

Lauren P. Bailes
Updated October 2019

EDUCATION

The Ohio State University, Columbus, OH.

- Ph.D., Educational Administration
- Novice G. Fawcett Scholar in Educational Administration

Columbia University Teachers College, New York, NY.

- M.A. Literacy Specialist, February 2011.
- 32-credit program includes theory instruction and research, classroom-based execution, and results in New York State certification as a Literacy Specialist. GPA: 3.87.

Pace University School of Education, New York, NY.

- New York State Teacher Certification program, May 2009.
- Program of study includes 36 credits of Master's level coursework, research, practice, and intern/externships. Certification completed May 2009.

Eastern University, Templeton Honors College, St. Davids, PA.

- B.A. English Literature and Secondary Education, May 2007. GPA: 3.824 (3.91 in major).

EMPLOYMENT

University of Delaware, August 2016-present.

- Assistant Professor, School of Education

The Ohio State University, August 2011-August 2016.

- Graduate Research Assistant

Renaissance Academy for the Multi-Media Arts, Columbus, OH, November 2013-present

- Academic teacher and principal coaching
- Development of academic assessments and comprehensive data-management strategies

Aim Academy (online), Columbus, OH, August 2011-May 2015.

- Teacher, Pre-AP English Language and Middle School Language Arts (online)
- Design and implement full- and half-year writing-intensive curricula for nontraditional students

KIPP: Journey Academy Charter School, Columbus, OH, January 2012-May 2014.

- Leadership Intern
- Literacy and humanities observation and coaching, professional development support, curriculum design and implementation, and site-based leadership shadowing.

Kings Collegiate Charter School, Brooklyn, NY, July 2009-July 2011.

- 7th Grade English Reading and Writing teacher
- Grade Team Leader (June 2010-June 2011), Writing Department Coordinator (Jan 2010-June 2011), Reading Department Coordinator (August 2010-Jan 2011)

- Writing Leader Teacher for eight middle schools in network (2010-2011 school year)
- Contributed to revision of 5th-8th English scope and sequence

Teach for America – Newark, Newark, NJ, September 2010-May 2011.

- All Corps Leader, Middle and High School English
- Collaboratively planned monthly professional development for first year teachers
- Aligned teacher preparation curriculum to New Jersey state standards, professional goals, and benchmarks

Teach for America – New York, New York, NY, September 2009-May 2010.

- Content Specialist, Middle School Language Arts
- Developed and executed monthly professional development sessions for first year teachers
- Assigned work samples and provided feedback

Frederick Douglass Academy VIII, Brooklyn, NY, September 2007-June 2009.

- 7th grade English Language Arts (ELA) teacher
- Grade 7 Team Leader and ELA Department Head
- School Leadership team, Data-inquiry team, and attendance committee
- Developed Specialized High School Preparatory program
- Chartered National Junior Honor Society chapter, chartered Latin Club, and Step Team Coach

Countee Cullen Community Center, A Program of the Harlem Children’s Zone, Inc., New York, NY, Summer 2007.

- Developed literacy-based summer and school-year interventions for elementary and middle school
- Trained counselors to conduct reading assessments and use data to build curriculum
- Initiated data-tracking systems to monitor growth and maintain flexible goal-setting ability

PUBLICATIONS

Refereed Journal Articles

Goddard, Y. L., Goddard, R. D., **Bailes, L.** Nichols, R. (2019). From School Leadership to Differentiated Instruction: A Pathway to Student Learning in Schools. *Elementary School Journal*.

Guthery, S. & **Bailes, L.** (2019). Patterns of teacher attrition by preparation pathway and initial school type. *Educational Policy*, (X)XX, xxx-xxx.

Bailes, L. (2019). Introduction: Leading the way while learning to lead. *Journal of Leadership Studies*, 13(2), 47-48.

Bailes, L. & Hoy, W. K. (2014). Designing school contexts for success: paternalism or libertarianism?. *International Journal of Educational Management*, 28(5), 484-497.

