

## **Katherine (Kate) Maurer Cassada**

Richmond, Virginia 23238

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### **EDUCATION**

**University of Virginia**, Curry School of Education. Charlottesville, Virginia

Doctor of Education in Administration and Supervision. May 2001

Dissertation: Academic Performance of Students in Single-Sex & Coed Classes in One Public Middle School

**Virginia Commonwealth University**. Richmond, Virginia

Master of Education in Administration. July 1994

Bachelor of Science in Elementary Education, emphasis - middle school social studies, language arts. December 1987

**University of Iowa**. Iowa City, Iowa

Undergraduate course work. 1982-1984

### **PROFESSIONAL HISTORY**

**University of Richmond**. Richmond, Virginia. 2010-present.

School of Professional and Continuing Studies

**Assistant Professor of Education, Assistant Chair of Graduate Education for Educational Leadership and Policy Studies. 2015 – present**

Classes taught:

Leadership and Education (undergraduate level)

Leading and Supervising Instruction (graduate level)

Reflective Teaching I (graduate level)

Reflective Practitioner (graduate level)

**Assistant Professor, Educational Leadership & Curriculum and Instruction. 2010-2015**

Classes taught:

Content Specialization and Action Research (graduate level)

Curriculum Development (graduate level)

Foundations of Educational Leadership (graduate level)

Leadership in Education (undergraduate level)

Leading and Supervising Instruction (graduate level)

Leadership Seminar I (graduate level)

Leadership Seminar II (graduate level)

Reflective Teaching I (graduate level)

Reflective Practitioner (graduate level)

Internship Coordinator. 2010-2015

Supervised the learning experience of all Educational Leadership and Policy Studies Interns  
Supervised University Leadership Supervisors

Program Coordinator, Partnering for Excellence Program (PEP). Richmond Public Schools. 2011-2014

PEP provided focused and intense leadership development for Richmond Public Schools' nine middle school principals. PEP activities explored best practices for highly effective leadership and high achieving results for children in the schools in which the principals lead. As a successful corporate and education collaboration, the program also fostered a solid relationship between the corporate community and Richmond Public Schools based on an understanding of urban education issues. The program helped build community support and recognition for the work that is occurring in City of Richmond schools.

***Adjunct Assistant Professor.***

Leadership Seminar I. 2010, 2011

Leadership Seminar II. 2011

***Contractor.*** Created internship/practicum component of School of Continuing Studies' application for state approval of proposed Educational Leadership and Policy Studies graduate program. 2009

**Virginia Commonwealth University.** Richmond, Virginia. 2003-2012.

Center for School Improvement/School of Education

***EduLead Program Coordinator.*** Spring 2008 to July 2012

EduLead is a partnership between VCU's Center for School Improvement and University of Richmond's Center for Leadership in Education, in collaboration with four Richmond-metro school divisions. EduLead seeks to build capacity for aspiring and incumbent school leaders.

Administered grant/gift funded programs:

*Next Generation Leadership Academy*

*Leaders in Transition, Summer Institute*

*EduLead Leadership Coaching Project*

*Powerful Partnerships: Developing Leaders*

*Partnering for Excellence Program*

Responsibilities included:

Developed 4 of the 5 leadership programs

Ensured delivery of aspects of all programs

Oversaw impact study and data collection pertaining to all programs

Served as Principal Investigator for three applications to VCU's IRB in support of impact study

Collaborated extensively with programmatic partners for program development and delivery

Supervised the work of a program specialist, student worker, various consultants and three externs

Communicated with EduLead's Advisory Board, corporate and foundation partners

Communicated with university leadership (VCU and UR) and four partner divisions

Participated in Project ALL – VCU leadership development project

Funders: Altria Group, Capital One, CarMax, Genworth, MeadWestvaco, Robins Foundation

Program Contributors: Chesterfield, Hanover and Henrico Counties and Richmond Public Schools

Full (historical) EduLead Budget – excess of \$1,500,000.00. EduLead also benefitted from significant in-kind contributions from local educational, corporate, and foundation partners.

