr. Reeves is a graduate of Virginia Polytechnic Institute and State University, where he earned a B.A. in 1987.

Jesse Reeves: SMS Founding Board Member
Résumé

Jesse Reeves

- Self-motivated executive with more than 25 years of experience in recruiting, sales and management staffing
- Developed local, regional, and national relationships with many of the 200 largest law firms in the United States
- Experience in leading diversity and inclusion efforts for Yoh, a Day & Zimmermann Company. Also provided training to the Executive Committee on building a more diverse employee base.

Experience:

Barnes & Thornburg LLP (www.btlaw.com)

1000 West Street, Suite 1500, Wilmington, DE 19801

Director of Lateral Recruiting, Oversees the recruiting of lateral partners, of counsel, associates, staff attorneys, and patent agents. Mr. Reeves provides leadership and vision in the development and implementation of recruiting priorities and strategies.

IMPACT Search (www.impactsearch.com)

2003-October 2016

aka Sales Solutions and IMPACT Search, LLC

3029 Bowlerama Drive, New Castle, DE 19720

Principal, currently working with many of the AmLaw 100 and 200 law firms on a regional and national basis to achieve lateral and diversity hiring objectives.

Additional responsibilities include business development, recruiting, personnel management, as well as the financial management of the organization. Through acquisition, IMPACT has become a bicoastal operation providing executive search services in law, food manufacturing, and financial services.

Sales Solutions, LLC**1999-2003**

(predecessor to IMPACT Search)

Main responsibilities included the overall management of staffing; business development and recruiting support. Created a national platform for the organization in biotechnology, clinical research and pharmaceuticals.

Yoh (a Day & Zimmerman Company) (www.yoh.com)**1988-1999**

1500 Spring Garden Street, Philadelphia, PA 19130

Vice President, specializing in the placement of scientific personnel on a temporary and direct basis, Philadelphia, PA, 1998 to 1999. Same duties as Technical Director (below). Added offices in Sacramento, CA and Baltimore, MD. Increased the number of Vendor-on-Premise programs with locations in California, Connecticut, Delaware, Georgia and Illinois. Increased the market research program to four staff people, including one manager. Added a communications manager to design direct mail and create greater market penetration.

Technical Director, Yoh Scientific, Philadelphia, PA, 1994 to 1997. Directed marketing, sales and training of all programs and personnel relating to the growth and maintenance of the business. Locations included Los Angeles, Orange, Sacramento, San Diego, Santa Clara and Walnut Creek, CA; Norwalk, CT; Atlanta, GA; Oak Brook, IL; Waltham, MA; Florham Park and Princeton, NJ; Raleigh, NC; Wayne, PA.; and Houston, TX. Managed vender-on-premise programs in Connecticut and Pennsylvania.

Manager, Yoh Scientific, Newark, DE, 1992 to 1994. Responsible for the growth of accounts in Maryland, New Jersey and Pennsylvania. Increased revenues more than 200%. Designed a Yoh Scientific sales and training program. Traveled nationwide, training personnel on how to sell and recruit scientific services. Created a market research program which could be used to train and track client data for marketing and sales purposes.

Recruiter, Yoh Company and Yoh Scientific, Newark, DE, 1988 to 1992. Interviewed and submitted candidates for job openings for scientists, engineers, programmers, designers and production personnel. Managed accounts for three staff sales managers.

Highlights:**IMPACT Search**

- Working relationships with the Delaware-based office managing partners and other personnel in a large majority of all AmLaw 100 and other major firms

- Developed Delaware-based offices from startup and near startup stages for Barnes & Thornburg, Offit Kurman, Polsinelli, Cole Schotz, and Whiteford Taylor & Preston, and McElree Harvey.
- Established an IP practice for Offit Kurman in Philadelphia.
- Helped Ballard Spahr establish a Public Finance Practice in Delaware
- Helped Barnes & Thornburg bolster its real estate practice by hiring group for their Columbus office.
- Bolstered the real estate practice for Morris James LLP by recruiting and hiring a practice group for them.
- Established a Chancery practice for Polsinelli in Delaware.
- Helped establish the Philadelphia office for Thorp Reed & Armstrong (now known as Clark Hill).
- Help create the Family law practice in Delaware for McElree Harvey
- Bolstered the litigation practice in Los Angeles for Sedgwick.
- Bolstered the litigation practice in Orange, CA for Gordon & Rees
- Established Commercial Litigation and Shareholder Derivatives Practice for Eckert Seaman in Wilmington.

Yoh

- Led growth of Yoh Scientific from \$4 million to \$50 million in sales and \$450,000 to \$3.4 million in net income.
- Implementation of the first Vender-on-Premise program for Yoh
- Developed two major accounts within a four-year period:
 - Merck & Co. – \$200,000 to an estimated \$20 million
 - Johnson & Johnson – \$250,000 to an estimated \$1.5 million.
- Designed sales and recruiting training programs for Yoh Scientific.
- Introduced and staffed a market research function in Yoh Company.
- Obtained and managed Merck On Site Program –awarded \$20 million contract.
- Managed and obtained \$15 million Boehringer Ingelheim Pharmaceuticals contract.
- Co-managed on-site program for Astra Zeneca – awarded \$20 million contract.
- Project Manager of Dade Behring on-site program – awarded \$16 million contract.

Education:

Virginia Polytechnic Institute/State University, Blacksburg, VA.

B.A. (Political Science) - June 1987

Memberships:

- Board Member of Montessori Works (formerly Elementary Workshop Montessori School), which develops public Montessori programs for economically disadvantaged students at or below achievement level, 2013 to present.
- Board Member of SmartDrive, which focuses on prevention of teen driving accidents, 2013 to present. Board President July 2015 to present.
- Member of Day & Zimmermann Diversity Committee, 1998-April 1999.
- Steering Committee Member for ISO-9002. Certified ISO 9002 Internal Auditor.
- Chairperson of Diversity Committee, H.L. Yoh Company LLC, June 1995 to April 1999.
- Member of H.L. Yoh Company LLC Executive Committee, 1995-April 1999.
- Life-loyal member of Sigma Chi Fraternity.
- Alumni of LEAD (Leadership and Educational Development, a Who's Who of future minority leaders in business), Columbia University, 1982.
- Member of the Chinese American Community Center.
- Member of the Wilmington West Rotary Club.

**Scott Richardson: SMS Founding Board Member
Biography**

Scott Richardson, Ph.D. has dual Pennsylvania certification in Elementary (K-6) and Special Education (K-12), and a Ph.D. in Education from the University of Delaware. He has held leadership positions as the Assistant Director of Education at New Story of Lancaster (serving students with autism and emotional/behavioral disorders who have been underserved/unsuccessful in their home school districts), and Director of Education at The Stone Independent School. He has expertise in special education, diversity, and alternative/various pedagogical models. Among his many experiences, he has:

- taught nearly all levels of schooling (K-12 special education and higher/adult education) in the U.S./abroad
- served as an administrator/supervisor of special and regular education faculty
- supervised approximately 1,100 pre-service and 350 in-service teachers in elementary/middle/high school general and special education classrooms
- designed and taught undergraduate/graduate/doctoral seminars
- published two books, two invited book chapters, and eight scholarly articles
- served on the journal review board for the Journal of the American Association for the Advancement of Curriculum Studies
- presented at more than thirty international academic conferences
- built relationships between school districts, service providers, and external non/for-profit organizations resulting in dynamic community programs for student and their families
- served on the boards of Montessori Works of Delaware and Pennsylvania Montessori Alliance, and as a task force member for the Montessori Inclusion Endorsement Task Force for the American Montessori Society

Scott Richardson: SMS Founding Board Member
Résumé

SCOTT RICHARDSON, Ph.D.

