

## BIOGRAPHICAL SKETCH

NAME Dozier, Therese (Terry) A.		POSITION TITLE Associate Professor, Director of the Center for Teacher Leadership in the VCU School of Education	
EDUCATION/TRAINING			
INSTITUTION AND LOCATION	DEGREE	YEAR(s)	FIELD OF STUDY
University of Florida, Gainesville, FL	B.A.	1974	Social Studies Education
University of Florida, Gainesville, FL	M.Ed.	1976	Secondary Social Studies Education
University of South Carolina, Columbia, SC	Ed.D.	1995	Curriculum and Instruction

### A. Positions, Honors, & Grant Work.

#### Positions.

- 1974-1976 Teacher, Lincoln Middle School, Gainesville, FL, Grades 6-8, Social Studies, English, Mathematics
- 1976-1977 Teacher, Miami Edison Middle School, Miami, FL, Grade 5 Mathematics
- 1977-1985 Teacher, Irmo High School, Columbia, SC, World History, Civics, Geography, American History
- 1985-1986 National Teacher of the Year, Traveled throughout the U.S. and abroad
- 1986-1989 Teacher, Singapore American School, Republic of Singapore
- 1989-1990 Teacher, Irmo High School, Columbia, SC, World History
- 1991-1992 Instructor and Coordinator of Professional Development Schools, University of South Carolina, Columbia, SC
- 1992-1993 Teacher, Irmo High School, Columbia, SC, World History
- 1993-1997 Special Advisor on Teaching to Secretary of Education Richard W. Riley, U.S. Department of Education, Washington, DC
- 1997-2001 Senior Advisor on Teaching to Secretary of Education Richard W. Riley, U.S. Department of Education, Washington, DC
- 2001-present Associate Professor and Director, Center for Teacher Leadership, Virginia Commonwealth University School of Education, Richmond, VA

#### Honors.

- 1974 Outstanding Four Year Scholar, University of Florida
- 1985 Fulbright-Hays Fellowship to China
- 1985 National Teacher of the Year
- 1985 Order of the Palmetto from the State of South Carolina, the highest honor the state bestows upon an individual
- 1985 South Carolinian of the Year
- 1985 Honorary Doctor of Humane Letters from both Winthrop University (Rock Hill, SC) and the University of South Carolina
- 1986 National Jefferson Award for Outstanding Public Service Benefitting Local Communities

- 1995 Hammer Award given by Vice President Al Gore for helping to make government more efficient and effective
- 1996 Semifinalist, Innovations in American Government Award, Harvard Kennedy School of Government
- 1997 Alumna of Outstanding Achievement, one of 47 women honored during the celebration of the 50th anniversary of coeducation at the University of Florida
- 2017 Virginia Commonwealth University Distinguished Service Award

**Grant Work as Principal Investigator**

Award	Funding Agency/ Period	Title and Purpose
\$52,593	State Council of Higher Education 2002-2003	MC2: Mentoring Competent Colleagues: Provided initial money to train division mentor coordinators and 16 mentors in 9 days of the New Teacher Center (NTC) mentor teacher training
\$148,842	Virginia Dept. of Education 2003-2005	C3: Coaching Competent Colleagues: Expanded NTC model and allowed META to pilot and study full/partial/no release models
\$41,105	Virginia Dept. of Education 2003-2004	NBCT Clinical Faculty Program: Trained 15 NBCTs in the NTC mentoring model who in turn designed a two-day Clinical Faculty (CF) training
\$5.9 million	U.S. Dept. of Education 2004-2010	META Teacher Development and Retention Project: Created an interdisciplinary degree for elementary teachers; established the CF Program and trained 500+ teachers as CF; piloted the Beginning Teacher Advisor Program, a full release NTC mentoring model that served 378 beginning teachers and 52 high-need schools
\$108,806	State Council of Higher Education 2006-2007	BECOME: <u>B</u> uild and <u>E</u> stablish <u>C</u> apacity for <u>O</u> ffering <u>M</u> entoring <u>E</u> xcellence: Licensed CTL to offer the NTC training in Virginia; expanded skills of Beginning Teacher Advisors to mentor beginning teachers in key content areas
\$45,731	Virginia Dept. of Education 2008-2009	Clinical Faculty Plus: Developed and implemented an effective recruitment plan to increase the number of VCU Clinical Faculty (CF) in high-need schools; designed and piloted a training module to better prepare CF to mentor preservice teachers in high-need, hard-to-staff schools; and expanded the CF Program to include counselors
\$48,488	U.S. Dept. of Education 2008-2009	Supplemental Award: Provided the two-day NTC training, <i>Improving Student Achievement through Teacher Observation and Feedback</i> , for all principals and assistant principals in META divisions
\$35,870	Virginia Dept. of Education	2009 Clinical Faculty Program: Redesigned the Clinical Faculty training delivery system to provide more opportunities for participants to authentically practice the skills learned during the training modules,

