

La Tefy Schoen

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Web Sites: <http://ncsu.academia.edu/LaTefySchoenFaculty/Teaching>

http://ced.ncsu.edu/elps/faculty_pages/ltschoen.php

<http://www.quia.com/profiles/ltschoen14>

Education

Ph. D. Educ. Leadership & Research 2005 Louisiana State University
+15 hr concentrations in both: Curriculum & Instruction and Sociology

M. Ed. K-12 Administration 1991 Louisiana State University

B.S. Elementary Education 1984 Louisiana State University

Areas of Certification

Elementary Grades 1-8 Louisiana

Supervision of Student Teachers Louisiana

Principalship K-12 Louisiana

Areas of Interest

Multiple topics related to Sociocultural aspects of Educational Reform

Systemic Change, Pk-12 School Improvement, Sustainability, 21st Century Teaching & Learning, Sociocultural Learning Theory, Culturally Relevant Curriculum, Educational Innovation, Distributed Leadership, Adaptive Leadership, School/district Culture, Teacher & Administrator Professional Development, Teacher Retention, High Achievement for Low SES Students

Experience

North Carolina State University

Current

**Teaching Assistant Professor, Dept. of Ed. Leadership & Policy Studies (ELPS);
ELPS Dept. Assistant Director of Distance Education in Online Courses**

Raleigh, NC –

Responsibilities include online teaching of masters or doctoral level courses and helping to develop departmental policies and protocols for online Distance Education in the Dept.

Courses Taught: master's level: *School-based Planning, Management & Evaluation (online non-cohort)*, *Administration of School Personnel (online cohort)*

- Piloting online course delivery methods and instructional designs.
- Collaborating with ELPS Dept. faculty and DELTA (NCSU Distance Ed.) staff to develop sound practices for online delivery, appropriate for our student population (graduate students, mostly working full time in schools and seeking administrative licensure).
- Received training in online methods from DELTA staff,
- Continuing professional development and interaction in networked communities through professional organizations of online professors such as Educause and LearningTimes.org
- Drafting a report to the ELPS Dept. containing recommended policy guidelines and resources to assist the department with the transition from all face-to-face or hybrid course delivery to delivering select courses entirely online.

North Carolina State University

2006-2008

Assistant Professor, Dept. of Ed. Leadership & Policy Studies

Raleigh, NC –

Responsibilities included teaching of 2 doctoral or masters courses a semester (40%), academic scholarship (maintaining an active agenda of research and writing)(40%), and service (20%), with the exception of a 1 course release the first semester.

Assisted with the creation and implementation of *The Innovation Leaders Academy (ILA)*, an extension and engagement/research program involving teachers and administrators in 6 districts in northeast NC. The ILA operated through The Friday Institute for Innovation in Education, Raleigh, NC until funding ran out in the Fall of 2008. (For more on The Friday Institute see: <http://www.fi.ncsu.edu/>.)

Courses Taught: doctoral level: *Instructional Leadership(on campus, cohort & hybrid)*, *Policy Research in Education (face-to-face cohort)*, master's level: *School-based Planning, Management & Evaluation(face-to-face cohort & hybrid cohort)*

Christian Life Academy

Administrative Assistant

2005-2006

Baton Rouge, LA – Special assistant to the High School Principal and Elementary Assistant Principal. Performed various administrative duties created by the temporary leave of the Head Master. Also taught 7th grade history (fill-in for teacher with long-term illness).

School Works, Educational Consultants

Consultant	2004-2005
Baton Rouge, LA – Provided assistance with staff development, school improvement projects, accreditation process, grant writing, and curricular alignment	
Louisiana Governor’s Office on Education, Board of Regents	
Research Consultant	2003-2004
Worked with Associate Commissioner for Teacher Education Initiatives, Dr. Jeanne Burns. Helped design an inter-agency (Bd. of Regents, Dept. of Educ., Dept. of Labor) study of teacher retention in the state, & participated in a regional study of teacher training & retention.	
LSU, Dept. of Educational Leadership, Research & Counseling	
Graduate Research Assistant with Dr. Spencer Maxcy	2001-2003
Educational philosopher & historian, did secondary historical research & assisted with publishing a book on John Dewey’s educational philosophies, as perceived by his contemporaries.	
Graduate Research Assistant with Dr. Charles Teddlie	1997-1998
Research methodologist & School effectiveness researcher, did qualitative instrument design, data collection, & analysis for LA School Effectiveness & Assistance Pilot	
Louisiana Dept. of Education	
Graduate Research Assistant with Dr. Susan Kochan	1997-1998
In Planning & Analysis, did secondary research on school accountability issues & systems in other states, for LA Blue Ribbon Commission, during development of Louisiana’s School Accountability System	
Ascension Parish School Board	
Elementary Teacher at Lake Primary School	1984-2000
A public PK-8 Th school accredited by Southern Association of Colleges & Schools; filled several teacher leadership roles (committees, staff development, grade level chair, project director, grant writing etc...)	
Supervisor of student teachers from LSU	1991-1999
Facilitator -The Louisiana Alliance for Educational Reform	1994-1997
The LA Alliance concept was a school reform project emanating out of Tulane University, Sociology Dept., and largely funded by Shell Oil. The initiative involved multiple stakeholders in collaborative strategic planning for school improvement. I was involved in the initial pilot and the scaling up to other schools; as such, I received training in multiple aspects of leadership for change and worked with many groups on strategic planning processes.	