EDUCATION

Degrees

- | | |
|------|---|
| 2011 | Ph.D., Education
Specialization: Curriculum Inquiry
University of Delaware
Newark, DE. |
| 2009 | M.A., Education
University of Delaware
Newark, DE. |
| 1999 | B.S., Elementary & Special Education
Millersville University
Millersville, PA. |

Professional Certifications

- | | |
|------|---|
| 2006 | Pennsylvania Instructional II: Mental and/or Physical Handicapped, K-12 |
| 2006 | Pennsylvania Instructional II: Elementary, K-6 |
| 1999 | Pennsylvania Instructional I: Mental and/or Physical Handicapped, K-12 |
| 1999 | Pennsylvania Instructional I: Elementary, K-6 |

Clinical Certifications & Specialized Trainings

- | | |
|------|--|
| 2017 | Verbal Behavior Programming |
| 2017 | Safety Care |
| 2016 | Nonviolent Crisis Intervention |
| 2016 | Applied Behavior Analysis |
| 2001 | Boys Town Specialized Classroom Management |

PROFESSIONAL EXPERIENCE

- 2017 – Pres. Hempfield School District (Landisville, PA)**
Teacher, Primary Autistic Support
Design and implement individualized academic and behavioral programming for students identified with autism.
- 2016 – 2017 New Story/Salisbury Behavioral Health (Lancaster, PA)**
Assistant Director of Special Education, K-21 Autistic and Emotional Support
Supervise/oversee faculty, instruction, lesson planning, IEP writing, assessment, behavior management, and curriculum. Design/deliver professional development, develop community/service provider partnerships, coordinate state assessments, and ensure federal/state compliance.
- 2016 – 2017 The Stone Independent School (Lancaster, PA)**
Director of Education
Oversee program of instruction (including design of curricula, courses of study, subject matter, experiences and activities necessary to meet educational objectives and philosophy of the school), compliance of curriculum requirements (including learning goals, methods, content, and student achievement), instructional equipment, and establishing/monitoring the school day and year (calendar)
- 2009 – 2016 University of Delaware (Newark, DE)**
Adjunct Professor & Field Supervisor: Education & Human Development
Supervise urban early childhood/elementary/special education field placements and teach undergraduate, graduate, and doctoral seminars (e.g., Curriculum, History of Education, Legal Perspectives, Diversity, and Philosophy of Education)
- 2014 – 2015 Maryville University (St. Louis, MO)**
Adjunct Professor: Education, Sociology, Philosophy
Developed/taught undergraduate, graduate, and doctoral study abroad courses in Paris, France (e.g., Philosophy of Sexuality, Sociology of Sexuality, Philosophy of Education, and French Childhood & Early Education)
- 2010 – 2015 Millersville University (Millersville, PA)**
Adjunct/Assistant Prof.: Educational Foundations, Women's Studies, Sociology
Supervised urban early/elementary/special education field placements, special education clinical practicum, and developed/taught undergraduate and graduate courses (e.g., Special Education, Early/Elementary Childhood, Educational Foundations, Differentiating Instruction, Engaging Learners, Comparative

Education, Women & Education, Education in Northern Ireland and France,
Sociology of Education)

- 1999-2007 School District of Lancaster (Lancaster, PA)**
Special Education Teacher: Elem. – Middle Level Life Skills & Learning Support
Designed curriculum, taught/served as case manager for students with learning disabilities, mental retardation, emotional/behavioral disorders, autism, hearing impairments, visual impairments, speech/language impairments, ADD/ADHD, ODD, and other health impairments for two schools
- 2002-2003 Sano City Schools (Sano City, Tochigi Prefecture, Japan)**
English Teacher: Elem. – Middle School
Designed units of study, lessons, and taught students at three elementary schools and two middle schools
- 2002-2003 OTA English School (Ota City, Gunma Prefecture, Japan)**
English Teacher: High School – Adult Education (Subaru & Panasonic)
Designed units of study and taught students at various levels of English acquisition

Consultant

- 2014 – 2016 The Waldorf School of Philadelphia**
Philadelphia, PA
Demographic Data Collection, Gender and Sexual Diversity, Special Education
- 2013 – 2016 Learning Choices Network**
Buffalo, NY
Preparing Teacher Education Candidates for Independent and Alternative Education
- 2016 The Stone Independent School**
Lancaster, PA
Teacher Certification, Special Education, Accreditation and Curriculum
- 2013 Young Scholars Academy of Central Pennsylvania**
State College, PA
Differentiation for All Learners, K-8
- 2013 Young Scholars Academy of Western Pennsylvania**
Pittsburg, PA
Differentiation for All Learners, K-8
- 2012 Anchorage School District**
Anchorage, AK
Social Emotional Learning Integration, K-6

2006 – 2012 Community Justice Project

Pittsburgh, PA

Special Education Funding for Pennsylvania Public Schools

2007 – 2009 Colonial School District

New Castle, DE

Technology Integration, K-6

Program Development**Millersville University**

2015, Spr. Multi-Disciplinary Studies: Educational Studies – Montessori, Waldorf, democratic & alternative teacher education

Supervision of Internships**Millersville University**

2015, Fall Hahn, C., Hempfield School District, Lancaster, PA.
 2015, Sum. Person, D., Hope Academy, Lancaster, PA.
 2015, Spr. Gromen, D., Diakon Lutheran Social Services, Lancaster, PA.
 2014, Fall Pratz, G., The New School, Lancaster, PA.
 2014, Sum. Kirk, A., Bethany Christian School, Oxford, PA.
 2014, Spr. Shirey, M., Multicultural Affairs at Millersville University.
 2014, Spr. Kilby, H., Tallgrass Sudbury School, Chicago IL.
 2013, Fall Wolffe, M., Monteverde Friends School, Monteverde, Costa Rica.

University & Independent School Collaborations

2015, Fall Montessori Academy of Lancaster (Montessori), Lancaster, PA
 2015, Sum. Friends' School Lisburn (Quaker), Lisburn, Northern Ireland
 2014, Fall The New School of Lancaster (Montessori), Lancaster, PA
 2014, Fall Susquehanna Waldorf School (Waldorf), Marietta, PA
 2014, Fall Friends' School Lisburn (Quaker), Lisburn, Northern Ireland
 2014, Spr. The Philly Free School (democratic), Philadelphia, PA
 2014, Spr. The New School of Lancaster (Montessori), Lancaster, PA
 2014, Spr. Montessori Academy of Lancaster (Montessori), Lancaster, PA
 2013, Spr. The Circle School (democratic), Harrisburg, PA
 2013, Spr. The Philly Free School (democratic), Philadelphia, PA
 2013, Spr. Uppatinas School (democratic), Glenmore, PA
 2013, Fall The Circle School (democratic), Harrisburg, PA
 2012, Fall The Crefeld School (democratic), Philadelphia, PA

Supervision of Theses

Northern Arizona University

2015, Spr. Martinez, J., *Chronic illness in higher education: An autoethnography*.
(Educational Specialties Masters, Member)

Millersville University

2015, Fall Shvardakova, O. *Teachers' perceptions of the effectiveness of board games with special education population*. (Special Education Masters, Chair)
 2015, Fall Weldon, C. *Linguistic sexism*. (English Education Masters, Member)
 2015, Spr. Kost, A., *The ones we live with*. (Art Education Masters, Member)
 2015, Spr. Gallagher, B., *An in-depth look at one teacher's experience with looping in a public school*. (Educational Foundations Honors Undergraduate, Member)
 2013, Spr. Evans, E., *Social skills instruction and the effects on individuals with intellectual Disabilities*. (Special Education Masters, Member)
 2013, Spr. Hensel, S. *Sissy boys and the construction of gender through children's literature*. (Early Childhood Education Undergraduate, Member)

SCHOLARSHIP

Books

Richardson, S. (2015). *Gender lessons: Patriarchy, sextyping & schools*. Boston: Sense Publishers.
 Richardson, S. (2012). *eleMENTary school: (Hyper)masculinity in a feminized context*. Boston: Sense Publishers.

