

Lacey E. Seaton

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EDUCATION

Doctor of Education in Educational Administration and Supervision | May 2021

North Carolina State University | Raleigh, NC

Principals' Understanding of Equity and Social Justice Practices in Education: A Mixed Methods Study of the Perceived Barriers and Supports Necessary to Achieve Equitable Outcomes

Under the direction of Dr. Bonnie Fusarelli and Dr. Lance Fusarelli

Master of School Administration in Educational Leadership | May 2017

North Carolina State University | Raleigh, NC

Northeast Leadership Academy

Bachelor of Arts in Adapted Special Education | May 2011

University of North Carolina Wilmington | Wilmington, NC

RESEARCH INTERESTS

Research interests include educational leadership, school leader preparation, equity and justice in education, inclusion of students with disabilities, access for students who have been systematically oppressed, and disproportionality that plagues discipline policies.

REFEREED PUBLICATIONS

Rangel, V., Drake, T. A., Butcher, K., & **Seaton, L. E.** (2024). A synthesis of research on principal internships.

Review of Educational Research. <https://doi.org/10.3102/00346543241261984>

Drake, T. A., **Seaton, L. E.**, & Ivey, L. (2023). Isolated or integrated? Tracing the principal mentor-intern relationship across an academic year. *Education Sciences*, 13(5), 442.

<https://doi.org/10.3390/educsci13050442>

Fusarelli, L. D., **Seaton, L. E.**, & Smith, C. (2022). School administration and classroom management. In E. Sabornie & D. Espelage (Eds.), *Handbook of Classroom Management: Research, Practice, and Issues*. (3rd ed., pp. 271-287). Routledge. <https://doi.org/10.4324/9781003275312>

Drake, T. A., Ivey, L., & **Seaton, L. E.** (2021). Principal candidates' reflective learning during a full-time internship. *Journal of Research on Leadership Education*, Online First, 1-21.

<https://doi.org/10.1177/19427751211062640>

Egalite, A. J., Fusarelli, L. D., **Seaton, L. E.**, & Stallings, T. (2020). Early adopters: Private school leaders respond to the introduction of targeted school vouchers. *International Journal of Educational Reform*, 29(2), 123-151. <https://doi.org/10.1177/1056787919886581>

Fusarelli, B. C., Fusarelli, L. D., **Seaton, L. E.**, & VanGorder, A. (2019). Who's in charge? A state-level analysis of leadership preparation. In A. Danzig & B. Black (Eds.), *Who Controls the Preparation of Education Administrators?* (pp. 107-133). Information Age Publishing.

Seaton, L. E., & Fusarelli, B. C. (2019). [Review of the Book *Changing the narrative: Socially just leadership education*, by K. L. Guthrie & V. S. Chunoo]. *Teachers College Record*.

<https://www.tcrecord.org/Content.asp?ContentId=22947>

PUBLICATIONS IN PREPARATION

Newcomb, W. N. & **Seaton, L. E.** (Eds). (In Preparation, 2025). *Teaching Education Leadership*. Edward Elgar Publishing.

Seaton, L. E. (In Preparation). Understanding how practicing principals make sense of their role in addressing equity and social justice within the schools they lead.

Drake, T. A., **Seaton, L. E.**, & Ivey, L. (In Preparation). The full-time principal internship: A mixed-methods study of interns' experiences during an academic year.

REFEREED PRESENTATIONS

Seaton, L. E., Hope, S., & Vakil, S. (2024, November). *Measuring the Impact of Mentoring in School Leader Development*. Presentation at the University Council for Educational Administration, Los Angeles, California.

Seaton, L. E., Ayscue, J., Ainsworth, D., & Cadilla, V. (2022, November). *School Segregation: A Mixed Methods Examination of Charlottesville City and Albemarle County Schools*. Presentation at the University Council for Educational Administration, Seattle, Washington.

Drake, T. A., **Seaton, L. E.**, & Ivey, L. (2022, April). *Variation in Levels of Mentorship Throughout the Principal Internship*. Presentation at the Annual Meeting for the American Education Research Association, San Diego, California.

Seaton, L. E., & Smith, C. S. (2022, January). *Educational Leaders Supporting Linguistic Equity*. Presentation at the International Congress for School Effectiveness and Improvement, Virtual.

