

CYNTHIA L. CARVER

Department of Educational Leadership | Oakland University
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EDUCATION

Ph.D. **Michigan State University**, East Lansing, MI; 2002
Curriculum, Teaching & Educational Policy

Dissertation: *Principals' Supporting Role in Beginning Teacher Induction*

M.S. **Minnesota State University at Mankato**, Mankato, MN; 1996
Curriculum and Instruction, emphasis in Multicultural Education

Thesis: *Addressing Issues of Diversity: A Survey of Cultural Diversity Found in the Curriculum of MN Early Children Family Education and Learning Readiness Programs*

B.A. **St. Olaf College**; Northfield, MN; 1983
Family & Consumer Science Education, Cum Laude

EMPLOYMENT

Oakland University, Rochester MI (2010 – present)
Educational Leadership, Assistant Professor

Michigan State University, East Lansing, MI (2006 – 2010)
Teacher Education, Assistant Professor

Western Michigan University, Kalamazoo, MI (2002 – 2006)
Teacher Education, Assistant Professor

Minnesota State University at Mankato, Mankato, MN (1992-1997)
Coordinator & Adjunct Professor, Laboratory District Teacher Education Center

Peace Corps, St. Vincent & the Grenadines, Eastern Caribbean (1989-1991)
Food & Nutrition Teacher

Montrose Public Schools, Montrose, CO (1987-1988)
Family Consumer Science Teacher

Blue Earth Public Schools, Blue Earth, MN (1983-1987)
Family Consumer Science Teacher

RESEARCH & TEACHING INTERESTS

Principal Learning & Professional Development
Leadership for Teacher Learning
Teacher Leadership
(New) Teacher Support & Development
School-University Partnerships

PUBLICATIONS

Articles

- Carver, C. L., Johnson, K., Steele, M. & Herbel-Eisenmann, B. (revise & resubmit). Leadership for improved algebra teaching and learning: The importance of leadership content knowledge. *Journal of School Leadership*.
- Carver, C. L. (2010). Mentors coaching principals in instructional leadership: The case of Rebecca and Ramon. *Journal of Cases in Educational Leadership*, 13(2), 39-46.
- Carver, C. L., Steele, M. & Herbel-Eisenmann, B. (2010). Developing leadership content knowledge: The Case of the "Building Capacity for Algebra" principal study group. *Journal of Staff Development*.
- Carver, C. L. & Feiman-Nemser, S. (2009). Policy lessons for new teacher induction: Critical elements and missing pieces. *Educational Policy*, 23(2), 295-328.
- Carver, C. L. (2008). Forging high school/university partnerships: Breaking through physical & intellectual isolation. *School-University Partnerships*, 2(2), 117-128.
- Carver, C. L. (2008). Review of *Distributed Leadership in Practice*, edited by James P. Spillane & John B. Diamond. *Education Reviews*. Available at [<http://edrev.asu.edu/reviews/rev650.htm>].
- Freedman, L. & Carver, C. (2007). Preservice teacher understandings of adolescent literacy development: Naïve wonder to dawning realization to intellectual rigor. *Journal of Adolescent and Adult Literacy*, 50(8), 654-665.
- Carver, C. L. (2007). It's more than what you know: Principal and mentor perspectives on what new teachers most need to learn (pp. 4-5). *The New Teacher Advocate*.
- Carver, C. L. & Katz, D. (2004). Teaching at the boundary of acceptable practice: What is a new teacher mentor to do? *Journal of Teacher Education*, 55, (5) 449-462.
- Carver, C. L. (2004). A lifeline for new teachers. *Educational Leadership*, 61, (8) 51-61.
- Carver, C. L. (2004). Review of *The Teaching Career*, edited by John I. Goodlad & Timothy J. McMannon. *Teachers College Record*, 106, 12, 2372-2384.
- Carver, C. L. (2004). Review of *Ready, Set, Teach! A Winning Design for Your First Year*, by Enz, Kortman & Honaker. *Brief Reviews*. Available at [<http://edrev.asu.edu>]

Book Chapters

- Feiman-Nemser, S. & Carver, C. L. (forthcoming). Creating conditions for serious mentoring: Implications for induction policy. 110th volume of the *National Society for the Study of Education (NSSE) Yearbook*, edited by A. Porter, L. Desimone & T. Smith.
- Carver, C. L. (2010). The university's role in supporting new teachers: Glimpsing the future by examining the past. In S. J. Odell, R. Clift & J. Wang (Eds.), *Past, present and future research on teacher induction: An anthology for researchers, policymakers and practitioners*. National Commission on Teacher Induction and Mentoring, Association of Teacher Educators.

