

Attachment A:
Information about persons
seeking charter

Administrative Resumes/CVs,
Transcripts & Licenses

Legal Name	Race	Sex	Date of Birth	Social Security Number
Jeff DeGlopper	White	Male	4/12/1971	[REDACTED]
Jacqueline DeJean	African American	Female	8/13/1973	[REDACTED]
Judith Merryfield	White	Female	6/9/1967	[REDACTED]
Scott Pierce	White	Male	6/25/47	[REDACTED]
Keith Rogers	African American	Male	1/29/1964	[REDACTED]
Sandy Wehmeier	White	Female	6/4/1944	[REDACTED]

Curriculum Vitae

Jeffrey DeGlopper

2232 North Sixty-fourth Street

Tel: 414.403.4240

E-mail: jdeglopper@milwaukeeacademyofscience.org

Academic Background

- Education Credential, Chapman University 1996
Single Subject – Physical Science
- B.A., University of California, Los Angeles 1993
Major: History

Education Licenses

- Grades 6-9 – Science, Wisconsin 2005
- Grades 6-9 – Physical Science, Wisconsin 2005
- Single Subject - Physical Science, California 1996

Education Experience

Science Educator/Project Manager

Center for Science, Health and Society, Medical College of Wisconsin: 2005 – Present

- Lead hands-on science lab activities for students K-12
- Developed science curriculum for high school classes
- Created and lead teacher professional development
- Managed grant-funded projects

Science Curriculum Author/Editor-in-Chief

CAPSI Program, California Institute of Technology: 2002 – 2005

- Wrote and edited curriculum books for publication
- Lead teacher professional development on hands-on science
- Presented at conferences, such as the 2005 NSTA National Conference

Math Intern Advisor/Adjunct Professor

Teacher Education Program, Claremont Graduate University: 2002 – 2004

- Lead Masters-level classes in Math and Science Education
- Taught "Technology in the High School Classroom" class
- Conducted classroom evaluations of teachers
- Supported new teachers in their professional development

Middle School Teacher – Science and Math

Pasadena Unified School District, Pasadena, California 1998 – 2002

- Developed and taught Integrated Math-Science classes
- Created classes in Mythology, Astronomy, and Software Applications
- Coordinated the PUSD Science Scope and Sequence
- Managed site technology issues

High School Teacher – Science, Math and History

Antelope Valley Union High School District, Palmdale, California 1993 – 1998

- Taught Physics, Physical Science, Pre-Algebra and World History
- Co-founded the Visual and Performing Arts Academy and the Business and Technology Academy
- Lead staff professional development on computer applications

Consulting Experience

Implementing Elementary & Middle School Science Kits

El Centro Unified School District, El Centro, California 2004 – 2005

- Lead teacher professional development on FOSS and STC science kits

Curriculum Evaluation, Sixth through Twelfth Grade Lessons

NASA - Jet Propulsion Laboratory, Pasadena, California 2004

- Evaluated and organized NASA's education outreach for 6th – 12th grade
- Aligned lessons to National and California Science Content Standards

Publications

DeGlopper, Jeffrey, Wayne Snyder, PhD and David Thesenga (2006), *Forces & Rocketry*. Rochester, NY: Neo/SCI Publishing, Inc.

DeGlopper, Jeffrey, Wayne Snyder, PhD and David Thesenga (2006), *The Human Body*. Rochester, NY: Neo/SCI Publishing, Inc.

DeGlopper, Jeffrey, Wayne Snyder, PhD and David Thesenga (2006), *Microbia*. Rochester, NY: Neo/SCI Publishing, Inc.

DeGlopper, Jeffrey, Wayne Snyder, PhD and David Thesenga (2006), *Forensic Chemistry*. Rochester, NY: Neo/SCI Publishing, Inc.

Professional Development

- National Science Teachers Association, Dallas, Texas, 2005
- National Science Teachers Association, Atlanta, Georgia, 2004
- California Science Teachers Association, Long Beach, California, 2003
- National Science Teachers Association, Philadelphia, Pennsylvania, 2003
- California Science Teachers Association, San Francisco, California, 2002
- California Mineral Education Conference, San Diego, California, 2002
- California Department of Education, School Leadership Team Training, 2000

- National Science Foundation, Research Director Fellowship Program, Northridge, California, 1993

Technical Skills

Mac OSX, Windows, some UNIX, Office, InDesign, Acrobat, Illustrator, Dreamweaver, JavaScript, Photoshop

References

References available upon request.

Jacqueline A DeJean
3069 N. 26th St.
Milwaukee, WI 53206
Home: (414)444-2250 Cell: (414) 534-3517
E-mail: jacdejean@yahoo.com

Education

5/95 University of Colorado, Colorado Springs, CO
B.A. Degree Sociology
6/96 University of Colorado, Colorado Springs, Co
Teacher Certification Program

Certification

2002 Wisconsin Professional License, certified 1-6
1996 Colorado Elementary Professional License, certified K-6

Professional Experience

8/05 – Present Primary/Elementary Administrator, Milwaukee Academy of
Science, Milwaukee WI
- Supervise Elementary School Staff
- Mentor educators in creation and implementation of classroom
instruction to facilitate, support, and maintain Positive
Classroom Environments
- Facilitate new teacher inservices

8/00 - 6/05 Elementary Teacher (1st & 2nd Grade – Lead Teacher 02-05),
Milwaukee Academy of Science, Milwaukee, WI
- Differentiated instruction to meet the needs of all learners
- Established and Maintained positive learning environment
- Mentored teachers in grade level house

1/98 -1/00 Title I Teacher (Head Teacher 99-00),
Sand Creek Elementary School
Harrison District 2, Colorado Springs, CO
- Taught Success For All Reading
- Tutored one-on-one Reading and Math
- Tutored small groups Reading and Math

7/99 Sand Creek Elementary Summer School Reading Teacher
- Tutored small groups in SFA Curriculum

9/97-1/98 Substitute Teacher, Sand Creek Elementary
Harrison District 2, Colorado Springs, CO

- Taught all grade levels K-5

8/96

Kindergarten Teacher, Children's World Private Kindergarten
Dublin Center, Colorado Springs, CO

- Developed and taught Kindergarten Curriculum for Private Kindergarten program based on state standards
- Facilitated Monthly Kindergarten Meetings for all city centers
- Supervised Elementary After School Program

Activities

1998 - 2000

Title I Parent Night Coordinator
- Facilitated Monthly Parent Nights

1997 - 2000

Gifted and Talented Enrichment Program Coordinator,
Sand Creek Elementary
-Coordinated and supervised Spring Enrichment Program
-Supervised Program Staff
-Developed Curriculum for Program



Wisconsin Department of Public Instruction
LICENSE APPLICATION—
1-YEAR ADMINISTRATOR LICENSE

PI-1602-AD1 (Rev 12-06)

Page 2

Application forms are available at: <http://dpi.wi.gov/tepd/applications.html>

FOR INFORMATION CONTACT

Telephone No. (608) 266-1027
 Voice Mail No. 1-800-266-1027
 Web Site <http://dpi.wi.gov/tepd/>

DO NOT FAX THE APPLICATION.

I. APPLICANT INFORMATION

Legal Name <i>First</i>	<i>Middle</i>	<i>Last</i>			
Jacqueline	Antoinette	DeJean			
Previous Name(s)	Social Security Number**		Date of Birth Mo./Day/Yr.		
	[REDACTED]		8-13-73		
Address			P.O. Box		
3069 N. 26 th ST.					
City	State	Zip Code	Zip Plus 4 digits		
Milwaukee	WI	53206			
Primary Telephone (include area code)		Ext.	Alternate Telephone (include area code)		Ext.
(414) 444-2250			(414) 933-0302		2224
E-mail Address					
jolejean@milwaukeeacademyofscience.org					
Current District of Employment			<input type="checkbox"/> Not currently under contract		Most Recent Wisconsin Education License
Milwaukee Academy of Science					Issue Year: 2002, Expire Year: 2009

II. PREREQUISITE EDUCATION AND EXPERIENCE

A. APPLICANT'S VERIFICATION: (All applicants, including school business administrators and those applying for renewal, must read and sign.)

I UNDERSTAND that a 1-year administrator license may be renewed one time only. The license must be requested by the employing school board and I must provide satisfactory evidence from a state-approved program that I can complete the program by August 31st of the year the second 1-year license expires.

I UNDERSTAND that if I do not currently hold a Wisconsin teaching or pupil services license and I am applying for any administrative license other than school business administrator, I must complete Sections B and C and verify three years of full-time teaching or three years of full-time pupil services experience which includes at least 540 hours of successful classroom teaching experience.

Signature of Applicant	Date Signed Mo./Day/Year
<i>Jacqueline DeJean</i>	

B. POST SECONDARY EDUCATION AND INSTITUTIONAL ENDORSEMENT: (First time 1-year administrator applicants who do not hold a Wisconsin teaching or pupil services license (except school business administrator applicants) must complete this section. List each college or university where you earned a degree or completed an educator licensing program. Attach additional 8 1/2 x 11 page if needed. Send a PI-1612 Institutional Endorsement form (with Part 1 completed) to each. Institutions will complete the form and forward it to DPI.

Institution	Location (City, State)	Indicate Status of PI-1612 Form	
		<input type="checkbox"/> Sent to Institution	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Institution	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Institution	<input type="checkbox"/> Enclosed

C. EXPERIENCE VERIFICATION: (All first time 1-year administrator applicants, except business administrator applicants, must complete.) List each district or other education agency where you have been employed as an educator. Attach additional 8 1/2 x 11 page if needed. Send a PI-1613 Employment Verification form (with applicant information completed) to each. The employer should complete the form and forward it to DPI.

Employer	Location (City, State)	Indicate Status of PI-1613 Form	
		<input type="checkbox"/> Sent to Employer	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Employer	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Employer	<input type="checkbox"/> Enclosed

IMPORTANT: If your experience requirement has been met by three years of pupil services experience, you must also include a letter from your employer(s) verifying that your experience includes at least 540 hours of successful classroom teaching experience.

Status of Letter confirming 540 hours of classroom teaching experience: Enclosed Will be sent separately Not applicable

Applicant must also complete and sign the attached Conduct and Competency Review Form (PI-1602-A)

For DPI Use Only	For Bank Use Only	
	Amount of Remittance	Date Stamp
	\$100	

** Collection of social security number is a requirement of s.116.19(1m) and 1(f). It is used solely for validation purposes and will not be released without written permission.



Wisconsin Department of Public Instruction
CONDUCT AND COMPETENCY REVIEW
 PI-1602-A (Rev. 05-07)
 Page 1

ANSWER ALL QUESTIONS

- Carefully read all instructions on following page.
- This form must be completed and included with your licensing application. Failure to complete this form will delay the processing of your application.
- Your signature on this form must be notarized. Most schools have a notary public on staff.

License application forms are available at:
<http://dpi.wi.gov/tepdcl/applications.htm>

For purposes of this application, "teaching" applies to all licensed school personnel which includes, but is not limited to, classroom teachers, counselors, social workers, psychologists, administrators, school library media specialists, substitute teachers, special education aides, etc.

<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR* <small>Previously Reported</small>	1. Have you ever been disciplined for alleged misconduct in the course of any employment or as a member of any licensed or regulated profession, including but not limited to verbal, physical, or sexual abuse or harassment?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	2. Have you ever resigned, been disciplined or dismissed from any teaching or other school position, in part, for alleged (check any which apply) <input type="checkbox"/> immoral conduct or <input type="checkbox"/> incompetence Definitions on next page.
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	3. Have you ever had a certificate or license to teach or perform other school duties denied, revoked or suspended?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	4. Is disciplinary action of your educationally related license or employment currently pending in any jurisdiction?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	5. Have you ever been convicted of violating any civil law, local ordinance, state law, or federal law for actions involving sexual conduct, physical abuse of a child, and/or contributing to the delinquency of a child?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	6. Have you ever been convicted of any criminal offense (including criminal traffic matters, not general traffic violations) in any jurisdiction? (check any which apply) <input type="checkbox"/> felony or <input type="checkbox"/> misdemeanor
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	7. Have you ever participated in a deferred prosecution program resulting from a criminal investigation?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	8. Are you currently on probation in any jurisdiction?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	9. Have you ever been acquitted or found not guilty of a criminal offense involving sexual conduct or harm or threat of harm to another, for reasons of insanity, mental disease or defect, diminished mental capacity or comparable legal defense or basis?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	10. Is any criminal charge or investigation pending against you in any jurisdiction?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	11. Have you (or a school district where you worked) ever been a party to a civil settlement, award, or agreement of any kind that involved an allegation concerning your conduct as an educator or in an educationally related position?
Fingerprinting Requirement	12. Carefully read the instructions on the following page to determine whether or not you are required to submit fingerprints with your license application. Check the appropriate box(es) below to indicate your response. <input type="checkbox"/> I am required to submit fingerprints with my application. Indicate status of prints below. <input type="checkbox"/> Fingerprint cards enclosed OR <input type="checkbox"/> Fingerprints will be submitted separately <input checked="" type="checkbox"/> I am not required to submit fingerprints with my application. I understand that I may be required to supply proof that fingerprints are not required at this time.

For any "Yes" response to questions 1-11, attach a written 8 1/2" x 11" explanation. Submit certified copies of any criminal complaint and if convicted, a copy of the criminal judgment. Also, submit any other relevant court documents pertinent to any of the questions raised.

*If you have reported a "Yes" response on a previous application, check PR (previously reported) instead of Yes on this application if no further conviction(s) has occurred.

IMPORTANT: You must respond to ALL questions 1-12.

UNDER OATH, I swear that all information on this form and the accompanying license application and documentation are true to the best of my knowledge. Any false statements may result in denial, revocation, or suspension of license.
 I HEREBY AUTHORIZE any of my previous employers, law enforcement agencies, and the courts to release, to the Wisconsin Department of Public Instruction, information which pertains to my responses to questions on this form.

Name <small>Print or type</small> Jacqueline DeJean	Sworn and signed before me this 17 th day of August in the year 2002
Signature <small>(Sign in blue or black ink, in presence of a Notary Public)</small> [Signature]	Notary Public, [Signature]
Social Security No. 230-41-1597	My commission expires on 2/6/11

**Collection of social security number is a requirement of s. 118.19(1m) and (1r). The social security number may be released to the Department of Justice, Department of Revenue, and the Department of Workforce Development. Such information is made available to these governmental agencies for official purposes only.

**INSTRUCTIONS AND DEFINITIONS
CONDUCT AND COMPETENCY REVIEW FORM (PI-1602-A)**

The Conduct and Competency Review Form is a screening method to protect children. While the vast majority of educators are not a danger to the safety and education of our children, there are exceptions to the rule. Some people use the profession to have access to children and to prey upon them. Because of these people, the department must investigate the backgrounds of all license applicants. The questions contained in the conduct and competency review form have been developed to alert the department to cases that warrant further investigation. A "yes" answer to a question or an arrest record does not automatically make you ineligible for licensure. Each situation is investigated independently and the final decision is made on a case-by-case basis. Your cooperation in protecting our children is greatly appreciated.

1. **Respond to all questions.** We cannot issue a license unless all questions are answered. Use black or blue ink only. *Submitting a fully and correctly completed form with notarized signature will speed processing of your application.*
2. **Fingerprints: Read ALL the criteria below carefully. Determine whether fingerprints are required in your situation and indicate your response in item 12 of the Conduct and Competency Review.** If fingerprinting is required, your prints must be prepared on cards obtained directly from the Department of Public Instruction or submitted electronically. (see <http://dpi.wi.gov/tepd/fphelp.html>)
 - If you have worked, resided, or attended school in a state other than Wisconsin, a listed territory (American Samoa, Guam, Puerto Rico, Commonwealth of the Northern Mariana Islands, or Virgin Islands), Canada, or Great Britain within the last twenty years after age 17, you must submit fingerprints with your license application.
 - Even if you previously submitted fingerprints to the Department of Public Instruction you must submit fingerprints again if, since the previous submission, you have worked, resided, or attended school in any of the locations listed above. (If you previously submitted prints that met approved FBI/CIB standards and have not worked, resided, or attended school in any of the locations above since submitting your prints to DPI, then new prints are not required.)
 - If your license application contains a mailing address from a U.S. territory, Canada, Great Britain, or a non-Wisconsin U.S. state, you are required to submit fingerprints.

How to Obtain Fingerprint Cards: To request cards and instructions from DPI, call 1-800-266-1027 or send an e-mail request to licensing@dpi.state.wi.us. Be sure to include your complete mailing address in your request. You will be sent a Federal Bureau of Investigation (FBI) card and a Wisconsin Crime Information Bureau (CIB) card which are preprinted with DPI's code. Your prints must be prepared, by a law enforcement official, on the two cards provided by DPI.

NOTE: Incomplete, or incorrectly prepared cards, will be returned to you for resubmission until they are prepared as specified in the instructions provided. See <http://dpi.wi.gov/tepd/fphelp.html> for instructions on completing the cards correctly, information about fingerprinting services, and an e-mail link for requesting cards from DPI.

3. **Notarization Requirement:** Your signature on the Conduct and Competency form must be notarized. Notary Publics are available at schools, banks, and post offices. Other options include a clerk or deputy clerk of a court of record, a court commissioner, a register or deputy register of deeds, a judge, or a county or deputy county clerk. For more information about notarization see Frequently Asked Questions about notarization at: <http://dpi.wi.gov/tepd/notary.html>.

Definitions

"Immoral Conduct" means conduct or behavior that is contrary to commonly accepted moral or ethical standards and that endangers the health, safety, welfare, or education of any pupil. (Sec. 115.31(1)(c), Wis. Stats.)

"Incompetence" means a pattern of inadequate performance of duties or the lack of ability, legal qualifications or fitness to discharge required duties, and which endangers the health, welfare, safety or education of any pupil. (PI 34.35(1)(d), Wis. Admin. Code)

Reminders

Issuance or renewal of any license or permit by DPI is conditional upon the receipt of a satisfactory background investigation. (Sec. 118.19(10)(e), Wis. Stats.)

All information received from the Federal Bureau of Investigation and the Wisconsin Department of Justice as part of a background check, remains confidential. (Sec. 118.19(10)(f), Wis. Stats.)

You will be notified only if the department determines that the result of the background investigation is unsatisfactory.



Wisconsin Department of Public Instruction
EMPLOYMENT VERIFICATION
 PI-1613 (Rev. 12-06)

INSTRUCTIONS TO EMPLOYER: Complete and return to:

WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION
 TEACHER LICENSING
 P.O. BOX 7841
 MADISON, WI 53707-7841

FAX Number: (608) 264-9558

Website: <http://dpi.wi.gov/tepd/>

This form is available at
<http://dpi.wi.gov/tepd/applications.html>

To the Applicant:
 Please complete the top part of the form and forward it to your employer (District Administrator or Personnel Director) for verification.

APPLICANT INFORMATION
 Complete and Forward to District

Name—Last DeJean	First Jacqueline	Middle Antoinette	Other	Social Security Number*
Name of Employing School District / Agency Milwaukee Academy of Science				Employing School District / Agency Address 2000 W. Kilbourn Milwaukee, WI
Position Held Primary Elementary Principal		Employment Dates From Month/Year 8/00		To Month/Year Present

VERIFICATION BY EMPLOYER

To the Employer:
 Please check your records and provide the requested information to verify that the above applicant has had successful employment. List any exceptions or limitations in the space provided below. Complete and mail or fax to DPI.

Applicant's Position <input type="checkbox"/> Teacher <input type="checkbox"/> Counselor <input type="checkbox"/> Other Specify _____	Grades Taught
--	---------------

If assigned to teach in a departmentalized elementary or secondary school:

Subjects Taught (Be Specific)	Dates (Month/Year)	
	From	To
	From	To
	From	To
	From	To
	From	To

Exceptions, Limitations or Other Comments

TO THE BEST OF MY KNOWLEDGE, all information presented on this form is accurate and the above mentioned educational employment was successful.

Name of School District or Employer

Signature of Employer [Signature]	Date Signed
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Title	Employer Telephone Area Code/No.
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*Collection of Social Security number is voluntary and is used solely for validation purposes and will not be released without written permission.

Employer—Please return this form to DPI—Teacher Licensing.



DE JEAN, JACQUELINE ANTOINETTE

STUDENT NR: [REDACTED]
PRINT DATE: 04/21/2004

BIRTHDATE: 08/13/1973
PAGE NR: 1

*** ISSUED TO STUDENT ***

ISSUED TO: JACQUELINE A DEJEAN
3069 N 26TH ST
MILWAUKEE WI 53206

REQUESTED BY: JACQUELINE ANTOINETTE DE JEAN

SECONDARY SCH: WILLIAM MITCHELL HIGH SCHOOL
COLORADO SPRINGS CO GRAD: 06/91

COURSE TITLE	CRSE NR	HRS	GRADE	PNTS
FALL SEM 1993 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	GEOGRAPHY & ENVIRONMENT ST			
ADVANCED COMPOSITION	ENGL 301	3.0	B	9.0
COMMUNITY SERVICE: THEORY & PRACTICE	GES 366	3.0	A	12.0
FILM/TECHNOLOGY/CULTURE	HUM 311	3.0	B	9.0
MATH FOR ELEM TEACHERS I	MATH 301	3.0	B+	9.0
INTRO SOCIAL RESEARCH	SOC 112	3.0	B+	9.9
THE BLACK COMMUNITY	SOC 324	3.0	B+	9.9
ATT 18.0 EARNED	18.0	GPAHRS 18.0	GPAPTS 58.80	GPA 3.267

COURSE TITLE	CRSE NR	HRS	GRADE	PNTS
FALL SEM 1991 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	PRE-EDUCATION			
INTRO TO CHEMISTRY	CHEM 101	4.0	C	9.2
GENERAL PSYCHOLOGY	PSY 100	4.0	A	16.0
INTRO TO SOCIOLOGY	SOC 110	4.0	B+	13.2
ATT 12.0 EARNED	12.0	GPAHRS 12.0	GPAPTS 38.40	GPA 3.200
SPRING SEM 1994 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	GEOGRAPHY & ENVIRONMENT ST			
SPEECH & THOUGHT CURR	COMM 210	3.0	A	11.1
GEOLOG OF NATIONAL PARKS	GEO 317	3.0	B+	9.9
HUMANITIES	HUM 305	3.0	B	9.0
THE RISE OF MODERNITY				
MATH FOR ELEM TEACHER II	MATH 302	3.0	A	11.1
THE CHICANO COMMUNITY	SOC 323	3.0	A	12.0
ATT 15.0 EARNED	15.0	GPAHRS 15.0	GPAPTS 53.10	GPA 3.540

COURSE TITLE	CRSE NR	HRS	GRADE	PNTS
SPRING SEM 1992 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	PRE-EDUCATION			
INTRO CULTURAL ANTH	ANTH 104	3.0	B+	9.9
INTRO ORGANIC & BIOCHEM	CHEM 102	4.0	C	8.0
COMPOSITION I	ENGL 131	3.0	B	8.1
COMPOSITION I LAB	ENGL 135	1.0	P	0.0
BEGINNING FRENCH I	FR 101	3.0	A	11.1
WESTERN MIDDLEVAL REFORM	HIST 102	3.0	B	8.1
ATT 12.0 EARNED	12.0	GPAHRS 16.0	GPAPTS 45.20	GPA 2.825

COURSE TITLE	CRSE NR	HRS	GRADE	PNTS
FALL SEM 1992 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	PRE-EDUCATION			
COMPOSITION I LAB	ENGL 135	1.0	P	0.0
BEGINNING FRENCH II	FR 102	3.0	B	9.0
ENVIRON SYSTEMS: CLIMATE	GES 100	4.0	A	16.0
VEGETATION AND SOILS				
INTRO TO HUMAN GEOGRAPHY	GES 199	4.0	B	12.0
ATT 12.0 EARNED	12.0	GPAHRS 11.0	GPAPTS 37.00	GPA 3.364
SUMMER SEM 1994 BOULDER CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	GEOGRAPHY & ENVIRONMENT ST			
INTRO TO PHILOSOPHY	PHIL 1000	3.0	B	9.0
CORRESPONDENCE				
ATT 3.0 EARNED	3.0	GPAHRS 3.0	GPAPTS 9.00	GPA 3.000

COURSE TITLE	CRSE NR	HRS	GRADE	PNTS
FALL SEM 1994 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	SOCIOLOGY			
MODERN SOCIAL THEORY	SOC 315	3.0	B	9.0
CRIMINOLOGY	SOC 340	3.0	A	11.1
GENDER & SOCIAL BEHAVIOR	SOC 4361	3.0	C+	9.9
SOCIOLOGY OF POVERTY	SOC 420	3.0	A	12.0
SOCIAL INEQUALITIES	SOC 431	3.0	A	11.1
POLITICAL SOCIOLOGY	SOC 434	3.0	A	12.0
ATT 18.0 EARNED	18.0	GPAHRS 18.0	GPAPTS 63.00	GPA 3.500
SPRING SEM 1995 COLORADO SPRINGS CAMPUS				
COLLEGE OF LETTERS, ARTS & SCI	SOCIOLOGY			
INTRO TO TECH IN EDUC	ED C 400	2.0	A	8.0
INTRO TECH IN EDUC LAB	ED C 402	1.0	A	4.0
ETHICS	PHIL 102	3.0	B	8.1
STATISTICS/RESEARCH METH	PSY 210	4.0	B	12.0
SOCIOLOGY OF THE FAMILY	SOC 331	3.0	B	9.0
ATT 13.0 EARNED	13.0	GPAHRS 13.0	GPAPTS 41.10	GPA 3.162

**** NO FURTHER ENTRIES THIS COLUMN ****

DEGREE REQUIREMENTS COMPLETED FOR BACHELOR OF ARTS





DE JEAN, JACQUELINE ANTOINETTE

STUDENT NR: [REDACTED]
PRINT DATE: 06/24/2004

BIRTHDATE: 08/13/1973
PAGE NR: 2

***** NO FURTHER ENTRIES THIS PAGE *****

COURSE TITLE	CRSE NR	HRS	GRADE	PNTS
SUMMER SEM 1995 COLORADO SPRINGS CAMPUS				
COLLEGE OF EDUCATION TEACHER CERTIFICATION				
EDUCATIONAL PSYCHOLOGY	T ED 452	2.0	A	8.0
SOC FOUND OF EDUC ISSUES	T ED 453	1.0	A	4.0
EDUC OF EXCEPT CHILDREN	T ED 454	2.0	A	8.0
ELEM PHYS & WELLNESS	T ED 459	1.0	A	4.0
EDUCATION METHODS				
ELEM READING METHODS	T ED 462	3.0	A	12.0
EXPRESSIVE ARTS METHODS	T ED 468	1.0	A	4.0
ATT: 10.0 EARNED 10.0 GPAHRS 10.0 GPAPTS 39.00 GPA: 3.900				

FALL SEM 1995 COLORADO SPRINGS CAMPUS				
COLLEGE OF EDUCATION TEACHER CERTIFICATION				
SCHOOL EXPERIENCE ELEM	T ED 460	1.0	A	4.0
METHODS FOR ELEMENTARY	T ED 461	3.0	A	12.0
EDUCATION				
ELEM MATH METHODS	T ED 464	3.0	A	12.0
ELEM SCIENCE METHODS	T ED 465	2.0	A	8.0
ELEM SOC STUDIES METHODS	T ED 466	1.0	A	4.0
ELEM LANG ARTS METHODS	T ED 467	1.0	A	4.0
TECH & INSTRUCTION	T ED 468	1.0	A	4.0
ATT: 15.0 EARNED 15.0 GPAHRS 15.0 GPAPTS 60.00 GPA: 4.000				

SPRING SEM 1995 COLORADO SPRINGS CAMPUS				
COLLEGE OF EDUCATION TEACHER CERTIFICATION				
ORGANIZING & MANAGING	T ED 456	1.0	A	4.0
SCHOOLS & CLASSROOMS				
STUDENT TEACHING ELEM	T ED 463	1.0	A	4.0
ATT: 15.0 EARNED 15.0 GPAHRS 15.0 GPAPTS 60.00 GPA: 4.000				

DEGREES CONFERRED:
 BACHELOR OF ARTS MAY 15, 1995
 COLORADO SPRINGS CAMPUS
 COLLEGE OF LETTERS, ARTS & SCIENCES
 MAJOR: SOCIOLOGY

SEM	TRM HRS	TOT HRS	QUAL HRS	QUAL PTS	GPA
GRAD SEM	0.0	164.0	164.0	557.80	3.43
*** END OF ACADEMIC RECORD ***					

Wisconsin Department of Public Instruction

License

LICENSE NUMBER
D250000621066

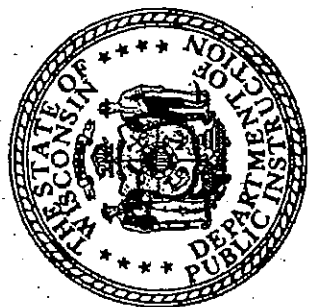
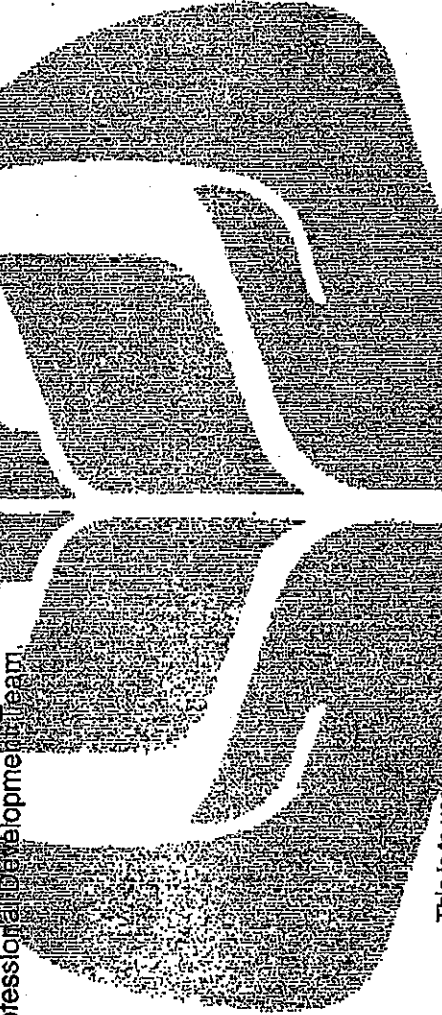
ISSUED
7/1/2004

EXPIRES
6/30/2009

MARQUELINE ANTOINETTE DE JEAN

42 ELEMENTARY GRADE
K-6 FIRST THRU SIXTH GRADE

This license can be renewed if, within 5 years preceding the begin date of the renewed license, you have successfully completed either: 1) six semester credits of a Professional Development Plan as verified by your Professional Development team.



This is to verify that the person named here is listed in the State Superintendent of Public Instruction with satisfactory evidence of professional development as a condition of the position, subject, and/or grade herein listed.



HEREUNTO AFFIXED MY SIGNATURE AND OFFICIAL SEAL.

Elizabeth Krumm
STATE SUPERINTENDENT

Judith Merryfield

5663 Gray Log Court
Grafton, WI 53024
262-376-9586

Objective To work in an elementary, middle, or high school that shares my commitment to a strong team, curriculum, and meeting the individual needs of all students.

Experience 2000 - current Milwaukee Academy of Science Milwaukee, WI
High School Principal

- Achievement Director
- Cross Categorical Special Education Teacher K-8.
- Developed curriculum to meet the individual needs of each student.
- Trained teachers to develop data and assessments systems to monitor the growth of each student.
- Coordinated the special education department staff, students, and legal responsibilities.
- Developed and maintained programs to promote higher achievement scores on high stake and state assessments.

1987 - 2000 The Learning Shop Appleton, WI
Trainer / Co-owner

- Managed a 1 million dollar inventory
- Developed Strategic Plan
- Trained tasks outlined in the strategic plan developed by The Learning Shop team.
- Supervised managers, assistant managers, and support staff at all seven locations throughout Wisconsin.
- Served as a member of the Board.
- Developed curriculum with companies such as Goodyear, The Education Center, Scholastic, and Educational Insights. Units were then implemented in local schools to provide feedback and evaluation of programs.

Education	2004 – 2007	Cardinal Stritch University	Milwaukee, WI
		<ul style="list-style-type: none"> • Masters in Special Education, Cross Categorical #801 	
	1997 - 1999	UW – Milwaukee	Milwaukee, WI
		<ul style="list-style-type: none"> • B.S. Exceptional Education – Learning Disabilities #811 • Graduated Summa Cum Laude. 	
	1994 – 1997	UW – Oshkosh	Oshkosh, WI
		<ul style="list-style-type: none"> • Special Education Major 	
	1986 – 1987	Piedmont University	Demorest, GA
	1985 – 1986	UW – Eau Claire	Eau Claire, WI
	1982 – 1985	Jl Case High School	Racine, WI

Membership

- Member of Learning Disabilities Association (LDA)
- Member of Association for Supervisors and Curriculum Development (ASCD)
- Member of International Reading Association (IRA)
- Redline Triathlon Club

July 27, 2007

Judy Merryfield
5663 Gray Log Court
Grafton, WI 53024

Dear Judy:

Congratulations! You have been accepted into the WISCAD certification program.

Contingent on your receiving your master's in an education related field, you will have met the degree requirements for certification as a Principal and SPED Director. This means that you may take WISCAD courses using either the "For Credit" or "Not For Credit" option.

The "For Credit" option offers up to 16 credits from Saint Mary's University of Minnesota, a fully-accredited university recognized by the Wisconsin Department of Public Instruction. These credits will apply toward an Educational Specialist degree in Educational Administration, should you decide to enroll in our collaborative program.

You may also use these credits to renew your current Wisconsin licenses, if you were certified under the "old rules" prior to July 1, 2004.

The "Not For Credit" option reduces the cost of the WISCAD program by \$1000. Course requirements are the same as the "For Credit" option, but the focus is on licensure only without additional credits.

Class dates have been tentatively scheduled for September 15, October 13, November 10 and December 8. Location will be determined after August 15th. Enclosed is a tuition options form so you may decide what payment plan is best for you.

Feel free to contact me at 877-704-6577 with any questions/concerns.

Welcome to WISCAD!

Mary Jo Vollendorf
WISCAD Administrator



Wisconsin Department of Public Instruction
LICENSE APPLICATION—
1-YEAR ADMINISTRATOR LICENSE
 PI-1602-AD1 (Rev 12-06)
 Page 2
 Application forms are available at: <http://dpi.wi.gov/epd/applications.html>

FOR INFORMATION CONTACT

Telephone No. (800) 266-1027
 Voice Mail No. 1-800-266-1027
 Web Site <http://dpi.wi.gov/epd/>

DO NOT FAX THE APPLICATION.

I. APPLICANT INFORMATION

Legal Name First Judith	Middle Lee	Last Merryfield
Previous Name(s) Gauhart	Social Security Number [REDACTED]	Date of Birth Mo./Day/yr 6-9-1967
Address 5463 Gray Ing Court		P.O. Box
City Grafton	State WI	Zip Code 53024 Zip Plus 4 digits
Primary Telephone (include area code) 262-376-9586	Ext.	Alternate Telephone (include area code) 414 651 6567 Ext.
E-mail Address judy.merryfield@hotmail.com		
Current District of Employment Milwaukee Academy of Science	<input type="checkbox"/> Not currently under contract	Most Recent Wisconsin Education License Issue Year 2005 Expire Year 2010

II. PREREQUISITE EDUCATION AND EXPERIENCE

A. APPLICANT'S VERIFICATION: (All applicants, including school business administrators and those applying for renewal, must read and sign.)
 I UNDERSTAND that a 1-year administrator license may be renewed one time only. The license must be requested by the employing school board and I must provide satisfactory evidence from a state-approved program that I can complete the program by August 31st of the year the second 1-year license expires.