Trained in the Coaching Leaders to Attain Student Success (CLASS) model. New Teacher Center. Richmond, Virginia. 2011, 2008

School of Education Associates

**Adjunct Instructor.**

Administrative Internship. 2005-06 (summers), 2007-10 (3+ sections per year)

School and Community Relations. 2010

Principalship Seminar. 2003-2007 (3+ sections a year)

**Trainer.**

Leadership Institute Modules. (one to two modules of the series, 5 rounds of series) 2009-2012

Trained as Trainer. Leadership Institute Modules. New Teacher Center. San Francisco, California. 2009

**University of Virginia.** Charlottesville, Virginia. 2002-2010.

Curry School of Education/School of Continuing and Professional Studies

Richmond Center. Richmond, Virginia

**Coordinator.** Administrative Internship. 2004 to 2010 (3 sections per year)

**Adjunct Instructor.**

PreK-12/School Principalship. 2002-2010 (7 sections)

Policy in Curriculum and Instruction. 2005-2007 (3 sections)

Public School Administration. 2002, 2006 (2 sections)

School and Community Relations (co-taught). 2003, 2008 (2 sections)

Hampton Roads Center. Virginia Beach, Virginia

**Adjunct Instructor.** Public School Administration. 2002-2005 (4 sections)

**Hanover County Public Schools.** Hanover County, Virginia. 1989 -2003.

Stonewall Jackson Middle School. Mechanicsville, Virginia

**Principal.** Instructional, program and personnel leadership for the school community, including supervision, implementation and evaluation of all school-related programs and personnel. School enrollment of approximately 1300 students. 1999-2003

**Assistant Principal.** Assistance with instructional, program, personnel leadership of the school. 1997-1999

**Seventh Grade Senior Teacher.** Instructional leadership of the seventh grade. 1994-1997

Liberty Middle School. Ashland, Virginia

**Teacher.** Various classes. 1989-1994

## SCHOLARSHIP

### **Journal Articles – Peer Reviewed**

Kassner, Laura & Cassada, Kate M. Chat It Up: Backchanneling to Promote Reflective Practice Among In-Service Teachers. *Journal of Digital Learning in Teacher Education*. Submitted for consideration December 31, 2016.

Shields, Thomas J, & Cassada, Kate M. (2016). Examination of access and equity by gender, race, and ethnicity in a non-traditional leadership development programme in the United States. *School Leadership and Management*. Routledge/Taylor and Francis. November 24, 2016. 10.1080/13632434.2016.1247050. Also in print, 36(5) 2016.

Cassada, K.M., Berry, Risha R., Shields, Thomas J., Shakeshaft, Charol, S. (2102). *EduLead: Regional partnership. Regional benefit. Virginia Educational Leadership*. Virginia Association for Supervision and Curriculum Development. 9(1), 44-60. (online)

### **Journal Articles – Non-Peer Reviewed**

Cassada, Kate M. (2016). Things learned - or affirmed - as a middle school mom: Confessions of a former middle school principal. *American Middle Level Educators Magazine*. 4(3). 17-18.

Cassada, K.M., Stevens, C.J., & Wilson, J.S. (2005). Aligning school improvement – From goal setting to classroom application. *Educational Leadership*. Association for Supervision and Curriculum Development. (online)

### **Academic Papers and Presentations – Peer Reviewed**

*Submitted – waiting decision. A Case Study: Access, Equity, and Outcomes in a Non-traditional Leadership Development Program*. Canada International Conference on Education (CICE). Co-presenter. University of Toronto. Mississauga, Canada. June 2017.

*A Case Study: Access, Equity, and Outcomes in a Non-traditional Leadership Development Program*. Ireland International Conference on Education (IICE). Co-presenter. Dublin, Ireland. April 2017.

*The impact a backchannel on the nature and quality of peer feedback in a reflective teaching practice graduate course*. Virginia Educational Research Association (VERA). Annual Conference. Co-presenter. Charlottesville, Virginia. September 2015.

*The impact of using a backchannel on the nature and quality of peer feedback to build reflective teaching practice*. Conference of Higher Education Pedagogy (CHEP). Co-presenter. Blacksburg, Virginia. February 2015.

*Changing Demographics, changing leadership? Access and outcomes by race, ethnicity and gender of participants in a regional leadership development program*. International Conference of Education, Research, and Innovation (ICERI). Co-presenter. Seville, Spain. November 2014.