Carver, C.L. (2010). High school/university partnerships: The time before the beginning. In L. N. Johnson (Ed.) *Boundaries or bridges? Choosing to invent and sustain lasting school/university partnerships that nurture professional growth*. New York: Linus Publications.

Carver, C. L. (2003) Principals' supporting role in new teacher induction. In M. Scherer (Ed.), *Hiring and keeping good teachers* (pp. 33-41). Alexandria, VA: ASCD.

Feiman-Nemser, S., Carver, C., Schwille, S. & Yusko, B. (1999). Beyond support: Taking new teachers seriously as learners. In M. Scherer (Ed.), *A better beginning: Supporting and mentoring new teachers*. Alexandria, VA: ASCD.

Conference Proceedings

Steele, M. D., Johnson, K. R., Herbel-Eisenman, B. & Carver, C. (2010). *Leadership content knowledge: A case of principal learning in algebra*. Proceedings of the 32nd annual meeting of the North American Chapter of the International Group for the Psychology of Mathematics Education. Columbus, OH: The Ohio State University.

Technical/Research Reports

Feiman-Nemser, S., Carver, C., Katz, D., Schwille, S., Smith, E., Yusko, B. (July, 2000) Final program case report. Report prepared for the National Partnership on Excellence and Accountability in Teaching (NPEAT).

Feiman-Nemser, S., Schwille, S., Carver, C. & Yusko, B. (July, 1999). A conceptual analysis of literature on new teacher induction. Report prepared for the National Partnership on Excellence and Accountability in Teaching (NPEAT). (ERIC document ED 449147)

Creative Works

Carver, C. L. (2009 - present). Michigan Staff Development Newsletter

- *Welcoming & Supporting New Teachers: All Year Long (December, 2010)*
- *Comprehensive Induction (October, 2010)*
- *Teaching "With-it-ness" (February, 2010)*
- *Implementing NSDC's New Definition of Professional Learning (January, 2010)*
- *Relational trust: What it is and why it matters (October, 2009)*

Carver, C. L. (2010). *Technical Assistance Materials*. Principal and Central Office Endorsement Program Applications: Basic, Enhanced & Specialty. Office of Professional Preparation Services, Michigan Department of Education.

Manuscripts in Development

Carver, C. L. Socializing interns to the teaching profession: Making the most of principals' role. (For submission to *Journal of Teacher Education*).

Carver, C. L. Confronting fear and uncertainty: Early career conceptions of teacher leadership in graduate coursework. (For submission to *New Educator*).

Carver, C. L. Principals supporting new teachers. [Book proposal for Corwin Press].

CONFERENCE PRESENTATIONS

Refereed

Carver, C. L. (2011). *Instructional teacher leadership in action: Instructional Leadership*. Paper to be presented at the Annual Meeting of the American Educational Research Association, New Orleans.

Carver, C. L. & Bills, P. (April, 2010). *Socializing interns: Principals' role*. Paper presented at the Annual Meeting of the American Educational Research Association, Denver.

Carver, C. L. (February, 2010). *More than a host/hostess: Examining principals' role during the internship*. Paper presented at the Annual Meeting of the Association of Teacher Educators, Chicago.

Carver, C. L. (November, 2009). *Leadership for improved algebra teaching and learning: The importance of leadership content knowledge*. Paper presented at the Annual Meeting of the University Council of Educational Administration, Anaheim.

Carver, C. L. & Meier, J. (April 2009). *Confronting fear and uncertainty: Early career conceptions of teacher leadership in graduate coursework*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego.