	2009-2010	implemented a CF renewal system, and expanded the number of counselor CF.
\$5.8 million	U.S. Dept. of Education 2010-2015	Richmond Teacher Residency Program: Design and pilot an urban teacher residency program for Richmond Public Schools; provides infrastructure support for META.
\$17,460	Virginia Dept. of Education 2012-2013	2012 Clinical Faculty Program: Implemented a new portfolio assessment process for CF; revised training modules based on evaluation data and now offer CF training twice a year, increased the number of teachers who receive the CF training; and trained all VCU supervisors.
\$20,040	Virginia Dept. of Education 2013-2014	2013 Clinical Faculty Program: Increased the number of teachers who receive CF training and who can provide support to both pre-service and novice teachers with less than five years of teaching experience; and designed and conducted a half-day workshop each semester for CF renewal candidates.
\$15,985	Virginia Dept. of Education 2014-2015	2014 Clinical Faculty Program: Increase the number of teachers who receive CF training and who can provide support to both pre-service and novice teachers with less than five years of teaching experience; design and conduct a half-day workshop each semester for CF renewal candidates; and design and award digital badges to newly designated Clinical Faculty and to Clinical Faculty who have renewed their designation.
\$7.5 million	U.S. Dept. of Education 2014-2019	Richmond Teacher Residency Program 2.0: Refine, expand, and evaluate the impact of the Richmond Teacher Residency Program by funding four additional cohorts of up to 30 residents per year; refining the M.Ed. in Special Education and enhancing the content knowledge of special education teachers; and building a pipeline of STEM teachers for RPS starting at the K-12 and pre-baccalaureate levels.
\$399,016	Institute of Educational Sciences 2015-2017	META Researchers and Practitioners in Partnership (RPP) to Enhance Data Use Practice that Improves Student Learning: Conduct research to strategically address the capacity of teachers to use assessment data and to determine the specific tools and context in which data use practice has a positive impact on student.
\$15,743	Virginia Dept. of Education 2015-2016	2015 Clinical Faculty Program: Increase the number of teachers who receive CF training and who can provide support to both pre-service and novice teachers with less than five years of teaching experience; design and conduct a half-day workshop each semester for CF renewal candidates; and award digital badges to newly designated Clinical Faculty and to Clinical Faculty who have renewed their designation.
\$19,798	Virginia Dept. of Education 2016-2017	2016 Clinical Faculty Program: Increase the number of teachers who receive CF training and who can provide support to both pre-service and novice teachers with less than five years of teaching experience; design and conduct a half-day workshop each semester for CF renewal candidates; and award digital badges to newly designated Clinical Faculty and to Clinical Faculty who have renewed their designation.
\$20,100	Virginia Dept. of Education 2017-2018	2017 Clinical Faculty Program: Increase the number of teachers who receive CF training and who can provide support to both pre-service and novice teachers with less than five years of teaching experience; design and conduct a half-day workshop each semester for CF renewal candidates;

		and award digital badges to newly designated Clinical Faculty and to Clinical Faculty who have renewed their designation
\$27,706	Virginia Dept. of Education 2018-2019	2018 Clinical Faculty Program: Increase the number of teachers who receive CF training and who can provide support to both pre-service and novice teachers with less than five years of teaching experience; design and conduct a half-day workshop each semester for CF renewal candidates; and pilot CF training in Petersburg City Public Schools.
\$420,000	Virginia Dept. of Education 2015-2017	2015 VDOE RTR Grant: Increase the number of residents for Richmond Teacher Residency by providing a resident and mentor teacher stipend and adding an elementary track
\$396,000	Virginia Dept. of Education 2017-2018	Petersburg Teacher Residency: Design and pilot a residency program in Petersburg City Public Schools
\$866,640	Virginia Dept. of Education 2017-2018	2018 VDOE RTR Grant: Expand Richmond Teacher Residency (RTR) beyond Richmond Public Schools
\$1,379,307	Virginia Dept. of Education 2018-2019	2019 VDOE RTR Grant: Increase the number of residents for RTR in four partner school divisions—Richmond Public Schools, Petersburg City Public Schools, Chesterfield County Public Schools and Henrico County Public Schools by providing a resident stipend
\$4.97 million	U.S. Dept. of Education 2019-2021	VCU Supporting Effective Educator Development (SEED): Expand RTR to multiple school divisions; support provisionally licensed STEM teachers by providing coursework to enable them to earn a full professional teaching license and induction support to enhance retention; provide tutoring for state licensure tests for provisionally licensed teachers in all content areas; and provide summer institutes to enhance the math and science knowledge; and teaching skills of elementary and special education teachers

## B. Publications

Dozier, T. (1999, Fall). Mentoring of new teachers. *Edutopia*.

Dozier, T. (1999, September) A talented, dedicated, and well-prepared teacher in every classroom. Washington, DC: *U.S. Department of Education*.

Dozier, T. (2000, Spring). Meeting America's teacher quality challenge. *Educational Horizons: The Official Publication of Pi Lambda Delta*, Volume 78, Number 3.

Dozier, T. (2000, November). Meeting America's teacher quality challenge: A sharing of teacher development perspectives. *ASCD (Singapore) Review*, Volume 9, Number 3.

