



CURRICULUM VITAE
of
Professor Anthony H. Normore
College of Education, California State University Dominguez Hills
1000 E. Victoria Street, Carson -Los Angeles, California
E-mail: anormore@csudh.edu

EDUCATION

Degree	Institution	Field	Dates
Ph. D	OISE/University of Toronto, Ontario, Canada	Educational Leadership/Policy	2001
MA.	Université Laval, Quebec City, Canada	Education Leadership/Policy	1997
B.Ed.	Memorial University, St. John's, NF, Canada	Secondary Education (High School)	1983
BA	Memorial University, St. John's, NF, Canada	French Language/Linguistics	1982

Certificates

- Certified Coach for Equity [California Association of Professors of Leadership , 2017]
- Certified Credible Leader [National Sheriff's Association, 2015]
- Four-Star Certified Credible Leader [International Academy of Public Safety, 2015]
- Adaptive Leadership [Harvard Business School and Kennedy School of Government, 2015]
- Restorative Practices [International Institute for Restorative Practices Graduate School, 2014]
- Providing Affordable Learning Solutions for Student Learning [California State University System-Wide, 2014-17t]
- "Active School Shooter" Training for Educators and Law Enforcement Officers [Embassy Consulting Inc., Long Beach Police Department, & Public Safety Department of Community Hospital, Long Beach, 2013]
- University and College Campus Threat Assessment Training [Federal Bureau of Investigation, Los Angeles Field Office, 2012]
- Deputy Leadership Training Institute [16 hours of California Peace Officers Standards and Training, Los Angeles County Sheriff's Department, 2012]

ACADEMIC EXPERIENCE

Soka University, Aliso Viejo, California (2017-present)

Institution	Rank	Field	Dates
Graduate Studies in Education	Visiting Distinguished Professor	Educational Leadership	07/17-present

Monash University, Melbourne, Australia, (October 27-Nov. 4, 2017)

Institution	Rank	Field	Dates
Department of Educational Leadership	Visiting Professor	Educational Leadership	10/2017

University of Guelph-Humber, Toronto, Canada (January 1-10, 2014)

Institution	Rank	Field	Dates
Department of Justice Studies	Visiting Professor	Justice Studies	1/2014

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California State University Dominguez Hills, Carson [Los Angeles], California (August, 2013 – present)

Institution	Rank	Field	Dates
College of Education (CSUDH)	Department Chair	Graduate Education	8/2015-present
College of Education (CSUDH)	Department Chair	Special Education Services	8/2013-6/2015
College of Education (CSUDH)	Department Co-Chair	Teacher Education Division	8/2013-6/2015t
College of Education (CSUDH)	Tenured Professor	Educational Leadership	8/2013-present

Teachers College-Columbia University, New York, New York [Summer]

Institution	Rank	Field	Dates
Summer Leadership Academy	Graduate Professor	Law, Ethics & Leadership	7/2012-16

California Lutheran University, Thousand Oaks, California (June 1, 2012 – August 15, 2013)

Institution	Rank	Field	Dates
Graduate School of Education	Faculty Associate	Educational Leadership	6/2013-8/2014
Graduate School of Education	Graduate Professor	Educational Leadership	6/2012-6/2013
Graduate School of education	Director, Doctoral Program	Educational Leadership	6/2012-6/2013
Graduate School of Education	Department Chair	Educational Leadership	6/2012-6/2013

Chapman University, Orange, California (June 2010 – present)

Institution	Rank	Field	Dates
College of Educational Studies	Faculty Associate	Ph. D Studies	06/2010-present

California State University Dominguez Hills, Carson [Los Angeles], California (August, 2007 – present)

Institution	Rank	Field	Dates
School of Education (CSUDH)	Associate Professor	Educational Leadership	8/2007-2012
School of Education (CSUDH)	Program Coordinator, Educational Leadership	Educational Leadership	6/2011-2012
School of Education (CSUDH)	Ed.D. Program Development Coordinator	Educational Leadership	8/2007- 2010
School of Education (CSUDH)	Ed.D. Curriculum Development Coordinator	Educational Leadership	8/2007-2009

Institution

College of Extended education and International Education (CSUDH – August, 2018)

- **School of Economics and Management, Zhongyuan University of Technology, Zhengzhou, Henan Province, China [Higher Education Chinese Administrators] - Instructor**
 - *Professional Development for Novice Faculty: Research Development*

College of Extended education and International Education (CSUDH – August, 2015)

- **Neijiang Normal University Professional Teaching Skills and Scientific Research Ability Training Program at Neijiang, China [Higher Education Chinese Administrators] – Instructor**
 - *Global Competencies for Leaders in Higher Education*

College of Extended and International Education (CSUDH – October, 2014)

- **Hangzhou Education Bureau Moral Education and Management Training, Hangzhou, China [Teacher and School Leader Development Workshop for Chinese School teachers and Leaders] – Instructor:**
 - *Professional Ethics, Character and Teacher Development*

College of Extended and International Education (CSUDH – October, 2013)

- **Jiaying City Bureau of Education, Jiaying, China [Leadership and Curriculum Development and Reform Workshop for Chinese School & District Leaders] – Instructor:**

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- *Citizenship (Model Citizen) and Character-Building Education: Philosophy, Programs, and Leadership*
- *USA Pre-K – 12 Educational Administration, Leadership Development and Training*

College of Extended and International Education (CSUDH – March, 2012)

- **JILIN Education Bureau, Jilin Province, China**, [Professional Development Workshop for District Level Administrators] – Instructor:
 - *USA Pre-K – 12 Leadership in Educational Leadership*
 - *USA Pre-K – 12 Leadership in Educational Administration*

College of Extended and International Education (CSUDH – October, 2011)

- **Alvan – Ikoku, College of Education, Nigeria** [Professional Development Workshop for College Level Administrators] – Instructor:
 - *Leadership in higher education*
 - *Developing a professional code of ethics*
 - *New frontiers for Nigerian administrators*

College of Extended and International Education (CSUDH – February, 2010)

- **Suzhou City Education Bureau, Jiang Province, China** [Training Program on Professional Development for English Teachers] – Instructor:
 - *Using professional learning communities for improved classroom instruction*
 - *Prevention versus intervention: Addressing the needs of ALL students*

Seoul National University (SNU), Republic of South Korea (Summer, 2009)

Institution	Rank	Field	Dates
SNU - Education Research Institute	Visiting Professor	Educational Leadership	Summer, 2009

Florida International University, Miami, Florida (August, 2002 - August, 2007)

Institution	Rank	Field	Dates
College of Education (FIU)	Graduate Program Co-Leader	Educational Leadership	5/2006-7/2007
College of Education (FIU)	Assistant Professor	Educational Leadership	8/2002-7/2007
Ctr. for Urban Education & Innovation (FIU)	Research Fellow		8/2004-7/2007
Graduate School (FIU)	Graduate Faculty Status		5/2004-7/2007
Graduate School (FIU)	Dissertation Advisor Status		6/2005-7/2007

NON-ACADEMIC EXPERIENCE

Place of Employment	Title	Dates
National Command and Staff College	President	01/2017-
International Academy of Public Safety	President	01/2015-
Committed to Change: Redefining Incarceration Criminal Justice Commission	Vice President, Research and Curriculum Design Chair	06/2015- 01/2015-
Newfoundland and Labrador School Districts, Newfoundland, Canada	School Administrator (Secondary School) School Administrator (Middle School) French Language Programs Director (District Office) School Administrator (Elementary School) School Teacher (Elementary, Middle, Secondary)	09/2001-2002 09/1999-2001 09/1998-1999 09/1997-1998 04/1983-2001
Department of National Defense-Canadian Armed Forces, Community College of North Atlantic Applied Arts/Sciences	Instructor, French Language Instruction Instructor, French Language Instruction	1997-99 1994-96
Canadian Teachers Federation, Ottawa, Ontario, Canada	Project Overseas Instructor, Katmandu, Nepal	Summer/99
Canadian Teachers Federation, Ottawa, Ontario, Canada	Project Overseas Instructor, Katmandu, Nepal	Summer/95
Education Foundations (EF), Montreal, Quebec, Canada	Instructor, Language Exchange Program for 50 French Canadian Students, Brighton, England	Summer/87

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EMPLOYMENT RECORD AT CALIFORNIA LUTHERAN UNIVERSITY (Graduate School of Education, 2012 – 2013: One Year Approved Sabbatical from CSUDH)

Role	Dates
Doctoral Program Director, Educational Leadership (EDLD.)	06/12 – 06/2013
Department Chair, Educational Leadership	06/12 – 06/2013
Courses Taught: Educational Leadership [Interface/Hybrid Format/Blackboard]	
Educational Leadership – EDLD614 (<i>Policy Development and Political Influences</i>)	Summer, 2013
Educational Leadership - EDLD605 (<i>Doctoral Seminar: The Literature Review</i>)	Spring, 2013
Educational Leadership – EDLD625 (<i>Doctoral Colloquium: Principle-based Leadership</i>)	Spring, 2013
Educational Leadership- EDLD617 X 2 (<i>Leadership, Diversity, and Inclusivity in American P-20 Education</i>)	Fall, 2012

EMPLOYMENT RECORD AT CSU DOMINGUEZ HILLS (School of Education, 2007 – present)

Role	Dates
Professor and Department Chair, (School Leadership/Graduate Education Division)	08/15 - present
Professor and Department Chair, Special Education (Teacher Education Division)	08/13-2015
Program Coordinator, Educational Leadership (EAD Program)	06/11-2012
Cohort Leader, Educational Leadership (EAD Program)	08/10- 2012
Associate Professor, Educational Leadership, Graduate Education Division	08/07-2012
Doctoral Program Development Coordinator, Educational Leadership Doctorate [Ed.D.]	08/07-10
Curriculum Development Director, Educational Leadership Doctorate [Ed.D.]	08/07-09

Courses Taught: Educational Leadership and Policy Studies [Interface/Hybrid format/Blackboard]

1. Higher Educational Administration & Leadership – GED550 (<i>Leadership in Higher Education</i>)	Fall, 2018
2. School Leadership Program-SLP556 (<i>School Law: Political, Economic, Legal and Cultural Understanding</i>)	Fall, 2018
3. School Leadership Program-SLP550 (<i>Preliminary Leadership: Induction</i>)	Fall, 2017
4. School Leadership Program-SLP560L (<i>Fieldwork</i>)	Fall, 2017
5. School Leadership Program – SLP557 (<i>Preliminary Leadership: Assessment</i>)	Spring, 2017
6. School Leadership Program – SLP 561 (<i>Fieldwork</i>)	Spring, 2017
7. School Leadership Program-SLP550 (<i>Preliminary Leadership: Induction</i>)	Fall, 2016
8. School Leadership Program-SLP560L (<i>Fieldwork</i>)	Fall, 2016
9. School Leadership Program -SLP555 (2 X <i>Ethics and Educational Leadership</i>)	Spring, 2016
10. School Leadership Program -SLP555 (2 X <i>Ethics and Educational Leadership</i>)	Spring, 2015
11. School Leadership Program -SLP556 (2 X <i>School Law: Political, Social, Economic, Legal and Cultural Understanding</i>)	Fall, 2014
12. School Leadership Program – SLP557 (<i>Preliminary Leadership: Assessment</i>)	Spring, 2014
13. School Leadership Program – SLP 561 (<i>Fieldwork</i>)	Spring, 2014
14. School Leadership Program-SLP550 (<i>Preliminary Leadership: Induction</i>)	Fall, 2013
15. School Leadership Program-SLP560L (<i>Fieldwork</i>)	Fall, 2013
16. Educational Administration-EAD557 (<i>Preliminary Leadership: Assessment</i>)	Spring, 2012
17. Educational Administration-EAD561 (<i>Fieldwork</i>)	Spring, 2012
18. Educational Administration-EAD555 (<i>Ethics and Educational Leadership</i>)	Spring, 2012
19. Educational Administration-EAD550 (<i>Preliminary Leadership: Induction</i>)	Fall, 2011
20. Educational Administration-EAD560L (<i>Fieldwork</i>)	Fall, 2011
21. Educational Administration-EAD556 (<i>School Law: Political, Social, Economic, Legal and Cultural Understanding</i>)	Fall, 2011
22. Educational Administration-EAD557 (<i>Preliminary Leadership: Assessment</i>)	Spring, 2011
23. Educational Administration-EAD561 (<i>Fieldwork</i>)	Spring, 2011
24. Educational Administration-EAD555 (2 X <i>Ethics and Educational Leadership</i>)	Spring, 2011

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25. Educational Administration-EAD550 (<i>Preliminary Leadership: Induction</i>)	Fall, 2010
26. Educational Administration-EAD560L (<i>Preliminary Leadership: Fieldwork</i>)	Fall, 2010
27. Educational Administration-EAD551 (<i>Visionary Leadership</i>)	Fall, 2010
28. Educational Administration-EAD552 (<i>Instructional Leadership: Teaching and Learning</i>)	Fall, 2010
29. Educational Administration-EAD554 (2 X <i>Collaborative and Responsive Leadership for All Students</i>)	Spring, 2010
30. Educational Administration-EAD555 (2 X <i>Ethics and Educational Leadership</i>)	Spring, 2010
31. Educational Administration-EAD552 (2 X <i>Instructional Leadership: Teaching and Learning</i>)	Fall, 2009
32. Educational Administration-EAD556 (2 X <i>School Law: Political, Social, Economic, Legal and Cultural Understanding</i>)	Fall, 2009
33. Educational Administration-EAD555 (2 X <i>Ethics and Educational Leadership</i>)	Spring, 2009
34. Educational Administration-EAD551 (<i>Visionary Leadership</i>)	Fall, 2008
35. Educational Administration-EAD555 (<i>Ethics and Educational Leadership</i>)	Spring, 2008
36. Educational Administration-EAD551 (<i>Visionary Leadership</i>)	Fall, 2007

EMPLOYMENT RECORD AT FLORIDA INTERNATIONAL UNIVERSITY (College of Education, 2002-2007)

Rank	Dates
Assistant Professor, Educational Leadership and Policy Studies	08/02-08/07

Courses Taught: Educational Leadership and Policy Studies [Interface/Hybrid Format/WebCT]

37. Educational Administration-EDA6271C (*Administering Educational Technology*)
38. Educational Administration-EDA7233 (*Ethics and Educational Leadership*)
39. Educational Administration-EDA6503 (*The Principalship*)
40. Educational Administration-EDA6192 (*Leadership in Education*)
41. Educational Administration-EDA7103 (*Theories in Educational Administration*)
42. Educational Supervision-EDS6115 (*School Personnel Management*)
43. Educational Foundations-EDF5905 (Directed studies for doctoral students)
44. Educational Administration-EDA7905 (Independent Studies: Spring, 2006)

Doctoral Dissertation (OISE/University of Toronto, Toronto, Canada, 2001):

Title: *Recruitment, socialization and accountability of school administrators in two large urban districts: A cross-case analysis.*

Chair: Paul T. Begley, Professor and Executive Director of Center for Values, Ethics, and Study of Educational Leadership, OISE/University of Toronto

Voting members: Michael Fullan, Dean, OISE/University of Toronto; Kenneth T. Leithwood, Associate Dean of Research and Director of Center for Educational Leadership, OISE/University of Toronto; and, Lorna Earl, Professor and Co-Director of Center for International Change, OISE/University of Toronto.