I UNDERSTAND that if I do not currently hold a Wisconsin teaching or pupil services license and I am applying for any administrative license other than a school business administrator, I must complete Sections B and C and verify three years of full-time teaching or three years of full-time pupil services experience which includes at least 540 hours of successful classroom teaching experience.

Signature of Applicant <i>Judith Merryfield</i>	Date Signed Mo./Day/Year 6-27-2005
--	--

B. POST SECONDARY EDUCATION AND INSTITUTIONAL ENDORSEMENT: (First time 1-year administrator applicants who do not hold a Wisconsin teaching or pupil services license (except school business administrator applicants) must complete this section.)
 List each college or university where you earned a degree or completed an educator licensing program. Attach additional 8 1/2 x 11 page if needed. Send a PI-1612 Institutional Endorsement form (with Part 1 completed) to each. Institutions will complete the form and forward it to DPI.

Institution	Location (City, State)	Indicate Status of PI-1612 Form	
		<input type="checkbox"/> Sent to Institution	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Institution	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Institution	<input type="checkbox"/> Enclosed

C. EXPERIENCE VERIFICATION: (All first time 1-year administrator applicants, except business administrator applicants, must complete.)
 List each district or other education agency where you have been employed as an educator. Attach additional 8 1/2 x 11 page if needed. Send a PI-1613 Employment Verification form (with applicant information completed) to each. The employer should complete the form and forward it to DPI.

Employer	Location (City, State)	Indicate Status of PI-1613 Form	
Milwaukee Academy of Science	Milwaukee WI	<input type="checkbox"/> Sent to Employer	<input type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Employer	<input checked="" type="checkbox"/> Enclosed
		<input type="checkbox"/> Sent to Employer	<input type="checkbox"/> Enclosed

IMPORTANT: If your experience requirement has been met by three years of pupil services experience, you must also include a letter from your employer(s) verifying that your experience includes at least 540 hours of successful classroom teaching experience.

Status of Letter confirming 540 hours of classroom teaching experience: Enclosed Will be sent separately Not applicable

Applicant must also complete and sign the attached Conduct and Competency Review Form (PI-1602-A)

For DPI Use Only	For Bank Use Only
Amount of Remittance \$100	Date Stamp

* Collection of social security number is a requirement of s. 118.19(1m) and 1(f). It is used solely for validation purposes and will not be released without written permission.



Wisconsin Department of Public Instruction
CONDUCT AND COMPETENCY REVIEW

PI-1602-A (Rev. 05-07)
 Page 1

ANSWER ALL QUESTIONS

- Carefully read all instructions on following page.
- This form must be completed and included with your licensing application. Failure to complete this form will delay the processing of your application.
- Your signature on this form must be notarized. Most schools have a notary public on staff.

License application forms are available at:
<http://dpi.wi.gov/tepd/applications.html>

For purposes of this application, "teaching" applies to all licensed school personnel which includes, but is not limited to, classroom teachers, counselors, social workers, psychologists, administrators, school library media specialists, substitute teachers, special education aides, etc.

<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR* <small>Previously Reported</small>	1. Have you ever been disciplined for alleged misconduct in the course of any employment or as a member of any licensed or regulated profession, including but not limited to verbal, physical, or sexual abuse or harassment?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	2. Have you ever resigned, been disciplined or dismissed from any teaching or other school position, in part, for alleged (check any which apply) <input type="checkbox"/> immoral conduct or <input type="checkbox"/> incompetence. Definitions on next page.
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	3. Have you ever had a certificate or license to teach or perform other school duties denied, revoked or suspended?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	4. Is disciplinary action of your educationally related license or employment currently pending in any jurisdiction?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	5. Have you ever been convicted of violating any civil law, local ordinance, state law, or federal law for actions involving sexual conduct, physical abuse of a child, and/or contributing to the delinquency of a child?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	6. Have you ever been convicted of any criminal offense (including criminal traffic matters, not general traffic violations) in any jurisdiction? (check any which apply) <input type="checkbox"/> felony or <input type="checkbox"/> misdemeanor
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	7. Have you ever participated in a deferred prosecution program resulting from a criminal investigation?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	8. Are you currently on probation in any jurisdiction?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	9. Have you ever been acquitted or found not guilty of a criminal offense involving sexual conduct or harm or threat of harm to another, for reasons of insanity, mental disease or defect, diminished mental capacity or comparable legal defense or basis?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	10. Is any criminal charge or investigation pending against you in any jurisdiction?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> PR	11. Have you (or a school district where you worked) ever been a party to a civil settlement, award, or agreement of any kind that involved an allegation concerning your conduct as an educator or in an educationally related position?
Fingerprinting Requirement 12. Carefully read the instructions on the following page to determine whether or not you are required to submit fingerprints with your license application. Check the appropriate box(es) below to indicate your response. <input type="checkbox"/> I am required to submit fingerprints with my application. Indicate status of prints below. <input type="checkbox"/> Fingerprint cards enclosed OR <input type="checkbox"/> Fingerprints will be submitted separately <input checked="" type="checkbox"/> I am not required to submit fingerprints with my application. I understand that I may be required to supply proof that fingerprints are not required at this time.	

For any "Yes" response to questions 1-11, attach a written 8 1/2" x 11" explanation. Submit certified copies of any criminal complaint and if convicted, a copy of the criminal judgment. Also, submit any other relevant court documents pertinent to any of the questions raised.

*If you have reported a "Yes" response on a previous application, check PR (previously reported) instead of Yes on this application if no further conviction(s) has occurred.

IMPORTANT: You must respond to ALL questions 1-12.

UNDER OATH, I swear that all information on this form and the accompanying license application and documentation are true to the best of my knowledge. Any false statements may result in denial, revocation, or suspension of license.
 I **HEREBY AUTHORIZE** any of my previous employers, law enforcement agencies, and the courts to release, to the Wisconsin Department of Public Instruction, information which pertains to my responses to questions on this form.

Name <i>Print or type</i> Judith Merryfield	Sworn and signed before me this <u>27</u> day of <u>June</u> In the year <u>2007</u>
Signature <i>(Sign in blue or black ink, in presence of a Notary Public)</i> 	Notary Public,
Social Security No. ** 388-82-8337	My commission expires on <u>4/17/2011</u>

**Collection of social security number is a requirement of s. 118.19(1m) and (1r). The social security number may be released to the Department of Justice, Department of Revenue, and the Department of Workforce Development. Such information is made available to these governmental agencies for official purposes only.

III. SCHOOL BOARD REQUEST

School District Requesting 1-Year Administrator License Milwaukee Academy of Science		Telephone Area/No. 414-933-0302	CESA Code	LEA Code 8106
School District Mailing Address Street or P.O. Box 2000 W. Kilbourn Ave.		City Milwaukee	Zip Code 53233	
Request is for:	Administrator License Requested: <i>Check all that are applicable.</i>			
<input checked="" type="checkbox"/> First 1-Year license	<input type="checkbox"/> 03 Superintendent	<input type="checkbox"/> 08 School Business Administrator	<input checked="" type="checkbox"/> 10 Director of Instruction	
<input type="checkbox"/> Second 1-Year license	<input checked="" type="checkbox"/> 51 Principal	<input type="checkbox"/> 93 Career & Tech Educ. Coord.	<input checked="" type="checkbox"/> 80 Director of Spec. Educ./Pupil Services	
	<input type="checkbox"/> 91 Library Media Supv.	<input type="checkbox"/> 92 Instr. Technology Coordinator	<input type="checkbox"/> 317 Reading Specialist	
License Begin Date Mo./Day/Yr. (Date Hired) 08/01/2007	Employee Name First, Middle, Last Judith Lee Merryfield		Social Security Number** ██████████	
IMPORTANT: You must attach a plan from a state-approved educator preparation program which confirms that the applicant can complete the program by August 31 of the year the second 1-year license expires. <input checked="" type="checkbox"/> Plan/Letter attached.				
School Board Member Signature J. Barry			Date Signed Mo./Day/Year 6/27/06	

** Collection of social security number is a requirement of s.118.19(1m) and 1(r). It is used solely for validation purposes and will not be released without written permission.



Wisconsin Department of Public Instruction
EMPLOYMENT VERIFICATION
 PI-1613 (Rev. 12-06)

INSTRUCTIONS TO EMPLOYER: Complete and return to:

WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION
 TEACHER LICENSING
 P.O. BOX 7841
 MADISON, WI 53707-7841

FAX Number: (608) 264-9558

Website: <http://dpi.wi.gov/tepd>

This form is available at
<http://dpi.wi.gov/tepd/applications.html>

To the Applicant:

Please complete the top part of the form and forward it to your employer (District Administrator or Personnel Director) for verification.

APPLICANT INFORMATION
 Complete and Forward to District

Name—Last Merryfield	First Judith	Middle Lee	Other	Social Security Number [REDACTED]
Name of Employing School District / Agency Milwaukee Academy of Science			Employing School District / Agency Address 2000 W. Kilbourn Ave.	
Position Held Teacher			Employment Dates From Month/Year August-00 To Month/Year June 2007	

VERIFICATION BY EMPLOYER

To the Employer:

Please check your records and provide the requested information to verify that the above applicant has had successful employment. List any exceptions or limitations in the space provided below. *Complete and mail or fax to DPI.*

Applicant's Position <input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Counselor <input type="checkbox"/> Other Specify _____	Grades Taught K-8
---	-----------------------------

If assigned to teach in a departmentalized elementary or secondary school:

Subjects Taught (Be Specific)	Dates (Month/Year)	
	From	To

Exceptions, Limitations or Other Comments

TO THE BEST OF MY KNOWLEDGE, all information presented on this form is accurate and the above mentioned educational employment was successful.

Name of School District or Employer Milwaukee Academy of Science - Dr. Tracey Sparrow	Date Signed 6/27/06
Signature of Employer [Signature]	Employer Telephone Area Code/No. 414/933-0302
Title President	

*Collection of Social Security number is voluntary and is used solely for validation purposes and will not be released without written permission.

Employer—Please return this form to DPI-Teacher Licensing.

Wisconsin Department of Public Instruction

License

FILE NUMBER
616494

VALID 7/1/2005 THROUGH 6/30/2010

Professional Educator

JUDITH L MERRYFIELD

47 PREKINDERGARTEN THROUGH GRADE 9 81M LEARNING DISABILITIES
area of credit

The holder may renew this license if, within the five years preceding the next license begin date, the holder has successfully completed six semester credits or a Professional Development Plan as verified by a Professional Development Team.



This is to verify that the person named herein has fulfilled the State Superintendent of Public Instruction with satisfactory evidence of preparation and experience and is qualified for the position, subject, and/or grade herein listed.

IN WITNESS WHEREOF, I HAVE HEREUNTO AFFIXED MY SIGNATURE AND OFFICIAL SEAL.

Elizabeth Burnette
STATE SUPERINTENDENT

R. SCOTT PIERCE Ed D

HOME ADDRESS

11920 45TH Avenue
Pleasant Prairie, WI 53158
Home 262-694-3830 Cell 262-945-0616

WORK ADDRESS

3600 52ND Street
Kenosha, WI 53144
Office 262-653-6320 FAX 262-653-7672
spierce@kUSD.edu

OBJECTIVE

To provide quality leadership to the students, and staff of The Milwaukee Academy of Science that will help to reach the Mission to deliver a research-based curriculum, integrating science, math, and technology throughout, to engage our students and meet their individual needs and to work in partnership with our families and others in the community to facilitate the success of our students.

ADMINISTRATIVE EXPERIENCE

April 2003 - Present	Superintendent of Schools Kenosha Unified School District #1
July 1997 - March 2003	Superintendent of Schools The School District of Jefferson
August 1990- June 1997	Principal - Franklin High School Franklin Public Schools: Franklin, WI 53132
July 1986 - August 1990	Principal - Sauk Prairie High School Sauk Prairie Public Schools: Sauk City, WI 53158
August 1983 - July 1986	Associate Principal - Wauwatosa West High School Wauwatosa Public Schools: Wauwatosa, WI 53226
Summer 1984- Summer 1985	Summer School Principal Wauwatosa Public Schools: Wauwatosa, WI 53226
August 1980 - July 1983	Assistant Principal - Platteville High School Platteville Public Schools: Platteville, WI 53818

EDUCATION

Spring 1998 - Fall 2001	Cardinal Stritch University - Milwaukee, WI Doctorate of Education
Spring 1983 - Fall 1989	University of Wisconsin - Milwaukee: Milwaukee, WI Education Specialist - Educational Administration
Spring 1977 - Fall 1979	University of Wisconsin - Whitewater: Whitewater, WI Master of Education Professional Development - Emphasis Educational Administration
Fall 1966 - Spring 1971	Carthage College: Kenosha, WI Bachelor of Arts - Music Education

ADMINISTRATIVE CERTIFICATION

(expiration 06/30/2011)

- District Administrator (DPI #04)
- Supervisor/Coordinator/Director of Instruction (K-12) (DPI#10)
- Principal (Pre-K-12) (DPI #51)

TEACHING EXPERIENCE

- STUDENT TEACHING:
 - ⇒ George N. Tremper H.S. Kenosha, WI
 - ⇒ Washington Junior H.S. Kenosha, WI
- TEACHING EXPERIENCE:
 - Waterford High School Instructor - 7 Years 1971-1974, 1976-1980
 - ⇒ Responsibilities - Choral Director
 - ⇒ 7 Years - Assistant Wrestling Coach
 - ⇒ 3 Years - Head Tennis Coach (Boys)
 - ⇒ 3 Years - Assistant Tennis Coach (Boys)
 - ⇒ 1 Year - Head Tennis Coach (Girls)

WORK EXPERIENCE OUTSIDE EDUCATION

- 2 Years District Executive, West Michigan Shores Council Boy Scouts of America Grand Rapids, MI. 1974-1976
- DIRECTOR OF SUMMER CAMPS:
 - ⇒ 1973, 74 Southeast Wisconsin Council Boy Scouts of America, Racine, WI
 - ⇒ 1975, 76 West Michigan Shores Council Boy Scouts of America, Grand Rapids, MI.
- Advertising Salesman - The Cheshire Herald - Cheshire, Connecticut 1967-1968

ADDITIONAL ACTIVITIES/RESPONSIBILITIES

- Past President - Wisconsin School Music Association Board of Directors
 - ⇒ Member 1983, 1984, 1988-1990, 1991 -1997
 - ⇒ Festival Rules Committee
 - ⇒ Chairperson - Site Development Committee
 - ⇒ WFSM Foundation - Secretary 1996 - 2004, President-elect
 - ⇒ WSMA Music Solo/Ensemble Judge
- Member - Phi Delta Kappa - Honorary Education Fraternity
- Franklin Noon Lions Club - 1st Vice President
- Kenosha Noon Rotary Club
- Past Membership - Kiwanis Clubs of Platteville and Wauwatosa
- AWSA - Planning Committee for Fall Administrator Conference
- Jefferson Rotary Club
- Jefferson United Way Campaign - Chairperson
- Jefferson Public Library Board
- Jefferson Chamber of Commerce
- Jefferson Development Corporation

Dr. Pierce also serves as an Adjunct Professor for Cardinal Stritch University, Carthage College and University of Wisconsin - Milwaukee. Courses he has instructed include School Business Management, School Law, and Politics in Education.

PRESENTATIONS

- Strategic Planning in Public Schools - Summer 1999, 2006
- School Board Candidate Forum - 2003, 2004, 2005, 2006, 2007
- School Board Candidate Forum Presentation - WASB Convention 2007
- New Ways of Doing Business - Wisconsin Labor Management Council Conference
February 2002
- Consensus Bargaining Presentation - Various Public School Districts in Wisconsin
- Consensus Bargaining Presentation - National Labor Management Convention
May 2002

HOBBIES - OUTSIDE INTERESTS

- Family Activities
- Sing with Milwaukee Symphony Chorus and Chamber Singers
- Train, breed and show Labrador Retrievers
- Gardening and Home Maintenance
- Jogging/Distance Running
- Exploring and working with computers, software and the Internet

PUBLICATIONS

- Doctoral Dissertation for Cardinal Stritch University:
Consensus Bargaining in Wisconsin Public Schools: Collaboration between Teacher Associations and Management?
- Education Specialist Research Project:
A Plan to Achieve a Successful Building Referendum
- Consensus Bargaining - Article
Wisconsin School News (WASB Monthly Magazine)
- Shared Decision-making - Article
Wisconsin School News (WASB Monthly Magazine)

REFERENCES

A Complete set of Credentials including Letters of Reference will be forwarded under separate cover, upon request.

Wisconsin Department of Public Instruction License

FILE NUMBER
083995

VALID 7/1/2006 THROUGH 6/30/2011

WISCONSIN

RICHARD S. PIERCE

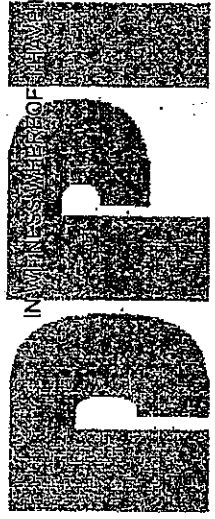
04 DISTRICT ADMINISTRATOR
10. DIRECTOR OF INSTRUCTION

51 PRINCIPAL

The holder may renew this license if, within the five years preceding the expiration date, the holder has successfully completed six semester credits of Professional Development. Professional Development is verified by a Professional Development Record.



This is to verify that the person named herein is a holder of the State Superintendent of Public Instruction with satisfactory evidence of preparation for the position, subject, and/or grade herein listed.



HEREUNTO AFFIXED MY SIGNATURE AND OFFICIAL SEAL

Elizabeth Burnester
STATE SUPERINTENDENT

Sandra J. Wehmeier
S75 W17678 Harbor Circle
Muskego, Wisconsin
53150-5818

School phone 414-933-0302

Teaching Experience:

2000 to the present

Milwaukee Academy of Science
Milwaukee, Wisconsin

2000 – 2002 Lead Teacher and Junior Academy Science
Science Curriculum Coordinator

2002 – 2007 Science Director and member of Leadership Team

1986 to 2000

St. Paul Lutheran School
Grafton, Wisconsin

Taught sixth to eighth grade Science. Middle School Department
Chair. Assistant to the principle and Science Curriculum
Coordinator for grades K4 to 8.

1988 to 1993

Concordia University
Mequon, Wisconsin

Adjunct Professor of Health Methods. Taught one course each
semester.

1983 – 1984

St. Paul Lutheran School
Grafton, Wisconsin

Taught half-time grade six in a long term (extended to a full year)
substitute situation.

1967 – 1971

Milwaukee Lutheran High School
Milwaukee, Wisconsin

Taught Physical Science, Biology and Biology Honors.

1966 – 1967

Peter Stormouth School
Fox Point, Wisconsin

Taught seventh grade Science.

Education:

Bachelor of Science in Education from Valparaiso University
Valparaiso, Indiana

Majors in Education and Biology

Minor in Chemistry/Physics

Date of graduation: June 1966

**Master of Science in Educational Administration from Concordia University
Mequon, Wisconsin
Date of graduation: December 1991**

**Colloquy from Concordia University
Mequon, Wisconsin
Date conferred: December 1992**

I have 38 additional graduate credits in education and I am currently enrolled in a two-year, eight credit, "Modeling Education" course at Marquette University.

Credentials:

**State of Wisconsin Department of Public Instruction license - Certified for (605) Biology/Life Science grades 7 to 12 and (620) General Science grades 7 to 12.
Also certified as an Educational Administrator K-4 to 12.
License file number: 049500**

Professional Organizations:

**National Science Teachers Association
Milwaukee Girls Science Partnership**

Related Accomplishments and Experiences:

2000 – 2004 served on the board of the Milwaukee Girls Science Partnership and fostered summer camp development for area girls.

May 2000 recipient of Wisconsin Center for Academically Talented Youth Excellent Educator Award

1999, 2000 and 2004 teacher/advisor for the teams that won the Regional Competition of the National Engineers Future City Competition. (Placed third nationally in 1999 and 2000)

1999 nominated for Teacher of the Year for Ozaukee County.

1996, 1997 and 1999 recipient of Eisenhower Fellowships for Science Education at UW Oshkosh.

1982 to 1999 taught ten-week parenting classes for 7th grade students and their parents.

1989 trained as facilitator for Lions' Quest International Skills for Adolescents.

1988 participated in Project Alert, a three-credit substance abuse prevention course at Concordia University.

Wisconsin Department of Public Instruction License

FILE NUMBER
049500

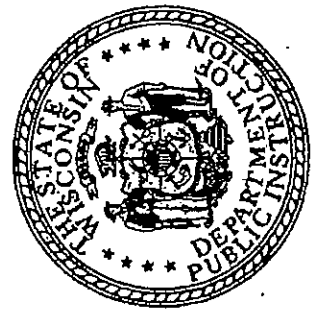
Professional Educator

VALID 7/1/2005 THROUGH 6/30/2010

SANDRA J WEHMEIER

27 GRADES 7-12 605 BIOLOGY/LIFE SCIENCE
27 GRADES 7-12 620 GENERAL SCIENCE
51 PRINCIPAL

The holder may renew this license if, within the five years preceding the next license begin date, the holder has successfully completed six semester credits of a Professional Development Plan as verified by a Professional Development Team.



This is to verify that the person named herein has furnished the State Superintendent of Public Instruction with satisfactory evidence of preparation and experience and is licensed for the position, subject, and/or grade herein listed.

IN WITNESS WHEREOF, I HAVE HEREUNTO AFFIXED MY SIGNATURE AND OFFICIAL SEAL.

Elizabeth Burnester
STATE SUPERINTENDENT

Board Member
Resumes/CVs &
Transcripts

Anthea L. Bojar, Ph.D.
Dean, College of Education & Leadership
Full Professor of Education
Cardinal Stritch University

Office:

6801 North Yates Road
Milwaukee, WI 53217
414-410-4434
414-410-4377 (fax)
albojar@stritch.edu

Home:

1103 North Edison Street
Milwaukee, WI 53202
414-273-1231

Personal:

Married to: Wayne R. Bojar
Son: Christopher A. Bojar

EDUCATION

Doctoral Degree, Ph.D.
Educational Administration
Marquette University, Milwaukee WI

University of Wisconsin, Milwaukee
Master of Science Degree in Curriculum & History

Cardinal Stritch University, Milwaukee WI
B.A. Degree in History & Elementary Education

Marian Catholic High School, Chicago Heights, IL

CERTIFICATION

State of Wisconsin Certifications:

04 District Administrator

10 Supervisor, Coordinator, Director of Instruction K-12

35 Elementary School Principal

32/725 Junior High School Teacher, grades 7-12, History

42-148 Elementary School Teacher, grades 4-8

RECENT EDUCATION – 1998-2004

Conflict Resolution, Negotiation & Mediation Strategies

- Cross Cultural Communication, 5 days (Ellen Raider & Susan Coleman)
- Mediation Skills, 3 days (Ellen Raider & Peter Coleman)
- Collaborative Negotiation, 5 days (Ellen Raider)

Leadership

- Analytical Processes for Rational Action – Situation Analysis, Decision Analysis, Problem Analysis and Potential Problem Analysis, Tregoe Education Forum, 3 days
- Connecting Leadership and the Brain (WASCD)

Legal Issues

- How to Discipline Students with Disabilities: Legal Considerations (Mitchell Yell)

Organizational Culture

- Sticking Your Neck Out for the Common Good (John Graham, Wendy Werkmeister)
- Opening the School House Doors: Linking Culture and Community (Carl Glickman, Raymond Wlodkowski, Margery Gindsberg)
- Leading the High Performance Learning Organization: Shaping Culture and Building Soul (Pam Robbins, Kent Peterson)
- Building Community and Schools (Raymond Wlodowski, Deborah Welch, Sarah Levine)

Technology

- Introduction to Claris Works: Word Processing
- Introduction to Claris Works: Data Base
- Use of e-mail

The Brain and Learning

- Translating Brain Research to Classroom Practice (Pat Wolfe)
- Trainer of Trainers Workshop, 3 days (Eric Jensen)
- Brain Research Trainer's Conference, 3 days (Pat Wolfe)
- Outsmarting I.Q.: The Emerging Science of the Learnable, 3 days (David Perkins)
- Brain Compatible Learning, 6 days (Eric Jensen)
- Workshop on Making Connections (Caine & Caine)
- Successful Intelligence (Robert Sternberg, Robert Marzano, Ronald Kotulak)
- Outsmarting IQ: The Emerging Science of Learnable Intelligence (David Perkins, Howard Fuller)

Total Quality Management

- Creating Schools of Quality: Developing Site-Based and Shared Decision-Making Processes Through Idealized System Design

PROFESSIONAL HISTORY

1997 - Present	Dean, College of Education & Leadership Cardinal Stritch University
1994 - 1997	Associate Dean of Teacher Education Cardinal Stritch College
1990 - Jan. 1994 (part-time)	Coordinator of Deputy Superintendents Team, New Berlin Public Schools
1989 - 1994	Chair of Teacher Education Faculty Cardinal Stritch College
1985 - 1989	Head of Undergraduate Education & Special Education Departments Cardinal Stritch College
1985 - 1986 (part-time)	Director of Instruction Stone Bank School District
1975 - 1989	Full-time Professor Cardinal Stritch College
1983 (part-time)	Director of Instruction Jt. District No. 2 Lisbon-Pewaukee
1981 - 1982	Curriculum Consultant to Whitnall Public Schools
1978 - 1981 (part-time)	Assistant to the Director of Instruction Germantown Public Schools
1976 - 1979	Consultant to Badger Publishing Company Consultant to Hawk Hill Publishing Company Consultant to Nasco Publishing Company
1975 - 1976	Consultant to Fideler Publishing Company
1972 - 1976	After School Girls' Intramural Program Glen Hills Middle School

1972 - 1975	Summer Curriculum Writing Committees Glen Hills Middle School
1970 - 1972	Summer Playground Instructor Glendale- River Hills Schools
1969 - 1975	Teacher - Glen Hills Middle School
1969 (Summer)	Graduate Assistant Eastern Illinois University Charleston, Illinois
1968 - 1969	Resident Assistant Cardinal Stritch College
1966 - 1969	File Clerk (part-time during summer and Christmas) Inland Steel Company East Chicago, Indiana
1965 - 1969	Work-Study Program Switchboard Operator and Biology Assistant Cardinal Stritch College
1961 - 1974	Assistant Manager of Retail & Team Sales Lansing Sport Shop Lansing, Illinois

SPEAKING ENGAGEMENTS: Conferences and Conventions
Presented Sessions at:

- American Association of Colleges for Teacher Education (1997, 2000, 2001, 2004, 2006)
- Academic Chairs (1996)
- Association of Liberal Arts Colleges (1996)
- Association of Colleges for Teacher Education (1996)
- Association for Supervision and Curriculum Development Convention (1989, 1990, 1993, 1994, (2004, 2005, 2006)
- Brain Conference (1998)
- Archdiocese of Milwaukee Principals' Conference (1986, 2004)
- Catholic School Teacher's Conference (1975, 1979, 1980, 1982, 1983, 1987, 1988, 1989, 1990)
- Mastery Learning Conference sponsored by the City of Colleges of Chicago (1982)
- Milwaukee Area Reading Council (1981, 1984)

- Milwaukee Teacher's Education Association Convention (1975, 1976, 1977, 1978, 1979, 1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994)
- National Council for Secondary School Principals' Convention (1977)
- National Council for Social Studies Convention (1977)
- National Middle School Convention (1977)
- National Staff Development (2004, 2006)
- Non-Profits Council for Eastern Europe in Budapest (1997)
- Phi Lambda Theta (1997)
- The Association of Independent Liberal Arts Colleges for Teacher Education (1996)
- University of Auckland (2003)
- Wisconsin Association for Staff Development (1996, 1997, 1998)
- Wisconsin Association of Supervision and Curriculum Development (1989, 1990, 1993, 1994, 1995, 1996, 2000, 2001, 2003, 2005)
- Wisconsin Association of Teacher Educators' Convention (1976, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1995, 1997, 2000, 2003, 2005)
- Wisconsin Council for Social Studies Convention (1975, 1980, 1987)
- Wisconsin Elementary, Kindergarten and Nursery Educators' Convention (1975)
- Wisconsin Lutheran Teachers' Association Convention (1975, 1976)
- Wisconsin Reading Association Conference (1980)

PRESENTED STAFF DEVELOPMENT:

- Accreditation: A Collaborative and Meaningful Approach. A Process for Developing Policies and Procedures that Work
- Alterable/Non-Alterable Variables
- Attracting Minority Faculty: A Grow Your Own Approach
- Board Development
- Brain Compatible Learning
- Change and Transformation
- Coaching and Teaching for Teacher Effectiveness
- Conflict Resolution
- Creating a Healthy Organizational Culture
- Curriculum Development: Ways to Make It Work
- Decision-making Based on Student Learning
- Developing Decision-makers: Increasing Students Opportunities for Learning
- Effective Staff Development
- Evaluation Strategies and Test Development Techniques
- Games and Stimulation
- Grouping and Teaching Reading in the Middle School
- How to Write Leveled Units
- Increasing Rate and Degree of Learning
- Integrating Innovations

- Leadership: Attitudes, Qualities and Skills
- Leadership: Brain Compatible
- Long Range Planning/Goal Setting
- Making Education Relevant in the Middle School
- Mastery Learning
- Meeting the Student's Needs
- Mentoring Faculty Through the Rank and Tenure
- Motivating the Reluctant Learner
- Open Education
- Organizing Programs to Help Meet the Needs of Today's Students
- Personal Time Management
- Restructuring Schools for the 21st Century
- Restructuring Teacher Education: A Planning Process that Works
- School Transformation
- Strategies for Defining and Disseminating Civic Literacy
- Strategic Planning
- Student-Centered Classrooms
- Teacher Effectiveness
- Teaching Reading in the Content Area
- Team-Building Activities
- Team Teaching
- The Center's Approach to Teaching
- Updating Our Social Studies Programs
- Using Games and Simulations to Teach the Basics

FACILITATED STRATEGIC PLANS FOR:

- Beaver Dam Public Schools
- First Bank of Oconomowoc
- Goals 2000 CSC/School District Grant
- Goals 2000 Math Science Grant, MPS and Area Colleges
- Green Bay Middle Schools
- Hopkins Community Parks and Recreation Division - Minnesota
- Milwaukee Jewish Day School
- Neenah High School
- North Shore Banks
- Raabe Paint Company
- Stevens Point Senior High School
- St. Cecilia and James Schools
- Walker Middle School (MPS)
- Wattsburg Public Schools
- Wisconsin School for the Deaf

MEMBERSHIPS

- Alpha Sigma Nu
- American Association of Teacher Education
- American Education Research Association
- Association of Supervision and Development
- American Association of University Women
- Beta Nu Chapter of Delta Epsilon Sigma
- Kappa Delta Pi
- Kappa Delta Pi, Honor Society Omicron Mu Chapter
- National Association of Staff Development
- Wisconsin Association of Supervision and Development
- Wisconsin Association of Teacher Education
- Wisconsin Educational Research Association

PUBLIC SERVICE & PROFESSIONAL ACTIVITIES (Relevant Sampling)

2005 - Present	Board of Directors, St. Joan Antida High School
2005 - Present	Founding Council for Marian Catholic High School Leadership Institute
2003 - Present	Board of Directors, Nativity Middle School
2002 - Present	Board of Directors, Milwaukee Teacher Education Consortium
2001 - 2003	MPS PT3 Advisory Council
2001 - 2003	CESA 1 Steering Committee for Proficiency Based Education
1999 - 2002	DPI Work Team for Alternative Certification
1999 - 2003	Executive Committee, Marquette University High School
1999- Present	Milwaukee Academy of Science Board
	Milwaukee Academy of Science Executive Committee
	Milwaukee Academy of Science Chair, Committee of Instruction
1999-2001	Chair, Goals 2000 Advisory Committee for Milwaukee Area Consortium

1998 – Present	MPS Special Services Advisory Board Leadership Task Force Staff Development Subcommittee
1997 – May, 2002	Academic Committee Chair, Marquette University High School
1996 – August 2002	Advisory Board Member: Marquette University High School
1995 - Present	Advisory Board Member: Explorations Efforts for Milwaukee Advisory Board Member: Grand Avenue Middle School Partnership Council
1994 - 1996	Board Member: Dominican High School
1993 - 1996	Consultant to Strategic Planning Efforts in Archdiocesan Schools
1990 - 1995	New Berlin Board of Education Policies, Procedures and Curriculum Committee
1989 - 1996	Consultant to Channel 12 News Special Features and Milwaukee Magazine on Educational Issues
1989 - 1991	Co-chair of St. Cecilia and James Advisory Committee Task Force
1988 - 1990	Milwaukee Public Schools Service Delivery Advisory Board
1986 - 1989	Joyce Foundation Grant Participation
1986 - 1989	Research Consultant for Excellence Grant in Kettle Moraine School District
1984 - 1988	Curriculum Consultant to St. Cecilia and James
1981 – 1991	Member of Board of Directors for the Forum for US/Soviet Dialogue

1981 - 1990	Membership on Board of St. Francis Children's Activity and Achievement Center, Milwaukee, WI Also served on the Executive Committee
1984-1988	Curriculum Consultant to St. Cecilia & James Schools, Mequon, WI
1983 - 1986	Consultant to Silver Burdette Publishing Morristown, New Jersey
1983 - 1986	Consultant to Steck-Vaughn Publishing Company Austin, Texas
1980	Arrangements Coordinator for 1980 ACLD International Conference
1977 - 1978	Fund Raising Tour Coordinator St. Francis Children's' Activity and Achievement Center
1975 - 1977	Co-chair Person of State Social Studies Committee on Individualization
1975 - 1990	Member of State Social Studies Curriculum Committee
1974 - 1975	Newsletter Editor, Wisconsin Association of Teacher Educators
1973 - 1974	Membership Chairperson, Wisconsin Association of Teacher Educators
1973	Chairperson, Glen Hills Staff In-Service Committee
1972 - 1975	Social Studies Curriculum Coordinator Between Glen Hills Middle School and Nicolet High School
1969 - 1972	Alumni Association Board Member, Cardinal Stritch University
1969 - 1971	Glen Hills Middle School Fitness Program for Retarded Children
1968 - 1969	Nicolet Achievement Program for Brain Injured Children, Nicolet High School

AWARDS & RECOGNITION

- 2003 Marquette University High School, Spirit of St. Ignatius Award
- 2002 Cardinal Stritch University Staff Recognition Award
- 1997 Cardinal Stritch College Teaching Excellence and Campus Leadership Award
- 1994 Marian Catholic High School Alumnus of the Year Award
- 1993 Marquette Alumni Educator of the Year Award
- 1988 Alumni Association Award for Distinguished Service to Cardinal Stritch College
- 1985 Marquette Education Department Tuition Scholarship
- 1985 Named to Alpha Sigma Nu, A Jesuit Honor Society
- 1985 Selected as a participant in The American Research
- Selected as a participant in Educational Association: National Graduate Student Seminar
- 1984 Schmitt Fellowship, Marquette University
- 1983 - 1984 Milwaukee Area Teachers Scholarship
- 1981 (Jan 2 - 17) Delegate from the Forum for U.S. / Soviet Dialogue to the Soviet Union Serving on the Commission on U.S. / Soviet Relations
- 1981 Progress Award for Coordinating the Cardinal Stritch College United Fund Campaign
- 1980 Achievement Award from ACLD for Coordinating International Conference

- 1978 Beta Nu Chapter of Delta Epsilon Sigma
- 1975 - 1977 Co-Chairperson of the State Social Studies Committee on Individualization
- 1974 - 1975 Newsletter Editor, Wisconsin Association of Teacher Educators
- 1973 - 1974 Membership Chairperson, Wisconsin Association of Teacher Educators
- 1973 Chairperson, Glen Hills Staff In-Service Committee
- 1973 Scholarship for the 1973 Taft Institute University of Wisconsin-Milwaukee

Listed In:

- 1981 - 1982 Who's Who in Midwest
- 1978 - 1980 Women in Education
- 1974 Who's Who Among Young Women in America
- 1969 Plaque for Outstanding Service Nicolet Achievement Program from the Wisconsin Society for Brain Injured Children
- 1968 - 1969 Who's Who Among Students in American Universities and Colleges
- 1968 Mother Bartholomew Scholarship
- 1966 - 1969 Class President Cardinal Stritch College
- 1965 - 1966 Class Representative Cardinal Stritch College

PUBLICATIONS (Relevant Sampling)

- Dickmann, M.H., Stanford-Blair, N., Rosati-Bojar, A. (2003). *Leading With the Brain in Mind*. Thousand Oaks, CA: Corwin Press.
- Strategic Planning, in progress
- Book on Learning Universe . . . co-author Sally Goerner, in progress.

