

CURRICULUM VITAE

8/16/17

Personal

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Position: Assistant Professor
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Education

2011 Ph.D. Educational Leadership
(graduated 8/5/11) The University of Alabama
Tuscaloosa, Alabama
Dissertation: *Professional Learning Communities and the Role of Enabling School Structures and Trust* (Defense 06/27/2011)
2007 M.Ed. Educational Leadership
The University of North Florida
Jacksonville, Florida
1990 B.A. Spanish with a minor in Advertising/Journalism
The University of Alabama
Tuscaloosa, Alabama

Professional Certification

Professional Educator Spanish (K-12) and Educational Leadership (all levels)
(expires 6/30/2020) Florida Department of Education
Clinical Educator Training Trainer for the State of Florida (since Sept. 2005)

Publications

Peer-Reviewed Book Chapters:

Gray, J. & Tarter, C. J. (2012). Collective efficacy, collegial leadership, and a culture of trust: Predicting academic optimism and overall effectiveness. In M. DiPaola, & P. Forsyth (Eds.), *Contemporary Challenges Confronting School Leaders* (pp. 93-110). Charlotte, NC: Information Age Publishing.

Kearney, W. S., & **Gray, J.** (2015). Trust and friction: A multi-level analysis of elementary math classrooms. In M. DiPaola, & W. Hoy (Eds.), *Leadership and School Quality* (12th Volume in *Research and Theory in Educational Administration* series, pp. 197-214). Charlotte, NC: Information Age Publishing.

Articles in Peer-Reviewed Journals:

- Gray, J.,** Mitchell, R., & Tarter, C. J. (2014, Spring/Summer). Organizational and relational factors in professional learning communities. *Planning and Changing Journal*, 45(1/2), 83-98.
- Gray, J.,** & Summers, R. (2015). International professional learning communities: The role of enabling school structures, trust, and collective efficacy. *The International Education Journal: Comparative Perspectives*, 14(3), 61-75.
- Gray, J.,** Kruse, S., & Tarter, C. J. (2016). Enabling school structures, collegial trust, and academic emphasis: Antecedents of professional learning communities. *Educational Management Administration & Leadership*, 44(6), 875–891. doi: 10.1177/1741143215574505 (Advance online publication was available in 2015.)
- Gray, J.** (2016). Investigating the role of collective trust, collective efficacy, and enabling school structures on overall school effectiveness. *Education Leadership Review*, 17(1), 114-128.
- Gray, J.,** & DiLoreto, M. (2016). The effects of student engagement, student satisfaction, and perceived learning in online learning environments. *International Journal of Educational Leadership Preparation*, 11(1), 98-119.
- Gray, J.,** & Summers, R. (2016). Enabling school structures, trust, and collective efficacy in private international schools. *International Journal of Education Policy and Leadership*, 11(3), 1-15. URL: <http://journals.sfu.ca/ijepl/index.php/ijepl/article/view/651>
- Gray, J.,** Kruse, S., & Tarter, C. J. (2017). Developing professional learning communities through enabling school structures, collegial trust, academic emphasis, and collective efficacy. *Educational Research Applications*, 2017(1), 1-8.

Book in Development and Accepted for Publication:

- Kruse, S., and **Gray, J.** (Accepted, in Development). *Educational leadership: A case learning approach*. New York: Taylor & Francis.

Peer-Reviewed Paper Presentations – International Conferences:

- Gray, J.,** Mitchell, R., & Tarter, C. J. (2012, April). *Enabling school structures, trust, and collective efficacy: Predictors of professional learning community*. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver, British Columbia, Canada
- Gray, J.,** Tarter, C. J., & Kruse, S. (2013, April). *Developing equitable learning in professional learning communities through enabling school structures, collegial trust, and academic emphasis in a low-income district*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
- Gray, J.,** & Summers, R. (2013, April). *The role of enabling school structures, trust, and collective efficacy in developing international professional learning communities*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
- Gray, J.** (2015, April). *Investigating the role of collective trust, collective efficacy, and enabling school structures on overall school effectiveness*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