*University-industry-schools collaboration: Regional investment in school leadership*. International Conference of Education, Research, and Innovation (ICERI). Co-presenter. Seville, Spain. November 2014

*Access and outcomes by race and gender of participants in a regional leadership development program*. University Council for Educational Administration (UCEA) Conference. Co-presenter. Washington, D.C. November 2014.

*Contest or sponsored mobility? Access and outcomes by race and gender of participants in a regional leadership development program.* Consortium for Research on Educational Assessment and Teaching Effectiveness (CREATE) Conference. Co-presenter. Philadelphia, Pennsylvania. October 2014.

*Creating Community at the Leadership Level.* University Council of Educational Administration (UCEA). Co-presenter. Indianapolis, Indiana. November 2013.

*The Need for Ethical School Leadership Development in an Era of Teacher and Principal Evaluation.* Democratic Ethical Educational Leadership Conference (New DEEL). Co-presenter. Philadelphia, Pennsylvania. May 2013.

*EduLead: A Paradigm Shift in Leadership Development.* University Council of Educational Administration (UCEA). University Council for Educational Administration Convention. Co-presenter. Denver, Colorado. November 2012.

*EduLead: A Regional, Non-Traditional Model for School Leadership Preparation.* University Council of Educational Administration (UCEA). University Council for Educational Administration Convention. Co-presenter. Pittsburgh, Pennsylvania. November 2011.

### **Professional/Community Based Research – Presentations, Publications, Workshops**

*Lead I.* Chesterfield County Public Schools. Virginia. Co-presenter. June 2014, 2015, 2016.

*What is Leadership?* Next Generation Leadership Academy (EduLead). Richmond, Virginia. November 2015 and 2016.

Next Generation Leadership Academy (EduLead). Richmond, Virginia. Co-presenter. *What is Leadership?* November 2014, 2013, 2012.

Panelist – The Governor’s K-12 Education Reform Summit. Chantilly, Virginia – Panel: Ensuring a culture of leadership in K-12 education. Aug 2013.

Chesterfield County Public Schools. Richmond, Virginia. Co-presenter. *Lead I.* June 2014, 2013, 2012.

Virginia Association of Supervision and Curriculum Development (VASCD). Williamsburg, Virginia. Co-presenter. Partnering with Corporations. November 2013.

Western Henrico Rotary Club. Richmond, Virginia. Presenter. *Creating Community at the Leadership Level.* August 2013.

Association for Supervision and Evaluation (ASCD). Chicago, Illinois. Co-presenter. *Partnering for Excellence Program: A Middle Level Principal, Corporate Community & University Collaboration.* March 2013.

Chesterfield County Schools - Issues in Education Breakfast Series. Presenter. *At the Top of Your Game: Leadership Coaching.* March 2013.

American Middle Level Educators (AMLE). Portland, Oregon. Co-presenter. November 2012.

*Partnering for Excellence Program: A Middle Level Principal, Corporate Community & University Collaboration*

*EduLead: A Regional, Non-Traditional Model for School Leadership Preparation*

*EduLead: Leaders in Transition Summer Institute & the Leadership Coaching Project–Pairing Programming for Principal Success*

- Richmond Catholic Diocese Leadership Retreat. Richmond, Virginia. Presenter. *Teacher Evaluation*. August 2012.
- Leaders in Transition Summer Institute. Richmond, Virginia. Presenter. *Defining Your Core*. 2009-2012.
- Greater Richmond Chamber of Commerce. Education Committee, Richmond, Virginia. Presenter. *Partnering for Excellence Program*. 2011.
- Petersburg Schools. Petersburg, Virginia. Co-presenter. *Effective Mentors Seminar*. 2010.
- Alpha Delta Kappa. Hanover, Virginia. Presenter. Leadership Development: EduLead. 2010.
- Alpha Delta Kappa. Hanover, Virginia. Presenter. *South African Education in 2003*.
- Hanover County Leadership Academy. Hanover, Virginia. Presenter. *Promoting Positive School Discipline*. 1999-2003.
- Southern Association of Colleges and Schools Conference. Williamsburg, Virginia. Co-presenter. *Businesses Investing in our Future*. 2002.
- Hanover School Board. Hanover, Virginia. *Data-Driven Decision-Making*. Co-presenter. 2002.
- Fifth Annual Summer Leadership Institute for Assistant Principals, Curry School of Education, University of Virginia. Charlottesville, Virginia. Presenter. 2002.
- Fifth Annual Policy Institute, Curry School of Education, University of Virginia. Charlottesville, Virginia. *Principals' Panel*. 2001.
- Fourth Annual Summer Leadership Institute for Assistant Principals, Curry School of Education, University of Virginia. Charlottesville, Virginia. Presenter. 2001.
- Virginia Commonwealth University. Richmond, Virginia. Panel Member. *Collaborating to Promote Student Success: Principals and Counselors Working as a Team*. March and October 2001.
- National Middle School Association Conference (NMSA). Orlando, Florida. Co-presenter. *Block Scheduling*. 1999.
- Governor's Conference on Education, Blacksburg, Virginia. Presenter. *Interact*. 1997.
- Richmond Council of Teachers of Mathematics (NCTM). Richmond, Virginia. Presenter. 1994.