Invited Book Chapters

Richardson, S. (2016). Writing from an honest place: A response to “In the third moment in curriculum studies: A dialogue between *seikatsu tsuzurikata* and critical pedagogy” In J. Paraskeva (Ed.), *Curriculum epistemicide: Towards an itinerant theory*. New York: Routledge.
 Richardson, S. (2014). Blurred lines of a different kind: Sexism, sex, media & kids. In P. Leavy & A. Trier-Bieniek (Eds.), *Gender & pop culture: A text reader*. Boston: Sense Publishers.

Peer Reviewed Journal Articles

Richardson, S. (2014). My position comes with privilege: I'm going to learn how to use it. *Brock*

Education Journal 24(1).

- Richardson, S. (Nissley, C.), Weerbrouck, N. (West, E.), & Mento, B. (Grey, M.) (2013). Queer on campus. *Vitae Scholasticae: The Journal of Educational Biography* 30(2). *pen names were used for this article
- Richardson, S. & Konishi, H. (2013). An implementation of the Japanese autobiographical method seikatsu tsuzurikata—“life writing”—in a U.S. elementary school. *Creative Education* 4(9).
- Richardson, M. L., Richardson, S. L. & Hall, D. G. (2012). Using biological control research in the classroom to promote scientific inquiry and literacy. *The American Biology Teacher* 74(7).

Editor Reviewed Journal/Media Articles

- Richardson, S. & Leavy, P. (December 29, 2015). Top 10 sexist-media moments of 2015. *Huffington Post: Huff Post Women*.
- Richardson, S. (October, 2015). Want gender equity? Then schools must disband the boy/girl binary. *Redress: Association of Women Educators*.
- Richardson, S. & Leavy, P. (December 22, 2014). Top 10 sexist-media moments of 2014. *Huffington Post: Huff Post Women*.
- Richardson, S. (July 30, 2014) Girls on the run: When efforts to “empower” girls go wrong. *Sociological Images*.
- Richardson, S. & Leavy, P. (December 16, 2014). Top 10 sexist-media moments of 2013. *Huffington Post: Huff Post Women*.
- Richardson, S. & Leavy, P. (March 21, 2013). Boys seeking celebrity prom dates, Steubenville, and how the media still don't get it. *Huffington Post: Huff Post Media*.
- Richardson, S. & Leavy, P. (December 23, 2012). Top 10 sexist-media moments of 2012. *Huffington Post: Huff Post Media*.

Work Under Review

- Richardson, S. & Durland, A. (2017). What If a Positivist Curricular Approach in Primary Autistic Support Is Just Wrong? *Brock Education Journal*.
- Richardson, S. (2017). When being a “f-word” (feminist) is not allowed: Three middle school teachers work toward deinstitutionalizing the gender binary with subversive feminist pedagogy. In K. Scantlebury (Ed.), *Turning feminist theory into practice: Enacting material change in education*. Boston: Sense Publishers.

Selected Peer-Reviewed Presentations

- Richardson, S., Gipe, K. & Regal, H. (2015). *Pledging allegiance to the patriarchy: Institutionalizing bias and inequity in American schools, kindergarten through post-secondary education—A new ethnographic/narrative perspective*. Gender and Education Association Conference, University of Roehampton, London, UK.
- Richardson, S. & Pratz, G. (2015). *A student and professor spins webs: Tangled autoethnographic bildungsromane of educational renewal*. Paper Presentation at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

- Rosensteel, S. & Richardson, S. (2015). *Revisiting “Dilemmas of Desire”: How undergraduate students make sense of sexual experiences*. American Association of Behavioral and Social Sciences Conference, Las Vegas, NV.
- Kost, A. & Richardson, S. (2014). *Moments of opening: Building creative spaces with the student/teacher relationship*. Paper Presentation at the American Creativity Association, Philadelphia, PA.
- Richardson, S., Mayne, B. & Widdoes, H. (2014). *Conflicts in U.S. & international educational policy: A concern for the rights of the American learner*. Paper Presentation at “A Child’s World: Next Steps” International Conference at Aberystwyth University, Aberystwyth, Wales.
- Richardson, S. (2014). *The (de)institutionalization of gender in American schools*. Roundtable Presentation at the American Educational Research Association Conference, Philadelphia, PA.
- Richardson, S. (2014). *I just want to be an intellectual*. Paper Presentation at the International Society for Educational Biography Conference, Toronto, Canada.
- Richardson, S. (2014). *Searching for an intellectual life at the university: The journey of an early career academic*. Paper Presentation at the American Association for the Advancement of Curriculum Studies, Philadelphia, PA.
- Gates, L., & Richardson, S. (2014). *Open syllabus in teacher education: Emerging tensions in the practice of the eight AAACS modalities of engagement*. Paper Presentation at the American Association for the Advancement of Curriculum Studies Conference, Philadelphia, PA.
- Richardson, S., Gates, L., Arnold, J., Hensel, S., Kost, A., Leinbach, B., Miller, C., Sponhouse, S., Snowadzky, D. (2014). *What are we to do? – professors and students lost in the woods: “Certifying” teachers in the era of standardization*. Paper Presentation at the American Association for the Advancement of Curriculum Studies Conference, Philadelphia, PA.
- Matusov, E., Richardson, S., Marjanovic-Shane, A., Gates, L., von Duyke, K., Campbell, B., Chen, L., Hill, L., Kost, A., Kilby, H. (2014). *Open and opening syllabus: Successes and challenges of democratic education in higher education*. Paper Presentation at the University of Pennsylvania Ethnography Forum, Philadelphia, PA.
- Richardson, S., Weerbrouck, N., & Mento, B. (2013). *The times they are a-changin’...still! New critically queer voices on campus*. Paper Presentation at the International Society for Educational Biography Conference, San Antonio, TX.
- Richardson, S., Didier, D., Ly, K. & Hensel, S. (2013). *Undergraduates’ perceptions of sexual self-Actualization, self-determination, and university programming needs*. Paper presentation at the Comparative and International Education Society Conference, New Orleans, LA.
- Richardson, S. (2013). *eleMENTary school: (Hyper)masculinity in a feminized context*. Paper Presentation at the Hawai’i International Conference on Education, Honolulu, HI.
- Richardson, S. (2013). *Transformative pedagogy and radical learning*. Workshop Presentation at the International Democratic Education Conference, Boulder, CO.
- Richardson, S. (2013). *Overcoming gender bias & feminist pedagogy*. Workshop Presentation at the International Democratic Education Conference, Boulder, CO.
- Konishi, H. & Richardson, S. (2012). *“Life-writing” toward self-actualization: An American adaptation of “seikatsu tsuzurikata” for elementary students*. Paper Presentation at the