Mentored a new teacher- elementary level	1993
Administrative Intern Ascension Parish Public School System Worked with Roselyn Dutton, Supervisor of Elem. Schools (now Director of Elem. Ed.). Spent summer comparing scores of new & pilot Reading and Math Curricula in district elem. Schools. Learned about informal aspects of working as a district supervisor of instruction.	1991
Nana's Country Day School Administrative Assistant Drafted a policy manual, implemented teacher evaluation systems, & coordinated after school & summer enrichment programs	1980-1987

Professional Associations

American Educational Research Association (AERA)- past reviewer for several SIGs
 University Colleges of Educational Administration (UCEA) – Editorial Board for *Journal of Research on Leadership Education*
Journal of School Leadership - reviewer
 American Sociological Association (ASA)
 National Association of Elementary School Principals (NAESP)
 Association for Supervision and Curriculum Development (ASCD)
 International Congress of School Effectiveness & School Improvement (ICSEI)
 National Council for Staff Development (NCSD)
 Kappa Delta Pi International Honor Society in Education (KDPHS)
 Educause (Community facilitating the of Instructional Technology in US higher ed)
 Learning Times (Private professional development provider & facilitator of networked communities of online instructors, international)

Dissertation

Conceptualizing, Describing and Contrasting School Cultures: A Comparative Case Study of Differentially Improving Schools

A theoretical framework is posited for defining and studying the organizational culture of prek-12 – schools. The model is used to describe and contrast the cultures of matched schools. School culture is found to have a strong relationship to successful school improvement. The framework developed was useful in detailing differences that exist between improving and non-improving schools. *Successfully defended Dec.7, 2004.*

Contracted with University Press to publish in book form, Dec. 2006.

http://etd.lsu.edu/docs/available/etd-01262005-072743/unrestricted/Schoen_dis.pdf

Scholarship

I. Chapters Published in Edited Books

Schoen, L. (2008). Constructing high quality learning Environments for twenty first century learners: A sociocultural Constructivist Perspective. in Dennis McInerney, Martin Dawson, & Shawn Van Etten, Eds. *Teaching and Learning: International Best Practice. Vol. 8 (Series). Research on Sociocultural Influences on Motivation and Learning* Charlotte, pp. 25 – 50 NC: Information Age Publishing .

<http://books.google.com/books?id=RQODWTWNXnwC&printsec=frontcover&dq=Teaching+and+Learning+International+Best+Practice&ei=vTIOsz3LGI2YMvbh8eQB#PPA23,M1>

Schoen, L. (2006). Social influences and the quest for excellence: A socio-cultural perspective on teacher effectiveness, in Dennis McInerney, Martin Dawson, & Shawn Van Etten Eds. *Effective schools. Vol.6, Research on sociocultural influences on motivation and learning.* pp. 159 - 184. Charlotte, NC: Information Age Publishing.

<http://books.google.com/books?id=zL5ECFOGJRcC&printsec=frontcover#PPP1,M1>

II. Articles for Refereed Journals

A. Published

Schoen, L. & Fusarelli, L. (2008 Jan). Innovation, NCLB, and the fear factor: The challenge of leading 21st century schools in an era of accountability. *Educational Policy* 22(1)181-203.

Accessible online

<http://epx.sagepub.com/cgi/content/abstract/22/1/181>

*Second most frequently requested article in Ed. Policy; May, 2008;still 5th most frequently requested Ed. Policy article in Oct. 2008.