Carver, C. L. (March, 2009). *Lessons Learned About Leading Change for Improved Teaching and Learning*. Presentation at the Association for Supervision and Curriculum Development Conference, Orlando.

Carver, C. L. (February 2009). *The university's role in supporting new teachers: Glimpsing the future by examining the past*. Paper presented at the Annual Meeting of the Association of Teacher Educators, Dallas.

Carver, C. L. (November, 2008). *Principals learning to support new teachers: The case of the "Launch Into Teaching" Principal Study Group*. Paper presented at the Annual Meeting of the University Council of Educational Administration, Orlando, October/November 2008.

Carver, C. L. (November, 2008). *Classroom walkthroughs: What principals do and why it matters*. Paper presented at the Annual Meeting of the University Council of Educational Administration, Orlando.

Carver, C. L. & Feiman-Nemser, S. (March, 2008). *The role of induction policy in supporting serious mentoring*. Paper presented at the Annual Meeting of the American Educational Research Association, New York City.

Carver, C. L. (March, 2008). *Principals as learners: Michigan State University's "Launch Into Teaching" Principal Study Group*. Paper presented at the Annual Meeting of the American Educational Research Association, New York City.

Stanulis, R. N., Parks, A., Schwille, S., Carver, C. L. & Prybys, J. (April, 2007). *Multiple layers and multiple voices in learning to mentor within an induction program*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago.

Carver, C. L. (February, 2007). *Preparing candidates to connect teaching and learning using Teacher Work Sample Methodology*. Paper presented at the Annual Meeting of the American Association of Colleges of Teacher Education, New York City.

Carver, C. L. (April, 2006). *High school/university partnerships: What do we know? What do we need to know?* Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.

Vellom, P., Carver, C., Young, A. K. & Cummings, K. (February, 2006). *Tools for engagement and reflection: Advocating for portfolios in teacher candidacy.* Paper presented at the Annual Meeting of the Association of Teacher Educators, Atlanta.

Carver, C. L. (February, 2006). *Toward a new teacher learning agenda: Principal and mentor perspectives.* Paper presented at the Annual Meeting of the Association of Teacher Educators, Atlanta.

Carver, C. L. (April, 2005). *Principal and mentor perspectives on new teacher learning needs.* Paper presented at the Annual Meeting of the American Educational Research Association, Montreal.

Carver, C. L. & Freedman, L. (April, 2005). *Naïve wonder and stunned silence to intellectual rigor: Preservice teacher candidates changing perspectives on teaching.* Paper presented at the Annual Meeting of the American Educational Research Association, Montreal.

Cummings, K., Carver, C. L. & Vellom, P. (February, 2005). *Technology to support accountability: Using TracDat and iWebfolio to promote excellence.* Paper presented at the Annual Meeting of the Association of Teacher Educators, Chicago.

Carver, C. L. & Freedman, L. (February, 2005). *Lessons learned from linking adolescent content literacy with general methods.* Paper presented at the Annual Meeting of the Association of Teacher Educators, Chicago.

Carver, C. L. (November, 2004). *Urban principal perspectives on new teacher learning needs.* Roundtable presented at the annual meeting of the University Council on Educational Administration, Kansas City, Missouri.

Carver, C. L. (April 2003). *Principals and mentors working together: A case of distributed expertise.* Paper presented at the Annual Meeting of the American Educational Research Association, Chicago.

Carver, C. L. & Feiman-Nemser, S. (April 2003). *The influence of state and district policy on new teacher induction.* Paper presented at the Annual Meeting of the American Educational Research Association, Chicago.

Carver, C. L. & Reis, N. (February 2003). *Mentoring as a pathway to the principalship.* Presentation at the New Teacher Symposium, San Jose, California.

Carver, C.L. (2001). *Principals and mentors: Crossing the assistance and assessment firewall?* Paper presented at the Annual Meeting of the American Educational Research Association, Seattle.