- Contributions to: Taking Sides: Clashing Views on Controversial Educational Issues, Eighth Edition, James W. Noll, Ed., Dushkin Publishing, 1995
- Using a Professional Knowledge Base as a Condition for Change, ASCD Newsletter, fall, 1993.
- Strategies for Teaching "At Risk" Students: A Complete In-Service Program – Video Tape Series and Workbook – Universal Dimensions, Inc. Evanston, Illinois, 1990
- "College-Faculty Team Fills Deputy Superintendent's Position." What's Happening Newsletter, Vol. Z No. 5, Oct/Nov., 1990.

GRANTS (Since 1997) (Relevant Sampling)

2005	Kellogg Grant (186,000)
2005	AMS (\$10,000)
2005	Wallace Grant (425,000)
2002	Scholarship for those seeking their initial certification \$2.5 million (Individual donor)
2002	Helen Bader Leadership Center \$1 million (over 5 years) (Individual donor)
2002-1999	Support to Lifetime Learners - \$397,000 and School to Profession programs \$127,000
2001	Helen Bader Leadership Center \$140,000
2001	Helen Bader Leadership Center \$75,000
2000	Helen Bader: Mindful Classroom Best Practices for Engaging the Brain. \$95,000 (over 3 years)
2000	Goals 2000 \$151,300
1999	Goals 2000 \$151,300

1998	Goals 2000 \$146,000
1997	Goals 2000 \$146,000
2005-2006	Waisman Center Early Childhood Baccalaureate \$29,800
2006-2007	Mentoring & Coaching \$15,000
	Early Childhood Baccalaureate Completion \$21,009
	Mark Attanasio - MUE Mentoring \$50,000
	Next Door Literacy Center Dorothy Baumgartner \$23,000
	Betty Brinn Foundation Urban Literacy Centers \$25,000
	ESEA Title II Urban Literacy Centers Teacher Training \$84,435
	Same amount to be awarded for two additional years pending funding and completion of year one.
	\$233,244 \$402,114 (if years 2 and 3 of the ESEA Grant are totaled.)
	Brady Corp Foundation, \$83,115

References available upon request

ID : 235288 SSN: XXX-XX-2821
 Name : Anthea L. Bojar
 Address : 1103 N Edison St
 Milwaukee, WI 53202-3147

CARDINAL STRITCH UNIVERSITY

This transcript is for
 Anthea L. Bojar
 born 11/11/1961
 major in Psychology

GRADUATE DIVISION

Course Number Title CR Type Grade Rpt Alt Emd HGPA Q.Pts GPA
 1975 - 1976 : Fall

PS 501	CHILD PSYCH	LC	B	2.00	2.00	2.00	6.00	
				Term Totals:	2.00	2.00	2.00	6.00 3.0000
				Career Totals:	2.00	2.00	2.00	6.00 3.0000

PS 555	ISS/GUIDE/COUNSL	LC	A	3.00	3.00	3.00	12.00	
				Term Totals:	3.00	3.00	3.00	12.00 4.0000
				Career Totals:	5.00	5.00	5.00	18.00 3.6000

PS 503	PSYC EXCP CHILD	LC	A	3.00	3.00	3.00	12.00	
				Term Totals:	3.00	3.00	3.00	12.00 4.0000
				Career Totals:	8.00	8.00	8.00	30.00 3.7500

PS 530	PSYCH TESTS	LC	A	2.00	2.00	2.00	8.00	
				Term Totals:	2.00	2.00	2.00	8.00 4.0000
				Career Totals:	10.00	10.00	10.00	38.00 3.8000

SED 590	TCH MORE FASTER	LC	A	2.00	2.00	2.00	8.00	
				Term Totals:	2.00	2.00	2.00	8.00 4.0000
				Career Totals:	12.00	12.00	12.00	46.00 3.8333

ED 593	TCH MORE BETTER	LC	A	2.00	2.00	2.00	8.00	
				Term Totals:	2.00	2.00	2.00	8.00 4.0000
				Career Totals:	14.00	14.00	14.00	54.00 3.8571

GRADUATE DIVISION

Course Number Title CR Type Grade Rpt Alt Emd HGPA Q.Pts GPA
 1982 - 1983 : Fall

CS 105	INTRO COMPUTING	LC	A-	3.00	3.00	3.00	11.10	
				Term Totals:	3.00	3.00	3.00	11.10 3.7000
				Career Totals:	17.00	17.00	17.00	65.10 3.8294

ED 596	TEACH	LC	S	3.00	3.00	0.00	0.00	
				Term Totals:	3.00	3.00	0.00	0.00 0.0000
				Career Totals:	20.00	20.00	17.00	65.10 3.8294

ED 501	DS: M.O.S.T.	CT	A	2.00	2.00	2.00	8.00	
ED 501D	PRIN/REF PRAC	CT	A	2.00	2.00	2.00	8.00	
ED 566	DS: STAFF DEV	LC	A	2.00	2.00	2.00	8.00	
				Term Totals:	6.00	6.00	6.00	24.00 4.0000
				Career Totals:	26.00	26.00	23.00	89.10 3.8739

ED 566	EFF STAFF DEV	LC	A	3.00	3.00	3.00	12.00	
				Term Totals:	3.00	3.00	3.00	12.00 4.0000
				Career Totals:	29.00	29.00	26.00	101.10 3.8884

ED 551A	DS: THESIS	LC	A	6.00	6.00	6.00	24.00	
ED 750A	LDR LRN INST 1	PG	W	0.00	0.00	0.00	0.00	
				Term Totals:	6.00	6.00	6.00	24.00 4.0000
				Career Totals:	35.00	35.00	32.00	125.10 3.9093

END OF RECORD

THIS DOCUMENT HAS MICROPRINTING ON THE SIDE MARGIN.

REGISTRAR

Date Printed: 07/007

Anthea L. Bojar

ROSAZI, ANTHEA UCCILLE

CARDINAL STRITCH UNIVERSITY
LANSING, ILLINOIS

ELEMENTARY EDUCATION

PARENT OR GUARDIAN: Mrs. AND Mrs. A. ROSAZI

HOME ADDRESS: 1568 WILLIAM

Date of Birth: May 10, 1947

ADMITTED FROM: MARIAN CATHOLIC HIGH SCHOOL, CHICAGO HEIGHTS, ILLINOIS, June 1965
RANKED 127 IN CLASS OF 345

DATE OF MATRICULATION: SEPTEMBER 1965
GRADUATED: 17 MAY 1969
DEGREE: BACHELOR OF ARTS

COURSE	SEM.	HRS.	FIRST SEMESTER		SECOND SEMESTER		TOTAL
			GRADE	SEM. HRS.	GRADE	SEM. HRS.	
FRANCIS I	1	3	A	3	B	3	6
GERMAN I	1	3	B	3	B	3	6
SPANISH	1	3	B	3	B	3	6
ADVANCED STANDING CREDITS							
CHICAGO COMMUNITY COL. CHICAGO HEIGHTS, ILLINOIS	1965-66	9					
BIOL. 1	1	3	A	3	B	3	6
GEN. SCIENCE I	1	3	A	3	B	3	6
PHYSIOLOGY	1	3	A	3	B	3	6
ZOOLOGY	1	3	A	3	B	3	6
HISTORY 4	1	3	A	3	B	3	6
CIVICS	1	3	A	3	B	3	6
ECONOMICS	1	3	A	3	B	3	6
PL. ODOM.	1	3	A	3	B	3	6
TRIGONOMETRY	1	3	A	3	B	3	6
COMMERCIAL I	1	3	A	3	B	3	6
ART	1	3	A	3	B	3	6
HOME ECON.	1	3	A	3	B	3	6
OPTIONAL	2	3	A	3	B	3	6
PHYSICAL SCIENCE I	1	3	A	3	B	3	6
TOTAL		19		19		19	
CHICAGO COMMUNITY COL. CHICAGO HEIGHTS, ILLINOIS	1966-67	9					
TR	1	3	A	3	B	3	6
INTRO. TO OLD TESTAMENT - PRIMAVERNON CONF. FORM. MODERN EUROPE	1	3	A	3	B	3	6
COMPOSITION - INTRODUCTION TO LITERATURE	1	3	A	3	B	3	6
INTRO. TO REAL NUMBERS - REAL NUMBERS II	1	3	A	3	B	3	6
PRINC. OF PHYS. SCI. - PRINC. OF BIOLOGICAL SCI.	1	3	A	3	B	3	6
DUAL & INDIVIDUALITY - MODERN DANCE	1	3	A	3	B	3	6
LOGIC - GENERAL GEOGRAPHY	1	3	A	3	B	3	6
WESTERN LITERATURE - FUNDAMENTALS OF SPEECH	1	3	A	3	B	3	6
STRUCTURAL ALGEBRA - MODERN GEOMETRY	1	3	A	3	B	3	6
MODERN CIVILIZATION	1	3	A	3	B	3	6
PRINC. OF ECONOMICS - HUMAN GROWTH & DEVELOPMENT	1	3	A	3	B	3	6
ELEM. MUSIC FOUNDATION - ART EDUCATION WASH. DC.	1	3	A	3	B	3	6
THE PSYCH. & TEND. OF MOD. ELEMENTARY CURRICULA	1	3	A	3	B	3	6
EDUCATIONAL PSYCHOLOGY - TESTS & MEASUREMENTS	1	3	A	3	B	3	6
UNITED STATES HISTORY	1	3	A	3	B	3	6
HISTORY OF GREAT BRITAIN	1	3	A	3	B	3	6
RATIONAL PSYCHOLOGY - EPISTEMOLOGY	1	3	A	3	B	3	6
IN-FIN A REDDERS PEOPLE - WESTERN LITERATURE	1	3	A	3	B	3	6
STUDENT TEACHING - HEALTH PRINC. & PHYS. ED.	1	3	A	3	B	3	6
INTERCULTURAL HS (RUSGIA)	1	3	A	3	B	3	6
PL. IN METAPHYSICS - PATTERNS IN COMPARATIVE RELIG.	1	3	A	3	B	3	6
COORDINATING SEMINAR	1	3	A	3	B	3	6
ED. HISTORY AND PHILOSOPHY OF EDUCATION	1	3	A	3	B	3	6
MICROFILMED MED. AP. 79	1	3	A	3	B	3	6
TOTAL		132		132		132	

MICROFILMED BY 00

REGISTERAR

Antonia Regina

This transcript has been placed in the hands of the Registrar

THE FACE OF THIS DOCUMENT HAS A COPIED COPY BEHIND ON THE PAPER

UNIVERSITY OF WISCONSIN - MILWAUKEE
 3839 North Humboldt St. Milwaukee, Wisconsin 53212
 B.A. Cardinal Stritch College, Milwaukee, Wisconsin - May, 1969
 M.S. (Educ-Hist.) University of Wisconsin-Milwaukee - January 9, 1972
 Ph.D. University of Wisconsin-Milwaukee - January 9, 1972

DEPT.	COURSE	TITLE OF COURSE	CR.	GR.	PTS.	DEPT.	COURSE	TITLE OF COURSE	CR.	GR.	PTS.
1 1969-70	HISTORY 819	MILWAUKEE SEM. MODERN EUROPE	3	B	9						
3 1969-70	ED PHILD 500	MILWAUKEE SOCIAL ISSUES & EDUC. TECHNIQS. EDUC. RSRCH	3	A	9						
ED PSYCH 705			3	A	9						
2 1970-71	CURRIC 542	MILWAUKEE TCHG. HIST & SOC. STOS	3	A	12						
3 1970-71	ED PSYCH 731	MILWAUKEE HUMAN ABILITY LEARNING INDEPENDENT WORK	3	B	9						
HISTORY 999			3	B	18						
1 1971-72	HISTORY 916	MILWAUKEE CLO-AM PROB 1900-50	3	B	9						
POLI SCI 421		MILWAUKEE POLITICAL PARTIES	3	A	12						
ADM LNSP 705		MILWAUKEE PRINCIPLES	3	A	12						
ADM LNSP 740		MILWAUKEE INSTRUCTWL SUPERVSN	3	A	12						
3 1975-76	CURRIC 701	MILWAUKEE CURRIC PLANNING	3	A	12:00-12:00						
P00			3	A	12:00						

ISSUED TO STUDENT

*Classification changed to Resident, 10-6-70, effective 1-70-71.

DIRECTOR GRADUATE STUDENT SERVICES
 RAISED SEAL NOT REQUIRED
 UNIVERSITY OF WISCONSIN - MILWAUKEE

Mandy Mank

OFF-CAMPUS WORK
 SP PROBS AMER HI SU QTR 1968-9 4 4
 HIST HISTORIOGRAPHY SU QTR 1968-9 4 8

9-260
 BOJAR ANTHEA
 SURNAME FIRST NAME SECOND NAME

Office of the Registrar
 Marquette University
 Milwaukee, Wisconsin

IDENTIFIER: 9-260
 SEX: FEMALE
 DATE OF BIRTH: MAY 10, 1947
 PLACE OF BIRTH: UNCLASSIFIED*
 DATE OF FIRST REGISTRATION: JANUARY, 1983

GRADUATE SCHOOL RECORD

PASSED COURSE/TYPE EXAMINATION	PASSED LANGUAGE EXAMINATION IN	
	FRENCH	GERMAN
TITLE OF THESIS ESSAY		
ISSUED TO		
DEGREE GRANTED	DATE	
MAJOR MINOR	EDUCATION* HISTORY	

Dept. Course Number	Title of Course	Semester Hours Attempted	Grade	Semester Hours Earned	Quality Points	D. No.	Title of Course	Semester Hours Attempted	Grade	Semester Hours Earned	Quality Points

Doctor of Philosophy											
DEGREE GRANTED											
DOCTOR OF PHILOSOPHY											
DATE											
MAY 18, 1986											
MAJOR MINOR											
EDUCATION* HISTORY											
ISSUED TO											

ISSUED TO											
SECOND SEMESTER 1982-83											
ADSD 212	SCHOOL YEAR	EDUC ADMIN	A	3	3	12.00					
ADSD 212	SCHOOL YEAR	EDUC ADMIN	A	3	3	12.00					
SUMMER SESSION 2 1983											
ADSD 203	SCHOOL YEAR	EDUC ADMIN	A	3	3	12.00					
ADSD 207	SCHOOL YEAR	EDUC ADMIN	A	3	3	12.00					
ADSD 207	SCHOOL YEAR	EDUC ADMIN	A	3	3	12.00					

FIRST SEMESTER 1983-84											
ADSD 200	THEORY/ PRACT RESEARCH	EDUC ADMIN	A	3	3	12.00					
ADSD 276	THEORY/ PRACT RESEARCH	EDUC ADMIN	A	3	3	12.00					
EDUC 295	FIELD STUDY FOR ADM		A	9.0	9.0	34.50					

FIRST SEMESTER 1984-85											
EDUC 399	DOCTORS DISSERTATION			9	9	0.00					

SECOND SEMESTER 1984-85											
EDUC 399	DOCTORS DISSERTATION			9	9	0.00					

UL 17 26 *George D. McFee*

NAME OF STUDENT BOJAR, ANTHEA LUCILLE

BACK OF GRADUATE SCHOOL PERMANENT RECORD CARD

OFFICE OF THE REGISTRAR
MU Marquette University

Dept.	Course Number	Section	Grade	Term	Year	Notes

Memoranda

*5-9-83 - Degree Status.

**FIELD OF RESEARCH: EDUCATIONAL ADMINISTRATION

VOID

VOID

VOID

VOID

ISSUED TO STUDENT

UL 172 *Marque & Myra*

CURRICULUM VITAE

May, 2007

T. Michael Bolger, J.D.

Home Address: 137 East White Oak Way
Mequon WI 53092
(262) 241-3274

Office Address: Medical College of Wisconsin
8701 Watertown Plank Road
Milwaukee WI 53226
(414) 456-8225 (414) 322-0155 (cell)
(414) 456-6560 (fax)
e-mail: tbolger@mcw.edu

Date of Birth: December 23, 1939

Place of Birth: Minocqua WI

Marital Status: Married 1968 - Virginia Kay Empey
Children: John Michael, 1969
Jennifer Lynn, 1971

Education:

1961	BA, Marquette University
1966	MA, St. Louis University
1966	Ph.L., St. Louis University
1971	J.D. (cum laude), Northwestern University
1994 -	Doctoral Program in Urban Studies, University of Wisconsin - Milwaukee

Faculty Appointments:

1997-Pres.	Adjunct Professor, Preventive Medicine, Medical College of Wisconsin
1966 - 1968	Instructor in Philosophy, Marquette University

Licensure: Wisconsin

Awards, Honors:

1960	Alpha Sigma Nu
1960	Phi Sigma Tau
1974	"Man of the Year," Cedarburg Junior Women's Club
1985	"Golden Rule Award," J.C. Penney Co.
1987	"Spirit of Milwaukee Award," The Milwaukee Metropolitan Civic Alliance

- 1987 Alumnus of the Year, Marquette University
1987 "Governor's Award in Support of the Arts,"
The Wisconsin Foundation
for the Arts
1988 "Headliner of the Year" Award, Milwaukee
Press Club
1988 "The Frank Kirkpatrick Award,"
Milwaukee Foundation
1988 "Jobs with Dignity Award," Congress for a
Working America
1988 "Telesis Award," Alverno College
1989 "Distinguished Sales and Marketing
Award," Sales & Marketing
Executives of Milwaukee, Inc.
1990 "Award of Excellence, Civic Leader
of the Year,"
Mensa of Wisconsin Foundation
1990 "Standing Ovation Award," MCW Student
Assembly
1991 "Honorary Doctor of Law,"
Cardinal Stritch University
1991 "Vatican II Award, Service to the Church,"
Milwaukee Archdiocese
1991 "President's Award," Wisconsin Academy
of Family Physicians
1992 "Marketing Executive of the Year,"
Sales and Marketing Executives
of Milwaukee
1993 "Challenger Award," The Advocates for
Retarded Citizens
1993 "Human Relations Citation Award,"
National Conference of Christians
and Jews
1995 "Arts Leadership Award," String Academy
of Wisconsin

2000 "Toast of the Town," Epilepsy Foundation
of Wisconsin

2001 "Spirit of Ignatius Award," Marquette
University High School

- | | |
|------|--|
| 2001 | "Benjamin Franklin Award," Milwaukee Public Libraries |
| 2003 | "Rotary Person of the Year--Vocational Recognition Award," Milwaukee Rotary Club (Downtown) |
| 2004 | "2003/04 People Helping People Award," Metro Home Health Services, Inc. |
| 2004 | "Distinguished Citizens Award," Boy Scouts of America |
| 2005 | "PEAK" (Promoting Education Achievement for Kids) Award, University of Wisconsin School of Education |

Memberships in Professional and Honorary Societies:

Bar of the State of Wisconsin
Bar of the Supreme Court of the United States
National Association of College and University Attorneys
Bars of the Federal District and Circuit Courts
Fellow of the Wisconsin Bar Foundation

Editorial Boards:

Journal of Criminal Law, Criminology and Police Sciences: Chairman, Associate Editors, 1970-71

National Advisory Committees and/or Activities:

Association of Academic Health Centers
(Board Member) 1990-
(Board Chair, 2004-2005)
American Association of Medical Colleges, 1990-

Board Memberships, Community Advisory Committees and/or Activities:

Past Secretary and Director, American Roller Company
Past Chairman and Director, Smileage Dental Services, Inc.
Board of Trustees, The Medical College of Wisconsin, Inc.
Founder, Chairman and Member, Board of Directors,
Milwaukee Science Education Consortium
Board of Directors, Milwaukee County Research Park

Past President and Member, Board of Directors,
University Club

Chairman and Director, Forward Films, Inc.

Partner, Minocqua Venture Group

Board of Directors, Better Business Bureau, Inc.

Past Director, Milwaukee Bar Foundation

Director, Greater Milwaukee Committee

Past Director, Milwaukee Metropolitan Association
of Commerce

Past President and Honorary Director, Milwaukee
Repertory Theater

Past President and Director, Milwaukee Ballet Company

Founder, Past Chairman and Director,

Milwaukee Archdiocesan Education Foundation

Member, Finance Council, Milwaukee Archdiocese

Chairman, Blue Ribbon Panel on Residential Development,
City of Mequon

Past Director, United Performing Arts Fund

Emeritus Director, Milwaukee Public Library Foundation

Director, Partners Advancing Values in Education (PAVE)

Member, Competitive Wisconsin, Inc.

Past President and Director, Marquette University
Alumni Association

Past President, ARTREACH Milwaukee

Life Member, President's Council, Marquette University

Co-Chair, Marquette University Alumni Memorial Union
Challenge Campaign

Member, Council of the Medical College of Wisconsin

Past Director, UWM Foundation

Past Chairman, UWM Civic Center Implementation
Task Force

Past Member, Task Force on the Arts and Business of the
Wisconsin Academy of Sciences, Arts & Letters

Past President and Trustee Emeritus, Highland
Community School

Past Director, Theatre X

Past Director, Board of Trustees, Mount Mary College

Past President and Founder, Cedarburg Community
Scholarship Fund

Past Director and Secretary, Archdiocesan Permanent
Diaconate Program of the Milwaukee Archdiocese

Thomas A. Brophy

Educational Background

- Bachelor of Arts Degree – St. Norbert College, 1965
- Masters in Social Welfare – University of Wisconsin-Milwaukee, 1967

Employment Background

- Social Worker – Child Welfare Services – Milwaukee County Department of Public Welfare, 1967-1971
- Supervisor – Child Protection Unit – Milwaukee County Department of Public Welfare, 1971-1974
- Program Manager (Purchase of Services) – Milwaukee County Department of Social Services, 1974-1978
- Division Director – Milwaukee County Department of Social Services, 1978-1981
- Deputy Director – Milwaukee County Department of Health and Human Services, 1981-1983
- Director – Milwaukee County Department of Social Services, 1983-1991
- Director – Milwaukee County Department of Health and Human Services, 1991-1994
- Administrator – Milwaukee County Hospital – John Doyne Hospital, 1994-1995
- Director of Community Relations – Medical College of Wisconsin, 1998-present

Community/Organizational Affiliations

- Fighting Back, Inc. – Board of Directors
- St. Charles Youth and Family Services, Inc. – Board of Directors
- Community Advocates, Inc. – Board of Directors
- Milwaukee County – Health Policy Task Force – Member
- Continuum of Care Coalition – Chairman
- Badgercare Coordinating Network – Member
- Partnership for Health Milwaukee -- Member

UNIVERSITY OF WISCONSIN
 1965-66
 9-13-65
 2-28-66
 396-40-0010-6

THE FACE OF THIS DOCUMENT HAS A CC
 ADDRESS
 560 Prout Street
 UNIVERSITY OF WISCONSIN-MILWAUKEE

MAJOR PROFESSOR
 NAME
 PRELIMINARY EXAMINATION
 MAJOR FIELD
 NAME

UNIVERSITY OF WISCONSIN-MILWAUKEE
 DEPARTMENT OF SOCIOLOGY
 JANUARY 22, 1967

DEPT	COURSE	TITLE OF COURSE	CR	GR	PTS
1	1965-66	MILWAUKEE	Q70863		
SOC	WRK 713	INTRO CASEWORK		B	
SOC	WRK 715	INTRO GROUPWORK		B	
SOC	WRK 721	FIELD WORK		A	
SOC	WRK 765	SOC SVCS - INST PROF		D	
SOC	WRK 766	SOC SVCS - SOC STRUCT		A	
SOC	WRK 775	HUMAN GROWTH & DEV		B	
2	1965-66	MILWAUKEE	070863		
SOC	WRK 690	DEV SOCIAL BEHARE		A	
SOC	WRK 716	INTRO CASEWORK		B	
SOC	WRK 718	INTRO GROUPWORK		B	
SOC	WRK 722	FIELD WORK		A	
SOC	WRK 776	HUMAN GROWTH & DEV		B	
SOC	WRK 792	METHODS OF RESEARCH		B	
3	1965-66	MILWAUKEE	070863		
SOC	WRK 811	HUMAN GROWTH & DEV		A	
SOC	WRK 811	CASEWORK THEORY		A	
SOC	WRK 821	FIELD WORK		A	
SOC	WRK 990	THESES-RESRCH PROJ		B	
1	1966-67	MILWAUKEE	070863		
SOC	WRK 820	SEM SOC WK PRACTICE		A	
SOC	WRK 822	FIELD WORK		A	
SOC	WRK 862	SOCIAL POLICY ADMIN		B	
SOC	WRK 864	SOCIAL WORK ADMIN		B	
SOC	WRK 990	THESES-RESRCH PROJ		B	

ISSUED TO STUDENT

Melody Anne Fall

DIRECTOR GRADUATE STUDENT SERVICES
 RAISED SEAL NOT REQUIRED
 UNIVERSITY OF WISCONSIN-MILWAUKEE

THE BACK OF THIS DOCUMENT CONTAINS AN ARTIFICIAL WATERMARK - HOLD AT AN ANGLE TO VIEW
 OFFICIAL TRANSCRIPT ONLY IF DIRECTOR OF GRADUATE STUDENT SERVICES SIGNATURE IS AFFIXED



Transcript Key

Office of the Registrar • 100 Grant Street, De Pere, WI 54115 • (920) 403-3216

St. Norbert College is currently progressing to a new student information system. During this transition our transcripts are temporarily being printed on white paper instead of our green background Scriptsafe paper. Official copies are signature stamped and sealed and sent in an envelope from the Office of the Registrar.

4.00 Grade Point Average System: St. Norbert College converted from a 3.00 to a 4.00 grade point average system in September, 1961.

Semester Calendar: The two semester year existed at St. Norbert College until September, 1963, at which time the college changed to the tri-semester terms. Credits earned were recorded in semester hours. In September, 1969, St. Norbert College returned to the two semester system. In 2005, a 3 week January interim semester was added.

Pass/Fail Courses: The P/F option was made available to students beginning first semester, 1969, through May, 1972.

Course System: All work at St. Norbert College is taken on the course system. All courses indicated by the digit "1" are full courses and equal to 4 semester credit hours. Credit listed as ".5" are half courses equal to 2 semester credit hours and those designated ".25" are quarter courses equal to 1 semester hour. Non-credit courses are printed on the transcript but no course credit is indicated.

September 1970-August 1979 Grading System: Courses failed were not entered on the permanent record card. St. Norbert College no longer had a grade equivalent to the traditional "D" grade. Effective September 1979 all grades were recorded on the transcript.

Repeat Courses: All repeated courses were averaged into the semester and cumulative grade point averages until the Fall of 2004. Beginning with the Fall 2004 only the most recent attempt is calculated into the course attempts and grade point average, except for repeatable courses (i.e. music lessons, ensembles, independent studies).

Study Abroad Courses: Grades for St. Norbert College approved study abroad experiences are not posted to the transcripts. Only courses successfully completed are posted as transfer and awarded credit.

Grading Systems Effective:								
September 1979 to August 1987:			September 1987:			September 2003:		
Grade	Definition	Quality Points	Grade	Defintion	Quality Points	Grade	Defintion	Quality Points
A	Excellent	4.0	A	Excellent	4	A	Excellent	4
B	Good	3.0	AB		3.5	AB		3.5
C	Satisfactory	2.0	B	High Pass	3	B	High Pass	3
U	Unsatisfactory		BC		2.5	BC		2.5
W	Withdrew		C	Pass	2	C	Pass	2
I	Incomplete		CD		1.5	CD		1.5
DF	Deferred		D	Low Pass	1	D	Low Pass	1
CT	Continuing		F	Fail	0	F	Fail	0
S	Satisfactory		W	Withdrew		W	Withdrew	
			I	Incomplete		I	Incomplete	
			AU	Audit		AU	Audit	
			CT	Continuing		CT	Continuing	
			DE	Deferred		S	Satisfactory	
			S	Satisfactory		AW	Awarded Credit	
						NR	Not Reported	
						IP	In Progress	
						TR	Transfer Credit	

Norbert College

ST DE PERE, WIS.

Name BROPHY, THOMAS ARTHUR
 Home Address 136 Proudfit Street, Madison 4, Wisconsin
 Entered Sept. 1961 Left _____ with (without) honorable dismis:
 Graduated 5/30/65 Degree B.A. Ranked 81 in a graduating class of 146
 Major History ~~Major~~ Lang. proficiency passed 3/29/65

SCHOOL UNITS FROM Newwood High, Madison, Wisc. Entered <u>1961</u> and <u>58.5</u> in <u>177</u>	English <u>4</u>	Spanish <u>1</u>	Social <u>1</u>	Sol. Geom. <u>1</u>	Gen. Sc. <u>1</u>	Rel. <u>1</u>
	Latin <u>2</u>	History <u>2</u>	Algebra <u>1</u>	Trigon. <u>1</u>	Physics <u>1</u>	Performing Arts <u>1</u>
	German <u>1</u>	Civics <u>1</u>	Adv. Alg. <u>1</u>	Biology <u>1</u>		Phy Ed <u>1</u>
	French <u>1</u>	Scot. <u>1</u>	Pl. Geom. <u>1</u>	Chemistry <u>1</u>		Total <u>17</u>

CRSE NO.	DESCRIPTIVE TITLE	CR.	GR.	G.P.	COURSE NO.	DESCRIPTIVE TITLE	CR.	GR.	G.
	1961-1962 First Semester					Brought Forward	66		14
3	Principles of Biology	3	D	3					
3	Survey of American History	3	C	6					
1a	Elementary Spanish	4	D	4					
1a	Freshman English	3	B	9					
1a	Organization of the Army & ROTC	1	B	3					
1	Individual Weapons & Marksman.								
1	Old Testament Theology	2	A	8					
1	Remedial Reading	NC	A	-					
1	Freshman Orientation	NC	Sat.						
	Total	16		33					
	Cum.Gr.Pt.Aver. 2.06								
	1961-1962 Second Semester								
1	General Botany	5	A	20					
1b	Elementary Spanish	4	D	4					
1b	Freshman English	3	A	12					
1b	US Army & Nat'l Security	1	B	3					
1b	New Testament Theology	2	C	4					
	Total	31		76					
	Cum.Gr.Pt.Aver. 2.45								
	1962-1963 First Semester								
1 3	Elem. of Schol.Phil.-Nature	3	B	9					
1 32a	Humanities of 19th Century	3	B	9					
1 10	Oral Communication	3	A	12					
1 2a	American Military History	2	B	6					
1 15-16	Theo. of the Mystical Body	4	B	12					
1	Intro. Sociology	3	A	12					
	Total	49		136					
	Cum.Gr.Pt.Aver. 2.78								
	1962-1963 Second Semester								
1 4	Elem. of Schol.Phil.-Being	3	B	9					
1 24	Sociology of Religion	3	B	9					
1 4	Survey of American History	3	C	6					
1 30b	English Lit. since 1798	3	A	12					
1 14	Survey of Modern Europe	3	C	6					
1 2b	Oper. & Basic Tactics	2	B	6					
	Total	66		181					
	Cum.Gr.Pt.Aver. 2.79								

Thomas Guilfoyle
 Richard Guilfo, Registrar

See Card #2

Norbert College
 Grading System
 Excellent (93-100)
 Good (85-92)
 Fair (77-84)
 Poor (70-76)
 Failure

Inc.—Incomplete
 Def.—Defer
 WF—Withdrew Passing
 WF—Withdrew Failing
 Recorded credits are in
 Semester Hours

GRADUATE RECORD EXAMINATIONS

OCT 25 1965	APTITUDE TEST		AREA TESTS		ADVANCED TESTS	
	QUANT.	VERBAL	Social Science	HUMANITIES	CODE	SCORE

Card #2

Norbert College

ST DE PERE, WIS.