Master's Thesis (Universite Laval, Sainte Foy-Quebec City, Quebec, Canada, 1997):

Title: *The change process at Peacock Elementary School: A case study*

Chair: Claude DeBlois, Professor and Associate Dean, Universite Laval, Sainte-Foy- Quebec City

Voting member: Roland Ouellet, Professor and Graduate Program Director, Universite Laval, Sainte-Foy-Quebec City

PUBLICATIONS IN DISCIPLINE

Books (Total: 25)

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1. **Normore, A.H.**, Long, L., & Javidi, M. (forthcoming, 2019). *The handbook of research on strategic communication, leadership, and conflict management in modern organizations*. Hershey, PA: IGI Global Publishers
 2. **Normore, A.H.**, Issa Lahera, A., & Zoller, K. (forthcoming, 2019). *Voices leading from the ecotone*. Word and Deed Publishing, Inc., Burlington, Ontario.
 3. **Normore, A.H.**, Brooks, J.S., & Sum, N. (forthcoming, 2019). *Globalization, neoliberalism and education: Teaching, learning and leading in the world schoolhouse*. Charlotte, NC: Information Age publishing.
 4. **Normore, A.H.**, & Issa Lahera, A. (2018). *Crossing the bridge of the digital divide: A walk with global educators*. Charlotte, NC: Information Age Publishing.
 5. Brooks, J.S., & **Normore, A.H.** (2018). *Leading against the grain: Lessons from visionaries for creating just and equitable schools*. New York, NY: Teachers College Press
 6. Brooks, J.S., & **Normore, A.H.** (2018). *Foundations of educational leadership: The key to developing excellent and equitable schools*. New York, NY: Routledge/Taylor & Francis.
 7. **Normore, A.H.**, & Issa Lahera, A. (2017). *Restorative practice meets social justice: Un-silencing the voices of "at-risk" student populations*. Charlotte, NC: Information Age Publishing.
 8. **Normore, A.H.**, & Brooks, J. S. (2016). *The dark side of leadership: Identifying and overcoming unethical practice in organizations*. Bingley, UK: Emerald Group Publishing.
 9. Watson, T., & **Normore, A.H.** (2016). *Racially and ethnically diverse women leading education: A worldview*. Bingley, UK: Emerald Group Publishing.
 10. **Normore, A.H.**, Javidi, M., & Long, L. (2016). *The handbook of research on effective communication, leadership, and conflict resolution*. Hershey, PA: IGI Global Publishers
 11. **Normore, A.H.**, Ehrensall, P., First, P., & Torres, M. (2015). *Legal frontiers in education: Complex law issues for leaders, policymakers and policy implementers*, Bingley, UK: Emerald Group Publishing Limited.
 12. Erbe, N., & **Normore, A.H.** (2015). *Cross-cultural collaboration and leadership in modern organizations*. Hershey, PA: IGI Global Publishers
 13. Esposito, M.C., & **Normore, A.H.** (2015). *Inclusive practices and social justice leadership for special populations in urban settings: A moral imperative*. Chapel Hill, North Carolina. Information Age Publishing.
 14. **Normore, A.H.**, Javidi, M., Anderson, T., Normand, N., Hoina, C., & Scott, W. (2014). *Moral compass for law enforcement professionals*. Holly Springs, NC: International Academy of Public Safety.
 15. Issa Lahera, A., Hamdan, K., & **Normore, A.H.** (2014). *Pathways to excellence: Developing and cultivating leaders for the classroom and beyond*. Bingley, UK: Emerald Group Publishing Limited.
 16. **Normore, A.H.**, & Brooks, J.S. (January, 2014). *Educational leadership for social justice: Views from the social sciences*. Chapel Hill, North Carolina. Information Age Publishing.
 17. **Normore, A.H.**, & Erbe, N. (November, 2013). *Collective efficacy: Interdisciplinary perspectives on international leadership*. Bingley, UK: Emerald Group Publishing Limited.
 18. Sanzo, K., Myran, S., & **Normore, A.H.** (2012). *Successful school leadership preparation and development: Lessons learned from US DoE School Leadership Program Grants*. Bingley, United Kingdom: Emerald Group Publishing Limited.
 19. Duyar, I., & **Normore, A.H.** (2012). *Discretionary behavior and performance in educational organizations: The missing link in educational leadership and management*. Bingley, United Kingdom: Emerald Group Publishing Limited.
 20. Fitch, B.D., & **Normore, A.H.** (2012). *Education-based incarceration and recidivism: The ultimate social justice crime fighting tool*. Chapel Hill, North Carolina: Information Age Publishers.
 21. **Normore, A.H.**, & Fitch, B.D. (2011). *Leadership in education, corrections, and law enforcement: A commitment to ethics, equity, and excellence*. Bingley, United Kingdom: Emerald Group Publishing Limited.
 22. **Normore, A.H.** (2010). *Global perspectives on educational leadership reform: The development and preparation of leaders of learning and learners of leadership*. Bingley, United Kingdom: Emerald Group Publishing Limited.
 23. Jean-Marie, G., & **Normore, A.H.** (2010). *Educational leadership preparation: Innovative and interdisciplinary approaches to the Ed.D and graduate education*. New York, NY: Palgrave MacMillan.
 24. Collard, J., & **Normore, A. H.** (2009). *Leadership and intercultural dynamics*. Chapel Hill, North Carolina: Information Age Publishers.
 25. **Normore, A.H.** (2008). *Leadership for social justice: Promoting equity and excellence through inquiry and reflective practice*. Inaugural Book for Book series sponsored by AERA SIG Leadership for Social Justice. Chapel Hill, North Carolina: Information Age Publishers.
- Note:** Selected as Lead feature book, *Social Justice Research Center Newsletter*, Social Justice Research Center, University of Wyoming, Laramie (November, 2008)

Special Journal Issue Guest Editor (Total: 9)

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1. **Normore, A.H.**, Hamdan, K., & Esposito, M.C. (forthcoming, 2019). Guest Editors: *Journal of Educational Administration and History*. Available [Online]: <http://www.tandfonline.com/toc/cjeh20/current>
2. Brooks, J.S., **Normore, A.H.**, & Wilkinson, J. (2017). Guest Editors: Educational leadership and demographic change: Perspectives on diversity, im/migration and change from cities around the world. *International Journal of Educational Management*. Available [Online]: <http://www.emeraldinsight.com/toc/ijem/31/5>
3. Hamdan, K., & **Normore, A.H.** (2016/2017). Guest Editors: Leadership for science, technology, engineering, and mathematics (STEM): Building a global community and a biome of our humanity. *Journal of Authentic Leadership in Education*. Available [Online]: <http://csle.nipissingu.ca/jale.htm>
4. Brooks, J.S., & **Normore, A.H.** (September, 2015). Guest Editors: Research methods in educational leadership: Looking forward to an era of innovative inquiry. *International Journal of Educational Management* 29(7). Available [Online]: <http://www.emeraldinsight.com/toc/ijem/29/7>
5. **Normore, A.H.** (2015). Guest editor: Developing, growing, preparing, and supporting educators in underserved urban schools: A California perspective on school leadership. *Journal of Authentic Leadership in Education*. Available [Online]: <http://csle.nipissingu.ca/JALE/Vol4No2.pdf>
6. Brooks, J.S., **Normore, A.H.**, & Jean-Marie, G. (2014). Guest Editors: Educational leadership and conflict in international contexts. *Planning and Changing*, 45 (3/4).
7. **Normore, A.H.** (July, 2008). Guest Editor: Revisiting the scope and nature of values-and ethics-based educational leadership. *Journal of School Leadership*, 18(4).
8. **Normore, A.H.** (October, 2007). Special Issue Guest Editor: Leadership for learning in the context of social justice: An international perspective. *Journal of Educational Administration*, 45(6).
 - a. **Note:** Special Issue received “High Commendations Award for Excellence, 2007” from Emerald Literati Publishing, United Kingdom.
9. **Normore, A.H.** (Dec. 2006). Special Issue Guest Editor: Leadership for learning in the context of social justice: An American perspective. *International Electronic Journal for Leadership in Learning*, (10), Special issue. Available [Online]: <http://www.ucalgary.ca/~iejll/>

Peer-Reviewed Articles (Total: 71)

[Note: * denotes co-authored with graduate student]

Published (Total: 69)

10. Macaulay, L., & **Normore, A.H.** (in press, 2019). A leadership perspective on restorative approaches to social justice: When the offender is the ‘circle’. *Journal of Authentic Leadership in Education*
11. **Normore, A.H.**, & Issa Lahera, A. (in press, 2019). Evolutionary context of educational leadership. *Journal of Educational Administration and History*
12. Ellis, B., **Normore, A.H.**, Javidi, M. (in press, 2018). Why bundling beliefs and values undermines the community policing conversation. *FBI Law Enforcement Bulletin*. Available [Online]: <https://leb.fbi.gov>
13. Primicerio, J., & **Normore, A.H.** (in press, 2018). Historical context of policing and community relations: An American perspective. *Police Chief Magazine*. Available [Online]: <http://www.policechiefmagazine.org>
14. Ellis, B., **Normore, A.H.**, & Javidi, M. (2018a). Getting left of boom: Troubleshooting poor outcomes. *Law Enforcement Today*. Available [Online]: <https://www.lawenforcementtoday.com/getting-left-boom-troubleshooting-poor-outcomes/>
15. Ellis, B., **Normore, A.H.**, & Javidi, M. (2018b). Auftragstaktik’: Building organizational leadership through mission control. *The Tactical Edge (National Tactical Officers Association)*, 2018, 82-86, Available [Online]: <http://public.ntoa.org/default.asp?action=issue&year=2018&season=3%20-%20Summer&pub=Tactical%20Edge>
16. Ellis, B., **Normore, A.H.**, & Javidi, M. (2018, July). How leadership training is an effective tool against civil liability. *Police Chief Magazine*. Available [online]: <http://www.policechiefmagazine.org/police-leadership-training-effective-tool-against-civil-liability/>
17. Ellis, B., Javidi, M., & **Normore, A.H.** (2018). The toxicity of the spiteful leader. *Law Enforcement Today*. Available [online]: <https://www.lawenforcementtoday.com/toxicity-spiteful-leader/>
18. Brooks, J.S., **Normore, A.H.**, & Wilkinson, J. (2017). School leadership, social justice and immigration: Examining, exploring and extending two frameworks. *International Journal of Educational Management*, 31(5), 679 – 690. Available [Online]: <http://www.emeraldinsight.com/toc/ijem/31/5>

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19. Ellis, B., **Normore, A.H.**, & Javidi, M. (2017). Technical and tactical philosophy in policing: Making vision statements intentional. *California Police Officers Association*. Available[Online]: <https://cpoa.org/technical-tactical-philosophy-policing-making-vision-statements-intentional/>
20. Zinger, D., & **Normore, A.H.** (2016). The STEM lab school: Providing support for teacher candidates in alternative certification Programs. *Journal of Authentic Leadership in Education*, 4(2), 1-15. Available [Online]: <http://csle.nipissingu.ca/jale.html>
21. Pittaro, M., & **Normore, A.H.** (2016). Human trafficking: The “dark figure” of crime for international law enforcement leadership. *FBI Law Enforcement Bulletin*. Available[Online]: <https://leb.fbi.gov/2016/june/international-efforts-by-police-leadership-to-combat-human-trafficking>
22. **Normore, A.H.**, (2016). Leadership and management: Fraternal twins in law enforcement, *Police Chief Magazine: International Association of Chiefs of Police*. Available[Online]: <http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=current>
23. **Normore, A.H.**, Ellis, B., & Bone, D. (2016). The defragmentation of mental health services, police, and the homeless. *Policing: An International Journal of Policy and Practice*. Available [Online]: <http://policing.oxfordjournals.org/content/early/2015/10/30/police.pav035.abstract?keytype=ref&ijkey=86JJ9LJWuuLpXa6>
24. Arey, J.B., Wilder, A.H., **Normore, A.H.**, Ianazzo, M., & Javidi, M. (2016). Crisis intervention teams: An evolution of leadership in community and policing. *Policing: An International Journal of Policy and Practice*. Available [Online]: <http://policing.oxfordjournals.org/content/early/2015/11/26/police.pav037.abstract?keytype=ref&ijkey=FLSVtADJNlJLoVn>
25. Bone, D., **Normore, A.H.**, & Javidi, M. (2015). Human factors: police leaders improving safety while developing meaningful public trust. *FBI Law Enforcement Journal*. Available [Online]: <https://leb.fbi.gov/2015/december/human-factors-in-law-enforcement-leadership>
26. Zoller, K., Issa Lahera, A., & **Normore, A.H.** (October, 2015). Adapting and adjusting leadership through communicative intelligence. *Journal of Staff Development: The Learning forward Journal*, 32 (5), 34-38. Available[Online]: <http://learningforward.org/publications/jsd/jsd-blog/jsd/2015/10/22/jsd-october-2015-pathways-to-leadership#.VimtZk3n-M9>
27. Brooks, J.S., & **Normore, A.H.** (2015). Qualitative research and educational research: Essential dynamics to consider when designing and conducting studies. *International Journal of Educational Management*, 29(7), 798-807. Available[Online]: <http://www.emeraldinsight.com/toc/ijem/29/7>
28. Watt, R., Javidi, M., & **Normore, A.H.** (2015). Identifying and combatting organizational leadership toxicity. *California Peace Officer: Journal of California Law Enforcement*, 49(2)
29. **Normore, A.H.**, Javidi, M., & Anderson, T. (2015). Developing future police leaders. *Blue Line: Canada's National Law Enforcement Magazine*. Available [Online]: <http://blueline.ca/>
30. Issa Lahera, A., **Normore, A.H.**, & Zoller, K. (2015). Making leadership and school improvement work in Los Angeles school. *NASSP's Principal Leadership*, 15(7), 39-45.
31. Ellis, B., & **Normore, A.H.** (2015). Has the term law enforcement run its course in police agencies? *Law Enforcement Today (LET): The Law Enforcement Community*. Available [Online]: <http://www.lawenforcementtoday.com>
32. Ellis, G., & **Normore, A.H.** (2015). Performance management strategies for effective leadership in law enforcement: An accountability process. *FBI Law Enforcement Bulletin*. Available [online]: <http://leb.fbi.gov/2015/february/performance-management-strategies-for-effective-leadership-an-accountability-process>
33. *Abaya, J., & **Normore, A.H.** (2014). The contextual impact on school leadership in Kenya and need for trust formation. *Journal of Planning and Changing*, 45 (3/4), 285-310
34. **Normore, A.H.**, & Perez, M. (December, 2014). Reducing police misconduct by developing and growing ethical leaders. *California Peace Officer: Journal of California Law Enforcement*, 48(4) 6-10.
35. Bone, D., & **Normore, A.H.** (2014). Progressive law enforcement leaders effectively manage departmental risk. *Law Enforcement Today (LET): The Law Enforcement Community*. Available [Online]: <http://www.lawenforcementtoday.com/2014/07/13/striving-for-educational-excellence-in-law-enforcement-leadership-the-case-of-jefferson-parish-sheriffs-office/>
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54. **Normore, A.H.**, & Slayton, J. (2010). An interdisciplinary doctoral program in educational leadership (Ed.D.):Addressing the needs of diverse learners in urban settings. In G. Jean-Marie & A. H. Normore (eds.), *Educational leadership preparation programs: Innovative and interdisciplinary approaches to the Ed.D. and graduate education* (pp.133-151). New York, NY: Palgrave MacMillan.
55. **Normore, A. H.** (2009). Choosing sides. In Ontario College of Teachers and Catholic Principal's Council of Ontario' Exploring leadership and ethical practice through professional inquiry (pp. 199-202). Les Presses de l'Universite Laval, Quebec, Quebec.
56. **Normore, A. H.** (2009). Culturally relevant leadership for social justice: Honoring the integrity of First Nations communities in Northeast Canada. In J. Collard & A.H. Normore (Eds.), *Leadership and intercultural dynamics* (pp. 47-68). Information Age Publishers, Chapel Hill, North Carolina.
57. ***Normore, A.H.**, & Blanco, R. (2008). Leadership for social justice and morality: Collaborative partnerships, school linked services and the plight of the poor. In A. H. Normore (Ed.), *Leadership for social justice: Promoting equity and excellence through inquiry and reflective practice* (pp. 215-252). Information Age Publishers. Chapel Hill, North Carolina.
58. Jean-Marie, G., & **Normore, A. H.** (2008). A repository of hope for social justice: Black women leaders at Historically Black Colleges and Universities. In A.H. Normore (Ed.), *Leadership for social justice: Promoting equity and excellence through inquiry and reflective practice* (pp. 3-36). Information Age Publishers. Chapel Hill, North Carolina.
59. **Normore, A. H.** (2006). **Book Foreword:** *When morning comes: Moments of strength, struggle and salvation*, by S. Gallon 111. Miami, Florida: Tri-Star Leadership, Inc.
60. **Normore, A. H.** (2001). Leadership succession planning. In P. T. Begley & C. Slater (Eds.), *School leadership in Canada series*, (pp. 23-28). Hillsdale, Ontario: Begley & Associates.