Carver, C. L. (2001). *Principals' Supporting Role in New Teacher Induction.* Interactive lecture at the Annual Meeting of the National Staff Development Council, Denver.

Carver, C. L. (2000). *Teacher professional community: The case of Frank Lloyd Wright Elementary.* Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans.

Carver, C. L. (2000). *What happened to the principal? The role of principals and mentors in two well-regarded induction programs*. Paper presented at the Annual Meeting of the American Association of Colleges of Teacher Education, Chicago.

Carver, C. & Neuman, B. (1999). *Professional community in charter and professional development schools*. Paper presented at the Annual Meeting of the American Educational Research Association, Montreal. (ERIC document ED 437-709)

Invited Presentations, External

Carver, C. L. (2011). *Leaders of quality for beginning teachers: Investigating components necessary to enhance student learning*. Commission on Quality Leaders for Beginning Teachers. Annual meeting of the Association of Teacher Educators, Orlando.

Carver, C. L. (2010). *Principal Learning In and Through Community*. Commission on Quality Leaders for Beginning Teachers. Annual meeting of the Association of Teacher Educators, Chicago.

Carver, C. L. (2007). *Learning From Students' Work: The Basics*. Presentation to the Cavanaugh Elementary School Improvement Team, Lansing (MI) School District.

Carver, C. L. (2007). *Mentors as Brokers of Induction Policy* (with Sharon Feiman-Nemser). Issues in Induction and Mentoring Conference, Vanderbilt University.

Carver, C. L. (2007). *Helping Beginning Teachers Learn From Student Work*. 4-session series for the "Launch Into Teaching" Mentor Study Group, Lansing (MI) School District.

Carver, C. L. (2006). *Performance Assessment: Making Rubrics Work for You!* Beginning Teacher Seminar, Lansing (MI) School District.

Carver, C. L. (2006). *It's More Than What You Know: Principal and Mentor Perspectives on New Teacher Learning*. Student Teacher "Fire-Up" Conference, Grand Valley State University, Allendale, MI.

Carver, C. L. (2003). *Mentoring: Why It Matters and What Works*. Keynote Address. Policy Seminar on New Teacher Induction. MSU Center for Education Policy and the Center for Applied Education Policy at Oakland (MI) Schools.

Carver, C. L. (2002). *Mentoring as a Pathway to the Principalship*, Professional Development and Induction Study Group, College of Education, Michigan State University.

Invited Presentations, Internal

Carver, C. L. (2011). Using the FLIP camera to support teaching and research. SEHS Technology Brown Bag, Oakland University.

Carver, C. L. (2007, 2008, 2009). *Dilemmas in Writing "Mentoring New Teachers at the Boundary of Unacceptable Practice"*, Presentation to TE 994: Field Supervision, Michigan State University.

Carver, C. L. (2007). *Teachers and the Analysis of Student Work*. Panel Presentation, TE 872: Teachers as Teacher Educators, Michigan State University.

Carver, C. L. (2006). *Faculty Perspective on Grant Writing at Regional Universities*. IRTL Graduate Student Workshop, Michigan State University.

Carver, C. L. (2005). *Using Portfolios as Evidence of Student Learning and Program Impact*. University Assessment Grant Project, Western Michigan University.

Carver, C. L. (2005). *Analysis of Student Work Classroom Inquiry Project*. School University Partnership Team, Western Michigan University.

Carver, C. L. (2003). *Using Confer During the Internship*. PT3 Teacher Education Workshop, Western Michigan University.

Carver, C. L. (2003). *Teaching and Learning to Teach: The Two Roles of a New Teacher*. Student Education Association, Western Michigan University.