Drake, T. A., **Seaton, L. E.**, Fusarelli, B., & Jackson, M. (2021, November). *Inwardly Facing Inequitable and Racially Unjust Practices While Outwardly Dealing With the Challenge of the Online Learning Environment Around Implicit Bias and Structural Racism*. Presentation at the University Council for Educational Administration, Columbus, Ohio.

Drake, T. A., **Seaton, L. E.**, & Ivey, L. (2021, November). *Interns' Reflective Learning During a Full-Time Principal Internship*. Presentation at the University Council for Educational Administration, Columbus, Ohio.

Seaton, L. E. (2021, February). *Principals' Understanding of Equity and Social Justice Practices in Education: A Mixed Study of the Perceived Barriers and Supports Needed to Achieve Equitable Outcomes*.

Presentation at North Carolina State University College of Education Celebration of Research, Virtual.

Drake, T. A., & **Seaton, L. E.** (2020, October). *The Full-Time Principal Internship: A Mixed-Methods Study of Interns' Experiences During an Academic Year*. Presentation at the University Council for Educational Administration, Virtual.

Egalite, A. J., Fusarelli, L., Stallings, D. T., & **Seaton, L. E.** (2019, January). *Early Adopters Versus Cautious Observers: Private School Leaders Respond to the Introduction of Targeted School Vouchers in North Carolina*. Presentation at the Annual Conference of the International School Choice and Reform Conference, Lisbon, Portugal.

Fusarelli, B. C., Williams, C., Champion, B., Riddick, F., Swinson, L., **Seaton, L. E.**, Johnson, A., & Bridges, B. (2018, January). *School Leadership Development for Rural Schools: Excellent Leaders, Effective Schools, and Enriched Communities*. Presentation at the International Congress for School Effectiveness and Improvement, Singapore.

GRANTS

McKnight, K. (PI), Hope, S. (Co-PI), & **Seaton, L. E.** (Co-PI). (Under Review: Submitted June, 2024). *RTR School Leader and Teacher Residency*. Submitted to the U.S. Department of Education, Teacher Quality Partnership Grant Program, \$10,000,000.

Seaton, L. E. (PI), Odera, S. (PI), & McKnight, K. (Co-PI). (Unfunded: Submitted February, 2024) *Measuring the Impact of Mentoring and Coaching in School Leader Development*. Submitted to the Virginia Commonwealth University, Breakthroughs Grant, \$199,984.

Seaton, L. E. (PI), & McKnight, K. (Co-PI). (**Funded**: Submitted August, 2023). *VCU School of Education School Leader Residency (VCU-SLR)*. Submitted to the R.E.B Foundation, 2023 Educational Impact Grant Program, \$249,970.

Seaton, L. E. (PI). (**Funded**: Submitted May, 2023) *Simulating Educational Leadership Learning Experiences*. Submitted to the Virginia Commonwealth University Foundation, Big Idea Grant, \$7,000.

Seaton, L. E. (PI), Odera, S. (PI), & McKnight, K. (Co-PI). (Unfunded: Submitted February, 2023) *Leveraging and Learning from VCU's School Leader Residency*. Submitted to the Virginia Commonwealth University, Breakthroughs Grant, \$199,857.

McKnight, K. (PI), **Seaton, L. E.** (Co-PI), & Sober, T. (Co-PI). (Unfunded: Submitted April, 2022). *RTR School Leader Residency*. Submitted to the U.S. Department of Education, Teacher Quality Partnership Grant Program, \$9,958,518.

INVITED SPEAKER

Hodgen, Z., **Seaton, L. E.**, Reynolds, S., Totaro, V., & Wijesinghe, S. (2024, May 1). *GenEd in Action: Creating ConnectED Transformative Learning*. Panlist at the Virginia Commonwealth University ConnectED Symposium, Richmond, Virginia.