Peer-Reviewed Paper Presentations – National Conferences:

- Cassity, A., **Gray, J.**, & Tarter, C. J. (2010, October). *Data-driven intervention: A high school case study*. Paper presented at the Annual Meeting of the University Council for Educational Administration, New Orleans, LA.
- Gray, J.**, Cassity, A., & Tarter, C. J. (2011, February). *Leadership as bricolage: Innovative leadership at Southeast High School*. Paper presented at the Annual Meeting of the Eastern Educational Research Association, Sarasota, FL.
- Gray, J.**, Tarter, C. J., & Mitchell, R. (2011, November). *Forecasting the role of enabling school structures and trust on practice in professional learning communities*. Paper presented at the Annual Meeting of the University Council for Educational Administration, Pittsburgh, PA.
- Gray, J.**, Kruse, S., & Tarter, C. J. (2012, November). Developing professional learning communities through enabling school structures, collegial trust, academic emphasis, and collective efficacy. Paper presented at the Annual Meeting of the University Council for Educational Administration, Denver, CO.
- Gray, J.**, Kruse, S., & Tarter, C. J. (2012, November). Developing professional learning communities through enabling school structures, collegial trust, academic emphasis, and collective efficacy. Paper presented at the Annual Meeting of the University Council for Educational Administration, Denver, CO.
- Gray, J.** & Summers, R. (2012, November). *International professional learning communities: The role of enabling school structures, trust, and collective efficacy*. Paper presented at the Annual Meeting of the University Council for Educational Administration, Denver, CO.
- Gray, J.**, & Mitchell, R. (2013, Nov.). *Understanding community through enabling school structures and academic optimism in professional learning communities*. Paper presented at the Annual Meeting of the University Council for Educational Administration, Denver, CO.
- Kearney, W. S., & **Gray, J.** (2013, Nov.). *Enhanced trust and reduced friction: Critical components of high-performing elementary math classrooms*. Paper presented at the Annual Meeting of the University Council for Educational Administration, Denver, CO.
- Pecore, J., & **Gray, J.** (2014, Oct.). *Content-focused coaching: Taking beginning teacher support to the next level*. Ideas and Issues session presented at the Annual Meeting of the American Association for Teaching and Curriculum, Tampa, FL.
- Gray, J.**, & DiLoreto, M. (2015, August). *Student satisfaction and perceived learning in online learning environments: The mediating effect of student engagement*. Paper presented at the Annual Meeting of the National Council of Professors of Educational Leadership, Washington, D.C.
- DiLoreto, M., & **Gray, J.** (2015, October). *Student satisfaction and perceived learning in online courses: The development of the SLS-OLE*. Poster presented at the Annual Meeting of the Online Learning Consortium, Orlando, FL.
- Gray, J.** (2016, November). *Leadership coaching and mentoring: A research-based model*. Paper presented at the Annual Meeting of the University Council for Educational Administration, Detroit, MI.
- Gray, J.** (Accepted). *Leadership-Focused coaching: An uplifting approach for supporting aspiring leaders*. Paper to be presented at the Annual Meeting of the University Council for Educational Administration, Denver, CO. (Nov. 2017).

Peer-Reviewed Paper Presentations under Review – International Conferences:

- Gray, J.**, Liu, K., & Pecore, J. (Under Review). Knowledge to action: A research-based model for supporting pre-service and new teachers. Paper under review for the Annual Meeting of the American Educational Research Association. New York City, NY. (April 2017).