Name BROPHY, Thomas Arthur
 Home Address 136 Proudfit Street, Madison 4, Wisconsin
 Entered _____ Left _____ with (without) honorable dismi
 Graduated _____ Degree _____ Ranked _____ in a graduating class of _____
 Major _____ Minor _____

SCHOOL UNITS FROM	English	Spanish	Soclat.	Sol. Geom.	Gen. Sc.	
	Latin	History	Algebra	Trigon.	Physica	
	German	Civics	Adv. Alg.	Biology		
	French	Econ.	Pl. Geom.	Chemistry		Total

IRSE NO.	DESCRIPTIVE TITLE	CR.	GR.	G.P.	COURSE NO.	DESCRIPTIVE TITLE	CR.	GR.	G
	Brought Forward	102		289					

RM 1 1964 1965 CR145

280	HIST LATIN AMER	B		0	0	3
220	US DIPLOMATIC HS	B		0	0	3
392	SEMINAR LOCAL HS	B		0	0	3
201	INTERM SPANISH	B		0	0	3
	114 319 2.80 96 301			1	3	12

RM 2 1964 1965 08145

202	INTERM SPANISH	C		4	8	4
221	US DIPLOMATIC HS	B		3	9	3
235	GREAT IDEAS EUROP	C		3	6	3
115	HIST MOD PAINTING	B		3	9	3
	127 387 2.76 109 333			1	3	13

RM 3 1964 1965 CR145

176	HIST & APPRECIAT	A		1	2	3
202	AM POL PARTIES	C		1	3	3
250	SOCIAL WORK	B		1	9	3
101	PHYSICAL GEOG	C		1	8	4
	140 386 2.76 122 368			1	3	13

Comprehensive passed 5/5/65

OCT 25 1967

Richard Gula
 Richard Gula, Registrar

Norbert College Grading System
 Inc.—Incomplete
 Def.—Defer
 WP—Withdrew Passing
 WF—Withdrew Failing
 Recorded credits are in Connector Notes

St. Norbert College

Permanent Record Card

Student's Name Thomas Arthur Brophy Date of Birth February 28, 1943
 Home Address 136 Proudfit Street Place of Birth Madison, Wisconsin
Madison 4, Wisconsin Religion Catholic
 Father's Name James A. Brophy Mother's Maiden Name Ethel Amsurd

SCHOOLS ATTENDED	DATES	DIPLOMA OR DEGREE
Edgewood High School	1957-1961	Diploma

Dismissed from any school? _____ If yes, where _____ when _____
 why _____

TESTS				
NAME OF EXAMINATION	DATE	% RANK	I.Q.	POINT SCORE
Hermon-Nelson	1957	67	108	Raw Score 1
Hermon-Nelson	1960	55	107	" " 5

Admitted: unconditionally, _____ conditionally, _____ on probation. Deficiencies: _____

TRANSCRIPT TO	DATE	Sem.	Rank in Class	No. in Class	Total Credits Attempted	Total G.P. earned	Grade Point Average	Progress Towards Degree	
								Credits	G.P.
Bureau of Personnel, Dept. of Administration, B135 State Office Bldg., 1 West Nelson St., Madison, Wis.	1/26/65	1	27	341	1	22	2.1	15	30
		2	149	270	31	76	2.15	29	70
		3	94	257	27	136	2.76	45	124
Bureau of Soc. Work	6/17/65	4	84	223	66	194	2.72	60	166
		5	94	216	132	289	2.85	87	271
Self	7/2/65	6	91	179	140	386	2.76	122	368
		7							
		8							
		9							
		10							
		11							
		12							
		13							
		14							

Richard Guilo
 Richard Guilo, Registrar

St. Norbert College

Permanent Record Card

Student's Name _____ Date of Birth _____
 Home Address _____ Place of Birth _____
 _____ Religion _____
 Father's Name _____ Mother's Maiden Name _____

SCHOOLS ATTENDED	DATES	DIPLOMA OR DEGREE

Suspended from any school? _____ If yes, where _____ when _____
 why _____

TESTS				
NAME OF EXAMINATION	DATE	% RANK	I.Q.	POINT SCORE

Suspended: _____ unconditionally, _____ conditionally, _____ on probation. Deficiencies: _____

TRANSCRIPT TO	DATE	Sem.	Rank in Class	No. in Class	Total Credits Attempted	Total G.P. earned	Grade Point Average	Progress Towards Degree	
								Credits	G.P.
		1							
		2							
		3							
		4							
		5							
		6							
		7							
		8							
		9							
		10							
		11							
		12							
		13							
		14							


Thomas Gula, Registrar

Gary P. Grunau

Principal in Charge / Regional Manager

Education

- > Bachelor of Mechanical Engineering, Cornell University
- > Registered Professional Engineer

Awards

- > Champion Award, Milwaukee Downtown Business Improvement District #21
- > Lamplighter Award, Greater Milwaukee Convention and Visitors Bureau
- > Pro Urbe Award, Mount Mary College
- > Vocational Award, Milwaukee Rotary
- > Human Relations Award, American Jewish Committee
- > Toast of the Town Award, Epilepsy Society

Background and Experience

With more than 42 years of construction experience, Gary's ability to analyze the feasibility of a project and to create the strategy necessary for its public and private community acceptance is invaluable to the success of a development. Gary has been instrumental in the concept and creation of many successful and innovative urban projects. These include the Grand Avenue Middle School, the Milwaukee Education Center (created a modern education facility from an abandoned Schlitz Brewery building) the Hyatt Regency, Schlitz Park, the Wisconsin Center, Discovery World at Pier Wisconsin, the Milwaukee Riverwalk System, the Time Warner Building, the Boston Store Revitalization, as well as the YWCA Villages, King Heights and Manpower's World Headquarters. His projects have won many awards including the Urban Land Institute Achievement Award and The National Council for Urban Economic Development Award for Schlitz Park.

Organization Involvement

- > Alverno College Board of Trustees, Past Chairman
- > Milwaukee School of Engineering, Corporate Member
- > National Society of Professional Engineers, Member
- > Downtown Parking and Transportation Alliance, Chairman
- > Milwaukee Downtown / Business Improvement District #21, Vice Chairman
- > Brewery Works (developer of Schlitz Park), President
- > Lorton Hotels (developer of Milwaukee Hyatt Regency), President
- > Discovery World Executive Committee, Chairman
- > War Memorial Board, Trustee and Secretary Treasury
- > Milwaukee RiverWalk District, Chairman

Community Service

- > Milwaukee River Challenge
- > Spirit of Milwaukee
- > Greater Milwaukee Committee

VITA

William A. Henk

Home Address: 6700 Yale Drive
Franklin, WI 53132
(414) 282-9708

Office Address: School of Education
Schroeder Complex Room 180
Marquette University
Milwaukee, WI 53201-1881
(414) 288-7376

E-Mail Address: william.henk@marquette.edu

Birthdate: March 1, 1952

Present Position: Dean and Professor of Education, School of Education, Marquette University,
July 2004 to Present

Previous Employment:

Chair, Department of Curriculum and Instruction, and Professor of Education and Literacy, Southern Illinois University Carbondale, August 2001 to June 2004

Director, School of Behavioral Sciences and Education,
Penn State Capital College (August 1992 to July 2001)

Professor of Education and Reading, Penn State Harrisburg, Capital College 1992-2001. (Associate Professor, 1989 to 1992; Assistant Professor, 1983 to 1989)

Affiliate Associate Professor of Pediatrics, The Milton S. Hershey Medical Center, Penn State College of Medicine (January 2000 to August 2002)

Description: Administrative duties as dean include academic leadership, personnel and resource management, faculty development, oversight of School budget, unit-based Centers, and grant activities, initiation of outreach and community service, fundraising, and alumni relations. Professorial duties include teaching graduate and undergraduate courses in literacy, curriculum, measurement and evaluation, and research.

EDUCATION

West Virginia University, Morgantown, WV (1979-1982). Doctor of Education degree with a minor in Educational Psychology. Curriculum included both theoretical and practical aspects of developmental, diagnostic, and corrective reading and language arts programs. The program emphasized the areas of cognitive psychology applied to reading, clinical administration, research design and methodologies, statistical and computer analyses, and language acquisition.

Edinboro University of Pennsylvania, Edinboro, PA (1975-1976). Master of Education degree in Reading. Program designed for certification as a K-12 Reading Specialist. Course work included elementary and secondary-based diagnostic and instructional methodologies intended for use with children experiencing reading and learning disabilities. Additional hours were taken in elementary school curriculum development and improvement, human growth and maturation, children's literature, and educational research and measurement.

Edinboro University of Pennsylvania (1970-1975). Bachelor of Science in Secondary Education. Course work included 48 hours in English (literary analysis, structural linguistics, composition, and public school fieldwork), 38 credits in educational foundations, and 48 supplementary hours primarily in the natural sciences and mathematics.

ADDITIONAL CAREER-RELATED AND WORK EXPERIENCE

Director, Whitaker Multimedia Development Center, Penn State Harrisburg (1993-1995). Project and Facilities manager for technology-driven instructional support operation for local school districts.

Assistant Professor of Reading Education, The University of Georgia (1982-1983). Taught graduate and undergraduate classes in clinical, middle school, content area, and elementary reading and served as Assistant Director of the University Reading Clinic.

Reading Clinic Director, West Virginia University (Summer 1981, 1982). Guided the affairs of a clinical program geared towards both correcting the reading difficulties of public school-aged students and training clinicians for certification as reading specialists in West Virginia. Duties involved organization and administration of the clinic, teacher supervision, parent consultation, and directing professional seminars.

Arlen G. and Louise Stone Swiger Doctoral Fellow, West Virginia University (1981-1982). This fully-supported research honorarium provided the opportunity to pursue individual research interests as well as work in conjunction with members of the Rehabilitation Research and Training Center as a reading consultant, data monitor, and computer operator.

Graduate Teaching Assistant and Instructor, West Virginia University (1979-1982). Taught several undergraduate and graduate offerings in reading for the College of Human Resources and Education as well as for the Off-Campus Extension program.

Elementary School Reading Specialist, Corry Area School District, Corry, PA (1976-1979). Served as an ESEA Title I corrective reading teacher for grades two through six at two rural elementary schools. Duties included test administration and interpretation, program planning, scheduling, remedial instruction, parent and staff advisement, in-service presentations, and developmental reading facilitation.

Reading Tutor, Greater Erie Community Action Committee, Erie, PA (1975-1976). Taught developmental reading and study skills to high school students enrolled in the Upward Bound program one day per week for one school year. Also tutored individual adult clients for Project AIM (Adult Illiteracy Mission) at Edinboro State College (1976-1977).

Chief Clinical Assistant, Edinboro State College, Edinboro, PA (1975-1976). Worked full-time in the college reading clinic as a diagnostician and program planner for disabled readers. Supervised five graduate students in the composition of prescriptive reports, coordinated staff responsibilities, and helped organize the clinical practicum tutoring program.

Preservice Teacher, General McLane Middle School, Edinboro, PA (Fall 1974). Taught seventh and eighth grade language arts in traditional classroom setting. Curriculum primarily aimed at literary appreciation and analysis, writing, and grammar studies.

HIGHER EDUCATION TEACHING EXPERIENCE

Undergraduate Courses

Methods in Teaching Intermediate and Advanced Readers
 Methods in Teaching Beginning Readers
 Reading in the Content Areas (Middle School Emphasis)
 Reading Instruction in Secondary Schools
 Content Area Reading (for Physical Education majors)
 Teaching Reading in Early Elementary Grades
 Corrective Reading in the Early Elementary Grades
 Empirical Inquiry in Human Development
 Student Teaching Practicum
 Elementary Education
 Secondary Education/English
 Secondary Education/Social Studies
 Diagnostic Teaching Strategies for Classroom Teachers

Graduate Courses

Practicum in Reading Education
 Reading Instruction in Elementary Schools
 Diagnostic and Prescriptive Reading Instruction
 Foundations of Reading Instruction
 Problems in Clinical Reading
 Psychology of Reading
 Diagnostic Evaluation of Reading Problems
 Teaching Intermediate and Advanced Readers
 Advanced Methods of Reading Instruction
 Teaching Reading in the Content Areas
 Measurement and Evaluation
 Curriculum Integration
 Education Seminar (Culminating Course in M. Ed. Program)

RESEARCH AND PUBLICATIONS

Textbook Chapters

- Henk, W. A. (2006). Responding to *Revise and Resubmit* invitations: Beating the odds for literacy publishing. In S. Wepner & L. Gambrell, Writing for literacy publications. Newark, DE: International Reading Association, 130-149.
- Henk, W. A., & McKenna, M. C. (2004). Developing affective instrumentation for use in literacy research. In Duke, N. K., & Mallette, M. H. (Eds.) Literacy research methods. New York: Guilford Press, 197-226.
- Henk, W. A. (2002). Facilitating urban and inner city teacher education initiatives: The challenges of academic leadership. In B. Kanpol & F. Yeo (Eds.), Teacher education and urban education: From the traditional to the pragmatic. Cresskill, NJ: Hampton Press, 211-227.
- Marinak, B. A., & Henk, W. A. (1999). The West Hanover story: A balanced elementary school literacy program that works. In S. Blair-Larsen, & K. Williams (Eds.). Working together to provide a balanced reading program. Newark, DE: International Reading Association, 136-171.
- Henk, W. A., & Helfeldt, J. P. (1991). Helping readers with procedural text in the content areas and beyond. In J. Readence, E. Dishner, T. Bean, & D. Moore (Eds.). Reading in the content areas: Improving classroom instruction (3rd ed.), Dubuque, Iowa: Kendall/Hunt, 348-364.
- Rickelman, R. J., & Henk, W. A. (1991). Technology in the teaching of literature-based reading programs. In K. Wood & A. Moss (Eds.), Integrating literature with subject area instruction. Norwood, Massachusetts: Christopher-Gordon, 59-83.

Henk, W. A. (1984). Assessing children's reading abilities. In L. Searfoss, & J. Readence, Helping Children Learn to Read, Englewood Cliffs, New Jersey: Prentice-Hall, 280-320.

Monographs

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EDITORIAL WORK AND ADVISORY BOARDS

Associate Editor:

Reading Research and Instruction, the Journal of the College Reading Association. January, 1999 to May, 2002.

Review Boards:

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Reading Research and Instruction, 1986 to 1999

The Reading Teacher, 1991 to 1999, and 2002 to Present; Guest Reviewer, 1999 to 2002

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College Reading Association Dissertation Awards Committee, 1993, 1994

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Guest Reviewer, Journal of Reading, 1985-1990.

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PAPERS PRESENTED AT MEETINGS OF LEARNED SOCIETIES

- "Validation of a Reading Self-Perception Scale for Use in Secondary Grades." American Educational Research Association, Montreal: April 2005. (With S. A. Melnick).
- "The RSPS II: Measuring How Students Feel About Themselves as Readers in Grades 7 and Above. Annual Conference of the College Reading Association, Delray Beach, FL, October, 2004.
- "Researchers at the Gate: Superintendents' Views on Conducting Research in the Schools." Annual Meeting of the American Educational Research Association, San Diego, CA, April 2004. (with S. A. Melnick)
- "Creating Synergy Across Different Methods of Literacy Research." Annual Meeting of the American Educational Research Association, San Diego, CA, April 2004.
- "How Does Affect Influence Adolescent Literacy Engagement?" Annual Meeting of the Illinois Reading Conference. Springfield, IL, March 2004.
- "What Matters Most? A Survey of Middle Level Educators' Beliefs and Values about Literacy." Annual Meeting of the National Reading Conference, Scottsdale, AZ, December 2003 (With M. Mallette, J. Waggoner, C. Delaney, and C. Caffey).
- "The Illinois Snapshots of Early Literacy (ISEL): Kindergarten through Grade 2." Southern Illinois Reading Council, Carbondale, IL, August, 2003. (With M. Mallette)
- "Literacy and the Neurosciences: Where are We? Where Might We Go?" Annual Meeting of the National Reading Conference, Miami, FL, December 2002.
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- "Twenty Ways To Tip-Off Editors and Reviewers that Your Paper Has NOT Been Professionally Prepared." Annual Conference of the College Reading Association, Orlando, FL, November 2001.
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- "Coaching Prospective Writers," Annual Conference of the College Reading Association, Tampa, FL, November 2000.
- "What's Hot - What's Not?: The View From Above the Mason-Dixon Line." Annual Conference of the International Reading Association, Indianapolis, IN, May 2000.
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- "Personal Critiques II: Coaching Prospective Writers." Annual Conference of the College Reading Association, Hilton Head, SC, November, 1999 (Panel Discussant).
- "The Reader and Writer Self-Perception Scales: Administration, Scoring, and Interpretation." Keystone State Reading Association, Hershey, PA, October 1999.
- "Exploring How Kids Feel About Themselves as Readers and Writers." Keystone State Reading Association, Hershey, PA, October 1999.
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- "Personal Critiques: Coaching Prospective Writers." Annual Conference of the College Reading Association, Myrtle Beach, SC, November 1998 (Presenter and Panel Discussant).
- "Evaluating Instructional Practices in an Integrated Language Arts Program." Keystone State Reading Association, Champion, PA, October 1998 (With J. Moore and B. Marinak).
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- "Empirical Validation of the Writer Self-Perception Scale." Pennsylvania Educational Research Association, Harrisburg, PA, April 1997 (Co-Author; Presentation made by S. Melnick).
- "A Comparison of Holistic and Basal Reader Instruction Along Key Affective Lines." Pennsylvania Educational Research Association, Harrisburg, PA, April 1997 (Co-Author; Presentation made by D. Bottomley).
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"Evaluating Literacy: Beyond Traditional Report Cards." Annual Conference of the College Reading Association, St. Louis, MO, November 1992 (With J. C. Moore and F. J. Fedorko).

"Training At-Risk College Students to Be Effective Notetakers: An Evaluation of Two Systems." Annual Conference of the College Reading Association, St. Louis, MO, November 1992 (Presentation made by D. Davis and N. Stahl).

"Using Statewide Initiatives to Change Literacy Instruction," Thirty-seventh Annual Convention of the International Reading Association, Orlando, FL, May 1992 (With J. C. Moore).

"Development and Validation of a Scale to Measure Perception of Self as Reader," Annual Meeting of the National Reading Conference, Palm Springs, CA, December 1991. (With S. A. Melnick).

"Effectiveness of Two Notetaking Strategies for At-Risk Students." Midwest College Learning Center Association, November 1991 (Presentation made by N. A. Stahl).

"A Critical Analysis of Scotopic Sensitivity Syndrome and Its Treatment by Colored Overlays and Lens Filters." Thirty-fifth Annual Conference of the College Reading Association, Crystal City, VA, November 1991.

"Implementing Whole Language: Perspectives on Change." Keystone State Reading Association Annual Conference, Hershey, PA, November 1991. (With J. C. Moore and B. A. Marinak).

"Writing for Publication in Reading Journals." Keystone State Reading Association Annual Conference, Hershey, PA, November 1991.

"The Influence of Readers' Extant Domain Knowledge and Level of Topical Involvement on Ambiguous Discourse Comprehension." Annual Meeting of the National Reading Conference, Miami, FL, November 1990. (With N. A. Stahl and S. A. Melnick)

"Trends in Statewide Reading Assessment." Thirty-fourth Annual Conference of the College Reading Association, Nashville, TN, November 1990. (With R. J. Rickelman)

"The Influence of Prior Knowledge, Interest, and Involvement on Interpreting Ambiguous Text." Thirty-fourth Annual Conference of the College Reading Association, Nashville, TN, November 1990. (With N. A. Stahl and S. A. Melnick).

"Promotion and Tenure Issues: What Do I Have To Do To Get Ahead?" Thirty-fourth Annual Conference of the College Reading Association, Nashville, TN, November 1990.

"Training Students to be Effective Notetakers with the Notetaking Observation Training and Evaluation Scales." International Reading Association Southeast Regional Conference, Louisville, KY, November 1990. (With N. A. Stahl)

"How the Brain Works in Reading." Keystone State Reading Association Annual Conference, White Haven, PA, October 1990.

- "Scotopic Sensitivity Syndrome." Keystone State Reading Association Annual Conference, White Haven, PA, October 1990. (With S. Benson)
- "From TELS to the Pennsylvania Assessment System: Reading Strategy Assessment and Instruction." Keystone State Reading Association Annual Conference, Seven Springs, PA, November 1989.
- "Technological Advances in Studying the Brain During Reading." Thirty-third Annual Conference of the College Reading Association, Philadelphia, PA, November 1989.
- "Professional Development in Reading Education." Thirty-third Annual Conference of College Reading Association, Philadelphia, PA, November 1989.
- "Enhancing Comprehension Abilities Through Direct Instruction." Keystone State Reading Association Annual Conference, Hershey, PA, November 1988.
- "How Attitude Toward A Topic Influences Comprehension: A Theoretical Model." Thirty-second Annual Conference of the College Reading Association, Atlanta, GA, October 1988 (with B. C. Fortner).
- "Effects of Topical Attitude on the Learning and Retention of Verbal Data: Historical Foundations and Future Directions." (IRA Research Report) Thirty-third Annual Convention of the International Reading Association, Toronto, Ontario, May 1988 (With B. C. Fortner).
- "A Systematic Approach to Training and Evaluating Notetaking Skills with College Students." Annual Meeting of the National Reading Conference, St. Petersburg, FL, December 1987.
- "Considerations of Internal Validity in Reading Research." Thirty-First College Reading Association Annual Conference, Baltimore, MD, October 1987.
- "Making Reading Fluency Happen." Keystone State Reading Association Annual Conference, Seven Springs, PA, October 1987 (With R. J. Rickelman).
- "In-Process Measures of Ambiguous Text Interpretation: A Replication Study. National Reading Conference, Austin, TX, December 1986 (With J. P. Helfeldt).
- "New and Alternative Ways of Increasing Children's Reading Comprehension Abilities." New York State Reading Association Annual Conference, Kiamesha Lake, NY, November 1986 (with R. J. Rickelman).
- "A Comparison of Dependent Variable Approaches Used to Assess Learning from Text." Thirtieth College Reading Association Annual Conference, Knoxville, TN, October 1986 (with R. J. Rickelman and J. P. Helfeldt).
- "Reading Fluency: Why and How To Make It Happen." Thirty-Ninth J. Richard Zerbe Education Conference. Millersville, PA, October 1986.

- "Strategies To Make Comprehension Happen." Thirty-First Annual Convention of the International Reading Association, Philadelphia, PA, April 1986.
- "The Future of IRJs in Reading Diagnosis." Annual Meeting of the American Reading Forum, Sarasota, FL, December 1985.
- "In-Process Measures of Ambiguous Text Interpretation: A Test of the Prior Knowledge Hypothesis." Twenty-Ninth College Reading Association Annual Conference, Pittsburgh, PA, October 1985 (with J. P. Helfeldt).
- "How Comprehension Occurs: Implications for Instruction." Keystone State Reading Association Annual Conference, Erie, PA, October 1985.
- "How Can We Help Children Learn to Comprehend? Thirty-Eighth Annual J. Richard Zerbe Reading Conference, Millersville, PA, October 1985.
- "Teaching Students to Make Use of Graphic Signals and Signal Words in Textbook Reading." Thirtieth Annual Convention of the International Reading Association, New Orleans, LA, May 1985.
- "Differentiating Reading Practice: A Methodological Comparison of Microcomputers and Student-Selected Readings." Annual Meeting of the American Reading Forum, Orlando, FL, December 1984 (with J. P. Helfeldt).
- "Notetaking from Lecture and Text: Historical Foundations, Current Research, and Future Trends." Annual Meeting of the American Reading Forum, Orlando, FL, December 1984 (with N. Stahl).
- "A Metacognitive Approach to Estimating Intersentential Integration in Cloze Tests." Annual Meeting of the National Reading Conference, St. Petersburg, FL, December 1984 (with J. P. Helfeldt).
- "A Meta-Analysis of the Effect of Notetaking on Learning from Lecture." Annual Meeting of the National Reading Conference, St. Petersburg, FL, December 1984.
- "The Nature of Following Written Directions." Twenty-Eighth College Reading Association Annual Conference, Washington, D.C., October 1984 (with J. P. Helfeldt).
- "Helping Children To Follow Written Directions." Twenty-Ninth Annual Convention of the International Reading Association, Atlanta, GA, May 1984.
- "Relative Effects of Analogies and Pictures on Understanding and Remembering Written Directions." Annual Conference of the American Educational Research Association, New Orleans, LA, April 1984 (paper co-author; presentation made by D. A. Hayes).

- "Training Students to be Effective Notetakers with Notetaking Observation and Training Scales." National Association of Developmental Educators Annual Conference, Philadelphia, PA, March 1984.
- "Helping Students Follow Written Directions." Annual Meeting of the American Reading Forum, Sarasota, FL, December 1983 (Paper co-author; presentation made by G. T. King).
- "Respective Effects of Verbal and Visual Illustration on the Initial Learning and Retention of Written Directions." Annual Meeting of the National Reading Conference, Austin, TX, December 1983 (Paper co-author; presentation made by D. A. Hayes).
- "A New Kind of Cloze Test: Theoretical and Empirical Justifications." Twenty-Seventh College Reading Association Annual Conference, Atlanta, GA, October 1983 (with J. P. Helfeldt).
- "Prior Knowledge and Reading Comprehension." Keystone State Reading Association Annual Conference, University Park, PA, October 1983.
- "The Importance of Prior Knowledge To Reading Comprehension." Georgia Council of the International Reading Association Annual Meeting, Atlanta, GA, March 1983.
- "Facilitative Effects of Analogies and Illustrations on Understanding and Remembering Written Directions. Annual Conference of the American Educational Research Association, Montreal, Canada, April 1983 (with D. A. Hayes).
- "Controversial Issues Related to the Traditional Cloze Procedure." Twenty-Eighth Annual Convention of the International Reading Association, Anaheim, CA, May 1983.
- "An Analysis of Selected Cloze Test Formats for Identifying the Silent Instructional Reading Levels of Fourth and Sixth Grade Subjects." Twenty-Eighth Annual Convention of the International Reading Association, Anaheim, CA, May 1983.
- "The First Year Out--Realities Versus Expectations." Twenty-Eighth Annual Convention of the International Reading Association, Anaheim, CA, May 1983.
- "Reading Capacity Revisited: Cautions, Perspectives, and Alternatives." Twenty-Sixth College Reading Association Annual Conference, Philadelphia, PA, October 1982 (with J. P. Helfeldt).
- "Alternatives To Traditional Cloze Testing." West Virginia State Reading Conference, White Sulphur Springs, WV, November 1981.
- "Neurological Impress and Reading: How and Why?" Thirteenth Annual Three Rivers Reading Conference, Pittsburgh, PA, October 1981.
- "Stimulating Changes in School Reading Programs." Twenty-Sixth Annual Convention of the International Reading Association, New Orleans, LA, April 1981 (with L. Erickson, J. P. Helfeldt, and J. Logan).

"The Clozeline: Ending Comprehension Hang-Ups." Keystone State Reading Association Annual Conference, Erie, PA, October 1979.

"Learning Centers and Reading Improvement." Council for Exceptional Children Annual Conference, Pittsburgh, PA, November 1976 (with M. Rocca).

"A Games Approach To Reading." Keystone State Reading Association Annual Conference, Seven Springs, PA, October 1976.

INVITED LECTURES, CONSULTING, AND WORKSHOPS

Panel Discussant, "What Great Teachers Do Differently." Milwaukee Public Schools National Education Association grant professional development event, Milwaukee, WI, September 9, 2006.

Speaker, "The School of Education: The Cornerstone of an Elite, Catholic, Jesuit University." Marquette Office of University Advancement, Milwaukee, WI, September 8, 2006.

Speaker, "Communicating, Enhancing, and Documenting Best Practices in Reading and Writing Instruction through Literacy Observation Frameworks." Annual University of Wisconsin Reading Symposium, Madison, WI, June 18, 2005.

Speaker, "What We Know About Reading from Looking Inside the Brain." Annual Meeting of the Wisconsin State Reading Association, Milwaukee, WI, February 2004.

Speaker, "Using Literacy Observation Frameworks to Improve Classroom Instruction." Annual Meeting of the Wisconsin State Reading Association, Milwaukee, WI, February 2004. (With M. Mallette)

Speaker, "How Affect Influences Secondary Students' Literacy Development." The Secondary Reading League's 27th Day of Reading. Tinley Park, IL, November 2003.

Invited Workshop Director. "Best Practices in Elementary Level Literacy Programs." Nineteenth Annual Reading Writing Conference. Weber State University, Ogden, UT, June 2003.

Consultant, Great Body Shop, Elementary Health Education Curriculum Evaluation Project (3rd and 5th grade). June 2003.

Speaker, "Best Practices in Middle Level Reading Instruction." Teacher Quality Enhancement Summer Institute, Carbondale Middle School, Carbondale, IL, June 2003.

Consultant, Cognitive Learning Systems, LabLearner Project, November 2002.

Speaker, "The Reading Reminder: A New Tool for Assisting Students in Before, During, and After Reading Strategies." Teacher Quality Enhancement Summer Institute, Carbondale Middle School, Carbondale, IL, June 2002.

Speaker, "Best Practices in Reading and Writing Instruction." (With L. Smith and M. Mallette). Saluki Kids Academy Professional Development Seminars, SIUC, Carbondale, IL, June 2002 .

Facilitator, "Using the Illinois Snapshot of Early Literacy for Assessment and Instruction." (M. Mallette and S. Haake, Speakers). Murphysboro, IL, December 2001.

Speaker, "How the Brain Works in Reading: Instructional and Diagnostic Implications for Teachers." Central York School District, York, PA, October 2001.

Speaker, "Guided Reading and Comprehension Instruction." Southern Illinois Delta Empowerment Zone After School Tutoring Initiative. Ullin, IL, October 2001. (With M. Mallette)

Regional Norming Co-Coordinator, Illinois Snapshot of Early Literacy Project. Illinois State Board of Education. Springfield, IL, September 2001 to Present.

Co-Creator, Parent's Early Childhood Reading Tips Card, Illinois State Board of Education, July 2001. (With M. Mallette)

Speaker, "Attention Deficit Disorders and Reading." Biology of Learning and Development (BOLD) group at the Penn State College of Medicine. Hershey, PA, November 2000.

Speaker, "The Past, Present, and Future of Brain Research and Education." New Baldwin Corridor Coalition Education Committee Inservice. Harrisburg, PA, November 2000.

Consultant, Milton Hershey School. Standards and Benchmarks Project. October 2000.

Speaker and Panel Moderator, "Values-Based Decision Making." Penn State Leadership Academy. University Park, PA, September 2000.

Speaker, "Brain Research and Education: Where We've Been, Where We Are, and Where We're Going. York Chapter, Phi Delta Kappa, York, PA, September 2000.

Speaker, "The Serial Positions and Depth of Processing Effects in Classroom Learning." Governor's Institute on the Life Sciences. Hershey College of Medicine, June 2000.

Member, Capital Area Early Childhood Training Institute Advisory Board. Harrisburg, PA, May 2000 to Present.

Speaker, "The Balanced Reading Program: Helping Students to Achieve Success." ESEA Title I Workshop Series, Capital Area Intermediate Unit, Summerdale, PA, February 2000 (with B. Marinak).

Steering Committee Member, Governor's Institute for Life Science Education. Hershey, PA, February 2000 to Present.

Speaker, "A Teacher Observation Framework for PA standards in Reading, Writing, Speaking, and Listening." New Administrator Workshop Series, Capital Area Intermediate Unit, Summerdale, PA, February 2000 (with B. Marinak).

Schoolwide Reading Program Consultant, Elizabethtown Area School District, Elizabethtown, PA, December 1999.

Literacy Consultant, Development of a Research-Based Curriculum Content Continuum for Milton Hershey School Language Arts and Mathematics. Through the Center for the Improvement of Teaching and Learning at Penn State Harrisburg, Summer 1999.

Featured Speaker, "The 'Whole' or the 'Hole' in Whole Language: What We've Learned So Far." Illinois Reading Conference, March 1998, Springfield, IL.

Consultant/Speaker, "The New Knowledge Base in Reading," and "Developing a Framework for Observing Daily Reading Lessons." Central Dauphin School District, March and May 1997, Harrisburg, PA. (with J. Moore).

Speaker, "The Will and the Skill of Effective Reading." Upper Perkiomen School District, October 1996, Pennsburg, PA. (with D. Bottomley)

Speaker, "Literacy for the 21st Century: Technology, Whole Language, and Assessment." Northern Illinois Reading Council, Dekalb, IL, June 1996.

Speaker, "What Makes a Good Reader: The Perspectives of Intermediate-Level Children." Bloomsburg University Annual Reading Conference, Bloomsburg, PA, May 1996.

Speaker, "More Techniques for Assessing At-Risk Readers." Montgomery County Intermediate Unit, Norristown, PA, April 1996.

Keynote Speaker, "Readin', Writin', and Surfin': Technology and Literacy for the 21st Century." Lancaster-Lebanon Intermediate Unit, Millersville, PA, March 1996.

Consultant, Lose Elementary School, Williamsport Area School District, Williamsport, PA, March 1996 to August 1996 (Chapter I Schoolwide Project).

Keynote Speaker, "Affective Influences on Literacy." Millersville Chapter of Phi Delta Kappa, Millersville, PA, October 1995.

Discussion Leader, "Writing for Publication in Reading Research and Instruction." Annual Conference of the College Reading Association, Clearwater Beach, FL, November 1995.

Inservice Presenter, "Using Whole Language Principles in a Basal Reader Classroom."
Williamsport Area School District Non-Public Schools Program, Williamsport, PA, October 1995.

Speaker, "Trends in Assessing At-Risk Readers." Montgomery County Intermediate Unit,
Norristown, PA, October 1995.

Speaker/Panel Moderator, "How To Become a More Effective College Teacher." Penn State
Harrisburg Faculty Development Day, August 1995.

Member, Steering Committee, Keystone Integrated Framework Project: Pennsylvania Department
of Education, Harrisburg, PA, 1995 to Present.

Speaker, "Trends in Curriculum Integration." Penn State Harrisburg Curriculum Integration Fair,
May 1995.

Speaker, "Approaches to Comprehension Instruction in the Middle School." Carlisle School
District, Carlisle, PA, August 1994.

Speaker, "What We Know About Whole Language." East Penn School District, Allentown, PA,
June 1994.

Co-Presenter, "Affective Instrument Development." Penn State Harrisburg, Psychology Research
Colloquium, Middletown, PA, November 1993. (with S. A. Melnick)

Workshop Presenter, "Miscue Analysis for the 1990's." Carbon-Lehigh Intermediate Unit,
Schnecksville, PA, March 29, April 5, April 19, 1993.

Speaker, "Teaching in the Twenty-First Century." Kappa Delta Pi International Honor Society,
Middletown, PA, March 1993.

Speaker, "New and Future Directions in Reading-Related Assessment." Northern
Illinois University, Dekalb, IL, February 1993.

Speaker, "Scotopic Sensitivity Syndrome, Colored Overlays, and Lens Filters: Fact or Fantasy."
Northern Illinois University, Dekalb, IL, February 1993.

Judge, Lancaster Newspapers Annual Journalism Contest, Lancaster, PA, January 1993.

Member, Task Force on Revising Reading Specialist Certification Criteria, Harrisburg, PA,
January 1992.

Speaker, "Developing Reading Portfolios." Lebanon School District, October 13 and November
10, 1992.

Speaker, "Literacy Assessment in the Whole Language-Oriented Classroom." Lehigh University,
Bethlehem, PA, July 1992.

Consultant, Lebanon School District, Lebanon, PA, April 1992 to June 1994.

Consultant, Pennsylvania Assessment System, Pennsylvania Department of Education. Passage and Question Review Team, Harrisburg, PA, March 1992.

Speaker, "Reading Assessment in the Whole Language Classroom." Northern Lebanon School District, Jonestown, PA, March 1992.

Speaker, "Alternative Forms of Reading Assessment." East Stroudsburg Area School District, East Stroudsburg, PA, February 1992.

Speaker, "Portfolio Assessment: A Design for Evaluating Student Performance in Reading and Language Arts." Immaculata College, Immaculata, PA, February 1992.

Speaker, "Whole Language and the Basal." Manheim Central School District, Manheim, PA, January 1992.

Speaker, "Easing into Whole Language." Northern Lebanon School District, Jonestown, PA, January 1992.

Speaker, "The Characteristics of Master Teachers." Kappa Delta Pi International Honor Society, Middletown, PA, October 1991.

Speaker/Consultant, "Creating an Innovative Language Arts Report Card." Report Card Revision Committee, Penn Manor School District, Millersville, PA, October 1991.

Speaker, "Assessment in the Reading Program: Strategies for the Classroom Teacher." South Central Reading Council, York, PA, October 1991.

Speaker, "Strategic Reading in the Middle School." Carlisle School District, Carlisle, PA, September 1991.

Speaker, "Assessment in the Whole Language Curriculum." Penn Manor School District, Holtwood, PA, August 1991.

Speaker, "Portfolio Assessment." Bensalem School District, Bensalem, PA, August 1991.

Speaker, "An Introduction to Strategic Reading." North Schuylkill School District, Frackville, PA, February 1991.

Speaker, "New Directions in Reading Assessment." Parkland School District, Allentown, PA, January 1991.

Speaker, "Structuring your Classroom Presentations for Maximum Effectiveness: Before, During, and After Instruction." Pennsylvania State University, Lancaster Center Continuing Education Program, Lancaster, PA, January 1991.