### **Student Collaborative Research/Presentations**

- Grammar Can Be Fun*. Faculty Sponsor. University of Richmond Student Research Symposium and Paper Competition. 2017.
- Sustaining a Positive Classroom Environment – Critical roles of students and teachers (action research)*. Metropolitan Educational Research Consortium. 13th Annual MERC Conference. Moderator (for University of Richmond graduate student researchers). Richmond, Virginia. March 2016.
- Backchannel and Reflective Practice for Students and Teachers*. Co-presenter (with University of Richmond graduate student researchers). Metropolitan Educational Research Consortium. 12th Annual MERC Conference. Richmond, Virginia. March 2015.

*Backchannel and Reflective Practice for K-12 and Higher Education Students and Teachers.* William and Mary Symposium. Williamsburg, Virginia. Co-presenter (with student researchers). March 2015.

Faculty sponsor of 30 student Institutional Review Board IRB research applications. 2014-2016

### **Related Conference Activity**

National Governor's Association (NGA). *Enhancing School Leadership in the Principal Pipeline Districts: Implications for State Policy.* Annapolis, Maryland – member of team from Virginia. Represented VA higher ed. Nov 2013.

University Council of Educational Administration (UCEA) 2013 Conference. Indianapolis, Indiana. Session Chair/discussant. 2013.

Proposal Reviewer – University Council of Educational Administration (UCEA) conference. 2012, 2013, 2014.

### **Professional Writing/Technical Reports**

Accreditation Report: Shields, T.J., Cassada, K., & Trump, G. (2014, September). University of Richmond educational leadership and policy studies inquiry brief proposal. Report submitted to the Council for the Accreditation of Teacher Education.

Educational Leadership and Policy Studies Internship/Leadership Seminar Handbook. University of Richmond. 2013

EduLead Impact Report. Virginia Commonwealth University/University of Richmond. 2010

EduLead Strategic Plan. Virginia Commonwealth University/University of Richmond. 2010

Wrote and assisted in the development of various articles/websites to highlight EduLead's work. 2009-13

University of Richmond webpage

VCU School of Education webpage

Richmond Times-Dispatch

The Bridge (VCU School of Education Magazine) – three articles

Altria Group's in-house employee newsletter

### **Book Reviews**

Cassada, K. M. (2012). [Review of the book *Danger on my doorstep: The Anita Flora Powitzer Story* by Linda Schubert.]. BrandyLane Publishers. Richmond, Virginia

Maurer, K., (2000). [Review of the book *Education and Justice* by Gordon, E.W.]. *American School Board Journal*. 187(7), 57

**ADMINISTRATION**

Assistant Chair of Graduate Education for Educational Leadership and Policy Studies. 2015 – present

- Marketing
- Admissions
- Student Advising
- Curriculum and instructional oversight
- Accreditation tracking and reporting
  - CAEP/TEAC
  - SACS
- Support of 12 adjunct faculty

Developing an enhanced hiring and induction process for adjunct faculty. 2017

Organized professional development workshops for adjunct/full-time faculty and graduate students: *Using Classroom Response Systems in the Higher Education and K-12 Classroom: easy ways to boost student engagement, formatively assess, and improve your instruction.* 2016

Internship Coordinator. 2010-2015

- Supervised the learning experience of all Educational Leadership and Policy Studies Interns
- Supervised University Leadership Supervisors