Schoen, L. & Teddlie, C. (2008). A New Model of School Culture: A Response to a call for Conceptual Clarity. *International Journal of School Effectiveness and School Improvement*, (pp 129-153)

<http://www.informaworld.com/smpp/content~content=a793284516~db=all~order=page>

Schoen, L. (2008) Educational Indicators. *The Encyclopedia of Social and Cultural Foundations of Education*. Thousand Oaks, CA: Sage Publications.

<http://www.google.com/products/catalog?oe=utf-8&q=Encyclopedia+of+Social+and+Cultural+Foundations+of+Education&cid=4890380262994514881#ps-sellers>

B. Current Writing Projects

Deconstructing School Culture to Reconstruct Better Schools

Revision of an article submitted to an AERA sponsored early professionals work with an editor workshop. This article was originally a write up of my dissertation findings, but

upon the advice of Bob Johnson, editor for *Educational Administration Quarterly (EAQ)*, I am revising it for submission to EAQ. Will be submitted early 2009.

Enhancing teacher effectiveness through awareness of sociocultural influences was submitted to this journal in September, 2006. Rejected by *Journal of Advanced Academics*. Jan. 2006. Revising and looking for appropriate publication outlet.

Assessing Professional Learning in PK-12 Schools. This article provides a review of the literature on professional learning in schools and introduces an original research and theory based framework which can be utilized by administrators and instructional leaders to improve professional learning at the school level. Planning to submit to NAASP or NCSD for publication.

C. Past Works Seeking Publication

New Spectacles: Reexamining what we know about school reform through a new frame
This paper is built upon a multi-disciplinary literature review which examines the major themes in school improvement & educational reform over the past three decades. The focus is on identifying the major themes and looking at “the big picture” of school reform. A call is made for more divergent thinking.

Teacher, teacher, I declare: An ethnographic inquiry into the unintended side effects of school accountability. A 4 month ethnographic study of one school as it implements high stakes testing. The key informant, Miss Melancon, has 23 years experience teaching a single grade, at this inner city school; much of the study focuses on her perceptions and those of her colleagues as the state and district implement new more stringent school accountability policies. Paper developed under the supervision of anthropologist, Miles Richardson (LSU). The key informant was re-interviewed to assess changes in attitudes four years later (2007). Paper is being revised for submission.

District Instructional Leadership and Support Guidebook. This is a collaborative project developed in conjunction with five school administrators. It is designed to be a practical easy to use guide to implementing, scaling and sustaining major instructional change at the district level. The guidebook is based upon an application of complexity theory in school settings. This book will be shopped to publisher this fall.

The McDonaldization of Education and the Path to Revitalization: An Examination of the Legacy of Bureaucratic Organization of Schools

This social critique of our educational system examines numerous aspects of the legacy of bureaucracy on our schools, and explores the possibility of different organizational structures in the light of the new demands schools face in a postindustrial information age. A contrast is drawn between the current system and one that would foster a free market organizational structure. Topics discussed include education and the economy, globalization, twenty first century competencies, teacher professionalization, teacher

retention, school choice, diversity and equity, what constitutes a high quality school. A book proposal is being drafted for prospective publishers.

III. Possible Future Drafts

Leadership for Improvement

This paper reexamines data pertaining to leadership from the 2005 study of school cultures; contrasts are drawn between the leadership observed at improving schools versus their matched non-improving counterparts.

Teachers: Why They Leave and Why They Stay

I would like to do qualitative a follow up component for the LA Teacher Retention Study. This would involve interviewing and contrasting findings from two groups of certified teachers: those who resigned prior to 3 years, and those who have taught for 10 or more years. Teachers would be asked to reflect on why they went into teaching and why they chose to stay or leave. Work has not begun on this project, though the possibility of developing this study as an extension to the state study was discussed with state officials.

Designing Twenty First Century Schools: A Handbook for Educational Policymakers

This guide would focus on key issues in educational policy; explain the ins, outs, and dilemmas created by new proposals such as school choice, vouchers, privatization, charter schools, desegregation, consolidation, school accountability, school competition. A decision making framework will be presented to assist policymakers, at all levels, sort through the politics, issues and ethics of making sound choices which impact the delivery of educational services.

Leading the Leaders: District and State Leadership that Builds Capacity for School Improvement and Sustains Effectiveness. This manuscript provides researched principles and strategies for policy makers and practitioners interested in systemic reform and maintaining gains.