Government Report or Monograph (Total: 2)

1. **Normore, A. H.** (2005). Recruitment and selection in school districts: Trends and issues. In *Research and Publication Abstracts, Center for Urban Education and Innovation Research Fellows*. Florida International University. Print Farm: Miami, Fl. Available [on-line]: education.fiu.edu/urbaned
2. Small, H., Earl, L., Lasky, S., Sutherland, S., & **Normore, A. H.** (2000, March). *Impact 2000: Report of the impact of government reforms on education*. Toronto, Ontario: Ontario Secondary School Teacher's Federation—OSSTF.

Newsletter Features (Total: 7)

1. **Normore, A.H.**, Cunahan, E., Watts, M. (fall, 2008). Globalization and international leadership: International perspectives. USA, Philippines, and United Kingdom. *School Leadership News: American Educational Research Association's Division A Newsletter: Administration, Organization, and Leadership*, 22, 18-25.

2. **Normore, A.H.**, Cunahan, E., Watts, M. (2008). Point/Counterpoint: Potential and Problems of Educational Leadership in International Perspective(s). Three views represented: USA, Philippines, and United Kingdom. *UCEA Review, University Council of Educational Administration*, 69(2), 14-16.
3. **Normore, A. H.**, & Mary V. Alfred (2006, Summer). Leading change in the School Improvement Zone of Miami-Dade County Public Schools: A conversation with Irving Hamer, Part II. *School Leadership News: American Educational Research Association's Division A Newsletter: Administration, Organization, and Leadership*, 16, 7-13.
4. **Normore, A. H.**, & Mary V. Alfred (2006, Spring). Leading change in the School Improvement Zone of Miami-Dade County Public Schools: A conversation with Irving Hamer, Part I. *School Leadership News: American Educational Research Association's Division A Newsletter: Administration, Organization, and Leadership*, 15, 6-10.
5. **Normore, A. H.**, & Moses, R. (2006). From a pivotal Civil Rights activist to radical equations: Grassroots leadership and lessons for educational leaders. A conversation with Robert Moses. *UCEA Review, University Council of Educational Administration*, 68(1), 19-22.
6. **Normore, A. H.**, & Delpit, L. (2004). Leading other people's children: A conversation with Lisa Delpit. *School Leadership News: American Educational Research Association's Division A Newsletter: Administration, Organization, and Leadership*, 8, 11-13.
7. **Normore, A. H.** (2003). No principal left behind: The summer 2003 Technology Leadership Institute. *Technology Bytes Newsletter*, Florida International University, 2(1), 3.

Book Reviews (Total: 28)

1. **Normore, A.H.** (2011). [Review of the book *Ethical decision making in school administration: Leadership as moral architecture*, by Paul A. Wagner and Douglas J. Simpson] *Journal of Educational Administration*, 49(1), 95
2. **Normore, A.H.** (2009, Fall). [Review of the book *Turn around leadership for higher education*, by Michael Fullan and Geoff Scott]. *Journal of Higher Education*. Available[online]: <http://www.springerlink.com/content/c309ph4w18812784/>
3. **Normore, A. H.** (2008, Summer). [Review of the book *The little school system that could: Transforming a city school district*, by Daniel L. Duke]. *Teachers College Record*, Columbia University, New York. Available [on-line]: <http://www.tcrecord.org/Content.asp?ContentID=15275>
4. **Normore, A. H.** (2008, Winter). [Review of the book *Still separate and unequal: Segregation and the future of urban school reform*, by Barry A. Gold]. *Educational Administration Quarterly*, 44(1), 139-145.
5. **Normore, A. H.** (2007, Fall). [Review of the book *Breaking through: Transforming urban school districts*, by John Simmons]. *Education Review, Journal of Book Reviews*. Available[on-line]: <http://www.edrev.asu.edu/rauthor.html>
6. **Normore, A.H.** (2007). [Review of book *Education policy in the media: Public discourses on education*, by Sue Thomas]. *Journal of Educational Administration*, 45(3), 345-347
7. **Normore, A. H.** (2007, Spring). [Review of the book *Keys to successful 21st century educational leadership*, by Michael Jazzar and Bob Algozzine]. *Education Review, Journal of Book Reviews*. Available[on-line]: <http://www.edrev.asu.edu/rauthor.html>
8. **Normore, A. H.** (2007, Spring). [Review of the book *What school boards can do: Reform governance for urban schools*, by Donald R. McAdams]. *Education Review, Journal of Book Reviews*. Available[on-line]: <http://www.edrev.asu.edu/rauthor.html>
9. **Normore, A. H.** (2007). [Review of the book *Leadership for social justice: Making revolutions in education* by Catherine Marshall and Maricela Oliva]. *Journal of Educational Administration*, 45(1), 123-126
10. **Normore, A. H.** (2006). [Review of the book *Cultivating leadership in schools: Connecting people, purpose, and practice* by Gordon A. Donaldson, Jr.]. *Education Review, Journal of Book Reviews*. Available[on-line]: <http://www.edrev.asu.edu/rauthor.html>
11. **Normore, A. H.** (2006). [Review of the book *A 'New' agenda for research in educational leadership*, by William Firestone and Carolyn Riehl]. *Journal of Educational Administration*, 44(5), 520-522.
12. **Normore, A. H.** (2006). [Review of the book *School choice and diversity: What the evidence says*, by Janelle T. Scott]. *Education Review, Journal of Book Reviews*. Available[on-line]: <http://www.edrev.asu.edu/rauthor.html>
13. **Normore, A. H.** (2005). [Review of the book *Advances in educational administration, Vol 6: Challenges of urban education and efficacy of school reform*, by Richard Hunter and Frank Brown (Eds.)]. *Journal of Educational Administration*, 43(2), 232-235.
14. **Normore, A. H.** (2005). [Review of the book *The skin that we speak: thoughts on language and culture in the classroom*, by Lisa Delpit and Joanne Kilgour Dowdy (Eds.)]. *Urban Education*, 40(2), 223-229.
15. **Normore, A. H.** (2004). [Review of the book *Strategic leadership and educational improvement*, by M. Preedy, R. Glatter, and G. Wise]. *Journal of Educational Administration*, 42(5), 601-604.

16. **Normore, A. H.** (2004). [Review of the book *Good intentions are not enough: Transformative leadership for communities for difference*, by C. Shields]. *Journal of Educational Administration*, 42(5), 604-607.
17. **Normore, A. H.** (2004). [Review of the book *School management in transition: schooling on the edge*, by D. E. Shuttleworth]. *Journal of Educational Administration*, 43(5), 607-610.
18. **Normore, A. H.** (2004). [Review of the book *The new work of educational leaders: changing leadership practice in an era of school reform*, by Peter Gronn]. *Journal of Educational Administration*, 42(4), 511-514.
19. **Normore, A. H.** (2004). [Review of the book *Transforming visions: Managing values in schools-A case study* by R. D. Crick]. *Journal of Educational Administration*, 42(4), 508-511.
20. **Normore, A. H.** (2004). [Review of the book *Breaking the silence: Overcoming the problem of principal mistreatment of teachers*, by Joseph Blasé and Jo Blasé]. *Journal of Educational Administration*, 42(3), 403-407.
21. **Normore, A. H.** (2004). [Review of the book *The moral imperative of school leadership*, by Michael Fullan]. *Education Review, Journal of Book Reviews*. Arizona State University. Available[on-line]: <http://www.edrev.asu.edu/rauthor.html>
22. **Normore, A. H.** (2004). [Review of the book *Human resources management for effective schools*, by John Seyfarth]. *Journal of the Florida Association for Supervision and Curriculum Development*, 4(2), 63.
23. **Normore, A. H.** (2004). [Review of the book *Finding your leadership style: A guide for educators*, by Jeff Glanz]. *Middle Ground: National Middle School Principals (NMSP)*, 7(3), 46-47.
24. **Normore, A. H.** (2003). [Review of the book *Beyond Monet: The artful science of instructional integration*, by Barrie Bennet and Carol Rolheiser]. *The Alberta Journal of Educational Research*, 49 (4), pp. 383-386.
25. **Normore, A. H.** (2003). [Review of the book *The principalship: A reflective practice perspective*, by Thomas Sergiovanni]. *International Journal of Leadership in Education, Theory and Practice*, 6 (3), pp. 307-310.
26. **Normore, A. H.** (2003). [Review of the book *Being a successful principal: Riding the wave of change without Drowning*, by David Schumaker and William Sommers]. *Education Review, A Journal of Book Reviews*. Arizona State University. <http://www.edrev.asu.edu/rauthor.html>
27. **Normore, A. H.** (2003). [Review of the book *Being and becoming a principal: Role conceptions of assistant principals and principals*, by L. Joseph Matthews and Gary M. Crow]. *National Association of Secondary School Principals (NASSP) Bulletin*, 87(636), 80-83.
28. **Normore, A. H.** (2002). [Review of the book *Promising and proven programs for American schools*, by Robert Slavin and Olatokumbo Fashola]. *Canadian Journal of Education*, 25(4), 365-367.

Invited Presentations (Total: 44)

1. **Full Day Workshop:** *Introduction to restorative practices*. SOKA University, Aliso Viejo, April 13, 2018.
2. **Keynote Address:** *The school to prison pipeline: Working with inmates*. The annual conference of Alternative to Violence Project (AVP). Seattle, Washington, May 25, 2015.
3. **Keynote Address:** *Leadership, values, and ethics through the lens of the juxtaposition of local and global perspectives*. The Annual Ethics and Leadership Conference, Deer Hurst, Toronto (fall, 2014)
4. **Keynote Address:** *Values and educational leadership in a variety of settings*. Ph.D Doctoral Student Orientation. The Annual International Summer Colloquium of Values and the Future of Educational Leadership, Nipissing University, North Bay, Ontario, Canada, July 18-19 (Summer, 2013)
5. **Keynote Address:** *Leadership preparation in context of ethics and social justice*. The Annual Ethics and Leadership Conference, Brisbane, Australia (fall, 2012)
6. **Keynote Address:** *Social justice leadership*, Doctoral Student Orientation, University of California San Diego/California State University San Marcos, Nov. 20, 2010
7. Normore, A.H., Wang, Y., Bowers, A., Diem, S., Maxcy, B., Donaldson, M. (2014). *Tell me more: Forging the research partnership in academia*. Special session for presentation at the annual University Council for Educational Administration (UCEA). Washington, DC: November 19-23, 2014.
8. Normore, A.H. (2014). *Demystifying the writing and publication process: A guide for emerging scholars*. Writing workshop for graduate students at the 19th annual Values, Ethics and Leadership Conference, Huntsville, Ontario, Canada, September 18-20, 2014.
9. Normore, A.H., & Brooks, J.S. (2014). *Demystifying the writing and publication process: A guide for emerging scholars. Writing workshop for graduate students*. Writing workshop conducted at the Fourth annual School Leadership Network Conference, Long Beach, CA, Sept. 24-26, 2014
10. Normore, A.H. (2014). *Law enforcement leadership, ethics, sociology of police leadership and restorative justice*. Department of Justice Studies, University of Guelph-Humber College, Toronto, Canada, Jan, 1-10, 2014.

11. Normore, A.H. & Brooks, J.S.. (2014). *Demystifying the writing and publication process: A guide for emerging scholars*. Writing workshop conducted at the third annual International Conference, The Prince of Songkla University, Phuket, Thailand, May 21-24, 2014.
12. Normore, A.H. (2013). *Doctoral student scholarship*. Invited panelist at the annual conference of California Educational Research Association, Anaheim, CA, December 4, 2013.
13. Normore, A.H., & Brooks, J.S. (2013). *Demystifying the writing and publication process: A guide for emerging scholars*. Writing workshop for graduate students at the 19th annual Values, Ethics and Leadership Conference, Oklahoma City, Oklahoma, September 29-Oct. 2, 2013.
14. Normore, A.H., & Brooks, J.S. (2013). *Writing for publication*. Writing workshop for graduate students at the annual Conference of University Council of Educational Administration (UCEA), Indianapolis, Indiana, Nov. 7-10.
15. Normore, A.H., Sonstegard, E., Stockman, B., & Brown, R. (2013). Panelist for the screening of the award-winning film "The House I Live In". The film won the Grand Jury Prize at the 2012 Sundance Film Festival and is part of the Reel Justice Film Series sponsored by the Center for Equality and Justice, California Lutheran University. The film "offers a penetrating look inside America's longest war and reveals its profound human rights implications. While recognizing the seriousness of drug abuse as a matter of public health, the film investigates the tragic errors and shortcomings and the effect on America's poor and minority communities". Panelists included Eric Sonstegard, Commander with the Oxnard Police Department; Bob Stockman, a chaplain for the Ventura County Sheriff's Department; and Richard Brown, a member of the Ventura County Community Advisory Committee and a public advocate on crime, drugs and the California criminal justice system. Muvico Theater, Thousand Oaks, CA, May 7, 2013
16. Normore, A.H. (2012). *Educational leadership and religious diversity: How to support students and teachers of different faiths*. Workshop presented at the East Asia Regional Council of Schools (EARCOS), Kuala Lumpur, Malaysia, Nov. 1-4, 2012.
17. Normore, A.H. (2012). *Leadership for multicultural schools*. Workshop presented at the East Asia regional Council of Schools (EARCOS), Kuala Lumpur, Malaysia, Nov. 1-4, 2012.
18. Normore, A.H. & Brooks, J.S. (2012). *Creating a culture of challenge*. Workshop presented at the East Asia regional Council of Schools (EARCOS), Kuala Lumpur, Malaysia, Nov. 1-4, 2012.
19. Normore, A.H. & Brooks, J.S. (2012). *Tapping into the many layers of motivation*. Workshop presented at the East Asia regional Council of Schools (EARCOS), Kuala Lumpur, Malaysia, Nov. 1-4, 2012.
20. Normore, A.H. (2012). Keynote address at the annual Values, Ethics and Leadership Conference, Brisbane, Australia, Sept. 29-Oct 2, 2012.
21. Normore, A.H. (2011). *Research development: Demystifying the process of writing for publication*. Preconference workshop for The 16th Annual International UCEA Conference on Values and Leadership. Laurel Point Inn, Victoria, British Columbia, September 25-27, 2011
22. Normore, A.H. (2010, November 20, 2010). *Leadership for social justice*. Keynote address for doctoral student orientation, University of California San Diego/California State University San Marcos, Nov. 20, 2010
23. Normore, A.H. (2010, September 28, 2010). *Values, ethics, and moral reasoning that underscore preparation of academic leaders, stewards of our professional disciplines, and public intellectuals*. Featured guest presentation to doctoral students in disability studies in education, College of Educational Studies, Chapman University, Orange, Orange County, California. September 28, 2010.
24. Normore, A.H. (2010, September 15, 2010). *Research development: Transforming graduate research into peer-reviewed journal articles*. Workshop facilitator to doctoral students in multi-cultural education, College of Educational Studies, Chapman University, Orange, Orange County, California. September 15, 2010.
25. Normore, A.H. (2009, October). *Developing and preparing globally competent educational leaders*. Invited paper at the 10th International Conference on Education Research: Global and Comparative Perspectives in Academic Competence, Evaluation, and Quality Assurance, Seoul National University, Seoul, Korea, October 29-30, 2009
26. Normore, A.H. (2009, summer). *Developing academic writing competence: Publishing graduate student research in international peer-reviewed journals*. Visiting scholar workshop for graduate students at Seoul National University, Republic of South Korea, July 24, 2009.
27. Normore, A.H. (2009, summer). *Innovative and interdisciplinary approaches to educational leadership development and preparation*. Visiting scholar presentation at Seoul National University, Republic of South Korea, Summer, 2009.
28. Normore, A.H. (2009, summer). *Educational leadership and global competencies*. Keynote presentation at the Institute of leadership for globalizing education, Kyungnam University, Republic of South Korea, Summer 2009.
29. Normore, A.H. (2009, summer). *Ethics, values and educational leadership*. Visiting scholar presentation at Seoul National University, Republic of South Korea, Summer, 2009.
30. Gross, S., Shapiro, J. Normore, A.H., Dantley, M., O'Hair, M.J., Begley, P., Woods, P., & Young, M. (2008). *New DEEL Townhall: Leadership for Learning/Democratic Ethical Educational Leadership: Are these Two Educational Movements*