RESEARCH GRANTS & FELLOWSHIPS

Carver, C. L. (2009-2010). Designing a responsive curriculum for teacher leader learning: Teacher leader and principal perspectives. SEHS Research Grant, Oakland University. \$3, 478

Carver, C. L. (2008-10). Co-PI with M. Steel & B. Herbel-Eisenmann of *Building Capacity for Algebra Teaching, Learning & Leading*. Teacher Quality Partnership Grant. MDE. \$200,000

Carver, C. L. (declined, 2008). *Instructional Leadership for New Teachers: Principal Use of Walkthroughs, Lesson Plans, Formal Observations and Goal-Setting as Strategies for Promoting Novice Teacher Development*. Spencer Foundation. \$40,000

Carver, C. L. (2007). *New Teacher Learning in Urban Contexts: An Examination of Principal and Mentor Beliefs*. IRTL Seed Grant, College of Education, MSU. \$3,000

Carver, C. L. (2005). *New Teacher Learning: What New Teachers in Urban Schools Need to Know*. Faculty Research, Creative Activities & Scholarship Fund, WMU. \$4,000

Burke, W. with Carver, C. L. (declined, 2004). *K-12 Content Learning: Making the Transition from Student Teacher to Novice Teacher*. Teacher Quality Partnership Grant, IES. \$500,000

Severance, F., Cobern, W. B. & Carver, C. L. (declined, 2004). *Collaborative Effort to Enhance Mathematics and Science Performance of Middle School Students*, NSF. \$9,000,000

VanZoest, L. & Carver, C. L. (declined, 2003). *Math Teacher Education Community: Building Capacity through Curriculum Development*. Teacher Quality Partnership Grant, MDE. \$9,000

Carver, C. L. (1999, 2001). Spencer "Research Training" Grant, MSU. \$12,000

TEACHING & OUTREACH GRANTS

Carver, C. L. (2006, 2007, 2008). *Supporting the LIT Principal Study Group*, TNE K-12 Practitioner Fund, MSU. \$2,000 to \$3,200 annually

Carver, C. L. (declined, 2008). *Principals & Teacher Leaders Working Together To Support Teacher Development*. NEA Foundation for the Advancement of Teaching. \$5,000

Carver, C. L. (declined, 2007). *Using "Records Of Practice" as a Pedagogical Tool in Graduate Study*, Lilly Teaching Fellowship, Michigan State University. \$7,000

Carver, C. L. (2006). *"Powerful Teaching" Graduate Course at Loy Norrix High School*, Kalamazoo, GEAR-UP Site Support, Western Michigan University. \$2,700

Carver, C. L., Cummings, K. & Vellom, P. (2004). *Using Portfolios as Evidence of Student Growth and Program Impact*. University Assessment Grant, WMU. \$5,000

Carver, C. L. (1996). MN Planning, Prevention and Intervention Initiative, \$100,000

Carver, C. L. (1995). University of MN Children, Youth & Families Initiative, \$5,000

Carver, C. L. (1995). Southwest MN Initiative Fund, \$6,000

UNIVERSITY TEACHING

Oakland University

EL 505: Organizational Change Agent

EL 506: Collaborative Inquiry (Action Research) III

EL 515: Teacher Leaders in the Education Profession

EL 516: Collaborative Inquiry (Action Research) IV

ED 560: Staff & Curriculum Development for Instructional Improvement

EA 746: Curriculum & Staff Development

Michigan State University

EAD 991: Writing Workshop

TE 801/803: Professional Roles & Teaching Practice

TE 807: Professional Development and Inquiry

TE 872: Teachers as Teacher Educators

TE 501/502: Internship

Western Michigan University

ED 302: Teaching & Learning in the Secondary School

ED 410/475: Intern Teaching

GRADUATE STUDENTS

Dissertation Committee (PhD)

* Marie Turni, defended 6/10

* Kennedy Onyancha, defended 6/10

* Seouk Ju Yoon

Wendy VanGent

Pam Jones

* *Michigan State University*

Guidance Committee (PhD)

Bethanie George (Rogulsky)

Tamara Smeltzer

Vikki Bentley

Kristy Spann

PROFESSIONAL ACTIVITIES & SERVICE

NATIONAL

Association of Teacher Educators

Distinguished Program in Teacher Education Selection Panel (2006-09; 2010-12)

Resolutions Committee (2008-11)

AERA SIG Research on New Teacher Induction

Awards Committee (2006-08)

Secretary/Treasurer (2002-04)

Personnel Evaluation Standards, Joint Committee on Standards, Validation Panel (2006)