Appropriate Assessment of Learning & the Great Homework Myth

This paper reexamines the findings of several national studies of student achievement and the impact of home assignments. Guidelines for developing & evaluating appropriate student assessment strategies are presented based upon student achievement research and principles of democratic education.

Zero Tolerance: A cognitive constructivist inquiry into the rationale behind school assessment strategies. This paper explores student motivation and disengagement and its relationship to grading practices. Alternative culturally relevant strategies for assessing 21st century student learning are explored.

Honors

Invited to travel with a group of school administrators to meet with School leaders in Viet Nam	2005
Invited to travel to with a group of professors & students to China to tour schools, speak with university personnel & educational authorities	2005
Scholarship to <i>Early Career Professional's Workshop</i> . Am. Sociological Assoc.; Atlanta, GA	2003
Recommended to LA Gov.'s Office, by Dr. Kennedy, ELRC Dept. head at LSU	2003
Elected Treasurer; LSU ELRC Graduate Student Association	2003-2004
Invited to apply for a post-doctoral research position at Harvard Univ.	2003
Invited to join a delegation of educational administrators in South Africa to discuss 'Ed. Reform in the Post-apartheid Era	2003
Awarded travel funds – LSU Graduate School & Dept. of ELRC	2003
Offered assistant editorship <u>The Journal of Teacher Evaluation in Education</u> , an AERA Publication	1999-2000
Invited to apply for Rhodes Scholarship to complete grad. studies abroad	2001
Committee to restructure LSU's master's program in Principalship	1999-2000
Selected to work with sociologists from Tulane University As a facilitator for the LA Alliance for School Reform	1991-2000
East Baton Rouge Parish Teachers' Endowment Scholarship	1982

Grants Received

- **Friday Institute for Educational Innovation** – summer research (2007)
- **NCSU Seed Grant , Co PI** (Tom Alsbury, PI) (2007)
- **Developmental Approaches to Science & Health** (University of Hawaii) (1999)
- **Heart Smart Curriculum** (Tulane University Medical Center) (1999)

- **Quality Science & Math Instruction** (LSU) (1996)
- **8G Grant for Instructional Technology** (LA Bd. of Elem. & Secondary Ed.) (1990)
(Lake Primary School team effort)

Professional Presentations/Forums

Systems Thinking in School District Innovation Planning

Addressed superintendents and leadership teams from six rural districts in conjunction with the Innovation Leaders' Academy (ILA) extension/research project 2007

Leadership Sustainability

Addressed superintendents and leadership teams from six rural districts in conjunction with the Innovation Leaders' Academy (ILA) extension/research project 2007

Personal Success Strategies

Addressed undergraduate women across the UNC System at the Women in Leadership Development (WILD) Conference 2006

Teacher Preparation & The LA Teacher Retention Study,

Co-facilitator with Dr. J. Burns, LA Asst. Supt. of Ed., video conference with Deans of LA's Colleges of Ed. to discuss concerns involving teacher preparation, portfolios & tracking through early career 2004

The Principal's Role in Establishing a Positive School Culture,

East Baton Rouge Parish principals' leadership training; co presenter- Carolyn Garrett, principal, LA PK-16 coordinator 2004

Dissertation Preparation: Early Planning & Organization Pays Off

Presentation to the LSU, Ed. Leadership, Research & Counseling (ELRC) Graduate Student Association 2004

Issues in Teacher Retention

Participant in 3 state, panel discussions; hosted by GA Bd. of Regents 2003

Public School Choice: A Viable Option? Seminar; LSU,

2002

Alternative Compensation,

Ed. Politics & Policy Seminar; LSU,

2001

Preparing for High Stakes Tests,

Parent Workshop, Lake Primary School,

1999

Integrating the Curriculum,

Lake Primary Faculty In-service,

1998

<i>School Reform: District Level Initiatives,</i> LA Dept. of Ed., Summary report for the LA School Effectiveness & Assistance Pilot Study: results from interviews with 22 district superintendents	1998
<i>Strengthening K-8 Teacher Certification Requirements,</i> LA State Capital, Address to LA Governor's Council on Physical Fitness	1997
<i>Authentic Assessment,</i> Ascension Parish Teachers' Share Fair, & Lake Primary Faculty In-service	1996
<i>Cooperative Group Instruction,</i> Lake Primary Faculty In-service	1994