Speaker, "A Practical Guide for Evaluating Student Performance." Pennsylvania State University-York, York, PA, January 1991.

Grant Project Facilitator (Item Writing Phase), Washington State Licensing Matrix, Office of Children and Youth. Olympia, WA, January through March 1991.

Special Project Consultant, Learning Magazine, November through January 1990.

Speaker, "Making Whole Language Happen." Annville-Cleona School District, Annville, PA, December 1990.

Workshop Series Presenter, "Strategic Reading Development," a five session seminar series for primary through high school teachers (Topics included: General Principles in Strategic Reading Instruction, Before Reading Strategies, During Reading Strategies, After Reading Strategies, and New Models of Reading Assessment). Parkland and Allentown School Districts, both Allentown, PA, September 1990 through February 1991.

Speaker, "The Facts about Scotopic Sensitivity Syndrome." Learning Disabilities Association/Greater Harrisburg Area Chapter, New Cumberland, PA, November 1990.

Consultant/Editorial Board, The Framework Papers. Pennsylvania Department of Education, Harrisburg, PA, September 1990 to July 1991.

Speaker, "Characteristics of Master Teachers." Pennsylvania State University, Lancaster Center Continuing Education Program, Lancaster, PA, May 1990 and August 1990.

Speaker, "A New View of Reading Assessment and Instruction." Keystone Oaks School District, Pittsburgh, PA, March 1990.

Speaker, "Writing for Publication in the Library Sciences." Statewide Medical Librarians Conference, Lancaster, PA, March 1990.

Speaker, "What Makes a Great Teacher?" Penn State Harrisburg, Middletown, PA, March 1990.

Speaker, "Enhancing the Classroom Testing Component in Higher Education Contexts." Penn State York Faculty Organization, York, PA, February 1990.

Speaker, "Maximizing Classroom Teaching Effectiveness." Pennsylvania State University, Lancaster Center Continuing Education Program, Lancaster, PA, January 1990.

Speaker, "Creating Strategic Readers." Pottsville Area School District, 11/27/89; Northeastern School District, 11/30/89; Annville-Cleona School District, 1/5/90; Parkland School District, 1/15/90, 10/10/90; Northern Lebanon School District, 1/18/90; West Perry School District, 1/19/90; East Stroudsburg School District, 2/16/90; Penn Manor School District, 8/28/91.

Consultant, Program Evaluation and Test Development. AMP Engineering Education Program, Harrisburg, PA, September to December 1989.

- Speaker, "Helping Learning Disabled Students To Become Strategic Readers." Lincoln Intermediate Unit, Dover, PA, September 1989.
- Speaker, "Planning, Instruction, and Assessment in Adult Education Contexts." Pennsylvania State University, Lancaster Center Continuing Education Program, Lancaster, PA, August 1989.
- Speaker/Consultant, "Teaching Principles for Reading Strategy Development." Pennsylvania Department of Education Instructional Training Workshops, Harrisburg, PA, August, July/September 1989.
- Consultant, Pennsylvania Business Roundtable. "Business-Education Partnerships," Harrisburg, PA, July 1989 to Present.
- Panel Discussant, "Heterogeneous Versus Homogeneous Grouping." Harrisburg City School District Community Open Forum, Harrisburg, PA, June 1989.
- Speaker, "Technology and Reading: Past, Present, and Future." Bloomsburg University Annual Reading Conference, Bloomsburg, PA, May 1989.
- Speaker, "Developing Strategic Readers in the Primary and Intermediate Grades." Lebanon School District Inservice, Lebanon, PA, April 1989.
- Speaker, "Why Children Experience Reading Problems." Derry Township Chapter I Parent Group, November 1988.
- Speaker, "Reading Strategy Usage." Pennsylvania Department of Education, Harrisburg, PA, October 1988.
- Speaker, "New Vistas in Reading Assessment." State University of New York at Plattsburgh, Tenth Annual Reading Conference, Plattsburgh, NY, October 1988.
- Speaker, "Instructional Techniques for Developing Comprehension Abilities in Learning Disabled Children." Lincoln Intermediate Unit, Littlestown, PA, September, 1988.
- Speaker, "Teacher Accountability and Adult Student Expectations." Pennsylvania State University, Lancaster Center Continuing Education Program, Lancaster, PA, September, 1988.
- Group Discussion Leader, Pennsylvania Department of Education's 25th Annual Curriculum Conference, Reading Workshop, Shippensburg University, PA, July 1988.
- Consultant, Pennsylvania Department of Education. Pennsylvania Assessment System (Co-Chair, Statewide Reading Advisory Committee), Harrisburg, PA, April 1988 to Present.
- Speaker, "Using Modeling and Direct Instruction to Teach Reading Comprehension Skills." Capital Area Reading Council, Harrisburg, PA, April 1988.

Speaker, "Writing for Publication." (A full-day continuing education seminar for health care and academic professionals.) Sponsored by The Pennsylvania State University, Harrisburg, PA, April 1988.

Speaker, "Informal Reading Diagnosis." Lincoln Intermediate Unit, Dover, PA, March 1988.

Speaker, "Teaching Reading Through the Content Areas." Central Dauphin School District, Harrisburg, PA, March 1988.

Speaker, "Parental Rights and Responsibilities in Education." Hershey Area Kiwanis Club, Hershey, PA, January 1988.

Speaker, "Writing for Publication." The Pennsylvania State University Continuing Education Program, Harrisburg, PA, March 1987.

Speaker, "Helping Your Child To Succeed in Reading." Hillsdale Elementary School Parent Teacher Organization, Keystone Oaks School District, Pittsburgh, PA, March 1987.

Speaker, "Strategies for Increasing Students' Reading Comprehension." Lancaster-Lebanon Intermediate Unit #13 Inservice Program. Conestoga Valley Junior High School, November 1986.

Consultant, Susquehanna Township School District, "Reading in the Content Areas," September 1986 to 1987.

Speaker, "Increasing Comprehension in Secondary Content Area Classrooms." Susquehanna Senior High School, September 1986.

Speaker, "Reading Improvement: Elementary and Secondary Strands." Lincoln Intermediate Unit, Gettysburg, PA, August 1986.

Consultant, Pennsylvania State Department of Education. Reactor to proposed content of Basic Skills Test in Reading for Novice Teachers, May 1986.

Speaker, "Advances in Reading Comprehension Instruction." Fourth Annual Kutztown University Reading Conference, April 1986.

Consultant, Educational Testing Service, Item Evaluator for Pennsylvania Reading Specialist Examination, Immaculata, PA, March, 1986.

Moderator, Panel Discussion on The Report of the Commission on Reading: Becoming a Nation of Readers. Annual Meeting of the American Reading Forum, Sarasota, FL, December 1985.

Speaker, "Writing for Publication." The Pennsylvania State University, Hershey, PA, October 1985.

Consultant/Item Writer, New York State Regents Examinations, Elementary Reading component, October 1985.

Speaker, "What's New in Reading Comprehension Instruction?" Second Annual East Stroudsburg University Reading Conference, August 1985.

Speaker, "Helping the Learning Disabled Child in the Classroom." (A two-day continuing education seminar for teachers.) The Pennsylvania State University, The Capitol Campus, April 1985.

Speaker, "Implementing the Adapted NIM Procedure in the Schoolwide Reading Program. Owen J. Roberts School District, Pottstown, PA, November 1985.

Speaker, "Realistic Approaches to Comprehension in the Classroom." Tri-County Reading Council, Pottstown, PA, November 1984.

Speaker, "Teaching Readers To Make Use of Cues in Text." First Annual East Stroudsburg University Reading Conference, August 1984.

Consultant, Pennsylvania Department of Transportation, Drivers' Manual Revision Project, October 1984.

Consultant, Derry Township School District, Resource Room Facilitation, Hershey, PA, July 1984 to 1988.

Consultant, Gancom, Inc., Special Education Grant Acquisition Team Leader, Harrisburg, July 1984 to January 1985.

Consultant, Elizabethtown College Developmental Studies Program, Elizabethtown, PA, June 1984.

Speaker, "Helping Readers Make the Most of What They Already Know." Second Annual Kutztown University Reading Conference, April 1984.

Consultant, Owen J. Roberts School District, Pottstown, PA, November 1984 to June 1986.

Speaker, "Aiding the Learning Disabled Reader in the Content Area Classroom." Elizabethtown School District, Elizabethtown, PA, April 1984.

Consultant, Wilkinson County Public Schools, Irwinton, GA, October 1982 to June 1983.

Workshop, "Strategies for Improving Reading Comprehension." Lewis County Public Schools, Buckhannon, WV, April 1982.

Speaker, "Motivating Children To Succeed in Reading." Monongalia County Chapter of the International Reading Association, Morgantown, WV, March 1982.

Speaker, "Using Context Clues to Promote Comprehension." Erie Chapter of the International Reading Association, Erie, PA, November 1979.

Speaker, "Dealing with Reading Difficulties in the Classroom." Meadville Chapter of the International Reading Association, Meadville, PA, March 1979.

Speaker, "Scope and Sequence of Reading Skills in the Scott Foresman Basal Reader Series." Corry Area School District, Corry, PA, March 1979.

Consultant, Meadville Area Public Schools, Meadville, PA, February 1979.

Speaker, "Using Learning Centers to Improve Students' Reading Abilities." Erie Chapter of the International Reading Association, Erie, PA, November 1978.

Speaker, "Developing Basic Word Recognition Skills." Meadville Area Public Schools' Teacher Inservice, Meadville, PA, October 1978.

Workshop, (three-day minicourse) "Treating Reading Difficulties in the Elementary School Classroom." Northwest Tri-County Intermediate Unit Summer Workshop Series, Edinboro, PA, July 1978.

Speaker, "Improving Basic Reading Instruction." Northwest Tri-County United Inservice, Girard, Pa, April 1976.

Workshop, "A Games Approach to Reading." Edinboro State College Future Teachers of America, Edinboro, PA, March 1976.

Speaker, "Reading Education By Trickery." Conemaugh Valley School District, Johnstown, PA, February 1976. (with G. Nolan)

Speaker, "Techniques for Helping the Reading Underachiever." Bradford Area Schools, Bradford, PA, January 1976. (with J. E. Cook)

Speaker, "Promoting Reading Growth in the Classroom." Warren Area School District, Warren, PA, January 1976. (with J. E. Cook)

OTHER PROFESSIONAL ACTIVITIES

Grant and Contract Work

Fiscal Officer for all grants and contracts in the Department of Curriculum and Instruction. (\$4 million per annum). 2001 to 2004.

Co-Principal Investigator with Dr. Randy Dunn. Southern Illinois Teaching Quality Collaborative: (Approved with final amount pending at \$200,000 to \$400,000 per year; renewable).

To improve the teaching ability of middle and high school math and science teachers in an economic empowerment zone through strategic, data-driven, research-based professional development activities. 2003-2004.

Interim Principal Investigator, Child and Adolescent Service System Project (CASSP) Training Institute, Pennsylvania Department of Public Welfare, (\$590,000 per year). September 1999 to July 2000. (Professional development of Mental Health Workers statewide)

Principal Investigator, Whitaker Foundation Grant (\$173,000). Development of a Multimedia Courseware Development Center for Teachers, 1991-1995.

Capital College Research Council Award (\$2000). Development of a Reader Self-Perception Scale, 1990.

Column Editorships

"Historical Titles in Reading Research and Instruction. Reading Psychology, 1988-1989.

"Reading Technology." Reading Teacher, 1989 to 1991. (with R. J. Rickelman.)

Honors and Activities

Recipient, A. B. Herr Award, *College Reading Association* recognition for career contributions to the field of Reading Education, 2004

Deans' Reflection Group, Center for Ignatian Spirituality, 2004 to Present

Recipient, *College Reading Association Service Award*, 2003

Nominee, International Reading Association Board of Directors, 2003

Consultant, Harrisburg Patriot News, 1999 to 2001

Recipient, *Edinboro University of Pennsylvania, Outstanding Alumni Award*, 2000

Recipient, *Penn State Harrisburg Excellence in Research Award*, 2000

Recipient, *Pennsylvania Educational Research Association Outstanding Paper Award*, 1997

Distinguished Service Award, Phi Delta Kappa, Harrisburg Chapter, 1996

Finalist, Milton Eisenhower University-wide Teaching Award, 1992

Recipient, *Penn State Harrisburg Outstanding Teacher Award*, 1991

Who's Who in American Education, 1990

Outstanding Young Men of America, 1987

Nominated by Awards Committee for International Reading Association's Albert J. Harris Award, 1983

Arlen G. and Louise Stone Swiger Doctoral Fellowship, 1982

Summa Cum Laude, M. Ed./Ed. D., 1976, 1982

Phi Delta Kappa, National Graduate Education Honor Society, 1981

Graduated Cum Laude, B.S. Ed., 1975

Kappa Delta Pi, National Honor Society in Education, 1974
 Vice-President, Lambda Chi Alpha Fraternity, 1974
 Collegiate Varsity Basketball, 1970-1973
 Little League Baseball Coach, 1980-1982
 Girls Softball Coach, 2001-2003

Professional Memberships (*currently active)

American Educational Research Association *
 Association for Supervision and Curriculum Development
 Capital Area Reading Council
 College Reading Association *
 Illinois Reading Council
 International Reading Association *
 Kappa Delta Pi National Honor Society
 Keystone State Reading Association
 National Reading Conference *
 Pennsylvania Association for Supervision and Curriculum Development
 Pennsylvania Association of College Teacher Educators
 Pennsylvania Reading Teacher Educators
 Phi Delta Kappa National Honor Society
 Southern Illinois Reading Council

Participation in Professional Organizations

American Educational Research Association

Program Proposal Reviewer, 1994

American Reading Forum

Program Proposal Reviewer, 1984
 Conference Format Review Team, 1985

Capital Area Reading Council

Membership Co-Chair, 1984-1985

College Reading Association

Associate Editor, Reading Research and Instruction, 1998 to 2002
 Member, CRA Elections Committee, 1995, 1998
 Member, CRA Awards Committee, 1994, 1999
 Chair, Publications Committee, 1993-1997
 Board of Directors, 1985-1989 (Appointed) and 1990 to 1993 (Elected)
 Monograph Editorial Review Board, 1988 to 1990

Editorial Review Board, Reading Research and Instruction, 1986-1998
 Conference Proposal Reviewer, 1991
 Newsletter Co-Editor, 1985-1989
 Outstanding Dissertation Awards Committee, 1985 to 1989
 Public Information Officer, 1983-1985
 Publications Committee, 1985-1989
 ad hoc Committee on Organizational Change, 1988
 Audiovisual Coordinator, 1983-1984

International Reading Association

Judge, Outstanding Dissertation Competition, May 2006
 Judge, Elva Knight Research Competition, February 2004
 Editorial Adjudicator, Reading Online, September, 2003 to Present
 IRA Board Nominating Committee, Chicago, October, 2003 and 2004
 Program Proposal Reviewer, Annual Conference, June 2002, July 2003
 Advisory Board Member, Reading Online, February 2000 to Present
 Editorial Review Board, Reading Research Quarterly, 2000 to 2003
 Editorial Review Board, Kids InSight Series, 1999 to Present
 Chair, Search Committee for Editor of Reading Online, 1999
 Chair, Search Committee for Editor of Reading Research Quarterly, 2000
 *Chair, Publications Committee, 1998 to 2001
 Member, Publications Committee, 1996 to 2001
 Chair, Subcommittee on the Evaluation of the Journal of Adolescent and Adult Literacy, 1997-98
 Member, Reading Today Advisory Council, 1999 to Present
 Program Proposal Reviewer, 1996
 Editorial Review Board, The Reading Teacher, 1992 to 2000 and 2002 to Present.
 Member, Studies and Research Grants Committee/Elva Knight Research Awards, 1992
 Guest Reviewer for The Reading Teacher, 2000 to Present; Journal of Reading / Journal of Adolescent and Adult Literacy, 1986 to Present, and for Reading Research Quarterly, 1991 to 2000
 Editorial Review Board, Conference Proceedings of the Microcomputer Pre-Conference Institute, 1990
 Board of Directors, Language Experience S. I. G., 1992 to 1993
 Professors of Reading Teacher Educators S. I. G., 1992 to Present

Keystone State Reading Association

Statewide Testing Coordinator, 1988 to 1991
 Founder and President, Pennsylvania Reading Teacher Educators Special Interest Council, 1988
 Chair, Reading Specialist Certification Committee, 1985 to 1988
 Chair, IRA World Congress Student Selection Committee, 1986
 Member, Standards Project for English Language Arts Committee, 1993 to 1995
 Recording Secretary, Erie Chapter, 1975-1976

National Reading Conference

Yearbook Reviewer, 1984, 1985, 1987, 1989, 1990
 Guest Reviewer for Journal of Reading Behavior, 1987 to 1994
 Editorial Review Board, Journal of Literacy Research, 1995 to Present
 Conference Proposal Reviewer, 1991, 1994, 2004
 Literacy Studies Series Editorial Selection Committee, 1998

Phi Delta Kappa, Harrisburg Chapter

Vice-President for Membership, 1997-1998
 Research Representative, 1994-97

RECENT COMMUNITY SERVICE

Chair, Search Committee for Superintendent of Schools, Archdiocese of Milwaukee, April 2007
 Member, Search Committee for President of the Milwaukee Academy of Science, April 2007
 Member, Milwaukee Partnership Academy (MPA) Leadership Team, October 2006 to Present
 Member, MPA Implementation Team, 2006.
 Member, Metropolitan Milwaukee Academy of Deans of Education (MMADE), 2004 to Present
 Member, Milwaukee Academy of Science Board of Directors and Committee on Instruction,
 2005 to Present
 Member, Milwaukee Tennis and Education Foundation Board, 2005 to Present
 Consultant, Bridging the Gap After School Programming Initiative, 2006 to Present

UNIVERSITY GOVERNANCE AND SERVICE

University**Marquette**

University Leadership Council, 2006 to Present
 Academic Senate Executive Committee, 2005 to 2006
 Academic Senate, 2005 to Present
 Task Force on University Governance, 2005 to Present
 Human Rights Task Force, 2005 to Present
 Advisory Committee for the Center for Teaching and Learning, 2005 to Present
 Marquette Community Campaign Cabinet, 2004
 Tommy G. Thompson Center Advisory Committee, 2004 to Present
 University Mission Council, 2004 to Present

SIUC

Graduate School Representative, Midwest Association of Graduate Schools Outstanding
 Thesis Competition, 2002

Development Team Member, Poshard Leadership Institute/Center for Rural Community
 Development

Penn State

Member, Academic Leadership Forum Planning Committee, May 2000 to August 2000.
 Consulting Member, Administrative Leadership Academy, April 2000 to Present
 Member, Biology of Learning and Development Group (BOLD), Hershey College of
 Medicine, Hershey, PA, January 2000 to Present
 Faculty and Staff Capital Campaign Committee, 1998 to 2001
 Member, Standing Committee on Workforce Development, April 2000 to March 2001
 Children, Youth and Families Consortium (CYFC), 1998 to 2001
 Steering Committee, 1998 to Present
 Member, Search Committee for Professor of Child Development and Education, 2000
 Member, Reading and Literacy Special Interest Group, 2000
 Panel Discussant, "Trends in School Achievement Research and Funding,"
 Annual Conference, 1999
 Working Group Co-Chair, 1998, 1999.
 Member, Search Committee for Director of the Children, Youth, and Family
 Consortium, 1998-1999
 University Representative, Committee on Institutional Cooperation (CIC), Department
 Executive Officer Seminar, Chicago, IL: March 2000
 Member, Review Team for the Intercollege Graduate Program in Environmental
 Pollution Control, January 1994

College**SIUC**

Speaker, "A Proposed SIUC-Meridian Partnership." Presentation made to the Meridian Unified School District #100, Mounds, IL, June 2002
 Panel Discussant, COEHS Mentoring Forum on Publishing, April 2002
 Member, SIUC COEHS Master of Arts in Teaching (MAT) Planning Committee, 2001 to 2004
 Member, COEHS Teaching Academy for Lifelong Learning, Summer Institute Planning Committee, 2001 to 2003
 Member, Professional Development Site Councils (Carbondale, Murphysboro, Unity Point) 2001 to 2004
 Faculty Mentor, Department of Workforce Education and Development (Dr. Arnold Murdock), 2002-2003.

Penn State

Member, Capital College Strategic Planning Steering Group, 2000-01
 Member, Search Committee for Provost and Dean, Penn State Capital College, 1999.
 Member, Penn State Harrisburg Board of Advisers' College Affairs Committee
 Member, Penn State Harrisburg Capital Campaign Committee, 1998 to 2001
 Commencement Speaker, Penn State Schuylkill, Fall 1998
 Member, Search Committee for Continuing Education Area Representative, 1998
 Strategic Planning Update Committee, 1997-1998
 Commencement Speaker, Graduate Program in Teaching and Curriculum, Penn State York, 1997
 Chair, Search Committee for the Director of the School of Public Affairs, 1996
 Member, School of Business Administration Professorship Selection Committee, 1997
 Member, Advanced Challenges Advisory Committee, 1996
 Task Force on the Reorganization of Continuing Education, 1996
 Capital College Merger Work Group on Summer Sessions, 1996
 Committee on the Future of the Institute for State and Regional Affairs, 1996
 Member, Committee on Educational Equity and Diversity, 1996
 Steering Committee for the Penn State Lancaster Center, 1996
 Chair, Search Committee for Associate Dean of Undergraduate Studies, 1995-96
 Chair, Administrative Review Committee (AD-14) for the School of Science, Engineering, and Technology, 1995
 Penn State Harrisburg Quality Improvement Council, 1995-1996
 Panel Discussion Leader, Improving College Teaching, 1995
 Subcommittee on Enrollment Management Services, 1995
 Subcommittee on Institutional Vision, 1995
 Group Facilitator, Strategic Planning Start-Up Meeting, 1995
 Search Committee for Director of Enrollment Services, 1994-1995
 Search Committee for Associate Provost and Dean of the Faculty, 1994

Diversity Plan Implementation Advisory Team, 1994
 Videoconferencing Partnership Team, 1993-1994
 Faculty Retreat Planning Committee, 1993-1994
 Search Committee for Acting Associate Provost and Dean of the Faculty, 1993-1994
 Strategic Planning and Enrollment Management Committee, 1993 to 2001
 Benchmarking and Assessment Subcommittee, 1993-1994
 Member and Chair, Teaching Excellence Award Committee, 1992, 1993
 Search Committee for Division Head, Behavioral Sciences and Education, 1992
 Faculty Council Board of Advisors Liaison Committee, 1991
 Faculty Subcommittee on the 25th Anniversary Celebration, 1991
 Chair, Search Committee for Director of Education Programs, 1990-1991
 Faculty Affairs Standing Committee, 1990-92
 Administrative Council, 1990, 1993-1994
 Chair, Faculty Council, 1990-1992
 Executive Committee of Faculty Council, 1990-1992
 Service Award Committee, 1990
 Faculty Council (Elected), 1988-1992
 Recreation/Athletics Task Force, 1988-1989
 ad hoc Committee on Liberal Studies Reorganization, 1989-1990
 Sabbatical Leave Committee, 1988, 1989
 Capital College Research Council (Elected), The Pennsylvania State University, 1985-1988
 Search Committee for Student Support Counselor, 1988
 Search Committee for Manager, Facilities and Maintenance Operations, 1987
 Search Committee for Athletic Director, 1987
 Strategic Planning Task Force for Research, PSH, 1984-1985
 Clinical Services Planning Group, The University of Georgia, 1982-1983
 Information and Recordkeeping Task Force of the Clinical Services Planning Group, UGA,
 1982-1983

Departmental

Marquette

Summer Master's Degree Capstone Paper Coordinator, 2005

SIUC

Coordinator of Graduate Programs, 2001 to 2004.

Interim Coordinator of Elementary Education, August 2001 to March 2002

Penn State

Mentoring Committee, 1995 to 2001

Curriculum Laboratory Committee, 1995-1997

Committee on Student Teaching Eligibility, 1995 to 1998

Committee on Elementary Education program revisions, 1994 to 2001

Education Awards Committee, 1994 to 2001

Mathematics Education Search Committee, 1993-1994
 Acting Coordinator of Secondary Education, 1993-1994
 Chair, Reading Education Search Committee, 1992-1993
 Graduate Program Coordinator, M. Ed. in Teaching and Curriculum, 1990 to 1992
 Professor-in-Charge, Reading Specialist Certification Program 1990 to 1993
 Graduate Education Committee, 1989 to 2001
 Undergraduate Curriculum Committee, 1983 to 2001
 Tenure and Promotion Committee, 1988 to 1990
 Faculty Representative, Capital Area Intermediate Unit Consortium on Field Placements,
 1990
 Chair/Member, Grade Appeals Committee, 1988, 1990
 Field Experience Committee, PSH, 1988
 Administration Programs Review Committee, 1985
 Committee on the Annual Reading Conference, University of Georgia, 1982-1983
 Committee on the Reading Master's Comprehensive Examination, UGA, 1983
 Middle School Curriculum Committee, UGA, 1982-1983

External Academic Service.

External Reviewer for Tenure Action

University of North Carolina at Charlotte, 1994
 George Mason University, 2000
 University of Tennessee, 2000
 Virginia Tech University, 2003

External Reviewer for Promotion Action

Florida International University, 1993
 George Mason University, 1998
 Penn State University, 2001
 Penn State College of Medicine, 2002
 George Mason University, 2006

Angela C. Jackson

2603 W. Walnut Street

Milwaukee, WI 53205

(414) 344-2482

HIGHLIGHTS OF QUALIFICATIONS

- Proficient managerial skills
- Excellent interpersonal and group communication skills
- Extensive microcomputer knowledge along with certification in office technology
- Effective organizational, multi-task, and problem-solving abilities

EDUCATION

BA in Business and Management with a support in Computer Studies
Alverno College, Milwaukee, Wisconsin. May 2001

Master in Business Administration
Cardinal Stritch University, Milwaukee, Wisconsin, December 2005

EMPLOYMENT HISTORY

2001-Present	Substitute Teacher	Milwaukee Public Schools
2003-Present	Director, Summer Recreational Enrichment Camp	Milwaukee Public Schools
1992-2000	Associate Student Services Specialist	University of Wisconsin-Milwaukee
1989-1992	Program Assistant	University of Wisconsin-Milwaukee

PROFESSIONAL ACCOMPLISHMENTS

MANAGEMENT ABILITIES:

- ◆ Utilized best practices for effective classroom management.
- ◆ Supervised on average 19 staff members for the Summer Recreational Enrichment Camp (SREC).
- ◆ Interviewed and hired work study students. Supervised student clerical assistants and program assistants: assigned errands, copying, collating and typing. Responsible for accuracy of student and office support work.

TECHNICAL AND ANALYTICAL ABILITIES:

- ◆ Analyze methods for developing student-teacher rapport in the classroom.
- ◆ Critique how to arrange a classroom to promote learning a minimize behavior problems.
- ◆ Set-up a six course rotation schedule for an average of 100 students in the SREC and set-up lunch schedule for about 19 staff members.
- ◆ Reconciled state accounting ledgers and maintained all Pre-college programs budget and prepare annual reports.
- ◆ Assisted in preparation of proposals, reports and documents such as Federal HCOP grants, State of Wisconsin Pre-college grants, annual planning documents, four-year reviews, program reviews, and other studies as may be required by the School, University, State or other accrediting agencies.

COMMUNICATION AND ORGANIZATION ABILITIES:

- ◆ Communicated effectively, both verbally, nonverbally, and in writing, with students, parents and other staff members.
- ◆ Handled discipline situation of children, parent contacts, emergency contacts and any other communication assigned by the Recreation Division.
- ◆ Liaison between SREC and school personnel (engineer and food service staff).
- ◆ Held daily meetings with staff to ensure a safe and constructive educational and recreational environment for children enrolled. Filled in where necessary, as well as lead classes at the SREC.
- ◆ Coordinator for the MEDAL (Medicine, Engineering, Dentistry, Architecture & Law) Program and Health Sciences Academy Pre-college Program activities, which include organizing and planning program functions.
- ◆ Served on MEDAL (Medicine, Engineering, Dentistry, Architecture & Law) Program and Health Sciences Academy Pre-college Programs Planning committee as facilitator of committee meetings and all program activities, such as conveying to committee members University policies and procedures.
- ◆ Responsible for the recruitment and retention of Pre-college program participants. Communicated with parents to facilitate student application process and understanding of program expectations such as behavior and attendance policies and program eligibility requirements.
- ◆ Liaison between the Office of Minority Student Affairs and the Wisconsin Department of Public Instruction.

References available upon request.

CURRICULUM VITA

JOHN D. KOLANDER, PH.D.

2930 San Juan Trail, Brookfield, WI 53005

Home: (262) 784-9792 Office: (414) 443-8816

E-mail: John.Kolander@wlc.edu

EDUCATION

- Doctor of Philosophy, Educational Administration, University of Wisconsin, Madison, WI, 2002
- Master of Science, Curriculum and Instruction, University of Wisconsin, Oshkosh, WI, 1989
- Bachelor of Science, Elementary Education, Dr. Martin Luther College, New Ulm, MN, 1981

EXPERIENCE

- Vice-President of Academic Affairs, Wisconsin Lutheran College, Milwaukee, WI, 2004-Present
- Assistant Principal, Fox Valley Lutheran High School, Appleton, WI, 1998-2004
- Instructor, Fox Valley Lutheran High School, Appleton, WI, 1992-1998
- Principal and Upper Grade Teacher, Immanuel Lutheran School, Waupaca, WI, 1989-1992
- Principal and Upper Grade Teacher, Samuel Lutheran School of Christ Ev. Lutheran Church, Marshall, MN, 1981-1989

SERVICE IN THE WISCONSIN EV. LUTHERAN SYNOD

- Assistant Consultant, WELS Parish Assistance
- Lead Consultant, WELS Forward With Lutheran Schools
- Author/Instructor, *Curriculum Development I*, Martin Luther College To Serve as Leader Continuing Education Program
- Author/Instructor, *Curriculum Development II*, Martin Luther College To Serve as Leader Continuing Education Program
- Author/Instructor, *The School as a Learning Community*, Martin Luther College Masters Program
- Board of Directors, Northwestern Publishing House, 1992 - 2004
- Board of Directors, WELS Multi-Language Publications Committee, 2002 - Present
- Board of Directors, Wisconsin Lutheran College, 2001 - 2004

CONGREGATIONAL SERVICE

- Board of Education, Mt. Olive Lutheran, Appleton, WI 1997-2000, 2002 - Present
- Director of Senior Choir, Mt. Olive Lutheran, Appleton, WI, 1993-1998
- Mission/Vision Force, Mt. Olive Lutheran, Appleton, WI, 2003

PUBLISHED WRITINGS

- *Christian Education*, Northwestern Publishing House Family Life Series (2003)
- "Our World of War", *Lutheran Parent*: NPH, 09-10 (2003)
- "2000 is Here...Now What?" *Lutheran Parent*: NPH, 01-02 (2000)
- "Are We Now What We Were Then?" *Lutheran Parent*: NPH, 09-10 (2000)
- "Flirting with the Past", *Lutheran Parent*: NPH, 01-02 (1997)

RECENT PRESENTATIONS

- *It Takes a Partnership to Educate a Child*, Keynote Address – Association Area Lutheran High Schools (2006)
- *Schools that Learn*, Wisconsin Ev. Lutheran Synod National Leadership Conference (2005)
- *Instructional Expectations for the Educator of the Future*, Association of Area Lutheran High Schools (2003)
- *Strategies for Enhancing Comprehension and Critical Thinking*, Wisconsin Lutheran High School In-service (2003)
- *Incorporating God's Word into the Curriculum*, Shoreland Lutheran High School In-service (2003)
- *The High School Instructor of the Future*, Kettle Moraine Lutheran High School In-service (2003)
- *Developing a School's Curriculum*, WELS National Leadership Conference (2002)
- *We Have What Others Want – The Benefits and Blessings of Christian Education*, Keynote Evergreen Lutheran High School Federation Symposium (2002)
- *Whose School Is It Anyway?* Keynote of Western Wisconsin District Teacher's Conference (2001)
- *Serving Students With Special Needs in the Lutheran Elementary School*, WELS Jesus Cares Conference (2000)
- *Spiritualizing the Curriculum*, Fox Valley Lutheran Federation of Teachers (2000)
- *A Sense of Time in History*, Northern Wisconsin District Teacher's Conference (1999)
- *The Process of a Curriculum Study*, Fox Valley Lutheran Federation of Teachers (1998)
- *The Bifocal Principal*, WELS National Leadership Conference (1996)
- *Using Oral History in the Social Studies Classroom*, WELS National Teacher's Conference (1995)

Kathleen A. O'Brien
Senior Vice President for Academic Affairs
Alverno College
3400 S. 43rd St. P.O. Box 343922
Milwaukee, Wisconsin 53234
Phone: 414-382-6084
Fax: 414-382-6354
e-mail: kathleen.obrien@alverno.edu

Education

Ph.D. Management, U. of Wisconsin-Madison, Graduate School of Business, 1988
M.B.A. Vanderbilt University, Graduate School of Management, 1976
B.A. Alverno College, History and Mathematics, 1967

Professional Experience

Alverno College: 1976-present

Experience at Alverno includes: Vice President for Academic Affairs: 1999 - present; Interim President 2003- 04, Academic Dean: 1991-1999; Chair of Business and Management Division: 1976-81 and 88-91; Coordinator and Member of Problem Solving Competence Department: 1976-81 and 84--91; Member of Assessment Committee, 1977-81, 84-present; Member of Research and Evaluation Committee, 1985-present; Chair of Curriculum and Academic Appointment Committees, 1991- 1999; Member Quality Council, 1992-2000; Co-chair, Technology Steering Committee, 1999-present.

Omaha Province of the School Sisters of St. Francis: Administrator and Financial Officer, 1972-1974

Ryan High School, Omaha, Nebraska: Instructor of American Government and History, 1971-73

Pope John High School, Elgin, Nebraska: Instructor of Social Studies and Mathematics, 1969-71

St. Agatha Grade School, Howard, South Dakota: principal, 1968-69

St. Patrick Grade School, Fremont, Nebraska: Teacher of Science and Mathematics, 1967-68

Other: Member, School Sisters of St. Francis

Recent Special Projects and Activities

Member, Council for Higher Education Accreditation (CHEA) Selection Committee – 2007 and 2006 Award for Institutional Progress in Student Learning

Co-Inventor: Diagnostic Digital Portfolio software and system. U.S. patent awarded, November 13, 2003. #6,651,071 B1

Project team director: Developing the Diagnostic Digital Portfolio at Alverno

WASC accreditation team leader for Point Loma Nazarene University, 2006 and Concordia University-Irvine, Nov. 2005 and Nov. 2004, Cal State University, Monterey Bay, October, 2002 and March, 2003;

Member, national panel: Project on the Future of Higher Education (2000 – 04)

Institutional Representative to Greater Expectations: Project of American Association of Colleges and Universities (1999 – 03)

Campus Coordinator for FIPSE grant: Consortium for Innovative Environment for Learning (CIEL) 2001 – present.

Director, 5 year, \$1.7 million grant from U.S. Department of Education, Title III. *Integration of Technology to Strengthen Academic Programs*, 1998 – 2003.

Project Director, 3 year grant from the U.S. Department of Education—Fund for the Improvement of Post Secondary Education on *Implementing Self-Evaluation Protocols to Help Students Make Strategic Intellectual Transitions*, 1996-99.