- Compatible or Incompatible?* Invited “Special session” presentation for the annual convention of the University Council for Educational Administration (UCEA), Orlando, Florida, October 30 - Nov. 2.
31. Normore, A.H. (2007, September). *Principal preparation processes: A critical review and discussion of practices in the USA and Canada*. Panelist for pre-conference session at the 12th Annual Values, Ethics and Educational Leadership Conference, State College, Pennsylvania.
 32. Normore, A.H. (2007, Feb.). *Engaging urban school leaders in radical change: Investigating the School Improvement Zone Initiative of Miami-Dade County Public School District*. Presented for Student Research and Artistic Initiatives, Honors College, Florida International University, February 22, 2007.
 33. Begley, P.T., Shapiro, J., Normore, A.H., & Leonard, P. (2006, Nov.). *Teaching ethics at the post secondary institutions*. Keynote panel presented at the Annual Convention of University Council of Educational Administration (UCEA), San Antonio, TX, November 9-12.
 34. Begley, P.T., Shapiro, J., Normore, A.H., & Leonard, P. (2006, Oct.). *Integrating values and ethics into teaching*. Keynote Panel presented at the 11 Annual Values and Leadership Conference, Victoria, British Columbia, October 6, 2006.
 35. Normore, A. H. (2006, Oct.). *Benefits of mentoring during the research development process*. Pre-conference workshop presented at the 11 Annual Values and Educational Leadership Conference, Victoria, British Columbia, October 5, 2006.
 36. Normore, A. H., & Alfred, M. V. (2006, Feb.). *Miami-Dade County's School Improvement Zone: School-based leadership perspectives*. Presented at the Superintendents' Symposium on Accelerating Student Achievement and School Performance, Fort Lauderdale, FL.
 37. Normore, A.H., Guillard, O., Power, K., Hernandez, J. Cunningham, G., & Martinez, C. (2006, Dec.). *Achieving social justice in educational environments: Urban school transformation: Increasing student performance within the School Improvement Zone*. Panel discussion presented at Meeting of Phi Delta Kappan, Chapter 1370, Florida International University, December 3, 2006.
 38. Gross, S., Shapiro, J., Normore, A.H., Sernak, K. (2005, Nov.). *Building the concept of Democratic Ethical Educational Leadership (New DEEL): A UCEA Values Conference Town Meeting*. Presented at the Annual Convention of University Council of Educational Administration (UCEA), San Antonio, TX, November 9-12.
 39. Normore, A.H. (2005, Nov.). *Co-authoring papers with graduate students for conferences and/or publications*. Presented at the Writing Group Series, College of Education, Florida International University, November. 2005.
 40. Tuana, N., Normore, A.H., Greensfield, W., Collard, J., & Zaretsky, L. (2005, Oct.). *Analysis of an ethical dilemma: Pride, privilege, and presumption: Raising awareness of challenges and opportunities for building inclusive community*. Keynote panel presented at the 10th Annual Values and Leadership Conference, October, 2005
 41. Begley, P., Normore, A.H., Burford, C., Young, M., & Boyd, W. (2004, Sept). *International perspectives on leadership issues: Implications for policy*. Keynote Panel presented at Erdiston Teachers College, Ninth Annual Values and Educational Leadership Conference, Christ Church, Barbados, September, 2004
 42. Normore, A. H. (2004, June). *The covenant of transformational school leadership: Avoiding ambiguous visions, vague values, and fickle philosophies*. Summer Institute Leadership Academy for South Eastern Consortium for Minorities in Engineering (SECME), University of Houston, Houston, Texas, June, 2004.
 43. Normore, A.H. (2004, Dec). *Publishing from the dissertation*. Presented at the Writing Group Series, College of Education, Florida International University, December, 2004.
 44. Normore, A.H., (2003, Nov.). *Developing a conceptual framework*. Presented at the Writing Group Series, College of Education, Florida International University, November, 2003.

Presented Papers/Conference Presentations (Total: 178)

National/International (Total: 158)

[* denotes co-authored paper with graduate student]

45. Jhun, J., Issa Lahera, A., & Normore, A.H. (2019). *When leaders grow, they grow others: Overcoming immunity to change*. Paper submitted for presentation at the annual conference of American Educational Research Association, Toronto, Ontario, Canada., April 5-9, 2019
46. Fortner, K., Fernandez, Y., Issa Lahera, A., & Normore, A.H. (2019). *The intersectionality of race, gender and urban leadership: Four school leaders (re)constructing self and identity*. Paper submitted for presentation at the annual conference of American Educational Research Association, Toronto, Ontario, Canada., April 5-9, 2019

47. Sum, N., Brooks, J.S., **Normore, A.H.** (2019). *Glocal influences on leaders creating educational opportunities: The case of English Medium Schools in Bangladesh*. Paper submitted for presentation at the annual conference of American Educational Research Association, Toronto, Ontario, Canada., April 5-9, 2019
48. **Normore, A.H.**, & Issa Lahera, A. (2019). *Graduate programs in educational leadership in United States*. Paper submitted for presentation at the annual conference of American Educational Research Association, Toronto, Ontario, Canada., April 5-9, 2019
49. **Normore, A.H.**, Issa Lahera, A., Norberg, K., Rintoul, H., Bishop, P., Esposito, M.C., Tang, K., & Kulkarni, A. (2019). *The intersectionality of teaching, learning, and leading: A historical context*. Symposium submitted for presentation at the annual conference of American Educational Research Association, Toronto, Ontario, Canada., April 5-9, 2019
50. Dellacioppa, K., & **Normore, A.H.** (2018). *Perceptions of women's academic leadership, challenges and opportunities for change at a predominantly Hispanic serving Institution*. Presentation at the annual 89th Pacific Sociological Association's conference. Long Beach, CA, March 28-31, 2018.
51. Brooks, J.S., **Normore, A.H.**, & Wilkinson, J. (2018). *The evolution of a revolution: Toward a metatheory of educational leadership for social justice*. Paper presented at the annual conference of American Educational Research Association, New York, NY., April 13-17, 2018
52. Issa Lahera, A., **Normore, A.H.**, & Zinger, D. (2018). *Developing non-traditional authentic social justice secondary principals to lead underserved student populations*. Paper submitted for presentation to the annual conference of American Educational Research Association, New York, NY., April 13-17, 2018
53. **Normore, A.H.** Carr, C., & Navarro, J. (2018). *Developing social justice-oriented principals and assistant principals*. Paper submitted for presentation to the annual conference of American Educational Research Association, New York, NY., April 13-17, 2018
54. **Normore, A.H.**, & Issa lahera, A. (2017). *Bridging the digital divide*. Paper accepted for presentation at the annual conference of University Council for Educational Administration (UCEA). Denver, Colorado. November 15-19, 2017
55. **Normore, A.H.**, & Brooks, J.S. (2017). *The intersectionality of school leadership, social justice, immigration and refuge education*. Paper accepted for presentation at the annual conference of University Council for Educational Administration (UCEA). Denver, Colorado. November 15-19, 2017.
56. Hamdan, K., Borden, J., Charles, S., & **Normore, A.H.** (2017). *The STEM Lab School: A Cutting-Edge Response to the Shortage of Math and Science Teachers in High Needs Schools*. Paper accepted for presentation at the annual the 69th annual meeting of the American Association of Colleges for Teacher Education (AACTE), Tampa, Florida, March 2-4, 2017
57. Issa Lahera., & **Normore, A.H.** (2017). *Developing and cultivating authentic social justice practices among urban teacher leaders and school administrators*. Paper accepted for presentation at the annual meeting of the American Educational Research Association, San Antonio, Texas, April 29-May 2, 2017.
58. **Normore, A.H.**, & Issa lahera, A. (2017). *A restorative approach to teaching, learning and leading*. Paper accepted for presentation at the annual meeting of the American Educational Research Association, San Antonio, Texas, April 29-May 2, 2017.
59. Carr, C., Reyes, O., Issa Lahera, A., MacLean, H., **Normore, A.H.**, Sesky, J., Issa, A., Navarro, J., et al. (2016). *Alternative ways for improving student outcomes*. Symposium accepted for presentation at the annual University Council of Educational Administration (UCEA) Convention. Detroit, Michigan, Nov. 16-20, 2016.
60. Issa Lahera, A., & **Normore, A.H.** (2016). *Impact of innovative school leadership initiative on developing school leaders*. Paper accepted for presentation at the 18th Annual International Conference on education. Athens, Greece, May 16-19, 2016.
61. **Normore, A.H.**, & Issa Lahera, A.H. (2016). *Restorative processes as a moral imperative to restore relationships and prevent school violence*. Paper accepted for presentation at the annual Values, Ethics, and Educational Leadership Conference. London, Ontario, Canada, October, 19-22, 2016.
62. **Normore, A.H.**, Issa Lahera, A., Nguyen, H.O., Terry, M., et al. (2016). *Un-silencing the voices of at-risk student populations through social justice and restorative processes*. Symposium accepted for presentation at the annual University Council of Educational Administration (UCEA) Convention. Detroit, Michigan, Nov. 16-20, 2016.
63. Hamdan, K., Charles, S., Haynes, L. & **Normore, A.H.** (2016). *California STEM Institute for Innovation & Improvement*. Paper presented at the National Social Science Association Technology and Social Science Conference, Las Vegas, Nevada, March 20-22, 2016.
64. Hamdan, K., & **Normore, A.H.** (2016). "Transition-To-Teaching" Lab School (TTT): An Innovative Initiative for High Needs Schools in Urban Los Angeles. Paper accepted for presentation at the 18th Annual International Conference on Education, Athens, Greece, May 16-19, 2016.
65. **Normore, A.H.**, Esposito, M.C., Brooks, J.S., O'Brien, C., Limperopolous, N., Pena, E., & Spence, M. (2016). *Inclusive Practices and Social Justice Leadership for Special Populations in Urban Settings*. Symposium accepted for

- presentation at the annual conference of American Educational Research Association. Washington, DC; April 8-12, 2016.
66. Issa Lahera, A.H., Hamdan, K., Ceja, B., & **Normore, A.H.** (2015). *Engaging with US Department of Education and Federal and State Grant Recipients*. Symposium accepted for presentation at the annual Values and Leadership Conference. Penn State, State College, PA. Oct. 15-17, 2015.
 67. Issa Lahera, A., Navarro, J., & Reyes, O., & **Normore, A.H.** (2015). *Developing non-traditional authentic secondary principals to lead underserved student populations*. Symposium accepted for presentation at the annual Values and Leadership Conference. Penn State, State College, PA. Oct. 15-17, 2015
 68. Mendoza, M., McManus, H., & Carr, C., & Issa Lahera, A., **Normore, A.H.** (2015) *Developing ethical and a. social justice-oriented school principals and assistant principals*. Symposium accepted for presentation at the annual Values and Leadership Conference. Penn State, State College, PA. Oct. 15-17, 2015
 69. **Normore, A.H.**, Issa Lahera, A., Sanzo, K., Clayton, J., & Danzig, A. (2015). *Sustaining innovation in school leadership preparation and development*. Workshop presented at the annual conference of the annual American Educational Research Association. Chicago, ILL: April 16-20, 2015.
 70. Issa Lahera, A., **Normore, A. H.**, Hamdan, K., Ceja, B., & Chlebicki, A. (2015). *Developing a pipeline of successful teacher and principal urban school leaders*. Symposium presented at the 17th annual National Symposium on Teacher Induction, San Francisco, CA February 22-24, 2015
 71. Hamdan, K., & **Normore, A.H.** (2015). *Alternative route certification: Developing teachers through the Transition to Teaching (TTT) Lab School*. Paper accepted for presentation at the annual Conference of National Association for Alternative Certification, Chicago, IL: March 18-21, 2015.
 72. Ilon, L., & **Normore, A.H.** (2015). *Learning institutions in an adaptive economy*. Paper accepted for presentation at the 59th Annual Conference of the Comparative and International Education Society (CIES). Washington, DC, March 8-13, 2015.
 73. **Normore, A.H.**, Issa Lahera, A., Hamdan, K., Ceja, B., & Chlebicki, A. (2015). *Developing a pipeline of successful teacher and principal urban school leaders*. Symposium accepted for presentation at the 17th annual National Symposium on Teacher Induction, San Francisco, CA February 22-24, 2015
 74. Sanzo, K., **Normore, A.H.**, Issa Lahera, A., & Chlebicki, A. (2015). *School leadership preparation and development network*. Workshop accepted for presentation at the annual University Council for Educational Administration (UCEA). Washington, DC: November 19-23, 2014.
 75. Brooks, J.S., & **Normore, A.H.** (2014). *Political, cultural and moral leadership: A framework for rethinking preparation and practice from a glocal perspective*. Paper presented at the annual University Council for Educational Administration (UCEA). Washington, DC: November 19-23, 2014.
 76. **Normore, A.H.**, Leonard, P., & Schilling, T. (2014). *Holistic and moral development of educational leaders*. Paper accepted for presentation at the annual University Council for Educational Administration (UCEA). Washington, DC: November 19-23, 2014.
 77. *Vines, J., First, P., & **Normore, A.H.** (2014). *Bullies and Free Speech: An Examination of the proposed Megan Meier Cyberbullying Prevention Statute: A review of the language used in the proposed Megan Meier Cyberbullying Prevention statute, and its impact on First Amendment rights*. Paper presented at the 60th annual conference of Education Law Association, San Diego, CA, Nov. 12-14, 2014.
 78. **Normore, A.H.**, Hamden, K., & Issa Lahera, A. (2014). *Transition to teaching online:(TTT): A cutting-edge program*. Paper accepted for presentation at the annual National Association of State Directors of Teacher Education and Certification, Kansas City, Kansas, April 8-10, 2014.
 79. **Normore, A.H.**, Issa Lahera, A., Holzman, S., Sanzo, K., Myran, S., & Scribner, J. (2014). *Bridging practice and policy: Implementing lessons learned from the school leadership program*. Symposium presented at the annual conference of American Educational Research Association (AERA), Philadelphia, PA, April, 2014.
 80. **Normore, A.H.**, Leonard, P., & Schilling, T. (2014). *Towards a holistic approach to moral development of educational leaders*. Paper presented at the annual conference of American Educational Research Association (AERA), Philadelphia, PA, April, 2014.
 81. Jean-Marie, G., Sider, S., **Normore, A.H.**, Brooks, J., Brooks, M.C., Sungtong, K., Santamaria, L. (2013). *Comparative research perspectives on educational reform initiatives in developing countries and indigenous peoples in developed countries*. Symposium accepted for presentation at the annual conference of American Educational Research Association (AERA), Philadelphia, PA, April, 2013.
 82. Branson, C., Gross, S., **Normore, A.H.**, Leonard, P., Starratt, R., Shapiro, J. (2013). *Ethical educational leadership*. Symposium accepted for presentation at the annual University Council for Educational Administration (UCEA). Indiana, IN, November 7-10, 2013.