MEDIA ENGAGEMENT

Seaton, L. E., & Becker, J. D. (2023, March 10). Student engagement in policy development [Audio Podcast Episode]. In M. Woods (Host), *Leading Out The Woods*. Education Podcast Network.
<https://www.leadingoutthewoods.com/podcast/episode/78c8289c/student-policy>

PROFESSIONAL EXPERIENCE

Associate Teaching Professor 2024
Department of Educational Leadership, Policy, and Human Development | North Carolina State University
Teach Graduate Courses in Educational Leadership and Practice and Advise Students. Engage in service to the University, Community, and National Professional Organizations

Faculty Director for Quality Enhancement Plan (QEP) 2024
Office of Academic Affairs | Virginia Commonwealth University
Collaborate with university leadership to lead efforts including training and support to actualize the QEP in accordance with SACSCOC guidelines

Assistant Professor 2021-2024
Program Coordinator for Master of Education and Post Master's Certificate Programs
Department of Educational Leadership | Virginia Commonwealth University
Teach Graduate Courses in Educational Leadership and Practice and Advise Students. Engage in service to the University, Community, and National Professional Organizations

Director and Supervisor of Graduate Assistants 2020-2021

Graduate Research and Teaching Assistant 2017-2019
Department of Educational Leadership, Policy, and Human Development | North Carolina State University
Research and Teaching Assistant to Dr. Bonnie Fusarelli, Professor of Educational Leadership
Data Collection, Analysis, and Establish Tracking Systems for Evaluations and Program Improvement for The Wallace Foundation and Transforming Principal Preparation Grants
Contribute to Program Development, Prepare and Facilitate Specialized Classes and Retreats
Create Program Materials and Videos for Purposes such as Recruitment and Year End Reviews
Manage and Train Graduate Assistants and Create and Manage Website (WordPress)

Internship in Educational Leadership 2019
Pitt County Public Schools Central Office | Greenville, NC
Intern with Dr. Steve Lassiter, Assistant Superintendent of Curriculum and Instruction
Engage in Understanding Systems Level Educational Leadership
Initiate Processes to Establish a District Wide Instructional Framework

Assistant Principal 2017
Nash Central Middle School | Nashville, NC
Facilitate Professional Learning Communities and Data Meetings to Impact Instruction
Evaluate and Coach Teachers Based on Observations and Serve as Testing Coordinator
Support Exceptional Education Through Serving as Local Education Agency

Principal Resident 2016
Williford Elementary School | Rocky Mount, NC

Participate on Hiring Committees and Create and Maintain Social Media Presence
Establish School Wide Data Processes and Oversee Professional Learning Communities

Exceptional Children's Teacher, Team Leader: 2014 - 2016 2012-2016

Granville County Schools | Oxford, NC

Courses taught: Autism, Severe and Profound, Serious Emotional Disabilities

Wrote and Received Small Grants to Enhance Classroom Experience

Analyze Student Data to Establish Individualized Education Plans

Facilitate Meetings to Determine Least Restrictive Environments for Students

GRADUATE SCHOOL TEACHING EXPERIENCE

Virginia Commonwealth University

Capstone Development, Implementation and Completion

Summer 2023, Fall 2023, Spring 2024

Support dissertation students design and implement their capstone project including the methodology in consultation with a client in order to address a problem of practice.

Administrative Internship III

Fall 2023

Supervise the culminating internship experiences as students finalize their internship portfolio demonstrating mastery of state and professional guidelines for school leaders.

Policy and Ethics

Spring 2023

Study and analysis of leadership and organizational issues from policy, governance, and ethics perspectives.

Administrative Internship II

Spring 2023, 2024

As a continuation of the internship experience, students earn internship field-based hours and work with an on-site mentor and university professor to carry out their internship plans.

Administrative Internship I

Fall 2022, 2023

Students learn the specifics of the entire internship component such as required hours, the scope of internship work, and the variety of experiences needed to be documented throughout the program.

School Law

Fall 2022

Ensure candidates seeking administrative endorsement understand legal aspects of school administration that include constitutional and statutory provisions and court decisions.

Principles for Professional Writing II

Spring 2022

Development and refinement of skills necessary for communicating and completing academic writing.

Equity and Leadership

Fall 2021

Focuses on enhancing leadership skills with an emphasis on equity and social justice in education.