Program Coordinator, Partnering for Excellence Program (PEP). Richmond Public Schools. 2011-2014

**UNIVERSITY SERVICE/COMMITTEES**

Provost Search Committee. University of Richmond. 2016-17

Fringe Benefits Committee. University of Richmond. 2016 to present

Institutional Review Board, alternate (attend approximately three meetings a year). University of Richmond. 2015 to present

SACSCoC Quality Enhancement Program (QEP) Selection Committee. University of Richmond. 2016

K-12 Collaborative Committee (Overby-Sheppard Elementary School). University of Richmond. 2015 to present

Assistant Professor and Internship Coordinator Faculty Search Committee, chair. School of Professional and Continuing Studies. University of Richmond. 2015

Partners in the Arts Coordinator Search Committee. School of Professional and Continuing Studies. University of Richmond. 2015

Staff Search Committee. School of Professional and Continuing Studies. University of Richmond. 2015

Education Coordinator Search Committee. School of Professional and Continuing Studies. University of Richmond. 2015

University Faculty Council (UFC), SPCS representative. University of Richmond. 2013-2015

University Faculty Council (UFC) Subcommittee, chair – Benefits. University of Richmond. 2014-15



University Faculty Council (UFC) Subcommittee – University Faculty Senate Proposal. University of Richmond. 2013-2015

Dean Search Committee. School of Professional and Continuing Studies. University of Richmond. 2014-15

Curriculum and Instruction Faculty Search Committee. School of Professional and Continuing Studies. University of Richmond. 2014- 2015

Education Coordinator Search Committee. School of Professional and Continuing Studies. University of Richmond. 2014

UFC Subcommittee – Academic Calendar. University of Richmond. 2013

Classroom Master Plan Sub-committee. University of Richmond. 2013

Academic/Career Advisor Search Committee. School of Professional and Continuing Studies. University of Richmond. 2013

Middle School Renaissance Advisory Committee. Richmond Public Schools. University of Richmond. 2013-2015

### **STUDENT SCHOLARSHIP COMMITTEES**

Committee Member. Andrew Baker. Ph.D. Dissertation. Virginia Commonwealth University. 2016-17

Committee Member. Julie Yermack. Senior Honors Thesis. University of Richmond. 2012-13

Committee Member. Phil Riddle. Ph.D. Dissertation. Virginia Commonwealth University. 2012-13

### **PREVIOUS EMPLOYER SERVICE/COMMITTEES**

Metropolitan Educational Research Consortium. Teacher Retention and School Culture. 2002-03

Southern Association of Colleges and Schools. Chesterfield County Schools Peer Review. 2002-03

Long-Range Planning Team. Hanover County Public Schools. 2001-03

Metropolitan Educational Research Consortium. What School Environment Factors Promote Teacher Retention? 2001

Various Committees. Hanover County Public Schools. Curriculum, School Renewal, Safety Advisory, Crisis and Planning, Compensation, Talented and Gifted, Teacher Advisory, Wellness, Transportation, Professional Development, Climate, Textbook.

### **RELATED LEADERSHIP EXPERIENCES**

Visitor. University of Ludwigsburg, Ludwigsburg, Germany. Idea exchange, potential program and faculty study collaboration. October 2016.

Visitor. Organisation for Co-Operation and Economic Development (OECD), Paris, France. November 2014.

Guest. Higher Achievement Annual Board Meeting, Washington, DC. September, 2014

External Review Team Member, AdvanceED Southern Association of Colleges and Schools (SACS). February 4-6, 2014

Trained as Review Team Member, Effective Learning Environments Observation Tool, AdvancEd SACS

Attended: International Boys School Coalition Convention. St. Christopher's School. July 2013

Small Group Coach. Powerful Partnerships. Henrico County Schools. 2011-12

Trained in the Coaching Leaders to Attain Student Success model. New Teacher Center. Richmond, Virginia. 2011, 2008

Trained as Trainer. Leadership Institute Modules. New Teacher Center. San Francisco, California. 2009

Traveled to a private (public) girls' school for professional collaboration. Standerton, South Africa. 2002

Extensive Training (45+ hours) with the clinical supervision model. 1996-97

Participant. Central Virginia Leadership Academy, Springfield Development Program. Virginia Commonwealth University. 1994