83. Brooks, J.S., **Normore, A.H.**, Brooks, M., Sungtong, E., Abaya, J., Douglas, T., Jean-Marie, G., Sutherland, I., Khalifa, M., & Marsh, T. (2013). *How to establish and sustain international work in educational leadership: An ignite session*. Symposium accepted for presentation at the annual University Council for Educational Administration (UCEA). Indiana, IN, November 7-10, 2013.
84. Leonard, P., Schilling, T., & **Normore, A.H.** (2013). Towards a holistic approach to moral development of educational leaders. Paper presented at the 19th Annual International UCEA Conference on Values and Leadership. Oklahoma City, Oklahoma, September 29-October 2, 2013.
85. **Normore, A.H.**, & Brooks, J.S. (2013). *Bridging disciplines: What the social sciences tell educational leaders about leadership for social justice*. Symposium accepted for presentation at the annual University Council for Educational Administration (UCEA). Indiana, IN, November 7-10, 2013.
86. Issa Lahera, A., & **Normore, A.H.** (2013). *From policy to practice: Project sharing from the School Leadership Program (SLP): Redesigning leadership preparation programs for effective succession, selection, and curriculum innovation*. Symposium accepted for presentation at the annual University Council for Educational Administration (UCEA). Indiana, IN, November 7-10, 2013.
87. Issa Lahera, A., **Normore, A.H.**, & Zoller, K. (2013). *Ready to lead ethically: Using a technology-based program to prepare charter school leaders*. Paper presented at the 19th annual Values, Ethics and Leadership Conference, Oklahoma City, Oklahoma, September 29-Oct. 2, 2013.
88. Issa Lahera, A., **Normore, A.H.**, & Zoller, K. (2013). *Developing charter school leaders through collaborative program initiatives*. Paper presented at the 19th Annual International UCEA Conference on Values and Leadership. Oklahoma City, Oklahoma, September 29-October 2, 2013.
89. Issa Lahera, A., **Normore, A.H.**, & Zoller, K. (2013). *Unbundled leadership: Developing urban school leaders dispositions*. Paper presented at the annual Conference of Learning Forward: The International Non-Profit Association of Learning Educators. July 21-24, 2013- Minneapolis, Minnesota.
90. **Normore, A.**, & Issa Lahera, A. (2013). *Fostering a culture of continuous improvement in support of leadership succession and principal effectiveness*. Paper presented at the Consortium for Research on Educational Assessment and Teaching Effectiveness (CREATE), Atlanta, GA, Oct. 10-12, 2013.
91. Abaya, J., & **Normore, A.H.** (2013). *The contextual impact on school leadership in Kenya and need for trust formation*. Paper presented at the annual American Educational Research Association, San Francisco, CA, April 28 –May 2, 2013.
92. Brooks, J.S., & **Normore, A.H.** (2012). *Glocalization in Philippine education: An ethnography of public schools in Cagayan de Oro*. Paper presented at the annual conference of American Anthropological Association, San Francisco, CA, November 15-17, 2012.
93. Fitch, B.D., & **Normore, A.H.** (2012). *Free will or determinism: How theories of crime influence correctional education*. Workshop accepted for presentation at the annual conference of National Association of Blacks in Criminal Justice, New Orleans, LA, July 15-19, 2012.
94. Duyar, I., **Normore, A.H.**, Robinson, A., & Cotabish, A. (2012). *What do we know about assistant principals? A cross-national examination of factors affecting task performance, discretionary performance, and future career aspirations of assistant principals*. Paper presented at the annual conference of American Educational Research Association (AERA), Vancouver, BC, April 13-17, 2012.
95. **Normore, A.H.**, Brooks, J., Muijs, D., Volante, L., Griffen, P., Klinger, D., Flockton, L., & Wikstrom, C. (2012). *School leadership in the context of standards-based reform: International perspectives*. Symposium presented at the annual conference of American Educational Research Association (AERA), Vancouver, BC, April 13-17, 2012.
96. Mansfield, K., Jean-Marie, G., Halx, M., **Normore, A.H.**, Issa Laherra, A., Brooks, J., & Theoharis, G. (2012). *Transformative leadership on the frontlines: In pursuit of excellence and equity for all students*. Symposium presented at the annual conference of American Educational Research Association (AERA), Vancouver, BC, April 13-17, 2012.
97. **Normore, A.H.**, Issa Lahera, A., Clayton, J., Myran, S., & Sanzo, K. (2012). *Contemporary preparation program initiatives: Lessons learned from school leadership programs*. Paper presented at the annual conference of American Educational Research Association (AERA), Vancouver, BC, April 13-17, 2012.
98. Issa Lahera, A., Holzman, S., & **Normore, A.H.** (2012). *Developing and implementing a Charter and Autonomous School Leadership Academy to grow charter school leaders*. Proposal submitted for presentation at the annual conference of American Educational Research Association (AERA), Vancouver, BC, April 13-17, 2012.
99. Brooks, J.S., **Normore, A.H.**, Brooks, M., & Bayar, A. (2011). *International and global research on educational leadership and human rights*. Symposium accepted for presentation at American Educational Studies Association (AESAs), St. Louis, MO, Nov. 2-6., 2011.
100. Kensler, L., **Normore, A.H.**, Brooks, J., Woods, P., Uline, C., Sheilds, C., Furman, G., & Mitra, D. (2011). *A conversation about sustainability, green schools, and school leadership: Implications for preparation, practice, and*

- scholarship*. Symposium accepted for presentation at the annual conference of University Council of Educational Administration (UCEA), Pittsburgh, PA, Nov. 16-20, 2011.
101. Jean-Marie, G., **Normore, A.H.**, Douglass-Horsford, S., Brooks, J.S., Batiste, M., Williams-Shealey, M., Rodriguez, L., San Nicolas, E. (2011). *Equity and diversity in leadership preparation and practice: Progress or stagnation*. Symposium accepted for presentation at the annual conference of University Council of Educational Administration (UCEA), Pittsburgh, PA, Nov. 16-20, 2011.
 102. Clayton, J., **Normore, A.H.**, Myran, S., Issa Lahera, A., Holzman, S., & Sanzo, K. (2011). *Preparing educational leaders: A conversation with aspiring leaders in SLP Grant Programs*. Symposium accepted for presentation at the annual conference of University Council of Educational Administration (UCEA), Pittsburgh, PA, Nov. 16-20, 2011.
 103. Urick, A., **Normore, A.H.**, Brooks, J.S., Scheurich, J., Skrla, L., Lopez, G., & Jacobson, S. (2011). *UCEA graduate student session "How to publish as a student and early scholar"*. Symposium accepted for presentation at the annual conference of University Council of Educational Administration (UCEA), Pittsburgh, PA, Nov. 16-20, 2011.
 104. Issa LaHera, A., **Normore, A.H.**, Holzman, S., Chlebicki, A., Scollo, J., & Perry, E. (2011). *Charting the future: Working together to design a new charter leadership academy*. Paper submitted for presentation at the annual National Charter Schools Conference, Atlanta, GA, June 20-23, 2011.
 105. **Normore, A.H.**, & Fitch, B.D. (2011). *Authentic and purpose-driven leadership in support of education-based incarceration*. Paper accepted for presentation at the 16th Annual International UCEA Conference on Values and Leadership. Laurel Point Inn, Victoria, British Columbia, September 25-27, 2011
 106. Fitch, B., & **Normore, A.H.** (2011). *Education-based incarceration: Changing the way we incarcerate*. Workshop presented at the 38th annual Training Institute of the National Association of Blacks in Criminal Justice. St. Louis, Missouri, July 24-28, 2011.
 107. **Normore, A.H.**, & Brooks, J.S. (2011). *Demystifying the writing process for transforming the doctoral dissertation into publication: A guide for emerging scholars*. Paper presented at the annual conference of American Educational Research Association, New Orleans, LA., April 8-12, 2011.
 108. Ilon, L., & **Normore, A.H.** (2011). *Educational leadership when competitiveness means collaboration*. Paper accepted for presentation at the annual International Academic Conference of Exploring Leadership and Leadership Theories in Asia (ELLTA). Penang, Malaysia, February 15-18, 2011.
 109. Shapiro, J., Gross, S., **Normore, A.H.**, Sernak, K., Larson, C., Woods, P., Brooks, J.S., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, J., O'Hair, M.J., Israel, M., Kensler, L., Begley, M., Bass, L., Polizzi, J., Buskey, F., Johansson, O., Aiken, J., & Gerstl-Pepin, C. (2010). *The New DEEL: Building Partnerships and Community in the U.S. and Beyond*. Innovative session accepted for presentation at the annual conference of University Council of Educational Administration (UCEA), New Orleans, LA., Oct. 28-30, 2011.
 110. *Hughes, K., Silva, S., & **Normore, A.H.** (2010). *Social justice for pregnant and parenting teens: An educational leadership perspective towards positive educational outcomes*. Paper accepted for presentation at the annual conference of University Council of Educational Administration (UCEA), New Orleans, LA, October 28-31.
 111. Normore, A.H., & Ilon, L. (2010). *Educational leadership for Innovation and change*. Paper presented at the annual International Conference on New Directions in the Humanities, University of California, Los Angeles, June 29-July 2, 2010.
 112. **Normore, A.H.**, Sernak, K., Shapiro, J., Gross, S., Larson, C., Woods, P., Brooks, J.S., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, J., O'Hair, M.J., Israel, M., Kensler, L., Begley, M., Bass, L., Polizzi, J., Buskey, F., Johansson, O., Aiken, J., & Gerstl-Pepin, C. (2011). *The New DEEL: Building Partnerships and Community in the U.S. and Beyond*. "Workshop" submitted at the annual conference of American Educational Research Association, New Orleans, LA., April 8-12, 2011.
 113. Sherman, W., King, T., Lopez, G., Young, M., Stenhagen, K.R., Reich, G., Dockery, D., Hermann, M.A., Brooks, J., & **Normore, A.H.** (2010). *Social justice: Beyond educational leadership and back*. Paper symposium presented at the annual American Education Research Association Conference, Denver, Colorado, April 29-May 2, 2010.
 114. Shields, C., Bogotch, I., Brooks, J., **Normore, A.**, Arlestig, H., Moos, L., & Sayani, A. (2010). *International perspectives on leadership for social justice: Learning about and from the complexity*. Paper symposium presented at the annual American Education Research Association Conference, Denver, Colorado, April 29-May 2, 2010
 115. Brooks, J.S., & **Normore, A.H.** (2009). *Educational leadership: A glocal perspective*. Paper presented at the annual meeting of the University Council of educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 116. **Normore, A.H.**, & Bissell, J. (2009). *The California Educational Leadership Summit*. Leadership summit comprised of three College of Education Deans and four District Superintendents of Education in Southern California. Presentation at the annual meeting of the University Council of Educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 117. **Normore, A.H.** (2009). *Leadership with a moral purpose: The moral dimensions of leadership and learning, the*

- education of disenfranchised students, and education in communities of color.* Paper presented at the 14th annual Values, Ethics and Educational Leadership Conference, Penn State University, State College, PA, Oct 1- 3, 2009.
118. Brooks, J., **Normore, A.H.**, Barnett, B. (2009). *International research in educational leadership: Funding and conducting your work abroad.* Paper presented at the annual meeting of the University Council of Educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 119. **Normore, A.H.**, Cook, L., Andre-Bechely, L., Lopez, J., Collay, M., & Auerbach, S. (2009). *The new California State University Ed.D. programs in educational leadership: Continuity or change?* Paper symposium presented at the annual meeting of the University Council of Educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 120. Brooks, J.S., **Normore, A.H.**, Kensler, L., Furman, G., Sheilds, C., & Kose, B. (2009). *Educational leadership and ecological sustainability: Rethinking leadership for learning in 21st century schools.* Paper symposium presented at the annual meeting of the University Council of educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 121. Jean-Marie, G., Brooks, J.S., **Normore, A.H.**, & Slayton, J. (2009). *Leadership preparation in the context of partnership, cohort and interdisciplinary approaches: Three university models.* Paper symposium presented at the annual meeting of the University Council of educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 122. Shapiro, J., Gross, S., **Normore, A.H.**, Larson, C., Woods, P., Bass, L. R., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, M., O'Hair, M.J., & Sernak, K., Israel, M., Kensler, L., Begley, M., & Cate, J. (2009). *The New DEEL (Democratic Ethical Educational Leadership): Reflecting on innovative partnerships between researchers and practitioners in the U.S. and beyond.* Paper symposium presented at the annual meeting of the University Council of Educational Administration (UCEA), Anaheim, California, Nov. 19-22, 2009.
 123. Shapiro, J., Gross, S., **Normore, A.H.**, Larson, C., Woods, P., Bass, L. R., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, M., O'Hair, M.J., & Sernak, K., Israel, M., Kensler, L., Begley, M., & Cate, J. (2009). *The New DEEL (Democratic Ethical Educational Leadership): Contributing to the circle of knowledge.* Paper symposium presented at the annual meeting of the American Educational Research Association (AERA), San Diego, CA, April 13-17, 2009.
 124. Allison, B., & **Normore, A.H.** (2008). *Creating the eduerati: Professorial leadership to redesign educational leadership programs integrating business, science and psychology with educational policy.* Paper presented at the annual meeting of California Educational Research Association, December 4-5, 2008, Rancho Mirage, California.
 125. Shapiro, J., Gross, S., **Normore, A.H.**, Larson, C., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, M., O'Hair, M.J., & Young, M. (2008). *New DEEL Workshop: Preparing democratic ethical educational leaders for a new era.* Paper symposium presented at the annual convention of the University Council for Educational Administration (UCEA), Orlando, Florida, October 30 - Nov. 2, 2008.
 126. * **Normore, A.H.**, Soohoo, S.," Newton, J., *Tague, C., Eletreby, & D., *Rivero, R. (2008). *Pursuing, developing and cultivating moral literacy and critical pedagogy.* Symposium presented at the annual conference for Values and Educational Leadership, Victoria, British Columbia, October 2 – Oct. 4, 2008.
 127. Jean-Marie, G., **Normore, A.H.**, & Brooks, J. (2008, March). *Leadership for social justice: Preparing 21st century school leaders for a new social order.* Paper presented at the annual conference of the American Education Research Association, New York, New York, March 24-28.
 128. Shapiro, J., Gross, S., **Normore, A.H.**, Larson, C., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, M., & Cate, J. (2008, March). *Fostering compassion and understanding across borders: UCEA New DEEL Workshop Proposal - Innovative Sessions.* Workshop presented at the annual conference of the American Education Research Association, New York, New York, March 24-28, 2008.
 129. Jean-Marie, J., & **Normore, A. H.** (2007, November). *Fostering compassion and understanding across borders: A new social order: Leadership for social justice in preparation programs - Conversations/Dialogues.* Paper presented at the 21st Annual Convention of University Council for Educational Administration, Alexandria, Virginia .
 130. Shapiro Shapiro, J., Gross, S., **Normore, A.H.**, Larson, C., Dantley, M., Furman, G., Begley, P., Erensal, T., Alston, J., & Cate, J. (2007, November). *Fostering compassion and understanding across borders: UCEA New DEEL Workshop Proposal - Innovative Sessions: Part 1.* Workshop presented at the 21st Annual Convention of University Council for Educational Administration, Alexandria, Virginia. .
 131. **Normore, A.H.** (2007, September). *Principal preparation processes: A critical review and discussion of practices in the USA and Canada.* Panelist for pre-conference session at the 12th Annual Values, Ethics and Educational Leadership Conference, State College, Pennsylvania.
 132. *Spiridakis, A., & **Normore, A. H.** (2007, September). *The moral context of research and practice: Connecting Spartan and Athenian Philosophies to modern methods for teaching ethics and social justice to educational leaders.* Paper submitted to the 12th Annual Values, Ethics and Educational Leadership Conference, State College, Pennsylvania.