- American Association for the Advancement of Curriculum Studies Conference, Vancouver, British Columbia.
- Bechtel, J., Liffick, B. & Richardson, S. (2013). *Breaking down the walls: Dispelling the myths & stereotypes of the gender binary, gender identity and sexuality to create a safe space.* Presentation at the Mid-Atlantic LGBTQA Conference, Bloomsburg, PA.
- Ward, J. Richardson, S., Wright, T. & Dreon, O. (2012). *The PDE teacher evaluation project and student teaching.* The Pennsylvania Association of Colleges and Teacher Educators Conference, Harrisburg, PA.
- Richardson, S. & Konishi, H. (2012). *American boys & girls “life write” their realities: An adaptation of a Japanese autobiographical methodology “seikatsu tsuzurikata.”* Paper Presentation at the Comparative and International Education Society Conference, San Juan, Puerto Rico.
- Richardson, S. & Konishi, H. (2012). *From the written words of children: Life writing (seikatsu tsuzurikata) in American schools.* Paper Presentation at the University of Pennsylvania Ethnography Forum, Philadelphia, PA.
- Richardson, S., Camarena-Hackos, J. C. (2012). *Assume control of your educational destiny: A case study of the open syllabus approach in higher education.* Workshop at the Alternative Education Resource Organization Conference, Portland, OR.
- Richardson, S., Gilbert, L., Alam, I., & Shickman, K. (2012). *Challenging undergraduate women’s complex negotiation of “kinda sorta slutty”.* Paper Presentation at the National Organization for Women Conference, Baltimore, MD.
- Richardson, S. (2011). *Neither here nor there but somewhere in between: Three undergraduates situate their cultural identities while living abroad.* Paper Presentation at the International Society for Educational Biography Conference, San Antonio, TX.
- Richardson, S. (2010). *Educating newly arrived immigrant students: Teachers’ perceptions of purposes, rights & pedagogy.* Paper presentation at the Comparative and International Education Society Conference, Chicago, IL.
- Richardson, S. (2010). *Cultural and individual definitions of (dis)ability and self-determination within Tochigi Prefecture, Japan.* Paper Presentation at the Comparative and International Education Society Conference, Chicago, IL.
- Richardson, S., Soslau, E. & Qiu, W. (2010). *Flexible cultural identities: Students’ perspectives of their China study abroad experiences.* Paper Presentation at the University of Pennsylvania Ethnography Forum, Philadelphia, PA.
- Richardson, S. (2009). *An educational autobiography via collaborative biographical methodology: Conversations with past teachers on shared memories and individual significance.* Paper Presentation at the International Society for Educational Biography Conference, San Antonio, TX.
- Richardson, S. (2009). *Unearthing the narratives of machismo in schooling.* Paper Presentation at the International Society for Educational Biography Conference, San Antonio, TX.
- Qiu, W., Richardson, S. & Soslau, E. (2009). *Learning by traveling ten thousand miles: American undergraduates’ experiences of cultural exchanges in China.* Paper Presentation at East China Normal University Conference, Shanghai, China.
- Richardson, S. & Mims, L. (2008). *Old dog, new tricks? Integrating new technology into experienced teachers’ classrooms.* Presentation at the Delaware Instructional Technology Conference, Dover, DE.

SERVICE

Board of Trustees/Directors

- 2016 – Pres. Pennsylvania Montessori Alliance
 2016 – Pres. Montessori Works of Delaware
 2015 – 2016 The New School of Lancaster

Journal Review Board

- 2012 – Pres. Journal of the American Association for the Advancement of Curriculum Studies

Association Committees

- 2010 – 2013 Technology Coordinator, Comparative & International Education Society: Gender and Education Committee

Journal Reviewer

- 2014 Knowledge Cultures Journal

Task Force Member

- 2016 – Pres. Montessori Inclusion Endorsement Task Force, American Montessori Society

Co-Founder/Director

- 2012 – 2014 The Sexuality & Gender Institute at Millersville University

Coordinator

- 2015 The Alternative Education Forum: Millersville University’s Educ. on Location
 Regional Independent Montessori, Waldorf & Democratic Schools
 2015 Educational Foundations Internship Coordinator: Millersville University
 2014 Lancaster Poverty Walk: Millersville University’s Education on Location
 “A Walk in Their Shoes: Examining Poverty & Students in Lancaster”

Moderator

- 2014 - 2017 The Alternative Education Forum at The Philly Free School
 Philadelphia, PA – Montessori, Waldorf, democratic, and independent learning
 2015 International Policy Conference at Millersville University: Happiness—Why

Wait? Democracy & Education
Millersville, PA

Selected Invited Guest Presentations/Appearances

- Richardson, S. (2016; 2014). *The institutionalization of gender in K-12 schools*. Guest Presentation to EDF 300: Democracy & Education at West Chester University, West Chester, PA.
- Richardson, S. (2015). *A comparative analysis: Education, standardization & politics in the U.S. and Northern Ireland*. Guest Presentation to Lisburn Friends' Meeting House, Lisburn, Northern Ireland.
- Richardson, S. (2014). *Opening college classrooms to democratic spaces*. Guest Presentation to Learning Choices Network, Buffalo, NY.
- Richardson, S. (2014). *Gender lessons: How public and alternative schools teach kids (differently) to perform masculinity and femininity* Guest Presentation to Learning Choices Network, Buffalo, NY.
- Richardson, S. (2014). *Arts & narrative based qualitative research approaches*. Guest Presentation to Doctoral Seminar: Qualitative Research Methods at the University of Northern Iowa, Cedar Falls, IA
- Richardson, S. & Trogus, J. (2014). *The fear of college: Sex, drugs & alcohol*. Guest Appearance on Spanish American Civic Assoc./TeleCentro Public Access Television, Lancaster, PA
- Richardson, S. & Trogus, J. (2014). *Growing up & sexuality*. Guest Appearance on Spanish American Civic Assoc./TeleCentro Public Access Television, Lancaster, PA
- Richardson, S. (2014). *Possibilities in deinstitutionalizing gender*. Guest Presentation to EDUC 419: Diversity in Secondary Education at the University of Delaware, Newark, DE.
- Richardson, S. & Didier, D. (2013). *Forum on human sexuality and gender*. Guest Presentation to Lancaster Friends' Meeting, Lancaster, PA.
- Richardson, S. (2013). *Lessons from Maria Montessori: How can Montessori education inform the work of public high schools?* Guest Presentation to EDUC 419: Diversity in Secondary Education at the University of Delaware, Newark, DE.
- Richardson, S. (2013). *Differentiating instruction: What to look for when supervising teachers*. Guest Presentation to Millersville University Field Services & Student Teaching Supervision, Millersville, PA.
- Richardson, S. (2013). *Social media and healthy relationships*. Guest Presentation to Millersville University Residential Life, Millersville, PA.
- Richardson, S. (2013). *The non-traditional dissertation*. Guest Presentation to doctoral seminar EDUC 850: Qualitative Research Methods at the University of Delaware, Newark, DE.
- Richardson, S. (2012). *Conducting ethnographic/narrative research*. Guest Presentation to doctoral seminar EDUC 850: Qualitative Research Methods at the University of Delaware, Newark, DE.
- Richardson, S. (2012). *Gender equity and secondary education*. Guest Presentation to EDUC 419: Diversity in Secondary Education at the University of Delaware, Newark, DE.
- Richardson, S. (2012). *Multicultural education*. Guest Appearance on Millersville University/Multicultural Affairs Perspective Series, Millersville, PA.
- Richardson, S. (2011). *Sex, gender, and the church*. Guest Presentation to First Presbyterian Church, Lancaster, PA.