Participant. Central Virginia Leadership Academy, Assessment Center. Virginia Commonwealth University. 1994

Faculty Advisor and Trainer, Conflict Mediation Program. Liberty Middle School. 1992-94

### **COMMUNITY SERVICE**

K-12 Collaborative Committee (Overby-Sheppard Elementary School). University of Richmond. 2015 to present

Richmond CenterStage. Education Committee. 2009 to present

Excellence in Education Committee, member. WWBT 12. Richmond, Virginia. 2015 to present

History Fair 2017. Judge. Richmond Public Schools

Alpha Delta Kappa. Chairperson, Scholarship and Fellowship Awards. 2003-2016

MSR 2020. Advisory Committee. 2013-2015

PTA Reflections Chair. Pemberton ES. 2013-2015

### **INTERNATIONAL COLLABORATION**

University of Ludwigsburg, Ludwigsburg, Germany. Visited to continue idea exchange and potential program and faculty study collaboration with PH-Ludwigsburg University. October 2016.

Organisation for Co-Operation and Economic Development (OECD), Paris, France. Visited OECD offices for discussion of OECD work and international studies. November 2014.

Standerton, South Africa. Visited a private (public) girls' school for professional collaboration and support. 2002.

## **RECOGNITION**

National Association of Counties, Achievement Award. EduLead's work with Henrico County Schools Leadership Succession Planning Initiative. 2012

Richmond City Public Schools, School Board Award of Recognition. Partnering for Excellence Program. 2012

BAC Excellence in Educational Leadership Award. Nominee. 2002

Blue Ribbon School. USDOE Recognition Program. Recipient - Stonewall Jackson Middle School. (Primary author). 1997

McDiarmid Leadership Development Scholarship. Central Virginia Leadership Academy. Recipient. 1994

Teacher of the Year. Liberty Middle School. Hanover County Public Schools. Recipient. 1993

R.E.B. Award for Teaching Excellence. Nominee. 1993

## **VIRGINIA CERTIFICATION**

Division Superintendent License

Postgraduate Professional License

Administration and Supervision, PreK-12

Middle Education, Grades 4-8

## **MEDIA**

*Police investigate possible hazing incident at Manchester High School.* WWBT 12. October 2016.

*Authorities respond to threats at two schools within 24 hours.* Interview. WWBT 12. March 2016.

*Teacher's aide in Chesterfield charged with assaulting student.* Interview. WWBT 12. February 2016. (Picked up by other outlets.)

*Tips for parents when "threats" shut down area schools.* Interview. WWBT 12. October 2015. (Picked up by other outlets.)

*University of Richmond education experts offer advice to parents; back-to-school readiness important, especially in times of transition: Middle School.* Interview. RVA Parenting: WWBT 12. August 2015. (Picked up by other outlets.)

*When do you hold kids back in school?* Interview. RVA Parenting: WWBT 12. May 2015.

*Partnership helps principals hone leadership skills.* Interview. Assisted in writing and photos. The Bridge. VCU School of Education. Spring 2012.

*New school leaders lay foundation for success.* Assisted writing. The Bridge. VCU School of Education. Fall 2011.

*New Richmond-area principals get a helping hand.* Interview. Richmond Times-Dispatch. November 2009.

## **RESEARCH INTERESTS**

Educational leadership development, including traditional and non-traditional models of professional development  
Regional collaboration in leadership development and instructional best practices  
School/corporate/foundation/community partnerships  
Leadership coaching  
Succession planning for school leadership and the retention of skilled educational leaders in their roles  
Coaching for teacher leaders, instructional design  
Backchannel, asynchronous feedback  
Globalization and American education  
Middle school leaders and learners  
Single-sex education for adolescent learners

## **CURRENT AND PAST PROFESSIONAL MEMBERSHIPS**

Association for Supervision and Curriculum Development  
University Council for Educational Administration  
University Professional and Continuing Education Association  
Women Leading Education  
Virginia Professors of Educational Leadership  
Virginia Educational Research Association  
Learning Forward  
Virginia Diversity Network  
International Society for Technology in Education  
Virginia Society for Technology in Education  
Association for Middle Level Educators  
National Association of Secondary School Principals  
Alpha Delta Kappa, Alpha Alpha