North Carolina State University

Preparing Principals for Working in High Poverty Schools

Summer 2018, 2019, & 2020

Aspiring Principals Learn Research Based Strategies that Lead to Academic Success Schools with a Large Portion of Students from Low Income Households

Educational Equity for Aspiring School Leaders Retreat Fall 2018 & 2019
Master's Students Examine Their Personal Biases Impact Their Leadership in Education and Learn to Analyze Data to Increase Equitable Access

Utilizing Digital Tools in Teaching and Leadership Summer 2019
Learning Maximizing Time to Focus on Student Outcomes Through Becoming Efficient Leaders

Digital Storytelling Retreat: Understanding Self as Leader Fall 2018
Fellows Learn About The Key Components of Storytelling, Examine Their Why for Engaging in Educational Leadership, and Utilize Technology Tools to Establish a Public Narrative

Effective Leadership for Exceptional Children Spring 2017
Preparing Future Principals for Serving as An Educational Leader for Students with Vast Learning Needs with a Focus on Creating an Inclusive Educational Experience

AWARDS & RECOGNITIONS

VCU School of Educations' Office of Research and Faculty Development Funding Award	Fall 2022
Outstanding Graduate Assistant Award for the Educational Leadership Program	Fall 2020
UCEA David L. Clark National Graduate Student Research Seminar Fellowship	Spring 2019
North Carolina State University Student Travel Grant	Spring 2019
Wilcox-Hodnett Doctoral Fellowship	Fall 2018
Northeast Leadership Academy Outstanding Positive Attitude Award	Fall 2016
Granville County A+ Award for Employee Excellence	Spring 2013 & 2016
Lowe's Toolbox for Education Grant, \$5,000	Spring 2016
Reflex Math Grant, \$1,225	Spring 2016
Donors Choose Projects, \$3,180	Spring 2016
Northeast Leadership Academy Fellow	Spring 2015

PROFESSIONAL SERVICE

VCU SOE Outstanding Junior Faculty Award Nominee	2024
UCEA Annual Convention Proposal Reviewer	2022, 2024
VCU SOE Outstanding Term Faculty Award Nominee	2023
AERA Annual Meeting Division A Reviewer	2021, 2023
VCU Recruitment Inclusive Champion	2023
VCU School of Education Academic Affairs Coordinator Search Committee	2023
VCU School of Education Continuous Improvement Task Force	2022
VCU EDLP Senior Educational Specialist Search Committee	2022
VCU EDLP Adjunct Search Committee	2022-2023
VCU School of Education Assessment Committee	2022
VCU Educational Leadership Department Strategic Visioning Committee	2022
UCEA David L. Clark Seminar Invited Reviewer	2022
VCU Educational Leadership Faculty Search Committee Member for Term Track Professor	2021-2022

Director of VCU's Educational Leadership Advisory Board	2021-2022
AERA Annual Meeting Division L Reviewer	2021
North Carolina Policy Review for Legislation Around Principal Preparation	2020
Candidate Selection Days for Master of School Administration	2018, 2019, & 2020
Mock Interview Days for Master of School Administration	2018, 2019, & 2020
Formative Assessment Evaluations for Master of School Administration	2018, 2019, & 2020
Graduate Student Support Through Virtual Check-Ins	2020
Contribute to Authorship on Transforming Principal Preparation Program Grant	2019
Contribute to Authorship on Principal Fellows Grant	2019
College of Education Graduate Student Advisory Board	Fall 2018 - Spring 2019
NC State Faculty Search Committee Member for Tenure Track Professor	Spring 2018

CAPSTONE COMMITTEE CHAIR

Melissa Bugaj, Dana Chen, Amanda Harper, William Pettus, & Patrick Simmons. (2024). *A mixed methods program evaluation of chronic absenteeism interventions at Caroline High School.*

Chris Booz, La Toya Draper, & Lottie Spurlock. (2024). *Measuring the efficacy of Unitive Justice Education in the secondary school setting.*

CAPSTONE COMMITTEE MEMBER

Alissa Fraser, Caroline Goddard, Brian Raska, & Michael Sidebotham. (2024). *Combating chronic absenteeism: A practical approach to improving attendance in a mid-sized Virginia school district.*

Joy Blosser, Ellen Burnett, Jeffrey Elmore, Max Smith, & Margot Zahner. (2022). *Designing an evaluation plan for Hopewell City Public Schools' balanced calendar.*

CERTIFICATIONS

State of North Carolina Teaching Licensure - Exceptional Education: Adapted Curriculum (K-12)
 Elementary Education (K-6)
 Exceptional Education: General Curriculum (K-12)
 Behaviorally and Emotionally Disabled (K-12)

State of North Carolina School Administrator Licensure - Principal
 Superintendent

PROFESSIONAL ASSOCIATIONS

American Education Research Association (AERA)
 University Council for Educational Administration (UCEA)
 Virginia Professors of Educational Leadership (VPEL)