- Richardson, S. (2011). *In all fairness: Patriarchy, pomosexuality & you*. Guest Presentation to Embrace, Lancaster, PA.
- Richardson, S. & Konishi, H. (2011). *The impact of seikatsu tsuzurikata on modern day journaling in Japanese schools*. Guest Presentation to Seminar in International Education at Tokyo Gakugei University, Tokyo, Japan.
- Richardson, S. (2010). *Special support programming & self-determination constructs in Japan: Pre-school through adulthood*. Guest Presentation to The Governor’s Advisory Council for Exceptional Citizens, Dover, DE.
- Qiu, W., Richardson, S., & Soslau, E. (2010). *Flexible cultural identities: Students’ perspectives of their China study abroad Experiences*. Guest Presentation to the School of Education Colloquium Series at the University of Delaware, Newark, DE
- Richardson, S. & Pell, M. (2009). *On Max Weber’s protestant ethic & capitalism*. Guest Presentation to Seminar in International Education at Tokyo Gakugei University, Tokyo, Japan.
- Pell, M. & Richardson, S.(2009). *American special education practices of inclusion & self-determination*. Guest Presentation to Advanced Special Support Education Courses at Utsunomiya University, Utsunomiya, Japan.
- Richardson, S. & Pell, M. (2009). *Japanese and American perspectives on the Individualized Education Plan (IEP)*. Guest Presentation to Advanced Special Support Education Courses at Utsunomiya University, Utsunomiya, Japan.
- Richardson, S. (2009). *Japan’s special support system (special education)*. Guest Presentation to the Education Graduate Association at the University of Delaware, Newark, DE.
- Richardson, S. (2009). *(In)equitable margins: Self-determination among students with disabilities*. Guest Presentation to the Center for Disability Studies at the University of Delaware, Newark, DE.

Selected Committees

- 2014 – 2015 Pennsylvania State System of Higher Education Summit on Inclusive Excellence and International Education Planning Committee
Harrisburg, PA – Member
- 2012 – 2015 Pennsylvania State System of Higher Education LGBTQIA Consortium
Harrisburg, PA - Executive Committee Member
- 2013 – 2015 President’s Commission on Gender & Sexual Diversity, Millersville University
Millersville, PA – Appointed Member
- 2012 – 2015 President’s Commission on the Status of Women, Millersville University
Millersville, PA – Appointed Member
- 2014 – 2015 International Studies Curriculum Committee, Millersville University
Millersville, PA- Chair
- 2014 – 2015 Experiential Learning & Cooperative Ed. Committee, Millersville University
Millersville, PA – Chair
- 2015 – 2015 International Policy Conference Planning Committee, Millersville University
Millersville, PA - Member
- 2013 – 2014 Civic & Community Engagement Research Project Committee, Millersville University, Millersville, PA – Member
- 2011 – 2015 Teacher Education Council, Millersville University

- 2015 Millersville, PA – Member
Alternative Education Forum for Education on Location, Millersville University
Millersville, PA - Chair
- 2013 Lancaster Poverty Walk for Education on Location, Millersville University
Millersville, PA - Chair
- 2014 – 2015 Member, EdD Curriculum Committee, Millersville University
Millersville, PA - Chair
- 2015 Member, Search Committee for Program Director and Coordinator of Academic
Coaches for the Career and Life Studies Center, Millersville University
Millersville, PA - Chair
- 2013 – 2014 Member, Search Committee for Two full-time 1-year Instructor/Assistant
Professors of Secondary Teacher Education, Millersville University
Millersville, PA - Chair

AWARDS/GRANTS/FELLOWSHIPS

Millersville University

- Richardson, S. (2015, Summer). *Overseas Travel to Present Grant*. Faculty Grants Committee, Millersville University. (\$472.50)
- Richardson, S. (2015, Summer; 2015, Spring). *Two International Research Grants*. Faculty Grants Committee, Millersville University. (\$1,110 total)
- Richardson, S. (2015, Spring; 2012 Spring). *Four Individual Travel to Present Grants*. Faculty Grants Committee, Millersville University. (\$1,840 total)
- Richardson, S. (2015, Summer; 2014, Summer). *Two Civic and Community Engagement Grants*. College of Graduate and Professional Studies, Millersville University. (\$3,700 total)
- Didier, D., & Richardson, S. (2014, Spring). *President's Commission on Cultural Diversity and Inclusion Grant*. Millersville University. (\$500)
- Richardson, S., Mayne, B., & Widdoes, H. (2014, Spring). *President's Commission on the Status of Women Endowment Award*. Millersville University. (\$650)
- Richardson, S. (2012, Summer). *President's Commission on the Status of Women Endowment Award*. (\$600)
- Didier, D. & Richardson, S. (2013, Fall; 2012, Fall). *Grants Awarded for the Sexuality & Gender Institute at Millersville University*. Office of the Provost (\$4,000), Social Equity and Diversity (\$5,000), Center for Health Education & Promotion (\$250), Latino Studies (\$250), Athletics (\$500), PCGSD (\$3,000), PCCDI (\$500), University Theme (\$1,000) & Threat Assessment Team (\$1,000). (Total \$16,356)
- Didier, D. & Richardson, S. (2012, Spring; 2012, Fall). *University Theme Committee Grant*. Millersville University. (\$1,500 total)
- Didier, D. & Richardson, S. (2012, Fall). *President's Commission on Cultural Diversity and Inclusion Grant*. Millersville University. (\$2,000)
- Richardson, S. (2012, Summer) *Graduate Studies Grant*. College of Graduate and Professional Studies, Millersville University. (\$400)

University of Delaware

- Richardson, S. (2011). *Outstanding Doctoral Student of the Year Award*. College of Education and Human Development at the University of Delaware.
- Richardson, S. (2010, Winter; 2009, Spring). *Professional Development Award*. Office of Graduate and Professional Studies at the University of Delaware.
- Richardson, S. (2010, Winter; 2009, Spring). *Conference Presentation Award*. School of Education at the University of Delaware. (\$1,000 total)
- Richardson, S. & Pell, M. (2009). *Fellowship for International Research, Internships, and Performances for Graduate Students at the University of Delaware*. Office of Graduate and Professional Studies & the Center for International Studies at the University of Delaware for research travel to Utsunomiya and Tokyo, Japan. (\$7,200)
- Girton-Snyder, K., Richardson, S., Snyder, T., & Soslau, E. (2009). *Alumni Enrichment Award*. Office of Graduate Studies at the University of Delaware. (\$2,000)
- Richardson, S. (2007/2008, 2008/2009, 2009/2010). *University of Delaware Graduate Student Assistantship*. School of Education at the University of Delaware. (tuition & stipend).

Michigan State University

- Richardson, S. (2009). *Fellowship for Enhancing Global Understanding; Study at East China Normal University in Shanghai*.