133. Brooks, J.S., Jean-Marie, G., **Normore, A.H.**, & Hodgins, D. (2007, April). *Distributed leadership for social justice: Exploring how influence and equity are stretched over an urban high school*. Paper presented at the Annual meeting of American Research Association, Chicago, IL, April 9-14
134. Lugg, C., & Mutchler, S. (2007, April). *A Workshop on administrator licensure: Leading for social justice*. Chair: M. Grogan (UMissouri); State discussion facilitators include: **A. H. Normore** & G. Jean-Marie, (FIU) J. Brooks, (FSU), K. Murtadha & Bill Black (UIndiana); A. LeSane, L. Tillman, F. English, & K. Brown (UNorth Carolina, Chapel Hill); Rick Reitzug (UNorth Carolina, Greensboro; Discussants: Charles Payne (Duke University) & Catherine Marshall (UNorth Carolina, Chapel Hill). Workshop presented at the Annual meeting of American Educational Research Association, Chicago, IL, April 9-14
135. **Normore, A. H.** & Alfred, M. A. (2007, April). *Engaging urban school leaders in radical change: Exploring the School Improvement Zone initiative of Miami-Dade County Public Schools*. Paper presented at the Annual meeting of American Educational Research Association, Chicago, IL, April 9-14
136. **Normore, A. H.**, & Brooks, J. S. (2007, April). *Doomed to failure or destined for success: A symposium about leadership preparation, socialization, and social justice*. Symposium presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.
137. **Normore, A.H.**, & Jean-Marie, G. (2007, April). *Female secondary school leaders: At the helm of democratic schooling and social justice*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Sixth Annual College of Education Conference* (pp. 72-77). Miami, FL: Florida International University. http://coeweb.fiu.edu/research_conference/
138. *Pelletier, R., & **Normore, A.H.** (2007, April). *The effects of homework assignments on student achievement in grade three*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Sixth Annual College of Education Conference* (pp. 84-89). Miami, FL: Florida International University. http://coeweb.fiu.edu/research_conference/
139. *Thompson-Hawkins, B., & **Normore, A.H.** (2007, April). *A case study: The alignment of withdrawal codes for reporting dropout in two Disciplinary Alternative schools in a large urban school district*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Sixth Annual College of Education Conference* (pp. 114-119). Miami, FL: Florida International University. http://coeweb.fiu.edu/research_conference/
140. *Rosenfeld, L.D., & **Normore, A.H.** (2007, April). *Examining the truancy intervention program(TIP) in Miami-Dade County Public Schools*. Paper presented at the annual meeting of American Educational Research Association, Chicago, IL
141. *Samai- Shadedee, P., & **Normore, A. H.** (2007, April). *Principal interns: An induction process in a south Florida school district*. Paper presented at the annual meeting of American Educational Research Association, Chicago, IL
142. Begley, P.T., Shapiro, J., J., **Normore, A.H.**, & Leonard, P. (2006, Nov.). *Teaching ethics at the post secondary institutions*. Invited symposium at the Annual Convention of University Council of Educational Administration (UCEA), San Antonio, TX, November 9-12.
143. Jean-Marie, G., & **Normore, A.H.** (2006, November). *Mitigating professional challenges: The voices of urban and suburban female secondary school leaders*. Paper presented at the Annual Convention of University Council of Educational Administration (UCEA), San Antonio, TX, November, 9-12.
144. **Normore, A. H.**, & Hamer, I. (2006, November). *Designing platforms for one year of radical change in the School Improvement Zone of Miami-Dade County Public Schools: A conversation with Irving Hamer*. Paper presented at the Annual Convention of University Council of Educational Administration (UCEA), San Antonio, TX, November 9-12.
145. Collard, J., **Normore, A. H.**, Merchant, B., Walker, A., & Johannson, O. (2006, October). *Leadership and intercultural dynamics: Revising theory, improving praxis*. Symposium presented at the Commonwealth Council for Educational Administration and Management (CCEAM) Conference, Nicosia, Cypress, October 12-17, 2006
146. ***Normore, A.H.**, *Paul-Doscher, S., *Riaz, O., *DelVal, R., & *Martinez, J. (2006, October). *In search of authentic educational leadership: Pursuing, cultivating, and supporting special moral agency*. A symposium presented at the 11 Annual Values and Educational Leadership Conference, Victoria, British Columbia, October, 7, 2006.
147. Begley, P.T., Shapiro, J., **Normore, A.H.**, & Leonard, P. (2006, October). *Integrating values and ethics into teaching*. Invited Keynote Panel presented at the 11 Annual Values and Leadership Conference, Victoria, British Columbia, October 6, 2006.
148. **Normore, A. H.** (2006, October). *Benefits of mentoring during the research development process*. Pre-conference workshop facilitated at the 11 Annual Values and Educational Leadership Conference, Victoria, British Columbia, October 5, 2006.

149. **Normore, A. H.** (2006, April). *Leadership Development Continuum: A four-stage leadership preparation and training program in Broward County Public School District*. Paper presented at the Annual Meeting of American Educational Research Association (AERA), San Francisco, CA.
150. **Normore, A. H.**, & Alfred, M.V., Guilliard, O., Powers, K., Cunningham, G., & Paris, J. (2006, April). *Urban principals at work in the School Improvement Zone of Miami-Dade County Public Schools*. Symposium presented at the Annual Meeting of American Educational Research Association (AERA), San Francisco, CA.
151. **Normore, A. H.**, & Alfred, M. V. (2006, February.). *Miami-Dade County's School Improvement Zone: School-based leadership perspectives*. Paper presented at the Superintendents' Symposium on Accelerating Student Achievement and School Performance, Fort Lauderdale, FL.
152. ***Normore, A.H.**, *Paul-Doscher, S., *Riaz, O., *DelVal, R., & *Martinez, J. (2006, October). *In search of authentic educational leadership: Pursuing, cultivating, and supporting special moral agency*. In P. T. Begley (Ed.), *Moral Agency of the Educational Leader: Proceedings of the 11th Annual Values, Ethics and Educational Leadership Conference*, Victoria, British Columbia: Canada. Available on CD.
153. Begley, P.T., Shapiro, J., **Normore, A.H.**, & Leonard, P. (2006, October). *Integrating values and ethics into teaching*. In P. T. Begley (Ed.), *Moral Agency of the Educational Leader: Proceedings of the 11th Annual Values, Ethics and Educational Leadership Conference*, Victoria, British Columbia: Canada. Available on CD.
154. *Martin, R.L., & **Normore, A.H.** (2006, April). *Effects of cooperative and individual instructional learning system on attitudes and achievement in mathematics*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Fifth Annual College of Education Conference* (pp. 64-69). Miami, FL: Florida International University.
155. *Moss, L., & **Normore, A. H.** (2006). *An exploratory analysis of John Dewey's writings: Implications for school leaders*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Fifth Annual College of Education Conference* (pp. 82-87). Miami, FL: Florida International University.
156. *Samai- Shadeed, P., & **Normore, A. H.** (2006, April). *A case study: Perceptions of the induction process of intern principals in Broward County Public Schools*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Fifth Annual College of Education Conference* (pp. 112-117). Miami, FL: Florida International University.
157. Brooks, J. S., & **Normore, A.H.** (2005, November). *Socialization for social justice: How educational leaders learn to fight for equity and excellence in schools*. Symposium presented at the Annual Convention of University Council of Educational Administration (UCEA), Nashville, TN.
158. *Cramp, D., & **Normore, A.H.** (2005, October). *Ethics: The scientific and philosophic study of conduct and authenticity*. Paper presented at the 10th Annual Values and educational leadership Conference, Pennsylvania State University, State College, PA.
159. **Normore, A. H.**, & Ilon, L. (2005, April). *Cost effective inputs: Is class size reduction the best investment for Florida?* Paper presented at the 86th Annual American Educational Research Association (AERA), Montreal, Quebec.
160. **Normore, A. H.**, Gross, S., Sernak, K., MacDonald, T., Brown, L., *Blanco, R. (2005, October). *Cultivating ethical leadership for promoting authentic learning for all*. Symposium presented at the 10th Annual Values and Leadership Conference, Penn State University, State College, PA.
161. *Cramp, D., & **Normore, A.H.** (2005, October). *Ethics: The scientific and philosophic study of conduct and authenticity*. In P. T. Begley (Ed.), *Promoting Authentic Educational Leadership to Aspiring Academic Leaders: Proceedings of the 10th Annual Values, Ethics and Educational Leadership Conference*, Pennsylvania State University, State College, PA. Available on CD. State College, Pennsylvania: Pennsylvania State University. Available on CD.
162. **Normore, A. H.**, Gross, S., Sernak, K., MacDonald, T., Brown, L., *Blanco, R. (2005, October). *Cultivating ethical leadership for promoting authentic learning for all*. In P. T. Begley (Ed.), *Promoting Authentic Educational Leadership to Aspiring Academic Leaders: Proceedings of the 10th Annual Values, Ethics and Educational Leadership Conference*. State College, Pennsylvania: Pennsylvania State University. Available on CD.
163. *Doscher, S., & **Normore, A. H.** (2005, April). *Feminine concepts of leadership and power: A new framework for development ethics and education development*. In M. Cleary, S. Nielson, & M. Plakhotnik (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Fourth Annual College of Education Conference* (pp. 9-14). Miami, FL: Florida International University.
164. *Blanco, R., & **Normore, A. H.** (2004, October). *The ethical role of instructional leaders with social services, public schools and the poor: A transformational historical perspectives-contemporary response*. In P.T. Begley (ED.), *Promoting the Moral Development of Professional Educators, Children and Youth: Proceedings of the Ninth Annual Values, Ethics and Educational Leadership Conference*. Christ Church, Barbados. Available on CD.

165. Brooks, J. S., & **Normore, A. H.** (2004, October). *An Aristotelian framework for the development of ethical leadership*. In P.T. Begley (ED.), *Promoting the Moral Development of Professional Educators, Children and Youth: Proceedings of the Ninth Annual Values, Ethics and Educational Leadership Conference*. Christ Church, Barbados. Available on CD.
166. **Normore, A. H.** (2004, October). *Reinventing the principalship: Combining the forces of shared leadership and values*. In P.T. Begley (ED.), *Promoting the Moral Development of Professional Educators, Children and Youth: Proceedings of the Ninth Annual Values, Ethics and Leadership Conference*. Christ Church, Barbados. Available on CD.
167. *Finley, D., & **Normore, A. H.** (2004, April). *Class size reduction: A significant option for improving student learning*. In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Third Annual College of Education Conference* (pp. 7-13). Miami, FL: Florida International University.
168. *Fong-Yee, D., & **Normore, A. H.** (2004, April). *The impact of quality teachers on student achievement*. In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Third Annual College of Education Conference* (pp. 12-16). Miami, FL: Florida International University.
169. *Loughry, K., & **Normore, A. H.** (2004, April). *A model for teacher induction and mentoring programs*. In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Third Annual College of Education Conference* (pp. 64-69). Miami, FL: Florida International University.
170. *Mayo, M., & **Normore, A. H.** (2004, April). *Class size reduction for the state of Florida: Is this the solution for a better education?* In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Third Annual College of Education Conference* (pp. 76-80). Miami, FL: Florida International University.
171. *Perez, M., & **Normore, A. H.** (2004, April). *Technology integration and school leadership* In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Third Annual College of Education Conference* (pp. 104-109). Miami, FL: Florida International University.
172. *Blanco, R., & **Normore, A. H.** (2004, October). *The ethical role of instructional leaders with social services, public schools and the poor: A transformational historical perspectives-contemporary response*. Paper presented at the 9th Annual Values and Educational Leadership Conference, Southern Palms Resort, Barbados.
173. Brooks, J. S., & **Normore, A. H.** (2004, October). *An Aristotelian framework for the development of ethical leadership*. Paper presented at the 9th Annual Values and Educational Leadership Conference, Southern Palms Resort, Barbados.
174. **Normore, A. H.** (2004, October). *Reinventing the principalship: Combining the forces of shared leadership and values*. Paper presented at the 9th Annual Values and Educational Leadership Conference, Southern Palms Resort, Barbados.
175. *Barrios, V., & **Normore, A. H.** (2003, October) *Exercising knowledge of character education in school leaders' hiring practices: Perspectives from the front lines*. In P.T. Begley (ED.), *Education, Ethics, and the "Cult of Efficiency: Implications for Values and Leadership: Proceedings of the Eight Annual Values, Ethics and Educational Leadership Conference*. State College, Pennsylvania: Pennsylvania State University, Available on CD.
176. **Normore, A. H.** (2003, October). *Ethics, values and educational leadership programs: Finding the North Star in the dust storm*. In P.T. Begley (ED.), *Education, Ethics, and the "Cult of Efficiency: Implications for Values and Leadership: Proceedings of the Eight Annual Values, Ethics and Leadership Conference*. State College, Pennsylvania: Pennsylvania State University. Available on CD.
177. **Normore, A. H.** (2003, April). *Recruitment, socialization and accountability of School administrators in two urban school districts*. In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Second Annual College of Education Conference* (pp. 115-119). Miami, FL: Florida International University.
178. **Normore, A. H.** (2003, April). *Performance appraisals of school administrators: A contemporary model*. In S. Neilsen & T. S. Rocco (Eds.), *Supporting Interdisciplinary Inquiry: Proceedings of the Second Annual College of Education Conference* (pp. 120-125). Miami, FL: Florida International University.
179. **Normore, A. H.** (2003, January). *Professional and organizational socialization processes: A literature review*. Proceedings of the First Annual Hawaii International Conference in Education, Honnolulu, Hawaii. Available on CD.
180. *Barrios, V., & **Normore, A. H.** (2003, October) *Exercising knowledge of character education in school leaders' hiring practices: Perspectives from the front lines*. Paper presented at the 8th Annual Values and Educational Leadership Conference, Penn State University.
181. **Normore, A. H.** (2003, October). *Ethics, values and educational leadership programs: Finding the North Star in the dust storm*. Paper presented at the 8th Annual Values and Educational Leadership Conference, Penn State University.
182. **Normore, A. H.** (2003, January). *Professional and organizational socialization processes: A literature review*. Paper presented at the Annual Hawaii International Conference in Education, Honnolulu, Hawaii.
183. **Normore, A. H.** (2002, October). *Challenges in leadership succession planning: Professional and organizational socialization of school administrators*. In P. T. Begley (Ed.), *Responding to Ethical Dilemmas: Personal and Professional Challenges of Educational Leadership. Proceedings of the 7th Values, Ethics and Educational Leadership Conference*, Toronto, Ontario: Canada. University of Toronto.