**2015 Emerald Literati Award for Excellence, Highly Commended Paper (1 of 3)

In press

Goddard, R. D., **Bailes, L. P.**, & Kim, M. A theoretical and empirical analysis of principal efficacy for instructional leadership and its relation to teachers’ collective efficacy beliefs and student

achievement. *Leadership and Policy in Schools*.

Bailes, L. & Nandakumar, R. (2019). Making surveys work as hard as you do: An application of Rasch analysis for education leaders. *International Journal of Education Policy and Leadership*.

Revisions requested

Bailes, L. & Guthery, S. Held Down and Held Back: The Cost of Systematically Delayed Principal Promotions. Revisions requested from *AERA Open*.

Under Review

Bailes, L. and Eruslu, D. Engagement optimism: Evidence for a new construct predicting parent involvement in schools. Manuscript submitted to *Urban Education*.

Briefs

Bailes, L. (2019). *Parent Engagement and Involvement in Wilmington*. Partnerships in Public Education: Community Engagement Initiative. University of Delaware.

Edited Journals

Guest Symposium Editor, *Journal of Leadership Studies*, Vol. 13, Issue 2, Leading the Way while Learning to Lead (nine articles).

In Preparation

Bailes, L. P. & Schrepfer-Tarter, A. An exploratory study of the academic optimism of principal. Manuscript completed and submission expected to *American Education Research Journal*.

Bailes, L. Autonomy supportive curriculum choices among homeschooling parents. Expected submission to *Leadership and Policy in Schools*.

Books

Bell, D., **Bailes, L.** & Bailes, C. (2016). *Readers in Residence, Volume 1: A Comprehensive Reading Curriculum for Grade 5*. Anderson, IN: Apologia Press.

Book Chapters

Bailes, L. (2015). Predictors of school effectiveness. In M. DiPaola and W. K. Hoy (Eds), *Leadership and school quality* (147-160). Greenwich, CT: Information Age Publishing.

Bailes, L. & Schrepfer-Tarter, A. (2012). Maximizing the power of decision making: Ten useful concepts for school leaders. In M. DiPaola and W. K. Hoy (Eds), *Contemporary challenges facing school leaders: Research and theory in educational administration*, (pp. 175-191). Charlotte, NC: Information Age Publishing.

Bailes, L. (2014). Child Development and Policy Analyses. In Woolfolk Hoy, A. E., & Perry, N. (Eds). *Child and adolescent development* (2nd ed). Columbus, OH: Pearson/Merrill.

PRESENTATIONS

Bailes, L. & Guthery, S. (July 2019). Held Down and Held Back: The Cost of Systematically Delayed Principal Promotions. Paper to be presented to the Oxford Education Research Symposium, Oxford, England.

Guthery, S. & **Bailes, L.** (April 2019). Leaky pipes and Labor Pools: Identifying

Patterns of Teacher Attrition by Preparation Pathway and School Type. Paper submitted to the American Educational Research Association Annual Convention, Toronto, Canada.