Dozier, T. (2000, November). Eliminating the barriers to improving teaching. Washington, DC: *U.S. Department of Education*.

Dozier, T. (2001, December). Stepping out: Why our children need teachers to assume leadership

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roles. *Virginia Journal of Education*, Volume 95, Number 3, 6-10.

Dozier, T. (2002, February). Teachers must be leaders to improve student learning. *The Education Digest*, Volume 67, Number 6.

Dozier, T. (2003, October). Report on the 2003 teacher quality forum: Developing a proposed multi-tiered licensure system for Virginia. Richmond, VA: *Virginia Department of Education*.

Dozier, T., & Barnes, N. (2003, December). Ready, willing, and able? A Virginia Commonwealth University survey reveals how potential teacher leaders see themselves. *Virginia Journal of Education*, Volume 97, Number 3, 15-17.

Dozier, T. (2007, September). Turning good teachers into great leaders. *Educational Leadership*, Volume 65, Number 1, 54-59.

Hilty, E.B. (Ed.) . (2011) . *Teacher leadership: The "new" foundations of teacher education: A reader*. New York City: Peter Lang Publishing. Contributed article entitled "Turning Good Teachers into Great Leaders"

### **C. Selected National and State Professional Experience**

2002-2003 Board of Directors, Council for Basic Education

2002-2003 National Conference of State Legislatures Taskforce on School Leadership; Taskforce report, *The Role of School Leadership in Improving Student Achievement*, released December 2002.

2002-2003 Meritorious New Teacher Candidate Committee, Mid-Atlantic Regional Teacher Project

2002-2004 National Committee on Teacher Mobility, State Higher Education Executive Officers Organization

2002-2005 Advisory Board, National Teacher Recruitment Clearinghouse

2002-2003 Advisor, Rural Initiative, National Board for Professional Teaching Standards (NBPTS)

2002-2005 Consultant, Education Commission of the States

2002-2003 Consultant, North Central Regional Laboratory Professional Development Center

2002-2003 Consultant, NBPTS Principal's Initiative

2003-2007 Advisory Board, Mid-Atlantic Regional Teacher Project, Meritorious New Teacher Candidate Designation Program

2004-2005 Consultant, Virginia Department of Education; conducted focus groups with Virginia teacher leaders throughout the state and facilitated the development of the Virginia Standards of Teaching through content-specific writing teams

2004-2006 Advisory Board, MetLife-Education Commission of the States District Leadership Study

2004-2005 Consultant, Southeastern Regional Vision for Education (SERVE)

2005-2007 Council of Experts Panel, NCLB Implementation Center, Learning Points Associates

2005-2008 Taskforce Member, Institute for Educational Leadership (IEL) Project on Teacher Leadership; the taskforce's national report, "A Sharper Focus on Teacher Leadership," was released at the AERA-IEL June Policy Forum on Capitol Hill on June 13, 2008

2005-2007 Virginia Advisory Council on Teacher Quality, Virginia Department of Education

2005-2006 Taskforce for Virginia's Comprehensive Data System, State Council of Higher Education

2007-2008 Senior Visitor, Carnegie Corporation of New York, Teachers for a New Era Initiative

2008-2001 Taskforce, Education Testing Services, developed national Model Teacher Leader Standards released in April 2011

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- 2009-present Urban Teacher Residency United Network  
2008-present MetLife Foundation National Teacher Induction Network  
2010-2011 Consultant, Virginia Department of Education; revised Virginia Standards for the Professional Practice of Teachers  
2010-2012 Advisory Board, National Education Association's Commission on Effective Teachers and Teaching; report released in 2012  
2011-present Advisory Board, Learning Forward Virginia (formerly known as the Virginia Staff Development Council)

#### **D. Selected International Experience**

- Keynote address in Salvador, Brazil at the EPIC Meeting co-sponsored by the Brazilian Ministry of Education and U.S. Department of Education (April 1999)
- Teachers Network, Ministry of Education, Republic of Singapore (May 2000) Keynote address -- *Education Reform in the United States: Focusing on What Matters Most*
- Japanese lecture series sponsored by the U.S. Department of State in Tokyo, Ngoya, Okinawa, Fukuoka, Osaka, and Kobe, Japan (June 2003)
- Advisor, Scottish Ministry of Education and the Hunter Foundation; appointed Visiting Education Chair for Fall 2005
- Advisor, Scottish Ministry of Education; spent two weeks working with K-12 educators on teacher quality and teacher leadership issues (September 2006)
- Delta Kappa Gamma Society International, New Orleans (June 2007), keynote *Turning Good Teachers into Great Leaders*
- Keynote address in Melbourne, Australia sponsored by the Victoria Department of Education for their Four Regional Principal Forums (June 2017), *Turning Good Teachers into Great Leaders*

#### **E. Pertinent Local Experience**

- 2002-2010 Member, Metropolitan Educational Research Consortium (MERC) Policy and Planning Council  
2002-present Chair, Metropolitan Educational Training Alliance (META)
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