International Democratic Education Conference

- Richardson, S. (2013, August). *International Democratic Education Conference Scholarship*. IDEC. (\$413)

Carpenter Foundation

- Girton-Snyder, K., Richardson, S., Snyder, T., & Soslau, E. (2009). *International Travel Grant*. Awarded by the Carpenter Foundation, Philadelphia, PA. (\$3,600)

ASSOCIATIONS

- American Association for the Advancement of Curriculum Studies (AAACS)
- Alternative Education Resource Association (AERO)
- American Educational Research Association (AERA)
Division B (Curriculum Studies)
- American Educational Studies Association (AESA)
- American Montessori Society (AMS)
- American Sociological Association (ASA)
- Coalition of Essential Schools (CES)
- Comparative & International Education Society (CIES)

Gender & Education Committee (GEC)
Council for Exceptional Children (CEC)
Gender and Education Association (GEA)
International Association for the Advancement of Curriculum Studies (IAACS)
International Network for Sexual Ethics & Politics (INSEP)
International Society for Educational Biography (IESB)
National Organization for Women (NOW)
National Women’s Studies Association (NWSA)
Society of the Philosophy of Sex and Love (SPSL)

**Sean Steward: SMS Founding Board Member
Biography**

Mr. Steward is a licensed Realtor with Home Team Realty and co-owner of Infiniti Transportation LLC in Bridgeville. He also serves as a board member of the Sussex County Association of Realtors and is past director of Delaware Association of Realtors. Mr. Steward was instrumental in securing Board members and helping Montessori Works build relationships in Sussex County in support of Sussex Montessori School. He will assist with locating the site for the school.

Sean Steward: SMS Founding Board Member
Résumé

SEAN

STEWARD

<http://www.seansteward.realtor/>
<https://www.linkedin.com/in/seanstewardrealtor>
<https://www.facebook.com/seanstewardrealtor/>

Professional Summary

Extremely resourceful and optimistic entrepreneur with a proven successful track record in sales. An intuitive understanding of my customers to more effectively be able to gain and build their trust in me. Exemplary written and verbal skills which compliment my negotiating abilities. Natural leadership abilities along with continuous training has motivated me to pursue mentoring and tutoring in my community.

Skills

Experienced Negotiator
 Critical and Analytical Thinking
 Optimistic Leader
 Public Speaking

Entrepreneurial Spirit
 Expert Client Relationships
 Identifies Areas of Opportunities
 Proven Leadership Skills

Work History

Sales Manager/Realtor

09/2003 to Current

Home Team Realty – Seaford, Delaware Promoted to Sales Manager in April of 2016.

- An active full-time Realtor since 2003 and acquired my Broker's License in 2016.
- Counsel my sellers & buyers on how to navigate the local market during the time we work together.
- Create strategic marketing plans for each of my properties listed by utilizing the current social media platforms and other software available.
- Life long resident of Sussex County and accustomed to the area.
- Negotiate, facilitate and manage the real estate transactions from conception to close.

CEO/Owner

12/2009 to Current

Infiniti Transportation, LLC – 20498 San Flippo Road

- Infiniti Transportation, LLC provides non emergency medical transportation for local residents of Delaware.
- Currently providing transportation for medical, schools, and airport runs.
- A cartage agency that services the entire Delmarva Peninsula.
- I run the daily operation, schedule changes and communications with the drivers and facilities.
- Offer exceptional customer service to our patrons and oversee the billing aspects of the company.
- Consistently working towards streamlining the company workflow and always looking for ways to increase revenue while watching costs.

CEO/Owner**Healthy Hair Clinique – 1580 Middleford Road**

- Healthy Hair is an established full service, unisex, multi-cultural salon.
- I oversee the daily operations of running the salon and monthly maintenance of the booth rentals.
- Consistently working on maintaining and mastering a professional culture of the salon.

Education

Bachelor of Science: Electrical Engineering Technology University of Maryland Eastern Shore - Princess Anne, Maryland	2002
Associate of Science: Electrical Engineering Technology Delaware Technical & Community College - Georgetown, Delaware	1999

Achievements

- Consistent Top Producer in Sales at Home Team Realty since 2003.
- 2014 Fellow of Leadership Delaware.
- Sussex County Association of Realtor Board of Directors Member. 2010, 2013.
- Montessori Works Board Member. 2014-present.

**Linda Zankowsky: SMS Founding Board Member, Board Chair
Biography**

Linda S. Zankowsky, Ed.D., is the Interim Director of the Early Learning Center at the University of Delaware and Assistant Professor in the College of Education and Human Development, Department of Human Development and Family studies. Linda has 33 years of experience as a Reading Specialist, classroom teacher, and leader in Delaware Public and Independent Schools. In the 1990's she was the principal at Townsend Elementary School in the Appoquinimink School District and later at Mt. Pleasant Elementary School in the Brandywine school District. In 2000, Linda became the Head of Wilmington Montessori School. Linda's focus has been on leadership development, literacy and assessment, social curriculum in schools, and building professional learning communities. Her Doctoral Position Paper focuses on classroom-based assessment in literacy. She has served as an adjunct instructor at the University, has consulted with schools and presented nationally on assessment in literacy. Linda has served on various state committees focused on early childhood education and curriculum development. She has presented many times in Delaware including the NKAD Workshop, the state Kindergarten Conference, the Montessori Teacher's Association of Delaware conferences, and the Making a Difference Conference. Prior to her current position, Linda provided leadership to the office of Clinical studies at the University of Delaware which annually places approximately 1600 students in field placements in area schools.

Linda Zankowsky: SMS Founding Board Member, Board Chair
Résumé

Linda S. Zankowsky, Ed.D.

EDUCATION

Ed.D. Educational Leadership, Concentration: Curriculum and Instruction, Literacy, *2007*
 University of Delaware, Newark, Delaware

M.Ed. Education, Concentration: Reading and Language Arts, *1982*
 University of Delaware, Newark, Delaware

B.S. Educational Research, Concentration: Psychology, *1981*
 Bucknell University, Lewisburg, PA

PROFESSIONAL CERTIFICATIONS

State of Delaware Department of Education

Superintendent or Assistant Superintendent, *2015*
 Certified Central Office Personnel, *2015*
 Teacher of Middle Level Social Studies, Grades 6-8, *2011*
 Teacher of Middle Level English Language Arts, Grades 6-8, *2011*
 Teacher of Elementary, Grades K-6, *2011*
 Principal/Assistant Principal, *2000, 1995, 1990*
 Reading Specialist, *1984*

American Montessori Society

Montessori School Management, Center for Montessori Teacher Education, *2008*

HONORS

University of Delaware: Richard L. Venezky Award for Creativity in Research, *Spring 2007*
 Awarded to a University of Delaware doctoral student in the School of Education who has done creative work in the area of literacy research.

State of Delaware: House of Representatives Tribute, *Summer 2000*

Award honoring 18 years of service leading innovation in public schools.

PROFESSIONAL EXPERIENCE: HIGHER EDUCATION

Interim Director, Early Learning Center

Assistant Professor, Human Development and Family Studies (HDFS)

University of Delaware, Newark, Delaware, *July 2017 – Present*

- Providing transition leadership to build on the strong foundation of service to children, families, UD researchers and students to establish the direction of the Early Learning Center for the future.
- Drawing on collaborative skills to bring various stakeholders (staff, families, UD faculty, state early childhood leaders) together to define the future roles of the ELC serving UD students and researchers and informing early childhood expansion in Delaware while modeling exceptional care to children and families.
- Continuing Track Faculty Member

Associate Director, Delaware Center for Teacher Education, Office of Clinical Studies

University of Delaware, Newark, Delaware, *November 2012 – June 2017*

- Responsible for the placement of University of Delaware teacher candidates in field placements throughout their course of studies in the Early Childhood Education (ECE) and Elementary Teacher Education (ETE) programs.
- Interface with school districts creating a positive liaison between the University and districts to ensure quality placements preparing teacher candidates for their future teaching roles.
- Responsible for professional development (face to face and online) for clinical educators and teacher candidates including coteaching, mentoring, and using the University of Delaware Capstone Clinical Evaluation Rubric.
- Lead and participate in committees working across teacher preparation programs to develop commonly held agreements regarding policies and procedures related to clinical experiences.
- Guest presenter for Early Childhood and Elementary Teacher Education programs on Responsive Classroom.
- Managed State of Delaware Department of Education Teacher Preparation Grant allowing teacher preparation programs to advance coteaching as a model for student teaching. Facilitated a coteaching workgroup in the development of coteaching support materials and workshops. Led professional development for ECE and ETE clinical educators and teacher candidates to prepare them for coteaching during student teaching.
- Managed a Title II grant project to develop the Delaware Responsive Classroom Teaching Network, which is currently part of the Professional Development Center for Educators portfolio.
- Provided professional development activities in Delaware schools and districts in Responsive Classroom practices and coteaching as a classroom practice.