Works in Process:

DiLoreto, M., & **Gray, J.** (In Process). *The Development of the Student Learning and Satisfaction in Online Learning Environments Instrument.*

Gray, J., Cassity, A., & Tarter, C. J. (In Process). *Leadership as Bricolage: An Innovative Approach to Instructional Leadership.*

Gray, J., Liu, K., & Pecore, J. (In Process). *Knowledge to Action: A Research-Based Model for Supporting Pre-Service and New Teachers.*

Gray, J. (In Process). *Leadership-Focused Coaching: An Uplifting Approach for Supporting Aspiring Leaders.*

Gray, J. (Being Edited). *Leadership-Focused Coaching and Mentoring: A Research-Based Model.*

Gray, J., & Mitchell, R. (Being Edited). *Understanding Community through Enabling School Structures and Academic Optimism in Professional Learning Communities.*

Gray, J., Mitchell, R., & Tarter, C. J. (Being Edited). *The Role of Enabling School Structures and Trust on Practice in Professional Learning communities.*

Graduate Courses Being Taught – Aug. 2013 to Present – University of West Florida

- **EDG 5250** - Principles of Curriculum Development
- **EDG 6285** – Data-Driven Decisions Using Standardized Student Achievement Data
- **EDA 6240** - Introduction to School Finance
- **EDA 5191** – Leadership in Education: School Improvement Theory and Practice
- **EDF 6460** – Foundations of Measurement

Graduate Course Taught – Spring 2012 – University of New York – Buffalo State:

- **EDL 607 – Site-Based Leadership** – graduate course taught in conjunction with The University of Alabama cohort in Bucaramanga, Colombia

Graduate Courses Taught – Jan. 2012 to Aug. 2013 – Texas A&M University - San Antonio:

- **EDAD 5345 - Internship in School Administration** (Practicum in for Educational Leadership students)
- **EDAD 5351 - Staff and Pupil Personnel** (Human Resources for Superintendent Certification)
- **EDAD 5313 - Public School Finance**
- **EDAD 5330 - Multicultural Education for Educators**
- **EDAD 5301 - Behavioral and Organizational Foundations of Education** (Organizational Theory)
- **EDAD 5342 - Principalship** (Administration & Supervision)

Teaching Assistant for Graduate Courses in Educational Administration:

Courses Co-Taught as a Teaching Assistant at The University of Alabama

- **Spring 2011:** AEL 624 - Practicum in Educational Leadership, AEL 675 - Advanced Organizational Theory, and AEL 527 - Data Driven Decision Making
- **Summer 2011:** AEL 650 - Organizational Theory & AEL 624 - Practicum - Educational Leadership

Professional Service to University, College or Department:

University of West Florida

- **Member of School of Education/TEEL Bylaws Committee** – 2013-2014
- **Educational Leadership Innovation Fellow** – Course Redesign and Collaboration – Summer 2014
- **Clinical Educator Training** – Provided staff development for TEEL Faculty – Fall 2014
- **Secretary for TEEL Curriculum and Assessment Advisory Committee** – 2014-2015
- **Member of TEEL Accreditation Advisory Committee** – 2014-2015
- **Member of TEEL Data Retreat Planning Committee** - 2015
- **Quality Enhancement Plan (QEP) Liaison for College of Education and Professional Studies** – 2015
- **Emerge Advisory Committee Member** – 2015
- **Convocation Committee** – Representative for College of Education and Professional Studies – 2015-16
- **Professional Education Council Committee Member** – Representative for TEEL Faculty – 2015-16
- **TEEL Chair Search Committee Member** – for Department - Spring/Summer 2016
- **Professional Education Council Chairperson** – Representative for University and College – 2016-17
- **Ed.D. Specialization Program Coordinator for Curriculum and Assessment Specialization** - Fall 2016 to August 2017
- **Ed.D Program Working Group Member** – Fall 2016 to August 2017
- **Educational Leadership Search Committee Chair** – for Department - Spring 2017

Texas A&M University - San Antonio

- **Representative for Educational Leadership at PEEQ meetings in Austin, TX.** – Spring 2012
- **Organizer of TEA Audit Materials/Documentation for Educational Leadership** – Spring 2012

Professional Service in the Field of Education:

University of West Florida

- **National Principal Mentor Program Training** – Mentoring local principals – 2014-2015
- **Secretary for AERA Research Use Special Interest Group** – 2014 to spring 2016
- **Assistant Chair for AERA Research Use Special Interest Group** – spring 2016 to present
- **Editor for Florida Association of Professors of Educational Leadership (FAPEL) newsletter** – Developing, planning, and editing the FAPEL newsletter for professional organization – fall 2015 to present
- **Reviewer and Conference Planning Committee Member for the American Association for Teaching and Curriculum Annual Conference** – Fall 2014
- **Reviewer for Educational Management Administration and Leadership journal** – 2014 to present
- **Reviewer for International Journal of Education Policy and Leadership journal** – 2015 to present
- **Reviewer for Journal of Educational Change journal** – spring 2016 to present
- **Reviewer for International Journal of Leadership in Education: Theory and Practice journal** - 2015 to present

Professional Service to University, College or Department (Cont'd.):

University of West Florida (Cont'd.)

- **Reviewer for National Council for Professors of Educational Administration journals** – spring 2016 to present
- **Reviewer for the University Council for Educational Administration Annual Conference** – spring 2016 to present
- **Reviewer for AERA Special Interest Group - Research Use** - spring 2016 to present
- **Reviewer for AERA Special Interest Group** – Learning and Teaching in Educational Leadership – spring 2016 to present
- **Reviewer for AERA** – Division A/Administration – spring 2016 to present
- **Keynote Speaker** – Okaloosa School District *Teach Like a Champion* session for 150 teachers – May 2015
- **Reviewer for Teaching and Teacher Education journal** – spring 2017 to present
- **Volunteer Teacher at Weis Elementary** (partnership school) in after-school Sail Academy, developing lessons and teaching *The Artist in Me* weekly art lessons for 4th -5th grade students - April to May 2017

Texas A&M University - San Antonio

- **Voluntary Consultant for Southside I.S.D.** – Providing climate surveys and data interpretation of such for School and Leadership Improvement and Support of School Principals – Spring/Summer 2012-2013
- **Consultant for East Central I.S.D.** – Providing surveys, data interpretation, and focus group at an intermediate school about Professional Learning Communities – Spring 2013

The University of Alabama

- **Coordinator of the 4th & 5th Annual Educational Leadership Research Conference**, The University of Alabama – Spring 2011, Spring 2012

Funded Grants:

- **Race to the Top Florida Department of Education Grant (Phase II)** – Senior Key Person (Curriculum Consultant) - 2014-2015 – Amount - \$290,000.
- **Academic Partnership Faculty Research Grant** – Co-PI with Melanie DiLoreto – 2014-2015 – Amount - \$5,000
- **Noyce National Science Foundation Grant** - Senior Key Personnel (developed and provided Master Mentor Training for local teachers) – 2015-2016 - \$149,999.

Unfunded Grants:

- **Member of Board of Governors Grant Committee** - Northwest Florida STEM Coalition for Educators – Winter/Spring 2014

Professional Experience:

University of West Florida

Assistant Professor, Educational Leadership – August 2013 to present

Professional Experience (Cont'd.):

Texas A&M University – San Antonio

Assistant Professor, Educational Leadership – January 2012 – August 2013

The University of Alabama

Post-Doctoral Research Assistant, Educational Leadership Department – August 2011 – Dec. 2011

The University of Alabama

Graduate Research Assistant, Educational Leadership Department – August 2008 – August 2011

- Teaching assistant for graduate level courses (Spring/Summer 2011) – AEL 527 (Data Driven Decision Making), AEL 675 (Advanced Organizational Theory), AEL 624 (Practicum in Educational Leadership), and AEL 650 (Organizational Theory)
- Responsible for providing research, course materials, and support for supervising professors
- Assisting with SPSS data sources for ongoing database projects
- Organizing and preparing electronic version of AERA History of Supervision Special Interest Group