Manuscript Review:

Journal of Teacher Education

Teaching and Teacher Education

Educational Policy

Corwin Press

Proposal Review:

AERA Division K

AERA Research on New Teacher Induction SIG

University Council on Education Administration

Association of Teacher Educators

AERA Discussant & Chair:

Division K & Research on New Teacher Induction SIG (2005-2009)

REGIONAL/STATE

Great Lakes East Comprehensive Center, Learning Points Associates

Advisory Board (2007-present)

Michigan Staff Development Council

Board of Directors (2009-present)

Michigan Department of Education

Professional Learning Strategic Plan Stakeholder Group (2007- present)

High School Core Team (2008-2009)

OAKLAND UNIVERSITY

E-Library University Committee (2010 – present)

SCHOOL OF EDUCATION & HUMAN SERVICES

SEHS Retreat Planning Team (2010-2011)

DEPARTMENT OF EDUCATIONAL LEADERSHIP

MA (Educational Leadership & Teacher Leadership) Program Committee (2010 – present)

Ed Sp Program Committee (2010 – present)

Website Ad-Hoc Committee (2010 – present)

Homecoming Committee (2010-2011)

MICHIGAN STATE UNIVERSITY (2006-2009)

Elementary Education Scholarship Committee, MSU College of Education (2008)

College Scholarship Selection Committee, MSU College of Education (2007)

Case Review, Disciplinary Hearing Board, MSU College of Education (2007)
Steering Committee, MSU/TNE "Launch Into Teaching" Project (2006-08)
Reviewer, ASSIST Newsletter, MSU College of Education Office of Outreach (2007)
MA-Academic Policy and Planning Committee, MSU (2006-2009)
Coordinator, Action Research Conference (Fall 2007; Spring 2008, Fall 2008);
Committee, Online Teaching Colloquia

WESTERN MICHIGAN UNIVERSITY (2002 – 2006)

University Medallion Scholarship Review Team, WMU (2006)
College-wide Scholarship Committee, WMU (2003-05)
Departmental Search Committee, WMU (2004-06)
Departmental Advisory Board, WMU School-University Partnership Team (2004-06)
Secondary Education Unit, WMU (2002-06)
College Committee on Race & Diversity, WMU (2002-03)

SELECT PROFESSIONAL EXPERIENCE

Leadership Consultant, Professional Preparation & Services, Michigan Department of Education (2010)
RTI Leadership Coach, Lansing (MI) School District, (2009-10)
Consultant, Wainright Law, Government & Leadership School, Lansing (MI) School District (2009-10)
Curriculum Consultant, ASSIST New Teacher Support Project, Michigan State University (2004-05)
Curriculum Consultant, Kalamazoo Central Freshman Academy, Kalamazoo (MI) Public Schools (2004-05)
Teacher Book Club Facilitator, Kalamazoo Central, Kalamazoo (MI) Public Schools (2003, 2004)
New Teacher Seminar Co-Facilitator, Kalamazoo Central, Kalamazoo (MI) Public Schools (2002-2004)
Director, "Hey Gang" Youth Crime and Violence Prevention Project, MN Extension Service (1994-96)
Curriculum Consultant, Mountain Lake and Butterfield-Odin (MN) School Boards (1994)
Director, Early Childhood Family Ed & Learning Readiness. Mountain Lake (MN) Schools (1993-96)
Peace Corps Teacher Trainer, St. Lucia, Eastern Caribbean (1991)

HONORS and AWARDS

Teacher Education Endowed Fellowship, Michigan State University (2000-01)
AERA Div. K Graduate Student Seminar in Teaching and Teacher Education (2001)
Spencer "Research Training" Fellowship, Michigan State University (1999-01)

PROFESSIONAL MEMBERSHIPS

American Educational Research Association (AERA)
Div A: Administration & Leadership
Div. K: Teaching & Teacher Education
SIG: Research on New Teacher Induction
SIG: Instructional Supervision
Association of Teacher Educators (ATE)
Learning Forward/National Staff Development Council (NSDC)