Adjunct Instructor

University of Delaware, Newark, Delaware, *Spring 2011, 1987-1990*

- EDUC 609: Literacy Assessment and Instruction II, *Spring 2011*

- EDDV 622: Teaching Reading in the Content Areas, *Spring 1990*
- EDDV 620: Foundations of Reading Instruction, *Fall 1990*
- EDDV 621: Introduction to Diagnosis and Correction of Reading Disabilities, *Summer 1989, 1987*
- EDDV 610: Foundations of Reading Instruction, *Summer 1988*

PROFESSIONAL EXPERIENCE: SCHOOL LEADERSHIP

Head of School

Wilmington Montessori School, Wilmington, Delaware, *2000-2012*

- Led staff of approximately 100 teachers, assistant teachers and administrative staff to serve 385+ children ages 6 months to 12 years. The school is an innovative model of Montessori Education combining the Montessori Philosophy with current research on teaching and learning. Particular focus is given to the social/emotional curriculum and the research on brain development as related to Montessori approaches to teaching and learning.
- Developed the concept of the Center for Montessori Advancement at Wilmington Montessori School as a center for professional development leadership in Delaware. The center provided and continues to provide professional development for early childhood professionals in Delaware.
- Managed \$4M budget while also providing guidance for successful fundraising that secured over \$1,000,000.
- Collaboratively led the development and implementation of a common vision, mission, and strategic plan. Created program cohesion and continuity as well as staff loyalty critical to the school's evolution as a state and national model of innovation and creativity.
- Led curriculum development combining Boyer's model for elementary schools with the Montessori philosophy and curriculum.
- Earned NAEYC and AMS accreditation as well as a 5-STAR level rating for early childhood, enabling the school to increase the number of Purchase of Care children served.
- Ensured professional development and parent collaboration to facilitate instruction that included current brain-based understandings of literacy, mathematics, and inquiry-based learning, as well as a focus on social/emotional curriculum in balance with academic curriculum.
- Worked with the non-profit board to strategically lead the school as enrollment grew and dealt with enrollment issues as a result of the economic pressures of 2008-2012.

Principal

Brandywine School District, Mount Pleasant Elementary School

Wilmington, Delaware, *1997-2000*

- Led the elementary school of 430 students in grades K-3, including an intensive learning center and self-contained gifted and talented program for the district.
- Created and implemented innovative PM Academy still in place today that provides at-home reading strategies for parents, overcoming traditional obstacles to create an environment of strong parent participation where it was previously lacking.

- Assisted the staff in developing a vision and five-year plan focused on the needs of the children served in the school.
- Furthered consistency, coherence, and continuity by introducing the Family Model concept, keeping peer groups intact and including mainstreamed special needs and gifted students.
- Improved school climate and culture by working with staff to implement the Responsive Classroom principles school wide, an approach still being implemented in the school.
- Obtained a grant for technology and an instructional management system.
- Developed instructional practices with the teachers which are based on sound information about how children learn and assist children in reaching the state standards.

Principal

Appoquinimink School District, Townsend Elementary School
Odessa, Delaware, 1991-1997

- Led the elementary school of 580 students in grades K-5. Developed a multi-age program with team-teaching, including 1/2/3, 1/2, and 4/5 combinations.
- Developed a site-based management model for this K-5 Relearning School based on the principles of TheodoreSizer and the Coalition of Essential Schools, enabling teachers to collaboratively participate in budget, school structure, and unit count decision making.
- Developed with the staff a curriculum based on developmentally appropriate instruction and integrated thematic instruction based on Boyer's model for Elementary Schools.
- Developed a language arts portfolio assessment system. Gained teacher and parent buy-in for this approach to education.
- The school earned the designation of an NSF Project 21 State of DE Initiative Demonstration site and model school for best practices in teaching, learning, and teacher professional development. The school participated in the National Blue Ribbon Award Competition.

PROFESSIONAL EXPERIENCE: TEACHING

Elementary School Teacher

Red Clay School District, Warner Elementary School, 1988-1991

- Third Grade teacher. Collaborated in coteaching team with colleagues to develop a highly successful collaborative learning third grade classroom with team of three teachers and 60+ students.
- Fifth Grade teacher for mathematics, social studies and reading.

Capital School District, Hartley Elementary School, 1987-1988

- Fourth Grade teacher.

Middle School Teacher

Capital school District, William Henry Middle School, 1982-1987

- Fifth Grade teacher - Math, Science and Reading -Departmentalized two teacher team teaching.
- Chapter I Reading Specialist fifth through sixth grades. Served as resource teacher for classroom teachers, did diagnostic testing and instruction of students.

PUBLICATIONS

Zankowsky, L. (2006). *School-wide reading assessment in a Montessori program*. (Unpublished Doctoral Position Paper, University of Delaware, Newark, DE)

Zankowsky, L. & Hanway, S. (2009). A New Model for Service Projects: Bringing Power Up Gambia to Wilmington Montessori. *Montessori Life*, 29(3) 26-30.

CONFERENCE AND INVITED PRESENTATIONS

Zankowsky, L. (2016). Using Responsive Classroom: Linking clinical educators, schools, and teacher candidates. National Student teaching and Supervision Conference. West Chester, Pennsylvania.

Zankowsky, L. (2015). Building a positive classroom and school climate: Responsive Classroom approaches. 13th Annual Policy and Practice Institute: Delaware's Conference on Public Education. Dover, Delaware.

Zankowsky, L. (2014). Comprehensive writing instruction in a Montessori classroom. Maine Montessori Association Fall Conference. Portland, Maine.

Zankowsky, L. (2014). Comprehensive writing instruction in a Montessori classroom. American Montessori Society National Conference. Dallas, Texas.

Zankowsky, L. (2013). Follow the child to reading success. American Montessori Society National Conference. Orlando, Florida.

Zankowsky, L. (2011). Improving reading assessment with classroom based assessment tools. American Montessori Society National Conference. Chicago, Illinois.

Zankowsky, L. (2009). Improving reading assessment with classroom based assessment tools. American Montessori Society National Conference. New Orleans, Louisiana.

Zankowsky, L., Wason, A., Lalama, L., Madden, L. (2008). Following the child to reading independence: The weaving of classroom based assessment and instruction in the Montessori classroom. American Montessori Society National Conference. Washington, DC.

Zankowsky, L. (2004). Following the child to reading independence. American Montessori Society National Conference. Washington, DC.

Zankowsky, L. & Wason, A. (2003). Following the child: matching text to children's needs. Boston, Massachusetts.