Teaching Specializations

Introduction to Management, Experiential Learning Seminar, Organizational Behavior, Women and Leadership.

Experienced in assessment design: Designed numerous external assessments for general education sequence and business and management major

Recent Board Memberships/Civic Associations

Girl Scouts of Greater Milwaukee, Board Member, 2002 – present

Member, Steering Committee for Girls in Charge Coalition, 2002 - present

Member of Board, Milwaukee Academy of Science Charter School, 1998 – present

Member, University of Wisconsin System Diversity Council, 2005- present

Rotary Club of Milwaukee, Member 1999- present

Member, Board of Directors, 2002 – 2005

Chair, Partners in Education Committee, 2002- 2007

Recent Consulting

Consultant to colleges and educational organizations on outcomes and student performance assessment: Cleveland Clinic Foundation Learner Medical School, consultant on student assessment, November, 2004, January, 2003; Western Association for Schools and Colleges Evaluation Retreat, July 7-8, 2003; MobilExxon Foundation, Dallas, Texas, December 10, 2001; Zayed University, Dubai/Abu Dhabi, United Arab Emirates, January, 2001; Loyola University of Maryland, August 30, 2000; Universidad Francisco de Aguirre, La Serena, Chile, September 29, 1997; Universidad Peruana Ciencias, Lima, Peru, September 30-Oct. 1, 1997; Pacific Lutheran University, Tacoma, Washington, September, 1997; British Columbia Institute of Technology, Vancouver, Canada, May, 1996.

Consultant to consortium of five universities in the United Kingdom on ability based education and student assessment and workshop for Department of Employment on Credit and Transfer Policies: July, 1994

Nijenrode, the Business School of the Netherlands, 1986-90 Visiting Professor (summers). Executive M.B.A. program.

Consultant to faculty of Frank Lloyd Wright School of Architecture on using portfolios and journals to assess and self-assess professional competence. Taliesin West, Scottsdale, Arizona, January 6-10, 1991.

Consultant to Michigan Judicial Institute, Minding the Courts into the 21st Century, on identifying, defining and practicing the abilities of the outstanding judge, November 27-30, 1990.

Consultant to college faculty participating in FIPSE-funded project, Faculty Consortium for Assessment Design, June, 1988, June, 1989 and June, 1990.

Consultant to Exxon-funded project on Portfolio-Assisted Assessment of General Education Outcomes, October, 1989-May, 1990. Monograph produced: "Time Will Tell: Portfolio-Assisted Assessment of General Education Outcomes". by Aubrey Forrest and Study Group. AAHE, 1990.

Research/Publications

O'Brien, K. "ePortfolios as Learning Construction Zones: Provost's Perspective". In *Handbook of Research on ePortfolios*. Ali Jafari and Catherine Kaufman, editors. Idea Group Reference. 2006.

Eaton, M. and O'Brien, K. "Creating a Vital Campus in a Climate of Restricted Resources: Role of Student Self-Reflection and Self-Assessment," June, 2004. Paper commissioned for website of Project on the Future of Higher Education.

O'Brien, K. and Doherty, A. (2002) *How Institutional Transformation Works and Becomes Visible*. Alverno College Institute.

O'Brien, K. (2000) "Ability-based education," In S. Fallows and C. Steven (eds) *Integrating Key Skills in Higher Education: Employability, Transferable Skills and Learning for Life*, London: Kogan Page.

Mentkowski and Associates (includes O'Brien, K.) (2000). *Learning That Lasts: Integrating Learning, Development, and Performance in College and Beyond*, San Francisco: Jossey-Bass.

Mentkowski, M. Loacker, G., and O'Brien, K. *Ability-Based Learning and Judicial Education: An Approach to Ongoing Professional Development*. JERITT (Judicial Education Reference, Information and Technical Transfer) Project. 1998.

O'Brien, K. "Assessment as Learning as Practiced at Alverno College," in *Ability-Based Social Work Education* – Proceedings from First Conference of the Mandel School of Applied Social Sciences' National Advisory Panel on Assessment in Social Work Education, Case Western Reserve University, Cleveland, Ohio, September 20-22, 1996.

O'Brien, K. and Earley, M. (August 1996) "Women: Leadership in Ministry". *Chicago Studies*. Vol. 35, #2. pp. 156-166.

O'Brien, K., McEachern, W., and Luther, E. (1996). "Human Resource Development and Management: Helping People Grow". in *High Performing Colleges: the Malcolm Baldrige National Quality Award as a Framework for Improving Higher Education*. Vol.1—Theory and Concepts, pp. 169-185.

O'Brien, K. "Society needs to re-evaluate women's leadership", News and Opinion (WomaNews). *Chicago Tribune*, Sunday, March 3, 1996.

McEachern, W. and O'Brien, K. (1993). "Constancy of Purpose: Ability-based education and assessment as learning," In D.L. Hubbard (ed.) *Continuous Quality Improvement: Making the Transition to Education*, Maryville, MO: Prescott Publishing.

O'Brien, K., Matlock, M.G., Loacker, G., and Wutzdorff, A. (1991). "Problem Solving at Alverno College" in D. Boud and G. Feletti (eds.), *The Challenge of Problem-Based Learning*. London: Kogan Page.

O'Brien, K. and Mullin, R.F. (1990). "Assessment as a means of improving student learning in business schools: Alverno College's outcome-oriented curriculum". In T.C. Head & K.R. Thompson (Eds.), *Proceedings of the 33rd Annual Meeting of the Midwest Academy of Management*; (pp.260-264). Chicago, IL,: DePaul University.

O'Brien, K.(1989). "Portfolio assessment at Alverno College". Paper prepared for Alverno faculty and network of colleges and universities developing guidelines for using portfolios.

Loacker, G., Cromwell, L., and O'Brien, K., (1986) "Assessment in higher education: To serve the learner." in *Assessment in American Higher Education*, edited by C. Adelman, Washington, D.C.: U.S. Department of Education/OERI. pp. 47-62.

Mentkowski, M., O'Brien, K., Cleve, L., and Wutzdorff, A., (1983). "Assessing Experiential Learning: The Learning Incident as An Assessment Technique," Milwaukee, WI: Alverno Productions.

Mentkowski, M., O'Brien, K., McEachern, W. and Fowler, D. (1982) "Developing a Professional Competence Model for Management Education" Final report to National Institute of Education, Research Report No. 10, Milwaukee, WI: Alverno Productions. (ERIC, ED 239 566).

Recent Presentations/Workshops – Selected

O'Brien, K. Integrating the Scholarship of Teaching, Learning, and Assessment. Kapi'olani Community College, Honolulu, Hawaii, February 18, 2002

O'Brien, K. and McEachern, W., "Learning Driven Performance Indicators – The Alverno Experience". Presentation to benchmarking partners at the Measuring institutional Performance Outcomes Conference sponsored by APQC, November 23-24, 1997, Huston Texas.

O'Brien, K. and Graham, S. Abilities and assessment -as-learning in undergraduate education. International Seminar on the Theory and Practice of Teaching Undergraduates, Santiago, Chile, September 26-28, 1997.

O'Brien, K. (member of workshop team). Involving Students in Active and Collaborative Learning. AAC&U Network of Academic Renewal. Chicago, Illinois. October 20-21, 1995.

O'Brien, K. Presentations to the faculty of Northwest Missouri State University on ability-based education and performance assessment. April 5, 1995.

O'Brien, K. Presentation: "Faculty as Scholars of Teaching". AACSB Continuous Improvement Symposium. September 22-23, 1994. St. Louis, Missouri.

O'Brien, K. and McEachern, W. "Faculty Development Meets the Baldrige", Presentation at the AAHE Assessment and Quality Forum. Washington, D.C., June, 1994.

O'Brien, K. Presentation to School of Business, University of Arizona on "Ability-Based Approach to Education". April 22, 1994.

O'Brien, K. Presentation to faculty at opening convocation on continuous quality improvement and education, August 24, 1993, Tuskegee University, Tuskegee, Alabama.

O'Brien, K. Presentation: "Outcome Assessment as a Stimulus for Improved Teaching and Learning", AACSB Annual Meeting, April 18-21, 1993.

O'Brien, K., panelist, Symposium on the Future Mission of Higher Education in Michigan. Central Michigan University, April 3, 1993.

O'Brien, K., Fitzpatrick, K., Blanz, J. McCarty, D., Stone, H., Chalmers, R. High School to College to Professional School: Achieving Educational Coherence through Student Outcome Assessment. Panel Presentation at AAHE Conference on Assessment in Higher Education. Miami Beach, Florida, June 23, 1992.

O'Brien, K. and Locker, G. Educational Pioneering in Assessment: Alverno College and the Assessment Center Method. Presentation to International Congress on the Assessment Center Method, Williamsburg, Virginia, May 21, 1992.

O'Brien, K. and Butler, R. Designing Outcomes and Assessments. Workshop for faculty at Winston-Salem State University, January 28-29, 1991.

O'Brien, K. Portfolios for Assessing General Education. Panel presentation at the 5th Annual AAHE Assessment Forum, Washington, D.C., June 29, 1990.

William L. Randall

Occupation: *Consultant to Community Organizations*
Chairman Emeritus
U.S. Bank National Association
1200 West Sierra Lane
Mequon, Wisconsin 53092
(262) 241-3036 FAX: (262) 241-3197

Residence: 1850 West Hidden Reserve Court
Mequon, Wisconsin 53092
(262) 242-9799

Born: December 20, 1930

Education: University School of Milwaukee, 1948
Dartmouth College, B.A., 1952
University of Michigan Law School, LL.B., 1956

Business Career:

1956 – 1973	Milwaukee law firm of Shea, Hoyt, Green, Randall & Meissner <i>Attorney and Partner</i>
1973 – 1990	First Bank Milwaukee (now U.S. Bank National Association) <i>Executive Vice President – Administration</i>
1990 – 1991	<i>President and CEO</i>
1991 – 1993	<i>Chairman</i>

Family: Married to Wendy (formerly Shea) of Milwaukee
Four children – two sons, two daughters, five grandchildren

**Summary of
Community
Activities:**

<i>Trustee –</i>	Medical College of Wisconsin Faye McBeath Foundation
<i>Director –</i>	Variquest Technologies, Inc. Burns Milwaukee, Inc.
<i>Chairman--</i>	War Memorial Development Committee
<i>Consultant--</i>	Kellogg Foundation, Battle Creek, Michigan
<i>Chairman--</i>	Greater Milwaukee Committee Action Goals 2000 Priorities & Strategies Committee Public Policy Forum (formerly CGRB) Performing Arts Center CGRB Cultural Inventory Project Greater Milwaukee Education Trust

President-- Milwaukee Rotary Club
 Milwaukee Junior Bar Association
 University School of Milwaukee Alumni Council
 Dartmouth College Alumni Council
 Boys & Girls Club of Greater Milwaukee

Director-- Music for Youth
 Goals for Greater Milwaukee 2000
 Family Service of Milwaukee
 Future Milwaukee
 Alverno College
 Milwaukee Academy of Science
 Greater Milwaukee Committee
 Greater Milwaukee Initiative for Corporate Philanthropy
 Milwaukee County Private Industry Council

*Founder/
 First Chairperson* United Performing Arts Fund (UPAF)

Member -- UWM School of Education Advisory Council
 Ad Hoc Committee, Study on the Arts in Wisconsin
 Trustees' Committee, Milwaukee Foundation
 Governor's Commission on: Quality of Education in the
 Milwaukee Metropolitan Public Schools
 Salvation Army Advisory Board
 Governor's Commission on: University of Wisconsin System
 Compensation and Accountability Measures

*Service Awards
 And Degrees*

Milwaukee Junior Chamber of Commerce Distinguished Service, 1965
 University School of Milwaukee Alumnus of the Year, 1968
 Milwaukee Symphony Orchestra Gold Baton, 1968
 Metropolitan Milwaukee Civic Alliance Special Award for Service to the Arts, 1982
 Governor's Award for Support of the Arts, 1983
 UPAF Steinke Award for Service to the Performing Arts, 1983
 American Legion Community Service Award, 1983
 Children's Outing Association "Father of the Year" Award, 1983
 Salvation Army's "Other" Award, 1984
 National Conference of Christians & Jews for Human Relations, 1984
 Dartmouth College Alumni Award, 1986
 Mount Mary College Pro Urbe Award, 1986
 Milwaukee Chapter, UNICO, Citizen of the Year, 1989
 Milwaukee School of Engineering Honorary Doctor of Business and Economics Degree,
 1990
 Milwaukee Foundation William C. Frye Award for Community Service, 1994
 Medical College of Wisconsin Honorary Doctor of Science Degree, 2000
 International Institute for World Citizen Award, 2001
 United Community Center Friend of Hispanic Community Award, 2002

CURRICULUM VITAE

Eileen Schwalbach, Ph.D.
2108 East Olive Street
Shorewood, Wisconsin 53211
Home 414-332-0890 • Office 414-256-0183
schwale@mtmary.edu

EDUCATION

Certificate	Harvard University, Institute for Educational Management	2005
Course Work	University of Wisconsin--Milwaukee, curriculum supervisor's License	1992--1994
Ph.D.	University of Wisconsin--Milwaukee, Urban Education, major emphasis in curriculum and instruction, minor emphasis in English. Dissertation: <i>Teaching Comprehension of Metaphor in Poetry: A Look at Engagement</i>	1988--1992
M.A.	University of Wisconsin--Milwaukee, English	1976--1979
Course Work	Purdue University; master's degree, English	1975
B.A.	Marquette University, major in English, minors in history and education	1968--1972

EMPLOYMENT HISTORY

Higher Education Experiences

Mount Mary College

Vice President for Academic and Student Affairs	2004--present
Associate Dean for Academic and Student Affairs	2003--2004
Director, Graduate Program in Education, Associate Professor of Education, Tenured	1997--2003
Adjunct instructor, Instructional Methods: English	1993--1996
Supervisor of secondary English student teachers	1993--1996

University of Wisconsin-Milwaukee

Adjunct instructor, Teaching English (secondary methods)	1991--1992, 1994
Supervisor, secondary English student teachers	1993--1995
Adjunct instructor, Introduction to Education	1990

Purdue University

Teaching assistant, speed reading	1975
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Public Education Experiences

Milwaukee Public Schools Central Services

School To Work Teacher Facilitator; provide support to teachers, principals in K-12 schools on the STW learning process	1996--1997
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Milwaukee Trade and Technical High School, Milwaukee Public Schools	
Curriculum Coordinator for School to Work programs and restructuring	1994--1996
English teacher at all levels from freshman "at risk" to senior Advanced Placement English	1976--1995
Chairperson, English department	1985--1995
Cooperating teacher for student teachers	1973--1995
Advisor, extracurricular activities: <i>Wordworks</i> (literary magazine), <i>Artisan</i> (yearbook)	1977--1991

Wells Junior High, Milwaukee Public Schools	
English teacher, 7th and 8th grade language arts and reading	1972--1975
Coach for forensics and debate	1973--1975

Professional Experiences

Program Development

Worked to create the Mount Mary College—Midtown Campus, funded by the Trinity Foundation of the Greater Milwaukee Foundation	2004
Spearheaded a faculty committee that developed the major in Liberal Studies	2003
Worked to establish the Caroline Scholars program, funded by the Trinity Foundation of the Greater Milwaukee Foundation	2003
Worked with Alverno College to develop the Urban Education Fellows Program, funded by the Greater Milwaukee Foundation, the Trinity Foundation, and the Helen Bader Foundation of the Greater Milwaukee Foundation	2002

Service Activities: Community

Member, school board for Saint Joan Antida High School	2004--present
Member, Board of Directors of Milwaukee Academy of Science	2003--present
Member, Milwaukee Public Schools' High School Reorganization Task Force	2002--2003
Member, Cardinal Stritch University's Leadership Action Teams	2000--2003
Member, Advisory Board, Urban Education Fellows Program	2000--2003
Member, PAVE's Collaborative Council	1999--2002
Member, Milwaukee Public Schools' Leadership Academy Task Force	1999--2002
Member, Planning Committee, Milwaukee Academic Alliance of Teachers of English	1999--2002
Member, Milwaukee Teacher Education Center core team and teacher resource panel	1995--1997

Faculty Service Activities: Mount Mary College

Member, Executive Committee of the Faculty Assembly	1999--2003
Co-chair, Graduate Council	2002--2003
Chairperson, Program Development	2003--present
Member, Capital Campaign Cabinet	2000--2003
Member, Women's Leadership Institute Advisory Board	2002--present
Chairperson, Faculty Assembly	2001--2002
Member, Program Development Committee	2001--present
Chairperson	2003--present
Faculty representative, Academic/Student Affairs Committee	2000--2002

of the Board of Trustees	
Member, Retention Task Force	2000--2001
Member, North Central Association Accreditation Committee	2000--2001
Co-chairperson, Women's Leadership Initiative	1999--2002
Member, Executive Committee of the Faculty Assembly	1999--2002
Vice-chairperson	2000--2001
Member, All College Council	1999--2002
Faculty representative, Institutional Advancement Committee	1999--2001
of the Board of Trustees	
Co-chairperson, Women's Leadership Strategic Resource Team	1999
Member, Ewens Center Task Force	1999
Member, North Central Outcomes Accreditation Team for Pius High School	1999
Chairperson, Enrollment/Marketing Committee	1997--1999
Member, Graduate Council	1997--present
Member, Teacher Education Advisory Committee	1997--2003
Member, Institutional Review Board Planning Committee	1997--1999
Member, planning groups that wrote Teagle, FIPSE, and Title III grants	1997--2000
Service Activities: Milwaukee Public Schools	
Member, Milwaukee Public Schools teacher mentor board	1997
Member, Milwaukee Public Schools, Humanities Council	1992--1997
Chairperson	1994--1995
Member, Milwaukee Public Schools, K-12 and Staff Development Budget Committee	1993--1996
Member, Milwaukee Public Schools, K-12 Curriculum Committee	1991--1995
Chairperson, Milwaukee Technical High School's Staff Development Committee and K-12 Curriculum Committee	1991--1996
Member, Milwaukee Technical High School	1986--1996
Building Committee	1988--1989
CARE	1986-1988
Tech 2000	1987--1988
Staff Development Committee	1993--1996
Budget Committee	1993--1996
Computer Committee	1993--1996
Grant Writer: Mount Mary College	
FIPSE grant to create Women's Leadership for Social Justice seminar (co-writer)	2002
Greater Milwaukee Foundation, Trinity Foundation and Bader Foundation Grant of \$500,000 to develop a strand within the Master of Arts in Education to certify elementary school teachers (co-writer)	2001
AmeriCorps funding for Urban Education Fellows Program (co-writer)	2001
Grant Writer: Milwaukee Public Schools	
TAP Grant, Milwaukee Trade and Technical High School received \$860 to do a photo essay on School to Work	1995
Applied Ideas in Education Continuous Improvement Grant, Milwaukee Trade and Technical High School received \$8,600 for "Writing Partners" project with the University of Wisconsin—Milwaukee	1994
School-to-Work, Milwaukee Trade and Technical High School received \$48,000 for the 1995-1996 school year	1994
American Council of Learned Societies; Milwaukee Public Schools received \$220,000 for the 1994-1995 school year	1993

Consultant

- The Wisconsin Institute for Torah Studies, wrote high school English curriculum 1999--2000
- North Division High School, Milwaukee Public Schools, reorganization of curriculum 1996
- Jobs for the Future, Boston, MA; Milwaukee contact for JFF/CES workbased learning project 1996--1997

Honors

- Nominated for the Mount Mary College Teaching Excellence Award 1998, 2000, 2002
- Jarvis Bush Techniques in Teaching Composition Award from the Robert C. Pooley Foundation of the Wisconsin Council of Teachers of English 1995
- Silver Ameritech Teacher Recognition Award Winner 1993
- Phi Beta Kappa 1972

Publications

- End, L., Carey, P., & Schwalbach, E. M. "Mount Mary College," *Exploring the Evidence: Reporting Research on First Year Seminars*, Vol. III.
- Schwalbach, E. M. "Minority College Students Key to State's Future," *Business Journal*, April 2, 2004.
- Schwalbach, E. M. (2003). *Value and Validity in Action Research: A Guidebook for Reflective Practitioners*. Scarecrow Press: Lanham, MD.
- Schwalbach, E.M., & Kiernan, S. "Effects of an Intergenerational Friendly Visit Program on the Attitudes of Fourth Graders toward Elders," *Educational Gerontology*. April, 2002.
- Schwalbach, E. M., & Dosemagen, D. "Developing Student Understanding: Contextualizing Calculus," *School Science and Mathematics*, February, 2000.

Presentations

- October, 2004, respondent to Lieutenant Governor Barbara Lawton's Geneva B. Johnson lecture, Mount Mary College, Milwaukee, WI on Wisconsin Women Equals Prosperity initiative.
- October, 2003, co-presenter at the Wisconsin Association of Supervision and Curriculum Development conference in Appleton, WI on "Action Research—Informing Practice."
- May, 2003, co-presenter at The Seminar that Means Business: Strategies for Corporate and Nonprofit Leadership, Mount Mary College, Milwaukee, WI on "Assessing Your Readiness to Lead."
- April, 2003, A presentation at the Third Annual Action Research Conference at Alverno College, Milwaukee, WI on "The History of Action Research."
- November, 2002, co-presenter at the Fund for Improving Post-secondary Education (FIPSE) conference in Washington, DC on "Leadership Seminar for Social Justice."
- June, 2002, co-presenter at the Service Learning Conference at Messiah College in Grantham, PA on "Leadership for Social Justice Seminar: Searching for a Service-Learning Component to Fit the Mount Mary College Leadership Model"
- April, 2002, paper presentation at American Education Research Association Annual Meeting in New Orleans on "Ensuring Validity in Action Research"
- October, 2001, co-presenter at National Council of Teachers of Mathematics Central Regional Conference in Madison, WI, on "Action Research in the Mathematics Classroom"
- April, 2001, co-presenter at National Catholic Education Association Conference in Milwaukee, WI on "Action Research: Informing Practice"
- October, 2000, co-presenter at the Wisconsin Early Childhood Association Conference in LaCrosse, WI on "Developing Reflective Practice in Fieldwork"
- November, 1999, co-presenter at Wilson College, Chambersburg, PA on "Using a Collaborative Model to Initiate a Women's Leadership Program"

October , 1999--Milwaukee Area Academic Alliance in English, University of Wisconsin--Milwaukee on "English Education: Looking to the Future"
October, 1998, Waukesha County Technical College, "Colleges' Roles in School to Work"
January, 1996, WASB-WASBO-WASDA State Education Convention, "University Writers Meet Partners at Milwaukee Trade and Technical High School"
March, 1995, National Council of Teachers of English, Minneapolis, "Using a Reading Strategy to Facilitate Writing"
September, 1993, Milwaukee Public Schools workshop, "Teaching *Things Fall Apart*"
May, 1992, Milwaukee Area Academic Alliance in English, "Using an Interdisciplinary Approach to Teaching *Things Fall Apart*"
April, 1992, American Educational Research Association Annual Meeting, San Francisco, "Teaching Comprehension of Metaphor in Poetry"
March, 1992, National Council of Teachers of English National Convention, Washington, D.C. "Developing Interpretive Strategies in the English Classroom: A Unit in Metaphor"
March, 1991, Third Annual School of Education Research Conference, University of Wisconsin--Milwaukee, "Ideological Beliefs, Practical Knowledge, and Teaching Style"
May, 1989, Milwaukee Area Academic Alliance in English, "Approaches to the Teaching of Literature in the Context of Cultural Literacy"
May, 1987, College Board's Conference on Critical Thinking, Milwaukee, WI, panelist
December, 1982, University of Wisconsin and Milwaukee Public Schools' Conference on Composition, "Writing across the Curriculum"
November, 1981, University of Wisconsin and Milwaukee Public Schools' Conference on Composition, "Using the Process Approach to Writing"

Professional Organizations

Association for Supervision and Curriculum Development
Phi Beta Kappa
Phi Delta Kappa
Sigma Tau Delta (secretary, Marquette chapter, 1971-1972)

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UNIVERSITY OF WISCONSIN - MILWAUKEE GRADUATE TRANSCRIPT

GRADUATE J. H. JOHNSON

HEU WERSI...
MILWAUKEE WISCONSIN 53201

In English - August 1959

THE UNIVERSITY OF WISCONSIN

NAME	DEGREE	DATE	STATUS
JOHNSON, J. H.	PH.D.	1959	GRADUATED
JOHNSON, J. H.	M.A.	1958	GRADUATED
JOHNSON, J. H.	B.S.	1957	GRADUATED

NAME	DEGREE	DATE	STATUS
JOHNSON, J. H.	PH.D.	1959	GRADUATED
JOHNSON, J. H.	M.A.	1958	GRADUATED
JOHNSON, J. H.	B.S.	1957	GRADUATED

THE BACK OF THIS DOCUMENT CONTAINS AN ANTI-WATERMARK - HOLD AT AN ANGLE TO VIEW



THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER
UNIVERSITY OF WISCONSIN - MILWAUKEE GRADUATE TRANSCRIPT

EDUCATIONAL ASSISTANT, UNIVERSITY OF WISCONSIN - MILWAUKEE, 1974-1975

EDUCATIONAL ASSISTANT, UNIVERSITY OF WISCONSIN - MILWAUKEE, 1973-1974

EDUCATIONAL ASSISTANT, UNIVERSITY OF WISCONSIN - MILWAUKEE, 1972-1973

EDUCATIONAL ASSISTANT, UNIVERSITY OF WISCONSIN - MILWAUKEE, 1971-1972

ISSUED BY THE UNIVERSITY OF WISCONSIN - MILWAUKEE

1991



THE BACK OF THIS DOCUMENT CONTAINS AN ARTIFICIAL WATERMARK - HOLD AT AN ANGLE TO VIEW

735 N. Water Street, 414/277-7080
Milwaukee, WI 53202

Corey Smith

Experience

1998 – Present Associates' Building Maintenance Milwaukee, WI

Owner

- Started full service maintenance company serving several sites in the Milwaukee area
- Gross sales of \$1 million plus

2000 – Present Associate's Property Management Milwaukee, WI

Owner

- Purchased and renovated over 125 commercial and residential properties
- Current revenue over \$1 million
- Designed and built three coffee houses (Cup – a – Java)
- Designed and built popular Milwaukee restaurant (SOCHE Milwaukee)

1998 - 1999 Urban Day School Milwaukee, WI

Maintenance Supervisor

- Ensured efficient operations of multiple facilities
- Supervised staff

1996- 1998 Jefferson Smurfit Milwaukee, WI

Boiler Engineer

Education

1985 - 1989 Grand Alternative High School Milwaukee, WI

- Diploma

1998 MATC Milwaukee, WI

- Boiler Engineer's License

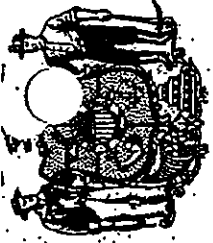
Community Activities

Milwaukee Academy of Science, Board Director

The following Board members were unable to secure transcripts:

- T. Michael Bolger
- Gary Grunau
- William Henk
- Bill Randall
- Corey Smith
- Angela Jackson
- John Kolander
- Kathleen O'Brien

Attachment B:
Description of Legal Structure



Wisconsin

State of

Department of Regulation and Licensing

MILWAUKEE SCIENCE EDUCATION CONSORTIUM INC

Hereby Certifies that

was granted a certificate of registration as a

Charitable Organization

in the State of Wisconsin in accordance with Wisconsin law

on the 6th of December, 2000.

The authority granted herein must be renewed annually by the granting authority.

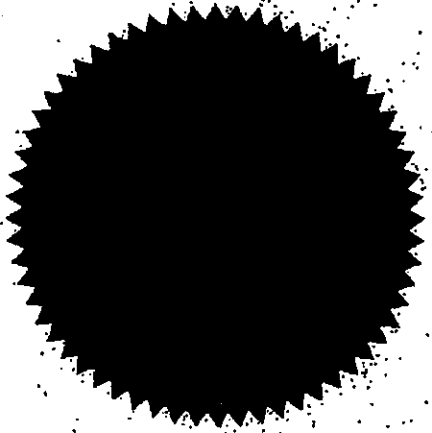
In witness thereof, the State of Wisconsin

Department of Regulation and Licensing

has caused this certificate to be issued under

its official seal.

This certificate issued this 6th day of December, 2000.



Martina A. Conway
Secretary



DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

Date: NOV 9 2000

The Milwaukee Science Education
Consortium, Inc.
c/o T. Michael Bolger
8701 Watertown Plank Road
Milwaukee, WI 53228

Employer Identification Number:
39-1974865
Issuing Specialist:
Ms. Berkovsky ID#50-00524
Toll Free Customer Service:
877-829-5500
Accounting Period Ending:
June 30
Foundation Status Classification:
509(a)(1) & 170(b)(1)(A)(ii)
Form 990 Required:
Yes

Dear Applicant:

Based on the information supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3).

We have further determined that you are not a private foundation within the meaning of section 509(a) of the Code, because you are an organization described in the section(s) indicated above.

Revenue Procedure 75-50, 1975-2 C.B. 587, sets forth guidelines and recordkeeping requirements for determining whether private schools have racially nondiscriminatory policies as to students. You are excepted from comply with this revenue procedure as long as you operate as a Charter school. Should you no longer operate under the Charter you will have to comply with the revenue procedure to maintain your tax-exempt status.

Please notify the Ohio Tax Exempt and Government Entities (TE/GE) Customer Service office if there is any change in your name, address, sources of support, purposes, or method of operation. If you amend your organizational document or bylaws, please send a copy of the amendment to the Ohio TE/GE Customer Service office. The mailing address for that office is: Internal Revenue Service, TE/GE Customer Service, P.O. Box 2508, Cincinnati, OH 45201.

You are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more you pay to each of your employees during a calendar year. You are not liable for the tax imposed under the Federal Unemployment Tax Act.

If you are involved in an excess benefit transaction, that transaction might be subject to the excise taxes of section 4958 of the Code. In this letter we are not determining whether any of your present or proposed arrangements would be considered an excess benefit transaction resulting in tax under section 4958. Additionally, you are not automatically exempt from other federal excise taxes.

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for federal

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The Milwaukee Science Education
Consortium, Inc.

estate and gift tax purposes if they meet the applicable provisions of Code sections 2055, 2106, and 2522.

Donors (including private foundations) may rely on this ruling unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your 509(a) status as indicated above, donors (other than private foundations) may not rely on the classification indicated above if they were in part responsible for, or were aware of, the act that resulted in your loss of such status, or they acquired knowledge that the Internal Revenue Service had given notice that you would be removed from that classification. Private foundations may rely on the classification as long as you were not directly or indirectly controlled by them or by disqualified persons with respect to them. However, private foundations may not rely on the classification indicated above if they acquired knowledge that the Internal Revenue Service had given notice that you would be removed from that classification.

Contribution deductions are allowable to donors only to the extent that their contributions are gifts, with no consideration received. Ticket purchases and similar payments in conjunction with fund-raising events may not necessarily qualify as fully deductible contributions, depending on the circumstances. If your organization conducts fund-raising events such as benefit dinners, shows, membership drives, etc., where something of value is received in return for payments, you are required to provide a written disclosure statement informing the donor of the fair market value of the specific items or services being provided. To do this you should, in advance of the event, determine the fair market value of the benefit received and state it in your fund-raising materials such as solicitations, tickets, and receipts in such a way that the donor can determine how much is deductible and how much is not. Your disclosure statement should be made, at the latest, at the time payment is received. Subject to certain exceptions, your disclosure responsibility applies to any fund-raising circumstance where each complete payment, including the contribution portion, exceeds \$75. In addition, donors must have written substantiation from the charity for any charitable contribution of \$250 or more. For further details regarding these substantiation and disclosure requirements, see the enclosed copy of Publication 1771. For additional guidance in this area, see Publication 1391, *Deductibility of Payments Made to Organizations Conducting Fund-Raising Events*, which is available at many IRS offices or by calling 1-800-TAX-FORM (1-800-829-3676).

In the heading of this letter we have indicated whether you must file Form 990, *Return of Organization Exempt from Income Tax*. If "Yes" is indicated, you are required to file Form 990 only if your gross receipts each year are normally more than \$25,000. If your gross receipts each year are not normally more than \$25,000, we ask that you establish that you are not required to file Form 990 by completing Part I of that Form for your first year. Thereafter, you will not be required to file a return until your gross receipts exceed the \$25,000 minimum. For guidance in determining if your gross receipts are "normally" not more than the \$25,000 limit, see the instructions for the Form 990. If a return is required, it must be filed by the 15th day of the fifth month after the end of your annual accounting period. A penalty of \$20 a day is charged when a return is filed late, unless there is reasonable cause for the delay. The maximum penalty charged cannot exceed \$10,000 or 5 percent of your gross receipts for the year, whichever is less. For organizations with gross receipts exceeding \$1,000,000 in any

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The Milwaukee Science Education
Consortium, Inc.

year, the penalty is \$100 per day per return, unless there is reasonable cause for the delay. The maximum penalty for an organization with gross receipts exceeding \$1,000,000 shall not exceed \$50,000. This penalty may also be charged if a return is not complete, so please be sure your return is complete before you file it. Form 990 should be filed with the Ogden Service Center, Ogden, UT 84201-0027.

You are required to make your Form 990 available for public inspection for three years after the later of the due date of the return or the date the return is filed. You are also required to make available for public inspection your exemption application, any supporting documents, and this exemption letter. Copies of these documents must be provided to any individual upon written or in person request without charge other than reasonable fees for copying and postage. You may fulfill this requirement by placing these documents on the Internet. Penalties may be imposed for failure to comply with these requirements. Additional information is available in Publication 557, *Tax-Exempt Status for Your Organization*, or you may call our toll free number shown above.

You are not required to file federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T, *Exempt Organization Business Income Tax Return*. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

Please use the employer identification number indicated in the heading of this letter on all returns you file and in all correspondence with the Internal Revenue Service. Because this letter could help resolve any questions about your exempt status, you should keep it in your permanent records. If you have any questions about this letter, or about filing requirements, excise, employment, or other federal taxes, please contact the Ohio TE/GE Customer Service office at 877-829-5500 (a toll free number) or correspond with that office using the address indicated above.

Sincerely,



Gerald V. Sack
Manager, Exempt Organizations
Technical Group 4

Enclosure:
Pub. 1771.

AMENDED AND RESTATED BYLAWS
OF
THE MILWAUKEE SCIENCE EDUCATION CONSORTIUM, INC.

PREAMBLE

The corporation shall not discriminate in admissions or deny participation in any program or activity on the basis of a person's sex, race, religion, national origin, ancestry, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability. Specifically, the corporation shall comply with all state and federal laws and regulations in this regard.

ARTICLE I
Offices

Section 1. Principal Office. The corporation may have such offices, either within or without the State of Wisconsin, as may be designated from time to time by resolution of the Board of Directors, one of which may be designated as the principal office.

Section 2. Registered Office and Registered Agent. The corporation shall maintain a registered office and registered agent in the State of Wisconsin. The registered office may, but need not be, the same as any of its places of business. The identity and address of the registered agent may be changed from time to time by notifying the Wisconsin Department of Financial Institutions pursuant to the provisions of the Wisconsin Nonstock Corporation Law (the "WNCL").

ARTICLE II
Board of Directors

Section 1. General Powers. The affairs of the corporation shall be managed by its Board of Directors.