- Bailes, L.** (January 2019). Envisioning equity through structural change: Analyzing curriculum and policy documents with a gender equity lens. Professional development session presented at the Delaware Academy of School Leadership Women's Leadership Conference, Dover, DE.
- Bailes, L.,** Cullington, L., & Schrepfer-Tarter, A. (November 2018). Working To, Within and Through Gender Equality: Women Leaders Rising, Sustaining and Flourishing. Symposium presented at the Annual Convention of the University Council of Educational Administration, Houston, TX.
- Guthery, S. & **Bailes, L.** (July 2018). Where Did All the Teachers Go? Identifying Patterns of Teacher Attrition by Preparation Pathway and School Type. Paper presented at the Annual International Conference of the Association for Public Policy and Management, Mexico City, Mexico.
- Bailes, L.** & Porter, L. (November 2017). Early Warning System Simulations of High School Dropout Propensity. Paper presented at the Annual Fall Research Conference of the Association for Public Policy Analysis and Management, Chicago, IL.
- Bailes, L.** (April 2017). Working a System That Doesn't Work for Them: The Influence of Teachers' Collaboration On Their Political Efficacy. Paper presented at the American Educational Research Association Annual Convention, San Antonio, TX.
- Goddard, R., **Bailes, L.,** Goddard, Y., & Nichols, R. (April 2016). Instructional Climate and Student Learning: An Examination of the Meaning, Measure, and Impact of Group Norms for Differentiated Instruction. Paper to be presented at the American Educational Research Association Annual Convention, Washington, D.C.
- Bailes, L.** & Bailes, N. (March, 2016). A tale of two roles: Measuring political efficacy in homeschool parent-teachers. Paper to be presented at the Global Home Education Conference, Rio de Janeiro, Brazil.
- Bailes, L.** (November, 2015). Political efficacy of teachers: A look at how teachers position themselves within the policy process. Poster paper to be presented at the Annual Fall Research Conference of the Association for Public Policy Analysis and Management, Miami, FL.
- Porter, L. & **Bailes, L.** (November 2015). Early warning system simulations of high school dropout propensity. Paper to be presented at the Annual Fall Research Conference of the Association for Public Policy Analysis and Management, Miami, FL.
- Goddard, R., Kim, M., & **Bailes, L.** (April, 2015). Principal sense of efficacy for instructional leadership: An examination of its meaning, measure and link to student achievement. Paper presented at the American Educational Research Association Annual Convention, Chicago, IL.
- Bailes, L.** (January 2015) Political efficacy of parents: Investigating differences attributable to governance structures. Paper presented at the Education and Human Ecology Student Research Forum, Columbus, OH.

- Bailes, L.** (November, 2014). Political efficacy of parents: Investigating differences attributable to governance structures. Paper presented at the University Council for Educational Administration Annual Convention, Washington, D.C.
- Bailes, L. & Porter, L.** (November, 2014). Simulation of single- and multi-level dropout prediction models. Caucus presented at the Fall Research Conference of the Association of Public Policy and Management, Albuquerque, NM.
- Bailes, L. & Porter, L.** (May, 2014). Modeling dropout prediction models across multiple states. Poster presented at the Modern Modeling Methods Conference, Storrs, CT.
- Dollarhide, E. & **Bailes, L.** (April, 2014). Enabling school structure and student-teacher relations: cultivating a culture of student trust. Paper presented at the American Educational Research Association Annual Convention, Philadelphia, PA.
- Bailes, L. & Tarter, C.J.** (2014, February). Professionalism, mindfulness, and citizenship: Key predictors of overall effectiveness. Paper presented at the 4th Annual Education and Human Ecology Student Research Forum, Columbus, OH.
- Dollarhide, E. & **Bailes, L.** (2013, November). Enabling school structure and prior achievement: Identifying antecedents of student trust. Paper presented at the University Council for Educational Administration Annual Convention, Graduate Student Summit, Indianapolis, IN.
- Bailes, L. & Tarter, C. J.** (2013, April). Professionalism, mindfulness, and citizenship: Key predictors of overall effectiveness. Paper presented at the Annual Conference of the American Educational Research Association, San Francisco, CA.
- Schrepfer-Tarter, A. & **Bailes, L.** (2013, April). Implications of positive psychology for educational administration. Paper presented at the Annual Conference of the American Educational Research Association, San Francisco, CA.
- Bailes, L.** (2013, January). Political freedom and democratic practice: Predictors of well-being for school children. Paper presented at Presented at the 3rd Annual Education and Human Ecology Student Research Forum, Columbus, OH.

TEACHING

University of Delaware

- EDUC282: Research in Education Decision Making
- EDUC839: Education Policy and Governance
- EDUC 891: Organizational Problem Analysis and Planning in Education

Class	Response rate (#; %)	Overall course rating	Overall instructor rating	Positive comments: negative comments
EDUC 828 (FA16)	12/15; 80%	4.75	4.83	13: 2
EDUC 891 (WI17)	15/18: 83.3%	4.53	4.67	14: 2
EDUC 839 (SU17)	22/24; 91.6%	4.59	4.86	17:1