Zankowsky, L. (1995). Multi-age classrooms. Association for Childhood Education International Conference. Washington, DC.

Zankowsky, L. (1994). Thematic instruction in the classroom. Delaware Early Childhood Conference. Dover, Delaware.

Zankowsky, L. (1994) Thematic instruction in the classroom. Diamond State Reading Association Conference. Lewes, Delaware.

Zankowsky, L. (1993). Multi-age classrooms. Delaware Early Childhood Conference. Dover, Delaware.

- Zankowsky, L. (1992). Progress reports for elementary children. Delaware Early Childhood Conference. Dover, Delaware.
- Zankowsky, L. (1992). Portfolios in the classroom. Diamond State Reading Association Conference. Lewes, Delaware.
- Zankowsky, L. (1990). Creating a sense of play with children's literature. Delaware Early Childhood Conference. Dover, Delaware.
- Zankowsky, L. (1988). Question, answer, response methods. Diamond State Reading Association Conference. Lewes, Delaware.
- Zankowsky, L. (1989). Reading in the content areas. Governor's Conference for Educators. Dover, Delaware
- Zankowsky, L. (1986). Using children's literature. Diamond State Reading Association Conference. Lewes, Delaware.
- Zankowsky, L. (1984). Reading in the content areas. Diamond State Reading Association Conference. Lewes, Delaware.

PROFESSIONAL DEVELOPMENT AND CONSULTING

Professional Development Center for Educators, University of Delaware - Summer 2015.

- Co-presented with Vicki Goettel, two-day workshop, *Applying Co-teaching to School Settings*.
 - Aspira Academy

Professional Development Center for Educators, University of Delaware - Responsive Classroom Workshop Presenter, 2014-2015.

- Presented responsive classroom workshops on *Morning Meeting*, *First Six Weeks of School*, *Teaching Discipline in Classrooms*, and *Teacher Language*. Presentations were made in the following schools:
 - Warner Elementary School
 - Shortlidge Elementary School
 - North Star Elementary School
 - Mount Pleasant Elementary School
 - Pleasantville Elementary School
 - New Castle Elementary School: Workshops on "*Teacher Language*".

Professional Development Center for Educators co-presenter, Summer 2014.

- Co-presented with Laurie Palmer. Week long workshop on *Responsive Classroom Teaching Discipline in Classrooms*.

American Montessori Society Webinar Presenter, Summer 2014. Starting the School Year for Reading Success.

School Consultant and Workshop Presenter, 2011-2012. Montessori Corner Schools, Plainsboro, NJ.

- Consulted on the development of a literacy curriculum for Montessori preschool programs.

- Provided professional development on current practices in reading aloud, phonemic awareness, and other early reading instructional strategies within the Montessori classroom.

School Consultant and Workshop Presenter, 2010-2012. Discovery Montessori School, Jacksonville, Florida.

- Consulted on the development of a literacy curriculum for a Montessori PreK- 6th grade program.
- Provided professional development on current practices in reading, writing, and literacy assessment within the Montessori classroom.
- Provided parent workshops on literacy development and their role in supporting their children.

School Consultant and Workshop Presenter, Spring 2011. Geiger Montessori School, Tacoma Public Schools, Tacoma, Washington.

- Consulted on the development of a literacy curriculum for Montessori PreK- 6th grade program.
- Provided professional development on current practices in reading, writing, and literacy assessment within the Montessori classroom.

Workshop Co-Leader, Summer 2011, Summer 2010. Center for Montessori Advancement, Wilmington Montessori School, Wilmington, Delaware

- Led a week-long workshop on implementing best practices in writing in Montessori classrooms.
- Led a second week-long workshop on implementing best practices in reading assessment and instruction in Montessori classrooms.

Workshop Leader

Delaware Department of Public Instruction, Dover, Delaware, 1998-1994

- Provided annual professional development on using children’s literature in the classroom and “Sharing Circles: Curriculum Work in the Classroom”.

Workshop Leader

Red Clay School District, Fall 1989

- Provided workshops entitled, “School Improvement: Cooperative Learning”, “Children’s Literature in the Classroom”, and “Cooperative Learning”.

Inservice Course Instructor

Delaware Teacher Center, 1988-1990

- Provided workshops on various topics related to using children’s literature in the classroom.

PROFESSIONAL SERVICE

National:

- American Association of Colleges for Teacher Education (AACTE) Topical Action Group on Collaborative Clinical Preparation, Fall 2014-2016
- American Montessori Society Research Committee, 2002-2011
- American Montessori Society Task Force on Professional Development, 2010
- International Reading Association State Coordinator for Delaware, 1989-1992
- International Reading Association Literature in the Classroom Committee, 1988-1991

University:

- Chair, Professional Development Committee, *Fall 2014-present*
- Chair, Survey Task Force, *Fall 2015-present*
- Chair, Safety Task Force, *Fall 2015-Spring 2016.*
- Coteaching Workgroup Facilitator, *Spring 2013-Fall 2015*
- University Council on Teacher Education, *Spring 2016, Spring 2013-Spring 2015, Spring 2016*
- Capstone Clinical Assessment Committee, *Spring 2014-Summer 2014*

Local:

- Delaware Early Childhood Council subcommittee on Policy and Practice, *2016-present*
- Delaware Office of Early Learning *Early Childhood Standards Committee, Birth to 2nd grade, 2012-2013*
- Delaware Early Childhood Council *Approach to School Readiness Committee, 2013-2015*
- State of Delaware *Kindergarten Assessment Review Committee, Summer 2012*
- Delaware Early Childhood Council *Professional Development Committee, 2009-2011*
- Association of Delaware Valley Independent Schools Board, *2007-2011*
- President, Montessori Teacher's Association of Delaware, *2003-2012*
- State of Delaware, *Governor's Task Force on Early Childhood Education, 2002-2004*
- State of Delaware, *Delaware Stars Design Committee, 2002-2006*
- Delaware Association of Independent Schools, *2000-2012*
- State of Delaware, *Comprehensive Assessment Design Committee Member, 1995-1997*
- State of Delaware, *Curriculum Cadre Member, 1994-1996*
- State of Delaware, *Language Arts Commission, (developed State Standards for Language Arts), 1992-1995*
- State of Delaware, *Performance Assessment in Literacy and Mathematics Committee, 1991-1995*
- State of Delaware, *Quality Standards for Schools and Teachers Committee, 1991-1995*
- Delaware Department of Public Instruction, *School Review Committee, May 1990*
- Kent Council of Reading, Chairperson of Young Author's Conference, *1986-1987*
- Kent Council of Reading, President, *1986-1987*, Vice President, *1985-1986*
- Kent Council of Reading Chairperson Literary Circles Committee, *1984-1985*

COMMUNITY SERVICE

- Montessori Works, founding board member, Chair, *2017-present*, Vice Chair, *2013-2017*
Focusing on creating accessible Montessori Education in Delaware including influencing policy, developing Montessori Teacher Preparation Program, working with districts and establishing charter schools.
- First State Montessori Academy Advisory Board, *2011-present*
Assisted in development of curriculum for initial charter application.
- Wilmington Rotary Club, *2009-2016.* Scholarship Committee Vice Chair, Chair, *2011-2013*
- Jefferson Street Child Care Center Board, *1989-1992*

PROFESSIONAL ORGANIZATIONS

National Association for the Education of Young Children, *2017 – present*

National Coalition for Campus Children’s Centers, *2017 – present*

American Montessori Society, *2000-present*

Montessori Teacher’s Association of Delaware, *2003-present*