Section 2. Number and Qualifications of Directors.

(a) The number of Directors shall be thirteen (13) and shall serve for the term provided in Section 3 of this Article. No amendment of this section shall reduce the number of Directors to less than the number required by the WNCL, which at the time of adoption of these bylaws is three (3).

(b) The Board of Directors shall be comprised as follows:

(i) each of the following six (6) institutions shall appoint one representative to serve as a director of the corporation (together the "Institutional Directors"):

(1) Medical College of Wisconsin

- (2) Mount Mary College
- (3) Cardinal Stritch University
- (4) Marquette University
- (5) Alverno College
- (6) Wisconsin Lutheran College

(ii) Two (2) members of the Board of Directors (together the "Parent Directors") shall be parents of students attending The Milwaukee Academy of Science (the "Academy");

(iii) Five (5) members of the Board of Directors (the "Community Directors") shall be community representatives.

Section 3. Election and Term.

(a) Institutional Directors. Each of the Institutional Directors shall be appointed by the governing body of the institution for which such individual shall serve as representative. The appointment of the Institutional Directors shall be made at meetings of each such governing body which precede the annual meeting of the corporation at which such Directors' terms expire, or in such other manner as each governing body may deem appropriate. Institutional Directors shall be classified with respect to the time for which they shall hold office by dividing them into three (3) classes, the first class to consist of one Director and the other two classes to consist of two (2) Directors each. The first class shall serve for an initial term of one (1) year, the second class shall serve for an initial term of two (2) years and the third class shall serve for an initial term of three (3) years. At the close of each annual meeting of the corporation, the successors to the class of Institutional Directors whose terms expire that year shall commence to hold office for a term of three (3) years, or until their successors have been elected and qualified.

(b) Parent Directors. The Parent Directors shall be nominated by the Parent Advisory Council of children who at the time of such election are enrolled at the Academy. A person shall be qualified to serve as a Parent Director only for so long as such person has at least one child enrolled at the Academy. The Parent Directors will be elected by the Board of Directors from among the Parent Advisory Council's nominees. The Parent Directors shall be classified by dividing them into two (2) classes, the first class to consist of one (1) Parent Director who shall serve for an initial term of one (1) year, and the second class to consist of one (1) Parent Director who shall serve for an initial term of two (2) years. The Parent Directors shall be elected no later than November 1, 1999. Thereafter, the successor to each Parent Director whose term shall expire in a given year shall be elected for a term of two (2) years. The election shall be held during the month of October each year. Parent Directors who are so elected shall take office immediately following their election.

(c) Community Directors. The Community Directors shall be elected by the Board of Directors at its annual meeting in the years when a Community Director's term expires. The Community Directors shall be classified by dividing them into two (2) classes, the first class to consist of two (2) Community Directors who shall serve for an initial term of three (3) years and the second class to consist of two (2) Community Directors who shall serve for an initial

term of two (2) years. Thereafter, the successor to each Community Director whose term shall expire in a given year shall be elected by the Board of Directors for a term of three (3) years or until his or her successor is duly elected and qualified.

Section 4. Resignation. A director may resign at any time by filing a written resignation with the President or the Secretary of the corporation.

Section 5. Removal. A director may be removed from office with or without cause or the vote of a majority of the other Directors of this corporation then in office either at a regular meeting or at any special meeting called for that purpose.

Section 6. Vacancies. In the event a vacancy occurs in the Board of Directors from any cause other than an increase in the number of Directors, an interim director shall be elected or appointed in the same manner as the director whose position has been vacated. If a vacancy occurs as a result of an increase in the number of Directors of the corporation, an interim director shall be elected to the newly-created seat by the Directors then in office. An interim director shall serve until a successor is elected upon expiration of the term of office for that director.

Section 7. Annual Meeting. The annual meeting of the Board of Directors shall be held in the month of June in each year, at such time and place as the Board of Directors may determine, for the purpose of transacting such business as may come before the meeting.

Section 8. Regular Meetings. The Board of Directors may provide by resolution for regular or stated meetings of the Board, to be held at a fixed time and place, and upon the passage of any such resolution such meetings shall be held at the stated time and place without other notice than such resolution.

Section 9. Special Meetings. Special meetings of the Board of Directors may be held at any time and place for any purpose or purposes, unless otherwise prescribed by the WNCCL, on call of the President or Secretary, and shall be called by the Secretary on the written request of any fifty percent (50%) of the Directors.

Section 10. Meetings By Telephone or Other Communication Technology.

(a) Any or all Directors may participate in a regular or special meeting or in a committee meeting of the Board of Directors by, or conduct the meeting through the use of, telephone or any other means of communication by which either: (i) all participating Directors may simultaneously hear each other during the meeting or (ii) all communication during the meeting is immediately transmitted to each participating director, and each participating director is able to immediately send messages to all other participating Directors.

(b) If a meeting will be conducted through the use of any means described in subsection (a), all participating Directors shall be informed that a meeting is taking place at which official business may be transacted. A director participating in a meeting by any means described in subsection (a) is deemed to be present in person at the meeting.

Section 11. Notice and Waiver of Notice.

(a) Notice. Notice of the date, time and place of any annual or special meeting shall be given by oral or written notice delivered personally to each director at least forty-eight (48) hours prior thereto, or by written notice given by other than personal delivery at least seven (7) days prior thereto. Notice shall be given in one of the methods described in Article IV hereof. The purpose of and the business to be transacted at any special meeting of the Board of Directors shall be specified in the notice or waiver of notice of such meeting.

(b) Waiver of Notice. Whenever any notice whatever is required to be given under the provisions of the WNCL or under the provisions of the Articles of Incorporation or Bylaws of the corporation, a waiver thereof in writing, signed at any time by the person or persons entitled to such notice, shall be deemed equivalent to the giving of such notice. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends the meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 12. Quorum. A majority of the number of Directors then in office shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, but if less than such majority is present at a meeting, a majority of the Directors present may adjourn the meeting from time to time without further notice.

Section 13. Manner of Acting. The act of a majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required by the WNCL, or the Articles of Incorporation or Bylaws of the corporation.

Section 14. Action by Written Consent of Directors. Any action required by the Articles of Incorporation or Bylaws of the corporation, or any provision of the WNCL, to be taken at a meeting, or any other action which may be taken at a meeting, may be taken without a meeting if a consent in writing setting forth the action so taken shall be signed by all of the Directors entitled to vote with respect to the subject matter thereof. Such consent shall have the same force and effect as a unanimous vote of the Board of Directors taken at a meeting.

Section 15. Presumption of Assent. A director of the corporation who is present at a meeting of the Board of Directors, or a committee thereof, at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless such director's dissent shall be entered in the minutes of the meeting or unless such director shall file a written dissent to such action with the person acting as the Secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail to the Secretary of the corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.

Section 16. Compensation. Directors of the corporation shall not receive compensation for serving as Directors or for providing other personal services to the corporation. However, Directors may receive reimbursement for reasonable expenses incurred in connection with corporate matters, provided that such reimbursement is authorized by the Board of Directors.

Section 17. Committees.

(a) Executive and Other Committees. The Board of Directors by resolution may create an executive committee or one or more other committees, each consisting of three or more Directors designated by the Board of Directors, having such powers and duties, not inconsistent with subsection (b) hereof or any existing delegation of powers to a committee of Directors, as may be provided in the resolution creating such committee as initially adopted or as thereafter supplemented or amended by further resolution adopted by similar vote. The Board of Directors may also designate persons who are not Directors to serve as non-voting members of any such committee with the exception of the Executive Committee. Additionally, the executive committee shall have and may exercise, when the Board of Directors is not in session, all of the powers of the Board of Directors in the management of the business and affairs of the corporation.

(b) Nondelegable Powers; Alternative Members; Rules of Committees. No committee of Directors shall be empowered to act in lieu of the entire Board of Directors in respect to election of officers or the filling of vacancies on the Board or on committees of Directors created pursuant to this Section 17. All members of the Board of Directors who are not members of a given committee shall be alternate members of such committee and may take the place of any absent member or members at any meeting of such committee, upon request of the President or the chairman of such meeting. Each committee of Directors shall fix its own rules governing the conduct of its activities, not inconsistent with rules promulgated by the Board of Directors, and shall make such reports to the Board of Directors of its activities as the Board may request.

Section 18. Conflict of Interest.

(a) Each director shall disclose to the Board of Directors any duality of interest or possible conflict of interest whenever the duality or conflict pertains to a matter being considered by the Board.

(b) Any director having duality of interest or conflict of interest on any matter shall abstain from voting on the matter and shall not be counted in determining the quorum for the vote on the matter. In addition, he or she shall not use his or her personal influence on the matter, but may briefly state his or her position on the matter and may answer pertinent questions from other Directors since his or her knowledge may be of great assistance.

(c) The minutes of the meeting involving any such situation shall reflect that a disclosure was made, the abstention from voting, and the quorum situation.

(d) If a director is uncertain as to whether he or she has a duality or conflict of interest which requires abstention, or if a director asserts that another director has such a duality or conflict, the Board, by majority vote of those present other than the director having the possible conflict, shall decide whether abstention is required. If so, the director will be deemed to have abstained.

ARTICLE IV
Methods of Giving Notice

Notice of any annual or special meeting of Directors, and any other notice required to be given under these Bylaws or the WNCL, may be communicated in person, by telephone, telegraph, teletype, facsimile or other form of wire or wireless communication, or by mail or private carrier, and, if these forms of personal notice are impracticable, notice may be communicated by a newspaper of general circulation in the area where published, or by radio, television or other form of public broadcast communication. Oral notice is effective when communicated. Written notice is effective at the earliest of the following:

- (a) When received.
- (b) When deposited in the U.S. mail, if mailed postpaid and correctly addressed.
- (c) On the date shown on the return receipt, if sent by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the addressee.

ARTICLE V Officers

Section 1. Number. The principal officers of the corporation shall be a President, one or more Vice Presidents (the number thereof to be determined by the Board of Directors), a Secretary, and a Treasurer, each of whom shall be elected by the Board of Directors. The Board of Directors may elect such other officers and assistant officers and agents as may be deemed necessary. The same individual may simultaneously hold more than one office. Officers shall be members of the Board of Directors.

Section 2. Election and Term of Office. The officers of the corporation shall be elected annually by the Board of Directors at its annual meeting. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office from the close of the annual meeting for a term of one year, or until a qualified successor is elected upon expiration of the term of that officer, or until that officer's death, or until that officer shall resign or shall have been removed in the manner hereinafter provided.

Section 3. Removal. Any officer or agent elected or appointed by the Board of Directors may be removed by the Board of Directors, whenever in its judgment the best interests of the corporation will be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment shall not of itself create contract rights.

Section 4. Vacancies. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

Section 5. The President. The President shall be the principal executive officer of the corporation and, subject to the control of the Board of Directors, shall in general supervise and control all of the business and affairs of the corporation. The President shall, when present, preside at all meetings of the Board of Directors. The President shall have authority, subject to

such rules as may be prescribed by the Board of Directors, to appoint such agents and employees of the corporation as he or she shall deem necessary, to prescribe their powers, duties and compensation, and to delegate authority to them. Such agents and employees shall hold office at the discretion of the President. In general, the President shall perform all duties incident to that office, and such other duties as may be prescribed by the Board of Directors from time to time.

Section 6. The Vice Presidents. In the absence of the President, or in the event of the President's death, inability or refusal to act, the Vice President (or in the event there be more than one Vice President, the Executive Vice President, or if one shall not have been designated, the Vice President with longest service in that office) shall perform the duties of the President, and when so acting shall have all the powers of and be subject to all the restrictions upon the President. Any Vice President shall perform such other duties as from time to time may be assigned by the President or by the Board of Directors. Vice Presidents may by their election have charge and supervision of designated portions of the corporation's affairs.

Section 7. The Secretary. The Secretary shall: (a) keep the minutes of the Board of Directors' meetings in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these Bylaws or as required by the WNCI; (c) be custodian of the corporate records and of the seal of the corporation if one is authorized by the Board of Directors, in which case the Secretary shall see that the seal of the corporation is affixed to all documents the execution of which on behalf of the corporation under its seal is duly authorized; and (d) in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the President or by the Board of Directors.

Section 8. The Treasurer. If required by the Board of Directors, the Treasurer shall give a bond for the faithful discharge of his duties in such sum and with such surety or sureties as the Board of Directors shall determine. The Treasurer shall: (a) have the oversight responsibility for all funds and securities of the corporation, and for moneys due and payable to the corporation from any source whatsoever, including the deposit of such moneys in the name of the corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provisions of these Bylaws; and (b) in general perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned by the President or by the Board of Directors.

Section 9. Other Assistants and Acting Officers. The Board of Directors shall have the power to appoint any person to act as assistant to any officer, or to perform the duties of such officer whenever for any reason it is impracticable for such officer to act personally, and such assistant or acting officer so appointed by the Board of Directors shall have the power to perform all the duties of the office to which such person is so appointed to be assistant, or as to which such person is so appointed to act, except as such power may otherwise be defined or restricted by the Board of Directors.

Section 10. Additional Officers. Any additional officer not specified above shall have only such authority, duties and responsibilities as shall be specifically authorized and designated by the Board of Directors.

Section 11. Compensation. Officers of the corporation shall not receive compensation for serving as officers or for providing other personal services to the corporation. However, officers may receive reimbursement for reasonable expenses incurred in connection with corporate matters, provided that such reimbursement is authorized by the Board of Directors.

ARTICLE VI Indemnification

Section 1. Mandatory Indemnification. The corporation shall, to the fullest extent permitted or required by Sections 181.0871 to 181.0889, inclusive, of the WNCL, including any amendments thereto (but in the case of any such amendment, only to the extent such amendment permits or requires the corporation to provide broader indemnification rights than prior to such amendment), indemnify its Directors and Officers against any and all Liabilities, and advance any and all reasonable Expenses, incurred thereby in any Proceeding to which any Director or Officer is a Party because such Director or Officer is a Director or Officer of the corporation. The corporation may indemnify its employees and authorized agents, acting within the scope of their duties as such, to the same extent as Directors or Officers hereunder. The rights to indemnification granted hereunder shall not be deemed exclusive of any other rights to indemnification against Liabilities or the advancement of Expenses which such Director or Officer may be entitled under any written agreement, board resolution, the WNCL or otherwise. All capitalized terms used in this Article VI and not otherwise defined herein shall have the meaning set forth in Section 181.0871 of the WNCL.

Section 2. Permissive Supplementary Benefits. The Corporation may, but shall not be required to, supplement the foregoing right to indemnification against Liabilities and advancement of Expenses under Section 1 of this Article by (a) the purchase of insurance on behalf of any one or more of such Directors, Officers, employees or agents, whether or not the corporation would be obligated to indemnify or advance Expenses to such Director, Officer, employee or agent under Section 1 of this Article, and (b) entering into individual or group indemnification agreements with any one or more of such Directors or Officers.

Section 3. Private Foundations. Notwithstanding the foregoing, whenever the corporation is a private foundation as defined in I.R.C. Section 509(a); it shall not make any indemnification which would give rise to a penalty excise tax under I.R.C. Chapter 42.

ARTICLE VII Fiscal Year

The fiscal year of the corporation shall end on the last day of June in each year.

ARTICLE VIII Seal

The corporation has no corporate seal.

ARTICLE IX
Corporate Acts, Loans, and Deposits

Section 1. Corporate Acts. Each officer shall have authority to sign, execute and acknowledge on behalf of the corporation, all deeds, mortgages, bonds, stock certificates, contracts, leases, reports, and all other documents or instruments necessary or proper to be executed in the course of the corporation's regular business, or which shall be authorized by resolution of the Board of Directors. Except as otherwise provided by the WNCL or directed by the Board of Directors, the President may authorize in writing any officer or agent of the corporation to sign, execute and acknowledge such documents and instruments in his or her place and stead. The Secretary of the corporation is authorized and empowered to sign in attestation all documents so signed, and to certify and issue copies of any such document and of any resolution adopted by the Board of Directors of the corporation, provided, however, that an attestation is not required to enable a document to be an act of the corporation.

Section 2. Loans. No moneys shall be borrowed on behalf of the corporation and no evidences of such indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

Section 3. Deposits. All funds of the corporation, not otherwise employed, shall be deposited from time to time to the credit of the corporation in such banks, investment firms or other depositories as the Board of Directors may select.

ARTICLE X
Amendments

Section 1. By the Directors. These Bylaws may be altered, amended or repealed and new Bylaws may be adopted by the Board of Directors at any regular or special meeting thereof.

Section 2. Implied Amendments. Any action taken or authorized by the Board of Directors which would be inconsistent with the Bylaws then in effect but is taken or authorized by affirmative vote of not less than the number of Directors required to amend the Bylaws so that the Bylaws would be consistent with such action, shall be given the same effect as though the Bylaws had been temporarily amended or suspended so far, but only so far, as is necessary to permit the specific action so taken or authorized.

Certified a true and correct copy of the Bylaws adopted on the 15th day of March, 2007 by the Board of Directors of The Milwaukee Science Education Consortium, Inc.

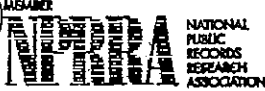

Thomas A. Brophy
Print Name: Thomas A. Brophy
Its: Secretary

Order/Inv# U261438

Date: 06/23/05

KW

THANK YOU FOR YOUR ORDER! YOUR CHARGES ARE AS FOLLOWS:

<p>REQUESTING PARTY</p> <p>QUARLES & BRADY 411 E WISCONSIN AVE MILWAUKEE, WI 53202</p> <p>Attn: CINDY VICK</p>	<p>REFERENCE NUMBER</p> <p>Disbursement: 70.00 Amount Paid: Shipping: FAX: Search: 20.00 Filing: Copies:</p> <p>Total Amount: 90.00</p>
<p>CERTIFIED TO THE EXACT NAME SHOWN ONLY</p> <p>MILWAUKEE SCIENCE EDUCATION CONSORTIUM, INC. THE</p>	<p>SPECIAL INSTRUCTIONS</p> <p>CERTIFIED CHARTER DOCUMENTS CERTIFICATE OF STATUS EXPEDITE FEDEX: 0532-0497-0</p>
<p>JURISDICTION</p> <p>WI DEPT OF FINANCIAL INSTITUTIONS, DIV OF CORP & CONSUMER SRVCS CORPORATIONS DIVISION</p>	
<p>WE REPORT THE FOLLOWING AS OF:</p> <p>SEE ATTACHED CERTIFICATE/COPIES</p> <p>BY: K WILLIAMS</p>	
 <p>NATIONAL PUBLIC RECORDS RESEARCH ASSOCIATION</p>	<p>DANE COUNTY TITLE CO., INC. 901 SOUTH WHITNEY WAY MADISON, WI 53711 TELEPHONE 608-271-2800 800-626-9735 FAX 608-271-8862</p>  <p>DANE COUNTY TITLE COMPANY</p>

DOM
180 181 185

United States of America
State of Wisconsin



DEPARTMENT OF FINANCIAL INSTITUTIONS

To All to Whom These Present Shall Come, Greeting:

I, RAY ALLEN, Deputy Administrator, Division of Corporate & Consumer Services, Department of Financial Institutions do hereby certify that

THE MILWAUKEE SCIENCE EDUCATION CONSORTIUM, INC.

is a domestic corporation or a domestic limited liability company organized under the laws of this state and that its date of incorporation or organization is JANUARY 20, 1999.

I further certify that said corporation or limited liability company has, within its most recently completed report year, filed an annual report required under ss. 180.1622, 180.1921, 181.1622, or 181.0120, Wis. Stats., and that it has not filed articles of dissolution.



IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of the Department on June 24, 2005.

A handwritten signature in black ink, appearing to read "Ray Allen".

RAY ALLEN, Deputy Administrator
Division of Corporate & Consumer Services
Department of Financial Institutions

BY: Patricia Weber

Effective July 1, 1996, the Department of Financial Institutions assumed the functions previously performed by the Corporations Division of the Secretary of State and is the successor custodian of corporate records formerly held by the Secretary of State.

DFI/CORP/38
CORD 2/00

United States of America

State of Wisconsin



DEPARTMENT OF FINANCIAL INSTITUTIONS

To All to Whom These Presents Shall Come, Greeting:

I, RAY ALLEN, Deputy Administrator, Division of Corporate & Consumer Services, Department of Financial Institutions, do hereby certify that the annexed copy has been compared by me with the record on file in the Corporation Section of the Division of Corporate & Consumer Services of this department and that the same is a true copy thereof and the whole of such record; and that I am the legal custodian of said record, and that this certification is in due form.



IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of the Department.

A handwritten signature in black ink, appearing to read "Ray Allen".

RAY ALLEN, Deputy Administrator
Division of Corporate & Consumer Services
Department of Financial Institutions

DATE: JUN 24 2005

BY: A handwritten signature in black ink, appearing to read "Patricia Weber".

Effective July 1, 1996, the Department of Financial Institutions assumed the functions previously performed by the Corporations Division of the Secretary of State and is the successor custodian of corporate records formerly held by the Secretary of State.

RECEIVED

JAN 20 1999

WISCONSIN
DFI

ARTICLES OF INCORPORATION
OF
THE MILWAUKEE SCIENCE EDUCATION CONSORTIUM, INC.

The undersigned, a natural person of the age of eighteen (18) years or more, hereby executes these Articles of Incorporation for the purpose of forming a nonstock corporation pursuant to the authority and provisions of Chapter 181 of the Wisconsin Statutes:

ARTICLE I

Name

The name of the corporation is The Milwaukee Science Education Consortium, Inc.

ACCT# 000002311 CLASS CODE 348
TRX# 0000990368 \$25.00
ACCT# 000002311 CLASS CODE 310
TRX# 0000990366 \$35.00

ARTICLE II

Purposes

The corporation is organized and shall be operated exclusively for educational and scientific purposes within the meaning of I.R.C. Section 501(c)(3). Such purposes may include, but are not limited to, operating one or more schools and otherwise furthering education in Wisconsin. The corporation may carry out its purposes directly or by making distributions to other qualifying organizations. In these Articles, the term "I.R.C." means the Internal Revenue Code and references to provisions thereof are to such provisions as from time to time amended and to corresponding provisions of any future United States Internal Revenue Law.

ARTICLE III

Activities and Restrictions

Section 1. No dividends, liquidating dividends, or distributions shall be declared or paid by the corporation to any private individual or officer or director of the corporation.

MS0343

Section 2. No substantial part of the activities of the corporation shall consist in carrying on propaganda or otherwise attempting to influence legislation, unless by appropriate election a greater part is permitted without jeopardizing the corporation's exemption under I.R.C. Section 501(c)(3). The corporation shall neither participate in, nor intervene in, any political campaign on behalf of (or in opposition to) any candidate for public office, including the publishing or distribution of any statements.

Section 3. No part of the net earnings or net income of the corporation shall inure to the benefit of any private individual or officer or director of the corporation; provided, however, that such a person may receive reasonable compensation for personal services rendered, or reimbursement for reasonable expenses incurred, which are necessary to carrying out the exempt purposes of the corporation.

Section 4. Notwithstanding any other provision of these Articles of Incorporation, the corporation shall not carry on any other activities not permitted to be carried on by a corporation exempt from federal income tax under I.R.C. Section 501(c)(3) or by a corporation contributions to which are deductible under I.R.C. Section 170(c)(2).

Section 5. Whenever the corporation is a private foundation as defined in I.R.C. Section 509(a), the income of the corporation shall be distributed at such time and in such manner as not to subject it to tax under I.R.C. Section 4942 and the corporation shall not engage in any act of self-dealing, or retain any excess business holdings, or make any taxable expenditures as defined in I.R.C. Sections 4941(d), 4943(c) and 4945(d), respectively, or make any investments in such manner as to subject it to tax under I.R.C. Section 4944; or make any indemnification which would give rise to a penalty excise tax under I.R.C. Chapter 42.

ARTICLE IV

Members

The corporation shall have no members.

ARTICLE V

Directors

Section 1. The affairs of the corporation shall be managed by its Board of Directors, which shall consist of such number of persons as shall be fixed by the Bylaws from time to time, but shall not be less than the number of directors required by the Wisconsin Nonstock Corporation Law, which at the time of execution of these Articles is three (3). The terms of office, qualifications and method of election of the directors shall be as specified in the Bylaws.

Section 2. The number of directors constituting the initial Board of Directors shall be seven

(7). The names and addresses of the initial directors are:

T. Michael Bolger, J.D.
President and CEO
Medical College of Wisconsin
8701 Watertown Plank Road
Milwaukee WI 53226

Dr. Diana Brigham Beaudoin
Vice President for Academic & Student Affairs
Mount Mary College
2900 North Menomonee River Parkway
Milwaukee WI 53222

Dr. Anthea Bojar
Dean, College of Education
Cardinal Stritch College
6801 North Yates Road
Milwaukee WI 53217

Dr. Mary Hoy
Dean, School of Education
Marquette University
P.O. Box 1881
Milwaukee WI 53201-1881

Gary P. Grunau, President
Grucon Corporation
101 West Pleasant Street, Suite 104
Milwaukee WI 53202

Dr. Kathleen O'Brien
Academic Dean
Alverno College
3401 South 39th Street
Milwaukee WI 53215

Mr. Randy Myrick
President
North Milwaukee State Bank
1620 West Wells Street
Milwaukee WI 53233

ARTICLE VI

Amendment

These Articles of Incorporation may be amended by the directors of the corporation by such vote as may at the time be required by the Wisconsin Nonstock Corporation Law, provided that no amendment shall substantially change the original purposes of the corporation.

ARTICLE VII

Dissolution

In the event of the dissolution of the corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, distribute all of the assets of the corporation exclusively for purposes substantially similar to those of the corporation to one or more organizations then described in I.R.C. Sections 170(c)(2), 501(c)(3), 2055(a)(2) and 2522(a)(2) having purposes substantially similar to those of the corporation (except that no private foundation as defined by I.R.C. Section 509(a) shall be a recipient) or to one or more units or agencies of federal, state or local government to be used exclusively for public purposes, as the Board of Directors shall determine. Any of such assets not so distributed shall be distributed to one or more of such organizations as determined by the Circuit Court of the county in which the principal office of the corporation is then located.

ARTICLE VIII

Principal Office; Registered Agent

The mailing address and county of the principal office of the corporation is c/o Lawdock, Inc., 411 East Wisconsin Avenue, Milwaukee, Wisconsin 53202-4497. The name and street address

CHAPTER
NONSTO

#35. —

#25. — *repealed by*

STATE OF WISCONSIN
FILED
JAN 21 1999
DEPARTMENT OF
FINANCIAL INSTITUTIONS



of the initial Registered Agent of the corporation, Inc., 411 East Wisconsin Avenue,

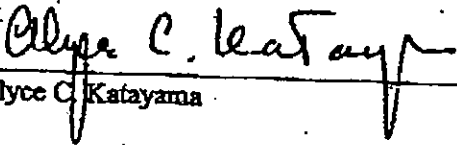
Suite 2550, Milwaukee, Wisconsin 53202-4497.

ARTICLE IX

Incorporator

The name and address of the incorporator is Alyce C. Katayama, 411 East Wisconsin Avenue, Milwaukee, Wisconsin 53202-4497.

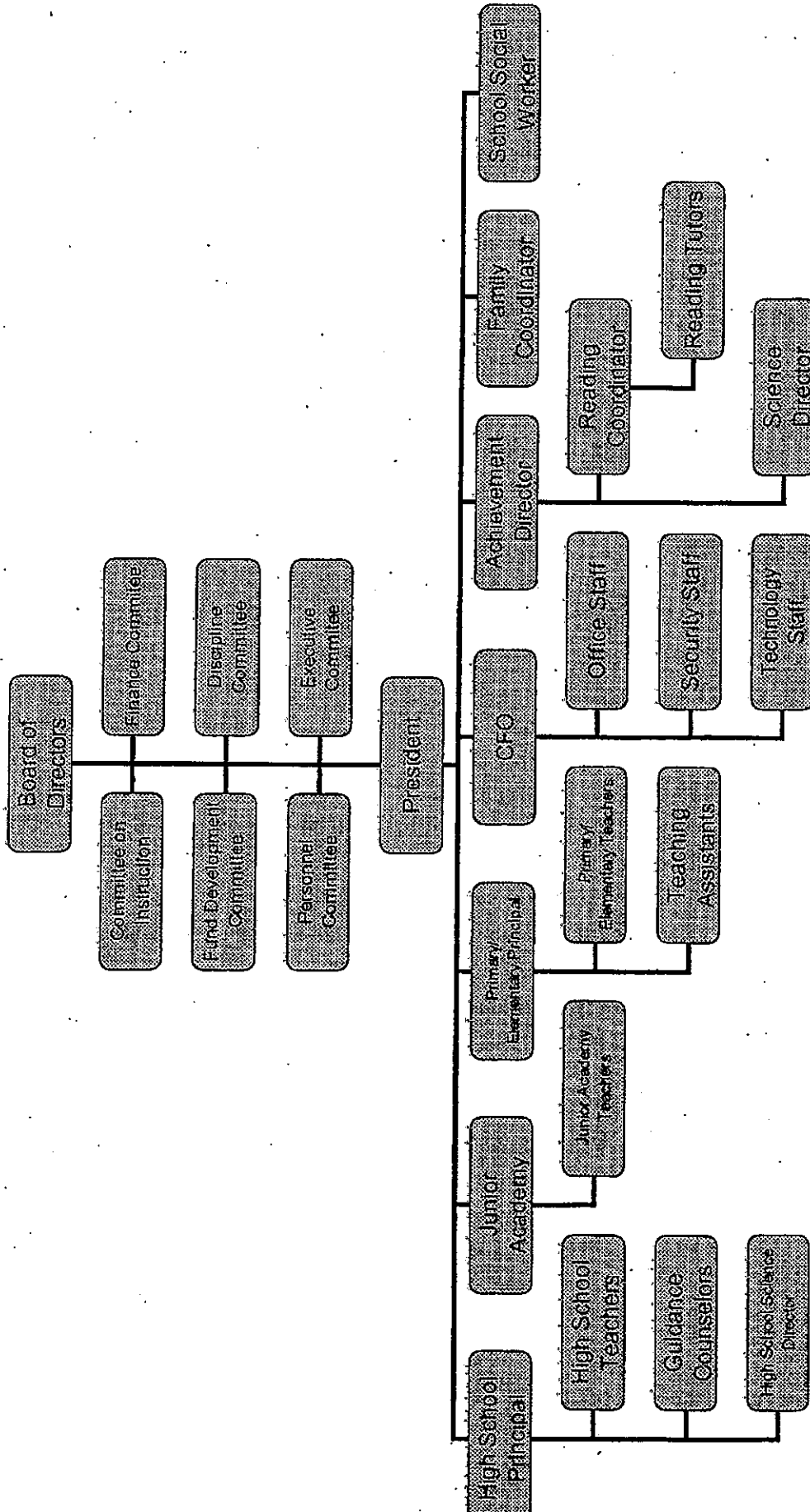
Executed this 20th day of January, 1999.


Alyce C. Katayama

This document was drafted by:

Alyce C. Katayama
Quarles & Brady LLP
411 East Wisconsin Avenue
Milwaukee, Wisconsin 53202-4497

Attachment C:
Organizational Chart



Milwaukee Science Education Consortium, Inc.
Board of Directors

T. Michael Bolger, JD, Board President
President and CEO
Medical College of Wisconsin
Length of Service: eight years
Area of expertise: Law, Fund Development

Anthea Bojar, PhD, Board Vice President
Dean, College of Education
Cardinal Stritch University
Length of Service : eight years
Area of expertise : Education

Tom Brophy, Board Secretary/Treasurer
Director, Community Relations
Medical College of Wisconsin
Length of Service : eight years
Area of Expertise: Community resources, non – profit management

Gary Grunau
Senior Vice President, Regional Manager
GPD|Gilbane
ggrunau@gpd.gilbaneco.com
Length of Service: eight years
Area of expertise: Facilities

Bill Henk, Ed.D
Dean
Marquette University
School of Education
bill.henk@marquette.edu
Length of Service : three years
Area of Expertise : Education

Angela Jackson
Parent Representative
Length of Service : three years

Kathleen O'Brien, PhD
Vice President for Academic Affairs
Alverno College
Length of Service : eight years
Area of expertise : Education

William L. Randall
Chairman – Emeritus
U. S. Bank
Length of Service: eight years
Area of expertise: Finance, Fund Development

Milwaukee Science Education Consortium, Inc.
Board of Directors

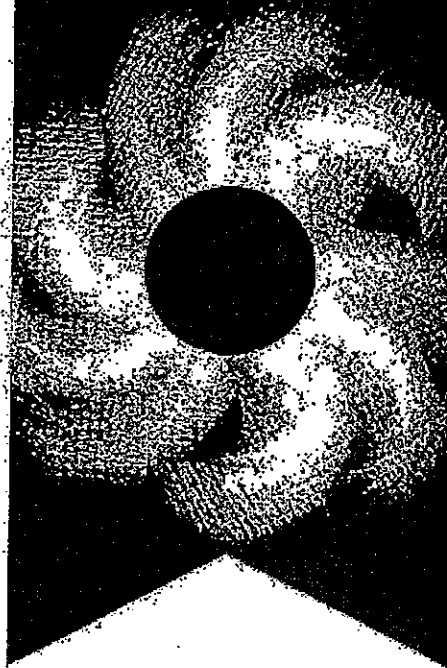
Eileen Schwalbach
Vice President for Academic and Student Affairs
Mount Mary College
Length of Service : five years
Area of Expertise : Education

John Kolander
Vice President of Academic Affairs
Wisconsin Lutheran College
Joined Board 3/07
Area of Expertise: Education

Corey Smith
Owner
ABM Property Management
Joined Board 3/07
Area of Expertise: Facilities

Attachment D:
Staff Handbook

**MILWAUKEE
ACADEMY OF
SCIENCE**



Staff Handbook

2007-2008

Mission

Our staff will deliver a research-based curriculum, integrating science, math and technology throughout, to engage our students and meet their individual needs. We will work in partnership with our families and others in the community to facilitate the success of our students.

Vision

To be the best K4 –12 school in the region: a school that educates the whole student, focuses on science, math and technology and graduates students prepared to excel in higher education and science related careers

Our Guiding Principles

- **Relentless pursuit of success for all students**
- **Encouragement of students to prepare for meaningful careers, particularly in science, and to be able to apply scientific concepts in their live**
- **Clear expectations for personal, professional accountability for staff and shared leadership within the school**
- **Commitment to professional development to facilitate quality in the classroom and to follow best practices in science education**
- **Engagement of the whole family of the student in diverse learning community**
- **Partnership with the Board of Directors and others in the community to achieve mission and goals**

Staff Non – Negotiables

- **MAS* staff will treat students, parents and fellow staff respectfully at all times.**
- **MAS staff will create a positive learning environment, free of negative verbal and physical interactions.**
- **MAS staff will exhibit professional behavior at all times.**
- **MAS staff will participate fully in professional development activities.**
- **MAS teachers will use the complete cycle of instruction – fully planning lessons with clear objectives, assessing student learning and modifying as necessary.**
- **MAS staff members will participate in assigned duties each day as directed.**
- **MAS staff will ensure that students are fully supervised at all times.**
- **MAS staff will enforce the uniform code.**
- **MAS staff will ensure that all students have hall passes when they are out of the classroom.**

* At all times in this document, "MAS" refers to the Milwaukee Science Education Consortium, d/b/a Milwaukee Academy of Science.