EDUC 828 (FA17)	19/19; 100%	4.58	4.39	13:1
EDUC 891 (WI18)				
EDUC 839 (SU18)				
EDUC 891 (WI19)				
Other supervision courses				

The Ohio State University

EDUCST 8191: Research Apprenticeship in Education Studies, co-taught with Dr. Roger Goddard, Fall 2015
Research Methods Course for Ph.D. and Ed.D. students

ESADM 7897: Special Topics in Educational Administration, co-taught with Dr. Roger Goddard, Summer 2015
Research Methods Course for Ph.D. and Ed.D. students; SEI: 4.9/5.0 (92% response rate)

ESADM 8359: Seminar in Organizational Theory and Leadership, co-taught with Dr. Roger Goddard, Spring 2015, Doctoral Core Course for Ph.D. and Ed.D. students; SEI 4.7/5.0 (78% response rate)

Invited Lectures at The Ohio State University

Cultural Foundations of Education, EFCFE 3206: October 2013

Ethics and the Professional Context of Teaching, ESEPHL 4403: October 2014, February 2015, October 2016

GRANTS

Under Review

Awarded

University of Delaware General University Resources Grant, \$5989. May, 2017.

University of Delaware Partnership for Public Education Grant, \$15,789. June, 2017.

Ohio State University Internal Graduate Student Research Grant, \$500

HONORS/AWARDS

American Educational Research Association Division A Outstanding Dissertation, April 2017

University of Delaware Partnership for Public Education Fellowship, June 2017

Novice G. Fawcett Fellowship in Educational Administration, 2011-2016

Global Home Education Conference, March 2016

Travel Award: \$500

Research Award: \$1000

Emerald Literati Network Award for Excellence 2015, Highly Commended Paper for *Designing School Contexts: Paternalism or Libertarianism* (One of three awards)

Moussa Scholarship, 2015-2015

Wayne K. Hoy Scholarship, 2015-2016

Novice Fawcett Scholarship, 2015-2016

Martin W. Essex Scholarship Fund for Graduate Education in Educational Administration, 2014-2015

The Darrell K. and Carolyn A. Root Scholarship, 2014-2015

American Enterprise Institute, Education Policy Institute, 2013 (One of 20 students selected from pool of 200+)

David L. Clark National Graduate Student Research Seminar in Educational Administration & Policy, 2013

Roald F. & Della J. Campbell Memorial Scholarship, 2012-2013

The Darrell K. and Carolyn A. Root Scholarship, 2012-2013

SERVICE TO THE DISCIPLINE

Editorial Board

Journal of Research on Organizations in Education

Volunteer Peer Reviewer

Journal of Educational Administration, Fall 2014

American Journal of Education

American Educational Research Journal

Teaching and Teacher Education

Educational Administration Quarterly

Volunteer Conference Proposal Reviewer

American Educational Research Association, Divisions A and L

International Conference for Charters and School Choice

Ohio State Associate Professor of Educational Administration Search Committee, November 2014-March 2015

New Media and Society Journal

Volunteer Reviewer, Fall 2014

Novice G. Fawcett Endowed Chair Search Committee, August 2013-April 2014

American Educational Research Association

Division C Graduate Student Committee Campus Liaison, September 2012-present

Volunteer Reviewer, 2014, 2015, 2016

University Council for Educational Administration

Volunteer Reviewer, 2012, 2014

Invited Professional Development

KIPP: Journey Academy, Columbus, OH, October 2013

The Charles School, Columbus, OH, October 2013 and March 2014

PROFESSIONAL MEMBERSHIPS

Association for Public Policy Analysis and Management (2014-present)

American Educational Research Association (2011 – present)

University Council for Educational Administration (Institutional membership, 2011 – 2016)

National Council for Teachers of English (2010-2011)

COMMUNITY SERVICE

City Church Wilmington Middle School Ministry volunteer (2016-present)

Urban Promise Street Leader tutoring (2016-present)

Delaware Department of Education Education Surrogate Parent (2018-present)

Christina Cultural Arts Center after school teacher (2017-present)

Lewis Bilingual Elementary School Government in Schools program volunteer (2019-present)