184. **Normore, A. H.** (2002, October). *Challenges in leadership succession planning: Professional and organizational socialization of school administrators*. Paper presented at the 7th Annual Values and Educational Leadership Conference, OISE/University of Toronto.
185. Earl, L., Sutherland, S., Kilcher, A., **Normore, A. H.**, Hopkins, D., & Harris, A. (2001, April). *School effectiveness and school improvement: Networking -three international school improvement projects (Nova Scotia, Manitoba, England)*, A symposium presented to the annual American Educational Research Association Conference, Seattle, WA.
186. **Normore, A. H.** (2001, January). *Principal succession planning*. Paper presented at the Professional Education Evaluation Training Program for Anhui (China) Educators, Columbia International College/Center for Educational Change, Hamilton, Ontario.
187. **Normore, A. H.** (2001, January). *Recruitment and socialization of school administrators*. Paper presented at the Annual International Congress of School Improvement and School Effectiveness, York University, Toronto, Ontario.
188. **Normore, A. H.** (2001, May). *Recruitment and selection procedures for promoting administrators*. Paper presented at the Annual Conference of Canadian Society for Studies in Education (CSSE), Université Laval, Quebec City, Quebec.
189. **Normore, A. H.** (2001, March). *Peacock Elementary School: A changing school In Labrador 1993-1996 (Researcher Reflections)* Paper presented at the 15th Annual Edward F. Kelly Evaluation Conference, University of Toronto, Ontario.
190. **Normore, A. H.** (2001, March). *An analysis of policy for French second language education: School District #1 in Newfoundland and Labrador*. Paper presented at the 15th Annual Edward F. Kelly Evaluation Conference, University of Toronto, Ontario.
191. Volante, L., & **Normore, A. H.** (2001, May). *Teacher education reform and alternative training models*. Paper presented at the Annual Canadian Society for Studies in Education (CSSE), Université Laval, Quebec City, Quebec.
192. **Normore, A. H.** (2001, October). *Confronting a dilemma: The teaching process for moral development*. Paper presented at the 6th Annual Values and Educational Leadership Conference, Charlottesville, VA.
193. **Normore, A. H.** (2001, January). *Principal succession planning*. Proceedings of the Professional Education Evaluation Training Program for Anhui (China) Educators (pp. 25-38), Columbia International College/Center for Educational Change, Hamilton, Ontario.
194. **Normore, A. H.** (2001, March). *Peacock Elementary School: A changing school In Labrador 1993-1996 (Researcher Reflections)*. In K. W. Meuwissen (Ed.), *Proceedings of the 15th Annual Edward F. Kelly Evaluation Conference* (pp.65-74). Toronto, Ontario, Canada: University of Toronto.
195. **Normore, A. H.** (2001, March). *An analysis of policy for French second language education: School District #1 in Newfoundland and Labrador*. In K. W. Meuwissen (Ed.), *Proceedings of the 15th Annual Edward F. Kelly Evaluation Conference* (pp. 139-152). Toronto, Ontario, Canada: University of Toronto.
196. **Normore, A. H.** (2001, October). *Confronting a dilemma: The teaching process for moral development*. In P. T. Begley (Ed.), *Leadership for Ethical Schools: Dilemmas of Standards and Individual Needs: Proceedings of the 6th Annual Values and Educational Leadership Conference*, Charlottesville, VA. Available on CD.
197. **Normore, A. H.** (2000, March). *Integrating school improvement and performance appraisals*. In J. Kirk and R. Dugan (Eds.), *Proceedings of the 14th Annual Edward F. Kelly Evaluation Conference* (pp. 196-206). Albany, New York: University of Albany.
198. **Normore, A. H.** (2000, March). *School-wide reform and school improvement: The accelerated schools approach*. In J. Kirk and R. Dugan (Eds.), *Proceedings of the 14th Annual Edward F. Kelly Evaluation Conference* (pp. 80-88). Albany, New York: University of Albany.
199. **Normore, A. H.** (2000, September). *The impact of change on teacher's emotions: Designing a questionnaire*. In P.T. Begley (ED.), *Ethical Dimensions of School Leadership: Proceedings of the 5th Annual Values, Ethics and Educational Leadership Conference*, Bridgetown, Barbados. Available on CD.
200. **Normore, A. H.** (2000, March). *Integrating school improvement and performance appraisals*. Paper presented at the 14th Annual Edward F. Kelly Conference, Albany, New York, March, 2000.
201. **Normore, A. H.** (2000, March). *School-wide reform and school improvement: The accelerated schools approach*. Paper presented at the 14th Annual Edward F. Kelly Conference, Albany, NY.
202. **Normore, A. H.** (2000, September). *The impact of change on teacher's emotions: Designing a questionnaire*. Paper presented at the 5th Annual Values and Educational Leadership Conference, Bridgetown, Barbados.

Regional/Local Conferences (Total: 21)

1. Hughes, K., Silva-Millman, S., Benjamin, R., Cuevas, R., Curry, C., **Normore, A.H.**, & Scotti, G.(2013). *Identifying leaders for urban charter, autonomous and independent schools*. Symposium presented at the annual California Charter School Conference. March 11-14, San Diego, CA, 2013. [**Note:** Normore moderates symposium]

2. Issa Lahera, A., **Normore, A.H.**, Parra Camacho, F., & Zoller, K. (2013). *Leading the charter school: Futuring technology today*. Paper presented at the annual California Charter School Conference. March 11-14, San Diego, CA, 2013.
3. Issa Lahera, A., **Normore, A.H.**, & Corley, L.R. (2012). *Using innovative technology to systematically develop aspiring charter school leaders' learning*. Paper accepted for presentation at the annual California Charter School Conference, Sacramento, CA, February 27- March 1, 2012.
4. Issa Lahera, A., Holzman, S., & **Normore, A.H.** (2011). *Charter and autonomous school leadership academy: Fostering educational equity and excellence*. Paper presented at the California Charter School Conference, San Diego, CA, March 7-10, 2011.
5. **Normore, A.H.** (2009, April). *Advanced discussion and interaction online*. Blackboard presentation at the annual Best Practices Technology Showcase, California State University, Dominguez Hills [Carson-Los Angeles], April 28, 2009.
6. **Normore, A.H.**, Davis, J., Aguilar, J., Cook, L.H., Gallagher, P., Sapp, J., & Cook, L. (2008, February). *The New Doctoral Degree in Educational Leadership*. Poster presentation at the annual Poster Fair for Western Association of Schools and Colleges (WASC), California State University-Dominguez Hills, Carson [Los Angeles], California, February 14.
7. **Normore, A.H.**, & Jean-Marie, G. (2007, April). *Female secondary school leaders: At the helm of democratic schooling and social justice*. Paper presented at the 6th Annual College of Educational Research Conference, Miami, Florida, April 28.
8. *Pelletier, R., & **Normore, A.H.** (2007, April). *The effects of homework assignments on student achievement in grade three*. Paper presented at the 6th Annual College of Educational Research Conference, Miami, Florida, April 28.
9. *Thompson-Hawkins, B., & **Normore, A.H.** (2007, April). *A case study: The alignment of withdrawal codes for reporting dropout in two Disciplinary Alternative schools in a large urban school district*. Paper presented at the 6th Annual College of Educational Research Conference, Miami, Florida, April 28.
10. *Martin, R.L., & **Normore, A.H.** (2006, April). *Effects of cooperative and individual instructional learning system on attitudes and achievement in mathematics*. Paper presented at the 5th Annual College of Education Research Conference, Florida International University, Miami, FL.
11. *Moss, L., & **Normore, A. H.** (2006). *An exploratory analysis of John Dewey's writings: Implications for school leaders*. Paper presented at the 5th Annual College of Education Research Conference, Florida International University, Miami, FL, April, 2006
12. *Samai- Shadeed, P., & **Normore, A. H.** (2006, April). *A case study: Perceptions of the induction process of intern principals in Broward County Public Schools*. Paper presented at the 5th Annual College of Education Research Conference, Florida International University, Miami, FL.
13. *Doscher, S., & **Normore, A. H.** (2005, April). *Feminine concepts of leadership and power: A new framework for development ethics and education development*. Paper presented at the 4th Annual College of Education Research Conference, Miami, FL.
14. **Normore, A.H.** (2005, April). *Leadership preparation and training in a large urban school district in south Florida*. Paper presented at the 4th Annual College of Education Research Conference, Florida International University, Miami, FL.
15. *Finley, D., & **Normore, A. H.** (2004, April). *Class size reduction: A significant option for improving student learning*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, FL.
16. *Fong-Yee, D., & **Normore, A. H.** (2004, April). *The impact of quality teachers on student achievement*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, FL.
17. *Loughry, K., & **Normore, A. H.** (2004, April). *A model for teacher induction and mentoring programs*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, FL.
18. *Mayo, M., & **Normore, A. H.** (2004, April). *Class size reduction for the state of Florida: Is this the solution for a better education?* Paper presented at the 3rd Annual College of Education Research Conference, Miami, FL.
19. *Perez, M., & **Normore, A. H.** (2004, April). *Technology integration and school leadership*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, FL.
20. **Normore, A. H.** (2003, April). *Recruitment, socialization and accountability of School administrators in two urban school districts*. Paper presented at the 2nd Annual College of Education Research Conference, Miami, FL.
21. **Normore, A. H.** (2003, April). *Performance appraisals of school administrators: A contemporary model*. Paper presented at the 2nd Annual College of Education Research Conference, Miami, FL.

Mentor to Graduate Student Publications/Conferences (Total: 56)

[Note: * denotes graduate students at CSUDH, Cal Lutheran, and Chapman: **Total: 35**].

1. *[Faculty Mentor]: Merrill, M. (2015, February 12). *What do you want? Using picture communication symbols within bilingual preschool aged children with special needs*. Paper presented at the 10th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA
Note: Winner in education category.
2. Martinez, M. (2013). [Review of book, *Leadership and interculturalism*, by John Collard and Anthony H, Normore]. *Journal of Educational Administration*.
3. Mize, N. (2013). [Review of book]. *Educational leadership preparation: Innovative and interdisciplinary approaches to the Ed.D and graduate education*, by Gaetane Jean-Marie and Anthony H. Normore]. *Journal of Educational Administration*.
4. Hughes, K. B., & Silva, S. A. M. (2012). [Review of book, *Negotiation alchemy: Global skills inspiring and transforming diverging worlds*, by Nancy Erbe]. *Journal of Educational Administration*.
5. Baptise, M.R. (2011). *Leadership from the margins theory: Re-exploring leadership in non-traditional ways (Teyori Lidechip ki Soti non Majinalinasyon)*. Paper accepted for presentation at the 16th Annual International UCEA Conference on Values and Leadership. Laurel Point Inn, Victoria, British Columbia, September 25-27, 2011
6. Cramp, D., Jr. (2011). *Examining the ethic of care within the context of authentic leadership*. Paper accepted for presentation at the 16th Annual International UCEA Conference on Values and Leadership. Laurel Point Inn, Victoria, British Columbia, September 25-27, 2011
7. *Hughes, K., & Silva, S. (2011). *Charter schools best practices: Authentic leadership and context matters*. Paper accepted for presentation at the 16th Annual International UCEA Conference on Values and Leadership. Laurel Point Inn, Victoria, British Columbia, September 25-27, 2011
8. San Nicolas, E. (2011). *High poverty schools and the need for resilient leadership*. Paper accepted for presentation at the 16th Annual International UCEA Conference on Values and Leadership. Laurel Point Inn, Victoria, British Columbia, September 25-27, 2011
9. *[Faculty Mentor]: Donohoe, C., Downing, W., Hong, K., Loch, J., & Cheri Thomas, C. (2011). *Fostering continued professional discourse and support for improved student learning*. Presentation at the 6th annual Student Research Day Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
10. *[Faculty Mentor]: Karuza, H., & Gamboa-Brooks, R. (2011). *Virtual learning environment: A catalyst for sustainable professional learning communities*. Presentation at the 6th annual Student Research Day Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
11. *[Faculty Mentor]: Kurland, S. (2011). *An online repository of professional resources to support urban school leaders*. Presentation at the 6th annual Student Research Day Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
12. *[Faculty Mentor]: Loch, J., Montes, C.A., Nakano, A., Masuzumi-Macaraeg, J., & Kaneshiro, M. (2011). *Facilitating off-campus networking opportunities: Enabling improved work processes, strengthening interpersonal relationships, and achieving personal and professional goals*. Presentation at the 6th annual Student Research Day Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
13. *[Faculty Mentor]: Silva, S.M., & Hughes, K. B. (2011). *Benefits to student achievement through data-driven curriculum development: Implementing common assessment for continuous improvement of learning outcomes*. Presentation at the 6th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
14. * [Faculty Mentor]: Henry, B. (2011, February 24). *Factors influencing student achievement in advanced placement and honors courses*. Paper submitted for presentation at the 6th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
15. *[Faculty Mentor]: Karuza, H. (2011, February 24). *Increasing data analysis and consistent content among 7th & 8th grade math teachers through the Implementation of the DRTS Model*. Paper presented at the 6th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA
Note: Winner in education category. Competed state-wide at CSU Fresno, CA (May 5-7, 2011).
16. *[Faculty Mentor]: Hughes, K (2011, February 24). *The reality of charter and autonomous schools: A critical review of the literature*. Paper presented at the 6th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA
17. *Kurland, S. (2010). [Review of book, *Strong schools, strong leaders: What matters most in times of change*, by Perry P. Wiseman]. *Journal of educational Administration*.
18. *Hughes, K. B., & Silva, S. A. M. (2010). [Review of book, *Stories from schools: Case studies of the California academic partnership program*, by A. Kawazoe]. *Journal of Educational Administration*.
19. *Hughes, K., & Silva, S. (2010). *Social justice for pregnant and parenting teens: An educational leadership perspective towards positive educational outcomes*. Paper presented at the annual conference of University Council for Educational Administration (UCEA), New Orleans, LA., October 28-31.