Arrival

Instructional staff must arrive no later than 7:30 a.m. in the elementary school, no later than 8 a.m. in the high school.

- Teachers must sign in at the front desk upon arrival in the morning.
- Teachers must call the Business Manager at extension 1132 if they will be late, for any reason.
- Staff must be at their assigned spots during arrival.

Assemblies

- Teachers are to be with their class unless an assembly is held during a specials time.

Attendance Procedures

- Teachers must take student attendance electronically each day.
- All attendance must be entered daily no later than 8:15 a.m. for elementary school. High school staff must take period attendance.
- After 8:10 a.m., all elementary students must report to the Student Information Manager, in the office, to sign in. SIM will make necessary changes to attendance.
- All parent phone calls, notes, and other documents regarding attendance must be forwarded to the SIM office.
- Guest teacher folders must include a paper copy of the class roster, provided by the SIM, for attendance purposes. The SIM will input the paper copy collected from the guest teacher.

Breaks

Full time hourly staff are entitled to two fifteen minute breaks during the day. Breaks may not be taken in the work areas of other employees.

Breakfast

- Breakfast will be delivered to the elementary classrooms by 7:45 a.m.
- Breakfast will be served in the elementary classroom no later than 8:00 a.m.
- Teachers must supervise the distribution of breakfast, and record participating students accurately per Business Manager's direction.
- Trash and breakfast will be placed in the hall for pickup.

Cell Phone Use

Employees are prohibited from using cell phones during instructional time in classrooms or at times they are responsible for supervising students. Hourly employees may only use their cell phones during their breaks or lunch.

Child Abuse/Neglect

ALL MAS staff members are mandated reporters of child abuse or neglect. If abuse or neglect is suspected, it is the responsibility of each staff member to report it to the proper authorities.

The first staff member to whom the child discloses the abuse is the mandated reporter. Staff members must always document suspected abuse/neglect and action taken to report to authorities.

If the abuse is questionable or if staff member is unsure of procedure, the Student Support Manager may be used as an informational resource. However, the staff member remains the mandated reporter.

Abuse/neglect must be reported to:

Bureau of Milwaukee Child Welfare (BMCW)
414/220-SAFE (7233)

Children, Non-enrolled

Employees may not bring, invite or allow to be brought, non-enrolled children (under the age of 18) to work during hours when school is in session and on contracted work days even if students are not present. The school is not able to accept the liability issues associated with non-enrolled students. Furthermore, when an employee is at the workplace, the primary focus must be on the students enrolled at our school and on the employee's job duties.

Former students may come and visit the school on limited occasions. Their visit must be pre-approved by President or Principal. Student visits must be limited in duration, in order to maintain an academic focus in the classroom.

Children, Employee's enrolled at MAS

Children of employees, who meet the criteria, are welcome to enroll at MAS. Children will not, however, be assigned to the room in which their parent/guardian is a teacher. In addition, any child who resides with an employee, whether lawfully related or not, will not be enrolled in that employee's classroom. Employees are expected to disclose such relationships upon such child's enrollment or assignment to a classroom.

Classroom Rewards

We recognize that our children respond well to external and tangible rewards. However, we discourage the use of food and/or candy as rewards. Alternatives to food and candy include:

- Stickers
- Pencils
- Erasers
- Treasures from the Dollar Store
- Special notes to send home
- Special Privilege

Classroom Supplies

- Classroom supplies are available through lead teachers.
- Teachers may not remove supplies from the office area.

COMPUTERS AND TECHNOLOGY

Computer and Internet Usage Policies

Computers that belong to the Milwaukee Academy of Science are intended for MAS – related, professional use and development. These remain property of the Milwaukee Academy of Science, not the individual employee, and must be returned to the school upon dismissal or resignation. The MAS Intranet and the World Wide Internet are an extension of the computer and are, therefore, included as a support tool. The use of this equipment is a privilege and not a right. *The user is expected to adhere to high personal and social standards when using these tools.*

- There are two basic types of computers at Milwaukee Academy of Science—student machines (desktop & laptop) and staff issued machines. Students are not authorized to use staff laptops.
- In order to secure information, staff must "lock" their computers when left unattended.
- All faculty and staff have personal accounts and logins. No employee of Milwaukee Academy of Science is allowed to share his or her account or password.
- Do not write down passwords for easy reference.
- Do not leave accessible any list that contains student account names and passwords.

- E-mail received and sent, and web sites reviewed from MAS computers are not necessarily private and are subject to review by MAS administration.
- **All employees are required to read and adopt *The Acceptable Use Policy & Technology Usage Agreement*** (Appendix C). Teachers will receive a copy with the handbook and sign an agreement document during in-service at the beginning of each school year. All other staff will receive this document and sign when given passwords.

Computer Lab and Classroom Computer Rules

Computer lab & laptop cart reservations are made online using Outlook Shared Calendar.

Before taking your students to the computer lab to do an assignment, you must first take your class to the computer lab for orientation. The purpose of the lab orientation is to teach students appropriate lab behavior. Teachers should treat the computer lab like their own classrooms.

- Teachers will use this lab orientation time to teach procedures for appropriately entering and exiting the lab.
- Teachers will review lab rules while getting all students logged on to the computers
- Teachers will assign students to computers and keep a seating chart for the lab

Lab Procedures:

- Students line up quietly outside the lab door.
- Students enter the lab after their teacher and sit in seats assigned by the teacher.
- Students log off and sit quietly.
*Note, students are not shutting down the computers.
- Students are excused to line up after teacher checks hardware and work area.
- Class will exit the lab quietly, teacher closes door.

Computer Rules

Students must use their own login names and passwords. They may not share accounts or passwords.

- All student computer use must be directly supervised by a staff member.
- Food and drink are not allowed in labs or near classroom computers.
- Students may not modify or damage the computers or other hardware.
- Students should only visit websites that are related to the current assignment.
- Students may not listen to music while working on the computers.
- Students may not send e-mail that is vulgar, intimidating, obscene, or harassing.

These rules must be posted next to the computers, taught to students and reinforced on a regular basis. Students who break these rules will be subject to disciplinary action according to the school disciplinary code and procedures.

Software Use and Policies

Software is copyrighted material. Milwaukee Academy of Science uses only legally purchased copies of any software, including SHAREWARE, programs that usually offer only a short period of free trial usage. All software installed on school owned computers must be legally purchased.

- Staff who would like to add software must check with the Technology Department to ensure that the proposed software is compatible with the school computers and operating systems.
- All software added to the computers must be done only with the approval of the Technology Department.
- Technology Department maintains records of all software and licenses for school computers.
- Software installed on school computers is not to be shared with others, even computers within the school.

Technology Integration

- Teachers should plan activities for this designated time that will be meaningful and enhance learning of current curriculum.
- Take time to plan your computer activities with the Librarian and Technology Specialist
- Teaching technology skills is the classroom teacher's responsibility, teachers should integrate mini-lessons with technology whenever possible
- By the end of the year, Teachers should have documentation and student samples from several units that integrate technology over the course of the year.

Conference Room Reservation

Conference room reservations are made online using Outlook Shared Calendar.

Curriculum Materials and Classroom Items

Teachers are held responsible for loss or damage to curriculum items and technology items in their classrooms, due to negligence or misuse.

- Staff will be charged for misuse of classroom materials and curriculums beyond normal wear and tear, for lost items, or for school property destroyed by students due to staff carelessness or neglect.

Dismissal

Teachers are expected to work a professional work day, and may leave the building upon completion of their daily duties.

- Teachers will be responsible for their class at dismissal time.
- Teachers will ensure that all their students are on the bus, or picked up before leaving the building for the day.

If for any reason a teacher needs to leave early, he or she must inform their lead teacher to make arrangements for proper coverage of the class.

Dress Code

MAS staff are expected to come to work dressed professionally every day.

- No jeans.
- Skirts or skorts must be of modest length (no more than 3" above the knee).
- No halters, or bare midriffs.
- No flip-flops, or thong-type sandals.
- No shorts, sweatpants or sweatshirts.
- MAS t-shirts or sweatshirts with jeans may be worn on Wednesdays.
- Physical Education staff may wear appropriate athletic apparel. No mesh shorts, t-shirts, or cut-offs.

Wednesday is Spirit Day. MAS staff can wear jeans if they wear an MAS t-shirt or sweatshirt.

Wednesdays are not free dress days.

During parent teacher conferences or other times when parents or guests are in the building, staff is expected to dress professionally.

Days when staff members attend field trips are not free dress days. If the trip is to an outdoor location or require physical activity, jeans are permitted. However, trips to museums, plays etc. require that staff adhere to our dress code as they represent our school.

Elevators

- Elevators can be used by staff, teachers, and/or parents.
- Children may use the elevator if accompanied by an adult.

Emergency Procedure

A Code Red is declared when a situation exists that threatens the safety of students and staff and requires that they remain confined to the classroom.

An emergency in the building will be signaled by "Code Red" paged over the PA system.

- Only the office can page a "Code Red."

When a Code Red has been declared, classroom teachers, aides and any staff members supervising students should:

- Close and lock the classroom door.
- Make a list of all students not in the classroom when a Code Red is declared.
- Record the names of any students who enter the classroom after a Code Red is declared.
- Maintain order and keep students on task.
- If directed to evacuate the classroom, take the attendance book/roster with you.
- Do not attempt to contact the office unless an emergency arises in your classroom or you have pertinent information concerning the current emergency.

Employee Reprimands

Milwaukee Academy of Science employees are expected to comply with all existing policies and practices as they perform their job duties. Employees must also comply with generally accepted standards of school and business behavior. The following list, while not necessarily comprehensive, lists behaviors that will require immediate disciplinary action, up to and including termination:

- Abuse and mistreatment of students
- Theft or unauthorized use, possession or removal of school records
- Falsification of any school records, including time sheets or time cards
- Unauthorized distribution, possession or use of alcohol or drugs on premises
- Fighting or engaging in threatening, disorderly or intimidating conduct
- Using abusive or offensive language
- Being discourteous to employees, students or visitors
- Insubordination: failure or refusal to follow the instructions of an administrator, refusal to accept a job assignment or direction or behaving in a disrespectful manner that would undermine authority
- Creating or contributing to unsafe conditions
- Possession of a weapon on school grounds or while doing school business
- Unauthorized absence from work during working hours
- Loitering, loafing or sleeping during working hours
- Gambling on premises
- Smoking on premises
- Illegal conduct of any kind
- Dishonesty
- Excessive tardiness or absenteeism or failure to call in as required
- Negligent or destructive use of property
- Illegal discrimination or harassment
- Misrepresentation of sick leave
- Violation of any company policy, contract or rule
- Excessive gossip and/or rumor generation

End of Day Classroom Duties

- Floors must be picked up and clear of debris each day.
- Trashcans must be inside the classroom door.
- Chairs must be stacked daily.

Equipment Use

Copy machines, fax machines, printers, laminators, etc. are not intended for personal use. Use of these machines and associated materials (ink, paper, etc) are an expense for the Milwaukee Academy of Science and employees may not use them for personal business.

Field Trips

Field trips are an integral part of our school program. However, all field trips must be relevant to the curriculum and should be planned with clear understanding of the learning objectives for the trip.

Before scheduling a field trip, the following steps must be taken:

- Teachers must complete the Field Trip form (see Appendix A) that must be approved by the Principal or Academy Director.
- Once approved, the trip must be put on the master calendar to avoid scheduling conflicts and teachers can begin to schedule the details of the trip.
- Teachers must obtain written permission from parents prior to any field trip.
- Money must be collected to cover not only the fees for the trip but the cost of the bus.
- If students are unable to pay for the cost of the field trip please consult with the Business Manager.
- Teachers should work with the Office Manager to secure a bus for field trips. Please make sure to verify the availability and cost of the bus before sending permission slips home.
- Teachers must notify lunchroom staff if the field trip takes place during their lunch period.
- Prior to Field Trips Teachers must discuss expectations for behavior with students.

Fire Drill

- When fire drill sounds, students stop work immediately.
- Teachers signal students to line up at the door.
- Teacher takes attendance book and leads students towards designated exits.
- If a student is in the hall without an adult, teacher nearby will instruct student to join his or her classroom.
- Teachers will lead classes to far end of parking lot where the classes will line up.
- Teachers will take attendance to ensure all students are accounted for.
- When all clear signal is given, teachers will lead students back into the building in an orderly fashion.

Fitness Center

The Milwaukee Academy of Science Fitness Center is intended for the use of staff and students only. Use of the Fitness Center by unauthorized persons will result in loss of privileges for the employee or student permitting an unauthorized person to enter. The Fitness Center is monitored by security cameras, as well as by keycard access.

Staff members are permitted to use only the Fitness Center when they are in the high school building – access to other parts of the building (other than the restrooms) by persons other than the high school staff is prohibited.

All employees or students using the Fitness Center must have a signed waiver on file. Students must attend an orientation to the machines and must be supervised at all times in the Fitness Center. Employees will not be granted access to the Fitness Center until they have read and signed the waiver and attended an orientation to the equipment.

Employees are not permitted to use the Fitness Center during school hours. The Fitness Center is reserved for the exclusive use of students during school hours.

Hours: 6:00 a.m. – 7:30 a.m. Monday through Friday
4:00 p.m. – 8 p.m. Monday through Friday

8:00 a.m. – 6 p.m. Saturday and Sunday

Grading Policy

The Milwaukee Academy of Science recognizes that all students learn at a different pace and in different ways. In addition, we understand that our students need to experience success in a variety of ways, in order to become high achieving students. To ensure that students are assessed effectively, MAS has adopted an EMI grading system in the elementary school that assesses students on their performance of a given skill or standard. ***Grades do not include attendance measures and/or evaluation of classroom behavior.*** In addition, homework may not be considered as more than 10% of a grade.

Teachers develop their lesson plans based on the Wisconsin Model Academic Standards, on a set of skills that have been developed by MAS, and on pre-assessments given in class. Teams work together to create rubrics that are used to assess student work. Teachers should always offer a variety of assignments that match the student's interest, learning style, readiness, experience, and life situation.

Students earn an "I" on work that does not meet the set criteria that demonstrates acquisition of the skill. Students are asked to re-work incomplete assignments (or given a different project) until they have shown mastery. ***Students must be given multiple opportunities to re-do work to a mastery level.*** In this way, students learn that work must meet standards of quality and that persistence is necessary to success.

Students will earn an "M" when they have turned in pieces of work that demonstrate mastery of the skill or standard.

Students will earn an "E" if their work exceeds the expectations of the teachers and/or standards.

Although the high school grading scale uses traditional A, B, C, D and F measures, the same philosophy applies: lessons must be developed using Wisconsin state standards and pre-assessments of student knowledge, students must be given multiple opportunities to demonstrate their knowledge, and teachers must offer a variety of assignments that match the student's interest, learning style, readiness, experience, and life situation. Grades may not include attendance or behavioral measures. In addition, homework can not constitute more than 10% of a student's grade.

Grievances

If an employee has a grievance with another employee, all attempts should be made to resolve the grievance between the parties involved, without involving other parties. If the issue cannot be resolved, the following procedure must be followed:

- The complaint should first be taken to the immediate supervisor. If the issue is not resolved at this level, it should be taken to the appropriate Principal.
- If grievances involve an employee's immediate supervisor, the issue should be taken immediately to the appropriate Principal.
- If the issue is not resolved to the parties' satisfaction, it may be brought to the Business Manager or the President for resolution.

Guest Teacher

It is necessary for a guest teacher to take the place of a classroom teacher from time to time. ***To facilitate learning and ensure a stable environment in the classroom, teachers must be prepared for this potential at all times.*** Keep a bright yellow pocket folder with Guest Teacher information in a visible place on your desk or desk area. This folder must be updated as changes occur in your schedule, class roster, or seating arrangement. Please make these updates as the need occurs and check the folder for accuracy on a quarterly basis.

The Guest Teacher folder must contain the following information:

- Information sheet for Guest Teacher
 - Your schedule
 - Your classroom rules and procedures
 - Your seating chart
 - Lesson plans for at least two days
 - Discipline policy with time out sheets and discipline referral forms
 - School Phone List
 - Map of the school with emergency routes noted and procedures outlines for fire and tornado drills.
 - "Guest Teacher End of the Day" response forms
- Teachers may also be asked to evaluate substitutes.

Hallways

- Students will not be permitted out of class unless they have a pass.
- All teachers must be in the doorway during common passing times.
- Teachers will write a pass when sending a child to the nurse, office, or another class, indicating teacher, destination, date and time of departure.
- A second pass will be sent back with the returning student.

House Meetings/Professional Development Times

Teachers will attend all house meetings scheduled by their house Lead Teacher.

House meeting time will be spent reviewing materials and planning activities intended to further professional growth and student achievement.

Each teacher will attend house meetings as directed by Lead Teacher. Teachers will attend other professional development meetings as directed.

Keys/Key Cards

Key cards and classroom keys are the responsibility of the teachers and must be secured at all times.

- The technology team distributes Key cards. The Business Manager distributes keys.
- Students are not permitted to use key cards or office/classroom door keys.

Laminating Machine

Laminate film is very expensive. Use of the machine must be approved by the Business Manager, who will review material for relevancy and relationship to curriculum. Please be prudent about what you laminate. If you feel the laminator needs to be adjusted or repaired, please notify the technology team. If you want personal instruction, please ask. The laminating machine has three important controls: thermometer, forward/reverse, and on/off.

Directions:

Turn the laminator on and let it warm up to between 310-330 degrees (The red light will go off when it is warmed up).

Only use the forward direction for the rollers and laminate.

Turn laminator off when finished.

Warnings:

Be Attentive, do not leave the laminator unattended.

Please leave all adjustments and repairs to the technology team.

Learning Environment

All MAS staff members are expected to uphold an "open door" policy and to abide by the components of a learning environment as established by the Milwaukee Academy of Science.

1. Rules
2. Procedures
3. Expectations
4. Morning Meetings/Homebase meetings

5. Character Education
6. Physical Environment
7. Interventions
8. Classroom Management

MAS teachers are expected to maintain a positive learning environment. To create this environment, the use of procedures and consequences for inappropriate behavior is essential. However, certain methods of discipline are never acceptable at MAS, including any disciplinary practices that humiliate a student or involve physical contact. The following practices are not appropriate:

1. Having a child stand in the corner facing the wall.
2. Having a child hold an object in front of them without moving.
3. Putting a child in the hall and closing and locking the classroom door.
4. Having a child write the same sentence, paragraph, or essay, multiple times.
5. "Ribbing" students or calling students derogatory names.
6. Speaking of a child's abilities in a derogatory manner.

Appropriate consequences may include:

1. Phone call home to parent
2. Time out
3. Essay describing why behavior is undesirable and how the child plans to change the behavior
4. Community Service
5. Time Exchange (lunch or after school time spent teacher)

If you are unable to think of an appropriate consequence, please talk to your administrator or lead teacher.

Teachers must maintain the classroom environment and hallways in a clean, orderly fashion.

- Student work must be displayed inside and outside of the classroom, and must be changed on a regular basis.
- Classroom teachers must develop classroom procedures and publish them in the guest teacher folder. A copy must also be given to the lead teacher.
- Any damaged or defaced copies of the classroom rules/procedures must be removed and replaced immediately.
- Classroom teachers must provide the child's home with a complete copy of the classroom rules and procedures.

Leaving the Building during student days

We recognize that at times staff members leave the building during the school day and at appropriate times. However, in the event of a parent visit, student concern or other issue, knowing that the staff member has left the building is essential. As such, if staff members leave the building please note the following:

The staff member must sign out when leaving the premises during a day when students are present, noting the time they leave the building. The sign out book is located at the front desk.

The staff member must sign back in and record the time they return to the building

On non student contract days, staff members must return at a time designated by their respective principal or other administrator if the principal is not available.

Management Signals

The zero noise signal will be utilized and understood by all staff, teachers, and students.

Active listening skills and zero noise will be introduced the first week of school and enforced throughout the school year.

Medication Policy

Medication will be administered to students in accordance with physician's instructions on the original printed label.

- Teachers will give all medication to the appropriate personnel in the office for distribution.
- Only office staff can administer medication.
- Teachers should list medication on their copy of the student file.

Memos/Newsletters

All general correspondence must follow the specified procedure.

All memos posted, put in mailboxes, or sent electronically must have a contact name.

The lead teacher must approve newsletters from the teachers in their house before they are distributed.

Copies should be distributed to Principal.

PA System

The PA system uses the speakers within the phones.

All paging will be done from the main office.

Paging for individuals is done as last resort. Try locating by phone or other means before requesting a page.

Paging can be disabled by using the DND button (Do Not Disturb).

Parent Teacher Conferences

Teachers are responsible for following the procedures associated with Report Cards and Parent Teacher Conferences, which are an integral piece of the student assessment system.

- Teachers will accurately reflect student progress and provide constructive feedback.
- Teachers will complete Report Cards prior to the deadlines established by Technology Department.
- Lead teachers will monitor Report Cards and work with teacher to make any needed revisions.
- Progress reports are to be completed by the 5th week of the grading period to be mailed that Friday.
- Specialists need only to indicate any improvement or problems in their areas. Turnaround time for specialist to the classroom teacher should be 24hrs.

Parking

MAS is not responsible for vehicles parked in the school parking lot.

- Employees may park in any of the spaces in the lot, including spaces marked "Reserved."
- Employees must park between lines in designated spaces.
- Handicapped spaces may only be used with the proper documentation of a disability.

Payroll

Upon completion of payroll procedures, MAS employees are paid every other week.

- All salaried employees must complete a timesheet for the two-week period prior to the payday. Hourly employees must use the time clock.
- Employee's immediate supervisor must sign timesheets.
- Checks will be available on the pay date after 10:00 a.m. in the front office.
- Checks not picked up on the pay date will be available in the office.

Personal Days

Each full-time employee is entitled to two personal days per year, and is expected to follow appropriate procedures.

- Personal days must be scheduled a minimum of two weeks in advance and must be approved by the lead teacher (if applicable), and the Business Manager. Lead Teacher personal days must be approved by the Principal.
- A maximum of three employees can take a personal day on any given day, unless specific exception is granted by the Principal.
- Requests for days off will be granted on a first-come, first-serve basis.

Photographs/Videotaping

From time to time, employees may be photographed or videotaped at the Milwaukee Academy of Science. Employees agree to the use of these photographs or videos for school purposes unless specifically denied.

Playground Procedures and Rules

- Schedules for playground use will be developed by each house and posted in the teacher's workroom.
- Teachers must pick up a radio at the front desk each time they take their classroom outside.
- In case of an emergency, the teacher will contact the office by radio for assistance.
- Teachers are responsible for completion of accident reports and any other required paperwork for each incident.
- Teachers will contact the parent/guardian regarding any playground incidents.
- The Tot Lot is for the use of primary students only.
- Playground rules will be posted on the playground and reviewed regularly by teachers with their students.
- Students will walk in line to and from the designated playground area.
- Students will use playground equipment properly, for example: Go up the steps and down the slide.
- Students will stay with teacher and class in the designated area.
- No put-downs or negative comments are permitted on the playground. Students will put into practice the "Getting Along" skills.
- Failing to follow the playground rules may result in a discipline referral.

Professional Growth

Teachers are responsible for their professional growth and development and must follow specified procedures.

The essence of professionalism is accepting personal responsibility for one's own growth and development. The Milwaukee Academy of Science expects its professionals to accept this responsibility collectively and individually.

- Teachers create personal professional development plans, and portfolios.
- House teams assess their common professional development needs.
- Lead teachers and senior teachers help other teachers improve their practice.
- Staff attendance is mandatory on professional development days.

To support professional growth, MAS provides pre-service training, as well as ongoing professional development opportunities.

On Going Professional Development

The Milwaukee Academy of Science is committed to providing opportunities for employee growth. In-service days are scheduled throughout the year and all staff is expected to attend. Teachers will also have opportunities for professional growth through their daily scheduled house meetings and Wednesday University.

Sick Child

If you have a sick child in your class, please contact the parent, and have the child rest in a quiet spot in your classroom until the child is picked up.

Sick Days

- Full time school year employees are granted eight sick days at the beginning of the year.
- Full-time year round employees earn one sick day per month after 30 days employment, up to eight days per year.
- If an employee uses more than eight days, their paychecks will reflect a deduction for each day used in excess of eight.
- **Deductions are based on contracted daily paid rate.**
- Sick days may not be used for vacation.
- Up to 40 sick days may be accrued. Pay will not be given in lieu of sick days.

Specials

Arriving to and from specials two to three minutes early helps to facilitate communication on student issues. It also can calm students down for passing through the hallway, and helps for more timely arrival for the next class.

- Homeroom teachers will walk students to all specials classes on time.
- Homeroom teachers will pick students up from specials classes on time.
- Homeroom teachers will bring clipboards containing roster, behavior sheets and WHAM sheets to specials classes.
- Homeroom teachers will inform specials teachers at least one week in advance of a field trip that impacts specials time.
- Specials teachers will be ready to greet and take class upon their arrival.
- Specials teachers will have class ready on time when teacher arrives to pick up students.
- Specials teachers will communicate WHAM scores to class.
- Specials teachers will communicate student behavior to homeroom teacher.
- Specials teachers will notify the office in advance if they will not be teaching so that teachers know in advance if there is no class.
- All attempts will be made to give the classroom teacher a 15-minute break if a guest teacher is not available for a specialist.

Staff Assessment for Professional Growth

Pay increases will be based on the employee's commitment to his or her personal professional development and evidence of progress, as well as school budgetary constraints. MAS has a specific plan for staff assessment that contributes to and supports professional growth and development. Criteria for evaluation include:

For Teachers:

- 25% - Professionalism Measures
- 25% - Evidence of professional growth and development (for example, professional development plan, observations w/reflection and portfolio)
- 25% - Contribution to the school community (after school clubs/events, evidence of high parent participation at conferences, evidence of home visits, etc.)
- 25% - Student Achievement gains (standardized, evidence-based measures). Teachers will determine goals for student growth at the beginning of the year based on student performance and increase in this area will be given according to whether the goals were met or exceeded. If goals are not met, an increase will not be given in this area.

For other staff:

- 33% - Professionalism Measures
- 33% - Evidence of professional growth and development (for example, professional development plan and portfolio)
- 33% - Contribution to the school community (after school clubs/events, evidence of home visits, etc.)

Teachers and staff are responsible for providing evidence in each of these areas for evaluation. Evidence may be provided through portfolios, professional growth plans and student achievement data. Failure to provide evidence in each area will be reflected in pay raise for the upcoming year.

Student Retention

Student retention may be necessary and must follow the approved procedures. See Appendix B.

Student Supervision

Students will be supervised at all times during the school day, and teachers are expected to follow all supervision rules and procedures.

Substitutes

Staff, when calling in sick for the day must:

- Notify the Business Manager no later than 6:00 a.m. at extension 1132. Notify Lead Teacher of absence. Notification must be by telephone.

Teacher Contracts and Renewals

- All contracts are offered on a year to year basis and automatic renewal should not be assumed.
- Renewals and salary increases will be based upon professional growth/evaluation criteria and budgetary/enrollment constraints.

Telephone Use

- Phones are not to be removed from classrooms or other offices.
- Generic phone dialing privileges are set for local dial only.
- Long distance dialing capabilities are granted by the administration.
- Phones are intended for professional use, and local/personal calls should be kept to a minimum.
- Directory assistance calls are prohibited.
- Direct, incoming calls for students are prohibited; all calls must go through main office.
- Students must be actively supervised when using phones.
- Cell phone use during instructional time is prohibited, as well as times when staff members are responsible for student supervision. Cell phone use is only permitted during break times or before or after school.

Television and VCR/DVD Use

- Every teacher has a television and VCR/DVD players are available for checkout in the LMC
- Movies may only be shown if specified in the lesson plan to meet a curriculum objective. Exceptions may be made only with the expressed permission of the Principal.
- Teachers are required to fill out a Video Request Form and have it signed by the Principal prior to showing a movie
- Teachers are only permitted to show G-rated movies. Junior Academy staff may show PG-13 movies, if notice is given to parents prior to showing the movie.
- All copyright laws must be followed in viewing videos.
- Television viewing is not permitted unless it is a component of a lesson plan.

Theft

All teachers and staff are responsible for maintaining a safe classroom environment.

The Milwaukee Science Education Consortium (d/b/a Milwaukee Academy of Science) is not responsible for personal items belonging to staff or students, or damage done to these items.

- When theft in the classrooms is reported to the teacher, the house lead and the Business Services Manager should also be notified.
- Classroom doors should be locked when not in use.

Transporting of Students

The Milwaukee Science Education Consortium, Inc. / Milwaukee Academy of Science does not condone the following staff member behaviors:

- the transportation of students to and from school as their primary transportation to/from school
- the use of a non staff member's vehicle as the staff member's method of transportation
- the use of another staff member's vehicle as the staff member's method of transportation

In the event that a collision/accident that occurs during one of the events listed above, neither the Milwaukee Academy of Science, the Milwaukee Science Education Consortium, Inc., nor its affiliates have any direct or indirect liability to/for any/all injured parties nor for any/all property damage that occurs.

Tuition Reimbursement Policy for Milwaukee Academy of Science

1. Purpose: Tuition Reimbursement for educational course work is intended to develop the knowledge and skills of employees of Milwaukee Academy of Science in order to enhance current performance on the job.

2. Eligibility for Reimbursement: Employees of the Milwaukee Academy of Science who will have passed their one-year anniversary date of employment by the time classes begin are eligible to apply for tuition reimbursement. Staff must be employed by the Milwaukee Academy of Science through the end of the semester for which reimbursement is requested.

3. Criteria for Reimbursement: Employees are eligible for reimbursement for an approved course upon the completion of the course(s) with a satisfactory grade of B or better. Actual reimbursements are not made until courses are completed and official grade reports and copies of tuition payment receipts are turned in to the CFO. Prior to enrolling in a class, employees are responsible for ensuring the class meets criteria with CFO.

4. Amount of Reimbursement: Tuition reimbursement awards may be made for up to two credits of course work. The following items may not be included in requests for reimbursement: application fees, registration fees, student activities fees, books, or other course materials.

5. Limit on the Number of Credits during Fiscal Year (July 1 through June 30): Since funding is limited and credits costs may vary, staff may be reimbursed for no more than two (2) credits per year.

9. Application Procedures: Any member of the Milwaukee Academy of Science staff who meets the eligibility requirements may request tuition reimbursement. The method of application is as follows:

The employee should fill out an Application for Tuition Reimbursement Form available from the CFO. Grade report and evidence of tuition payment must be attached.

This policy is dependent on budget and fiscal year results and will not necessarily be available every year.

Visitors

Milwaukee Academy of Science encourages visitors to the school. Visitors must adhere to the specified procedures.

- All visitors must sign in at the front desk.
- All visitors will receive an ID sticker that must be worn at all times in the building.
- If visitor does not have an appointment, the receptionist will contact the staff member to ensure he or she is available before sending the visitor to his or her destination.

In addition, to promote a secure and professional workplace, please note the following with regards to visitors:

1) Former employees/volunteers with students currently enrolled at MAS have access to those classrooms pursuant to the policy for all other parents, but no other area of the premises without permission from the President. Former employees/volunteers without children enrolled are not to be in the building without administrator approval.

2) Employees may see visitors at established break times only, unless prior authorization has been given by the President. Packages or other information may be left at the reception desk at all other times.

3) Employees may not have non-enrolled children (under the age of 18) accompany them to work. Please see earlier section "Children, Non-enrolled."

Former students may come and visit the school on limited occasions. Their visit must be pre-approved by President or Academy Director. Student visits must be limited in duration, in order to maintain an academic focus in the classroom.

4) During working hours, employees are expected to focus on their job responsibilities. If you would like to give an occasional tour to a friend or family member, you may do so. However, visitors are not permitted:

- in your classroom as you teach
- to accompany you as you perform your job duties
- to wait in your office or work space while you are working, or to wait in the building for extended periods of time while you are working

Appendix A

Milwaukee Academy of Science
FIELD TRIP

Please complete the following:

Person making request: _____ Phone _____ Ext _____

Person supervising trip _____

Substitute teachers needed for _____

Trip description: _____

Number of students _____ Number of adults _____ Trip date _____

Pickup location _____ Pickup time _____

Destination _____

Arrival time _____ Return to _____

Return time _____

Objective:

Instructional Preparation:

Follow-up Plan:

Principal: _____ Date _____

Authorization: _____ Date _____

Transportation Dept. Confirmation: _____ Date _____

Appendix B

Retention Guidelines

Decisions to retain students must be made on a case-by-case basis with the philosophical underpinning being the desire to do what is best for the child. Research shows that in a majority of cases, retention does not benefit students' academic achievement and may be associated with dropping out of school. Please use the following questions to guide the decision making process that must involve teacher, administration and parent.

Child's Name: _____

Current Grade: _____

Physical Size:

1 2 3 4 5
Well Average Above Average
Below
Average

Student's Age:

1 2 3 4 5
Young Average Old for grade
For grade

Sex of Student:

M F

Present Grade Placement:

Previous Grade Retention: Yes _____ No _____ Number

Maturity of Behavior:

1 2 3 4 5
Extremely Average Extremely Mature
Immature

Emotional Problems:

1 2 3 4 5
None Some Many

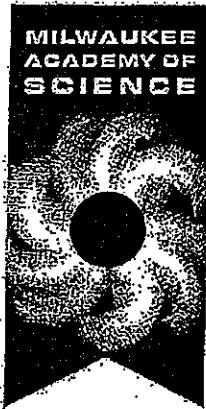
Describe:

Siblings: _____
 Number Ages

Parents' Participation in school:

1 2 3 4 5

Appendix C



My signature below verifies that I have read and understood the Milwaukee Academy of Science Staff Handbook. I understand that policies are subject to change at any time.

Employee Name (please print)

Employee Signature

Date

Extracurricular Activity Policy

The Milwaukee Academy of Science supports extracurricular activities as a means of encouraging student engagement and the development of skills and talents that may not be addressed during a regular school day.

The school is committed to ensuring that the activities are safe and that students and staff are protected from liability that may result from activities. Therefore, the following policies must be followed for an extracurricular activity to take place.

All activities must be approved prior to commencement by Principal or President, and the Chief Financial Officer. Approval form must be signed prior to the beginning of any activity.

All activities must be supervised by an employee of the Milwaukee Academy of Science. Any volunteers must have a background check completed and results received prior to participation in the extracurricular activity.

If spectators will be at the activity or a competition with another school/organization is occurring, MAS security must be present. The MAS staff member in charge of the extracurricular activity must work with CFO to obtain security.

Students must be supervised at all times. They may not be left unattended.

All students participating must be currently enrolled and attending the Milwaukee Academy of Science.

All students participating must have signed permission from the parent/guardian prior to any participation in the extracurricular activity (this includes try-outs). If a student is staying after school for any activity, they are not permitted to stay without written parental permission.

Any outside organizations using facilities must complete and comply with the terms of the Milwaukee Academy of Science Facility Use form. An outside organization must engage a staff member from MAS to be on site during their use of the facility.

Request for Extracurricular Activity

Staff Member Name: _____

Activity: _____

Proposed Times/Days: _____

Proposed Location: _____

Equipment Needs: _____

Cost Involved: _____

Volunteers: _____

I have read the above policy and agree to comply with the policy.

Signature

Date

Approve

Do Not Approve

Principal

Date

CFO

Date