Conference Paper Presentations

AERA 2006	<i>Enhancing Teacher Effectiveness Through Socio-cultural Influences.</i> Paper accepted for presentation April 2006; San Francisco, CA.
ICSEI 2006	<i>Socio-cultural Influences on Teachers and the Quest for Excellence</i> Paper presented at the International Congress for School Effectiveness and School Improvement Researchers. January 2006, Fort Lauderdale, FL
AERA 2005	<i>A Theoretical Perspective on School Culture</i> Presented original theoretical framework for studying school culture; Coauthor Charles Teddlie; Montreal Canada
AERA 2005	<i>Describing and Contrasting School Cultures: A Comparative Case Study of Differentially Improving Schools.</i> Paper reporting a multi-disciplinary, two phase study, investigating the relationship between school culture and school improvement, using a mixed methods research design. Coauthor Charles Teddlie.
AERA 2004	<i>A Theoretical Perspective on School Culture</i> Paper accepted, but not presented due to personal emergency
ASA 2003	<i>School Culture: What is it, why is it important, & how do you study it?</i> Paper presented at the annual meeting of The American Sociological Association 2003 Atlanta, GA, http://www.allacademic.com/meta/p_mla_apa_research_citation/1/0/6/9/6/p106963_index.html

Nominated best student paper, Sociology of Education Div.

Extension & Engagement Work

- Co- founder (with Tom Alsbury & Andy Overstreet) of the *Innovation Leaders Academy*, a long term district restructuring project. I helped to collaboratively design and provide 2-3 workshop training sessions a year for 6 school districts in Northeast NC. Participants included the superintendent from each district and a 6 – 10 member district leadership team for each district. We helped train vertical district teams in topics pertinent to leading innovation in their districts. The program ran for 2 years until funding was depleted in the fall of 2008.
- Volunteer in my children’s schools (SIP team, tutoring, fund raisers, committees, etc.)

University Service

- Served on 2 College of Education ad hoc committees (1 search & 1 award)
- Served on 2 department committees, (1 ad hoc, 1 standing)
- Participated in College of Education Strategic Planning Process
- Taught a UNC System leadership workshop for undergrad women in NC - 2007

Professional Development

- **Learning Times Online Conference for Instructional Technology Oct. 2008**
Teaching synchronously online – participated in a 2 day virtual conference in real time. Still involved with this online professional community for the support of synchronous online instruction.
- **UCEA Meet the Editors – roundtable talks** **fall 2007**
- **NCSU Distance Education Teaching and Learning Academy (DELTA) 2007 Summer Institute.** Participated in 20 clock hours of training in the use of *Blackboard for asynchronous instruction of adult learners.*
- **DELTA Training sessions – NCSU** **2007-2008**
 - 2 hour workshops taken on:
 - use of Elluminate Live
 - web page design – for instructional use
 - interactive methods for online classes
- **AERA Editors’ Mentoring Workshop –** **(Sept. – April 2005)**
Sample article accepted for development; workshop included several one on one sessions with Diane Ponder & Bob Johnson, Editorial Board Members of EAQ
- **ASA Early Career Professionals Workshop** **(August 2003)**
Accepted into a 2 day pre-conference workshop sponsored by Soc. of Ed. Div.
- **Specialized Training** (designed for PK-12 teachers & principals) **(1991-1997)**
Trainings sponsored by Shell Oil & LA Alliance for Ed. Reform- for select program facilitators; trainings from a business & management perspective:

- Grant Writing for non-profits and educational agencies
 - Leadership
 - Strategic Planning
 - Group Facilitation
- Optional Professional Development received from LA Dept. of Ed.:
- Writing Across the Curriculum
 - Learning Styles Assessment & Instructional Differentiation
 - Cooperative Group Instruction
- Through LSU. Baton Rouge, LA
- National Writing Project Participant
- Through Nichols State University, Thibodaux, LA
- Authentic Assessment Course
- Through Tulane Medical School, New Orleans, LA
- *Heart Smart Health Ahead* Program Training in nutrition, physical fitness & Health Educ.
- Through University of Hawaii- hosted by Ascension Parish Public Schools
- *Developmental Approaches in Science & Health (DASH) Instruction*
- Through Ascension Parish Public Schools
- *Frameworks for Balanced Literacy*

Community Service

- Girl Scout troop leader (trained in leadership essentials)
- Active with church ministries –children, music
- Past PTO Secretary & room mother
- Volunteer with Red Cross Disaster Relief Team during Hurricane Katrina
- Organized *Operation Restoration* to assist Hurricane Katrina survivors
- Past Cub Scout Den Leader
- Past volunteer at food bank