Duval County School Board

Assistant Principal, Kernan Middle School - June 2007 to July 2008

- Responsible for providing academic and disciplinary support for Academic House B, including 20 teachers and 400 sixth to eighth grade students, their parents, the community and the administration; leadership duties include: providing discipline for all students, monitoring teachers via classroom observations, communicating with parents about academic and behavioral concerns, monitoring all house facilities and maintaining a safe environment that is conducive to learning for all

Instructional Coach, Fletcher High School - June 2006 to June 2007

- Responsible for supporting 160 teachers, mentoring new teachers, modeling instructional practices, planning all staff development sessions and working as a member of the leadership team to implement all curricular initiatives

District Cadre, Region IV, Secondary Schools - June 2005 to June 2006

- Responsible for supporting 160 new teachers in 12 secondary schools as they completed the Florida mandated Teacher Induction Program and providing staff development for 300 new and mentor teachers and administrators and participating in Region IV Leadership Team

Cobb County School Board

Cooper Middle School, Instructional Lead Teacher – July 2001 to June 2005

- Responsible for providing all staff development for middle school teachers, mentoring new teachers, organizer and primary author of School Improvement Plan, literacy coordinator, and instructor of “Reading and Writing in the Middle Grades” and “Reading and Writing Across the Curriculum”

Dickerson Middle School, Teacher – August 2000 to July 2001

- Responsible for teaching Spanish I and literacy

East Cobb Middle School, Teacher – July 1997 to August 2000

- Responsible for teaching 8th grade Spanish, Foreign Language Department Head, Member of Character Education Committee and Yearbook Sponsor

Other School Districts

Menhville High School, Teacher – August 1996 to July 1997

- Responsible for teaching Spanish II and Journalism I-II

Professional Experience (cont'd.):

Other School Districts

Homewood High School, Teacher – August 1992 to July 1993

- Responsible for teaching Spanish I and Journalism I and sponsor of literary magazine and yearbook

Duval County School Board (cont'd.)

First Coast High School, Teacher – August 1993 to August 1996

- Responsible for teaching Spanish I-III and Conversational Spanish, Spanish Club Sponsor and sponsor of Student Handbook

Sandalwood High School, Teacher – July 1991 to August 1992

- Responsible for teaching Spanish I, Journalism I-II and Yearbook Sponsor

Landmark Middle School, Teacher – December 1990 to June 1991

- Responsible for teaching 8th grade special education Mathematics

Duval County Schools - Substitute Teacher – September 1990 to December 1990, all grade levels

Honors/Awards: Awarded Outstanding Work in Teaching from the College of Education and Professional Studies (Spring 2015); and Recipient of Clara Woodis McDonald memorial scholarship

Professional Development Completed:

- **University of West Florida Faculty Orientation** – Fall 2013
- **Welcome to eLearning** – Fall 2013
- **Applying the QM Rubric for Educational Leadership Training** – October 2013
- **Collaborate Training** – for Educational Leadership Program – January/February 2014
- **Designing a Quality Online Course** (Quality Matters preparation) – Spring 2014
- **Professional Learning Communities Webinar** – ASCD – February 2014
- **Teaching a Quality Online/Blended Course** (Quality Matters preparation) – May/June 2014
- **National Association of Elementary Principals – Leadership Immersion Institute** – July 2014
- **Summer of Academic Innovation** – Summer 2014

Professional Affiliations: Member of American Educational Research Association (Division A), Eastern Educational Research Association, Association for Supervision and Curriculum Development, and University Council for Educational Administration; member of Learning and Teaching in Educational Leadership and Research Use special interest groups; and member of Kappa Delta Epsilon, an honorary professional education fraternity

Professional Presentations:

- **Cobb County School Board:** Monthly and bi-monthly staff development trainings for four years at Cooper Middle School 2001-2005
- **Duval County School Board:** Seven new teacher orientation workshops, Clinical Educator Training two-day workshop, two Instructional Strategies one-day workshops and four presentations at District Professional Development Facilitator Trainings