20. *[Faculty Mentor]: Silva, S., & Hughes, K. (2010, February 18). *Social justice for pregnant and parenting teens: An educational leadership perspective towards positive educational outcomes*. Paper presented at the 5th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA
Note: Winner in education category and campus-wide overall award winner. Competed statewide at San Jose State University, CA (April 30-May 1, 2010).
21. *[Faculty Mentor]: Preciado, H. (2010, February 18). *Scaffolding content-area instruction for English language learners*. Paper presented at the 5th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA
Note: Runner-up in education category. Competed statewide at San Jose State University, CA (April 30-May 1, 2010).
22. *[Faculty Mentor]: Moya, R. (2010, February 18). *Arithmetic and basic skills program (AABS): Intervention for secondary education students with deficient multiplication skills*. Paper presented at the 5th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA
23. *Henderson, K. (2010). [Review of book, *Effective multi-agency partnership*]. *Journal of Educational Administration*
24. *Stokes, P. (2010). [Review of book, *Transition to adult living: An information resource guide*]. *Journal of Educational Administration*
25. *Villabos, E. (2010). [Review of book, *School community relations*], *Journal of Educational Administration*
26. *Nesbit, K. (2010). [Review of book, *The school leaders our children deserve*], *Journal of Educational Administration*
27. *Perry, S. (2010). [Review of book, *Introduction to educational leadership and organizational behavior*, by] *Journal of Educational Administration*
28. *Cordell, S. (2010). [Review of book, *Applying servant leadership in today's schools*] *Journal of Educational Administration*
29. *Quintero, I. (2010). [Review of book, *Data, data, everywhere!*]. *Journal of Educational Administration*
30. Abaya, Ondieki, J. (UCEA Barbara Jackson Scholar Mentee, 2010). [Review of the book *Inclusive assessment and accountability: A guide to accommodations for students with diverse needs*, by Sara E. Bolt and Andrew T. Roach] *Journal of Educational Administration*
31. Abaya, Ondieki, J., & Normore, A. H. (UCEA Barbara Jackson Scholar Mentee, 2010). No strangers in this school: How school principals honor public and community relations. *Submitted to Journal of School Public Relations*.
32. *Berg, J. S. (2010) [Review of the book, *Professional learning communities: An implementation guide and toolkit*, by K.A. Foord and J.M. Haar] *Journal of Educational Administration*.
33. *Boller, R. (2010). [Review of book, *The instructional leader's guide to informal classroom observations (2nd ed.)* by S. Zepeda]. *Journal of Educational Administration*.
34. *Boller, R. (2010) [Review of the book *Leadership and intercultural dynamics*, by John Collard and Anthony H. Normore] *Journal of Educational Administration*.
35. *Newton, J.I. (2010). [Review of book, *The implementation gap: Understanding reform in high schools*, by J. A. Supovitz and E. H. Weinbaum] *Journal of Educational Administration*.
36. *Mons, W. (2009). [Review of book, *Get organized: Time management for school leaders*, by F. Buck] *Journal of Educational Administration*.
37. *[Faculty Mentor]: Newton, J.I. (2009, February). *Promoting moral literacy through professional learning communities*. Paper presented at the 4th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
38. *[Faculty Mentor]: Tague, C. (2009, February). *Collaboratively designing and implementing an intervention program: Implications for moral leadership*. Paper presented at the 4th annual Student Research Conference, California State University Dominguez Hills, Carson-Los Angeles, CA.
Note: Winner of the California State University, Dominguez Hills Student Research competition in Education category. Competed in State-wide competition at California State University, Los Angeles, May, 2-3, 2009.
39. *Newton, J.I. (2008, October). *Promoting moral literacy through professional learning communities*. Paper presented at the 11th Annual Values, Ethics and Educational Leadership Conference, British Columbia, Canada, Oct. 2-4, 2008.
40. *Tague, C. (2008, October). *Collaboratively designing and implementing an intervention program: Implications for moral leadership*. Paper presented at the 11th Annual Values, Ethics and Educational Leadership Conference, British Columbia, Canada, Oct. 2-4, 2008.
41. *Rivero, R. (2008, October). *Implementing a school-wide behavior plan and confronting moral principles and values*. Paper presented at the 11th Annual Values, Ethics and Educational Leadership Conference, British Columbia, Canada, Oct. 2-4, 2008.
42. [Faculty Mentor]: Cramp, D. (2007, September). *Promoting moral literacy in post secondary educational setting*. Paper submitted to the 12th Annual Values, Ethics and Educational Leadership Conference, State College, Pennsylvania.

43. [Faculty Mentor]: Diaz, L. (2007, September). Ethical leadership in a post modern era. Paper submitted to the 12th Annual Values, Ethics and Educational Leadership Conference, State College, Pennsylvania.
44. [Faculty Mentor]: Riaz, O. (2007, September). *Moral reasoning and pre-service teacher education students*. Paper submitted to the 12th Annual Values, Ethics and Educational Leadership Conference, State College, Pennsylvania.
45. Riaz, O. (2007). [Review of the book *Awards and recognition for exceptional teachers: K-12 and community college: Programs in the U.S.A., Canada and other countries*, by H. A. Andrews]. *Journal of Educational Administration*, 45(3).
46. Cramp, D. (2007). [Review of the book *Convergence or divergence? Initial teacher education in Scotland and England*, by I. Menter, E. Brisard, and I. Smith]. *Journal of Educational Administration*, 45(3).
47. Martinez, A. (2007). [Review of the book *Successful schools and educational accountability: Concepts and skills to meet leadership challenges*, by K. Wong and A. Nicotera]. *Journal of Educational Administration*, 45(3), 350-353
48. Evansky, E. (2007). [Review of the book, *The boss of the whole school: Effective leadership in action*, by E. A. Hebert]. Published in *Journal of Educational Administration*, 45(2), 233-236.
49. Martinez, J. (2007). [Review of the book, *The dark side of school reform*, by Jeffrey S. Brooks]. *Journal of Educational Administration*, 45(2), 229-231.
50. Del Val, R. (2006). [Review of the book *Closing the equity gap: The impact of widening participation strategies in the UK and the USA*, by G. Layer]. *Adult Education Quarterly*, 57(1).
51. Paul-Doscher, S. (2006). Review of the book *Ethical leadership and decision making in education: Applying theoretical perspectives to complex dilemmas*, by J. Shapiro and J. Stefkovich]. *Journal of Educational Administration*, 44(5), 522-525.
52. [Faculty Mentor]: Calzadilla, B. (2003). *Professional development for educators in the public school system*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, Florida, April, 2003.
53. [Faculty Mentor]: Davis, B., Jr. (2003). *Education monopolies*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, Florida, April, 2003.
54. [Faculty Mentor]: Evans, D. (2003). *Issues in parental involvement*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, Florida, April, 2003.
55. [Faculty Mentor]: Quick, P. (2003). *Moral leadership: A model for educational leadership in the 21st century*. Paper presented at the 3rd Annual College of Education Research Conference, Miami, Florida, April, 2003.
56. *Escarpio, R. (2008). [Review of the book *Foundations of Special Education Leadership: Administration, Assessment, Placement, and the Law*, by B. W. Birnbaum]. *Journal of Educational Administration*.

Please Note: # 35, 36, and 37 above were individual CSUDH Graduate student presentations as part of larger symposium and listed as follows:

Normore, A.H., Soohoo, S., * Newton, J., *Tague, C., Eletreby, & D.,* Rivero, R. (2008). *Pursuing, developing and cultivating moral literacy and critical pedagogy*. Symposium presented at the annual conference for Values and Educational Leadership, Victoria, British Columbia, October 2 – Oct. 4, 2008.

Recommendation Letters for Graduate Students Entering Post Graduate Work Force Programs and Leadership Preparation Programs (Total: 45)

[Note: * denotes graduate students at CSUDH: **Total: 34**].

1. * Principal [Falls Brook Charter School, Temecula, CA, Summer, 2012]
2. Doctorate Candidate [Ph.D in Educational Leadership, Claremont Graduate University, Spring, 2012]
3. * Doctorate Candidate [Ed.D in Educational Leadership, University of Southern California, Spring, 2012]
4. *Assistant Principal [Lennox Elementary School District, Fall, 2011]
5. *Assistant Principal [Anaheim Unified School District, June, 2011]
6. *Doctorate Candidate [Ph.D in Education, Claremont Graduate University, May, 2011]
7. *Doctorate Candidate [Ph.D in Education, Claremont Graduate University, May, 2011]
8. *Assistant Principal [Rancho Palo Verdes Unified School District, Spring, 2011]
9. *Principal [Los Angeles Unified School District, Spring, 2011]
10. *Special Education Coordinator [Los Angeles Unified School District, Summer, 2010]
11. *Testing Coordinator and Data Coach [Los Angeles Unified School District, Spring, 2010]
12. * Assistant Principal [Lynwood Unified School District, Spring, 2010]
13. * Title I Instructional Leader [Los Angeles Unified School District, Spring, 2010]
14. * Assistant Principal [Los Angeles Unified School District, Spring, 2010]

15. *: Assistant Principal [Downey Unified School District, Spring, 2010]
16. * Assistant Principal [Long Beach Unified School District, Spring, 2010]
17. * Assistant Principal [Los Angeles Unified School District, Spring, 2010]
18. * Coordinator, San Bernardino County Superintendent of Schools [San Bernardino Unified School District, Spring, 2010]
19. * Administrator of Career and Adult Education [Los Angeles Unified school District, Spring, 2010]
20. * Administrator of Career and Adult Education [Los Angeles Unified School District, Spring, 2010]
21. * Assistant Principal [Torrance Unified School District, Spring, 2010]
22. Professor of Teaching [California State University Dominguez Hills, Spring, 2010]
23. * Doctorate Candidate [Ph.D. Annenberg School for Communication at University of Southern California, Spring, 2010]
24. Doctorate Candidate [Ph.D. Higher Educational Leadership, Florida Atlantic University, Fall, 2009]
25. * Assistant Principal [Santa Ana Unified School District, California, Summer, 2009]
26. * Assistant Principal [Lennox School District, California, Summer, 2009]
27. * Assistant Principal [Los Angeles Unified school District, California, Summer, 2009]
28. * Assistant Principal [Los Angeles Unified School District, California, Spring, 2009]
29. * Assistant Principal [Klein Independent School District, Texas, Summer, 2009]
30. * Assistant Principal [Houston, Texas, Summer, 2009]
31. * Principal [Santa Rosa, Sonoma County, California, Spring, 2009]
32. * Assistant Principal [Chico, California, Spring, 2009]
33. * AVID Coordinator/Project Specialist [Los Angeles Unified School District, California, Fall, 2008]
34. * Elementary Program Specialist [Los Angeles Unified School District, California, Fall, 2008]
35. * Assistant Principal [Los Alamitos Unified School District, California, Fall, 2008]
36. * Assistant Principal [Los Angeles Unified School District, California, Spring, 2008]
37. Coordinator, Office of Institution Effectiveness [Florida International University, June, 2007]
38. Assistant Principal Preparation Program [Miami Dade County Public Schools, May, 2007]
39. Principal Preparation Program [Miami Dade County Public Schools, May, 2007]
40. Assistant Principal Preparation Program [Miami Dade County Public Schools, July, 2006]
41. Assistant Principal Preparation Program [Miami Dade County Public Schools, September, 2006]
42. Assistant Principal Preparation Program [Miami Dade County Public Schools, September, 2006]
43. Assistant Principal Preparation Program [Miami Dade County Public Schools, September, 2006]
44. Assistant Principal Preparation Program [Miami Dade County Public Schools, September, 2006]
45. Miami Beach City Planning: Organizational Leadership, Spring, 2005

Mentor/Supporter to Colleagues at California State University-Dominguez Hills, University of California, Los Angeles, University of Southern California, and California State University, Los Angeles: Published Book Reviews (Total: 18)

1. Seguin, J. (CSUDH) (2011). [Leading school change: 9 strategies to bring *everybody* on board, by Todd Whitaker]. *Journal of Educational Administration*.
2. Seguin, J. (CSUDH) (2011). [Inclusive education: International policy & practice, by Ann Cheryl Armstrong, D. Armstrong and I. Spandagou]. *Journal of Educational Administration*.
3. Seguin, J., & Hutton, L. (CSUDH) (2010). [Review of book, *Developing school-wide programs to prevent and manage problem behaviors: A step-by-step approach*, by K.L. Lane, J.R. Kalberg, and H.M. Menzies], *Journal of Educational Administration*.
4. Sarmiento, L. (CSUDH) (2010). [Review of book, *Rigor Is NOT a four-letter word*, by B. Blackburn], *Journal of Educational Administration*.
5. Russell, T. (USC) (2009). [Review of book, *4 core factors for school success*, by T. Whitaker & J. Zoul]. *Journal of Educational Administration*
6. Aguilar, J. (CSUDH) (2009). [Review of the book, *From A Nation at Risk to No Child Left Behind: National Education Goals and the Creation of Federal Education Policy*, by Maris A. Vinovskis] *Journal of Educational Administration*
7. Castro, R. (UCLA) (2009). [Review of the book, *Distributed leadership*, by James Spillane & J. Diamond] *Journal of Educational Administration*.
8. Furtado, L. (CSUDH) (2008). [Review of the book *The principal's purpose: A practical guide to moral and ethical school leadership* by Leanna Stohr Isaacson]. *Journal of Educational Administration*.

9. Richardson, T. (CSUDH). (2008). [Review of the book *Data-driven decision making and dynamic planning: A school leader's guide* by Paul G. Preuss]. *Journal of Educational Administration*
10. Scollo, J. (CSUDH) (2008). [Review of the book *From at-risk to academic excellence: What successful leaders do* by Franklin P. Schargel, Tony Thacker & John S. Bell]. *Journal of Educational Administration*
11. Davis, J. (CSUDH) (2008). [Review of the book, *High-impact leadership for high-impact schools: The actions that matter most*, by Pamela S. Salazar]*Journal of Educational Administration*
12. Mach, N. (CSUDH) (2008). [Review of the book]*Journal of Educational Administration*
13. Furtado, L. (2008). [Review of the book *Economic development, education and transnational corporations*, by Mark Hanson]. *Journal of Educational Administration*
14. Clark, R. (CSUDH) (2008). [Review of the book *Creating welcoming schools: A practical guide to home-school partnerships with diverse families*, by Jo Beth Allen]. *Journal of Educational Administration*
15. Seguin, J. (CSUDH) (2008). [Review of the book *developing effective principals through collaborative inquiry*, by Monica Byrne-Jimenez & Margaret Terry Orr]. *Journal of Educational Administration*.
16. Esposito, M.K. (CSUDH) (2008). [Review of the book *Out-of – the –box leadership*, edited by Paul D. Houston, Alan M. Blankstein & Robert. W. Cole]. *Journal of Educational Administration*.
17. Aguilar, J. (CSUDH) (2008). [Review of the book *Higher education and civic engagement: International perspectives* by L. McIlraith & I. Mac Labhrainn]. *Journal of Educational Administration*
18. Allison, B. (CSULA).(2008). [Review of the book, *How leaders learn: Cultivating capacities for school improvement* by Gordon A. Donaldson, Jr.]. *Journal of Educational Administration*.

Acknowledgements from Book Authors and Publishers (Total: 15)

1. Normore, A.H. (2015). *Living the work: Promoting social justice and equity in schools around the world*, by Christa Boske and Azadeh Osanloo. Bingley, UK: Emerald Group Publishing.
2. Normore, A.H. (2015). *Deliberate leadership*, by K. Geis & M. Javidi. Abbotsford, BC: CRG Consulting Resource Group International, Inc.
3. Normore, A.H. (2015). *Ethical leadership and decision making in education: Applying theoretical perspectives to complex dilemmas (4th edition)*, by J.P. Shapiro & J.A. Stefkovich, New York, NY: Routledge/Taylor & Francis,
4. Normore, A.H. (2011). *Applied critical leadership in education: Choosing change*, by L.J. Santamaria & A.P. Santamaria. New York: NY: Routledge, Taylor & Francis Group.
5. Normore, A.H. (2011). *Ethical leadership and decision making in education: Applying theoretical perspectives to complex dilemmas (3rd edition)*, by J.P. Shapiro & J.A. Stefkovich, New York, NY: Routledge/Taylor & Francis,
6. Normore, A. H. (2007). *Keys to successful 21st century educational leadership*, by M. Jazzar & B. Algozzine. Boston, MA: Pearson Education/Allyn & Bacon.
7. Normore, A. H. (2006). *Countdown to the principalship: A resource guide for beginning principals*, by A. O'Rourke, J. Provenzano, T. Bellamy, & K. Balleck. Larchmont, NY: Eye on Education.
8. Normore, A. H. (2006). *Successful schools and educational accountability: Concepts and skills to meet leadership challenges* (Peabody College Educational Leadership Series), by K. Wong, A. Nicotera, & J. Guthrie. Boston, MA: Pearson Education/Allyn & Bacon.
9. Normore, A. H. (2006). *The dark side of school reform: Teaching in the space between reality and utopia*, by J. S. Brooks. Lanham, Maryland: Rowman & Littlefield Education.
10. Normore, A. H. (2006). *The principalship: Vision to action*, by F. Lunenburg & B. Irby. Belmont, California: Thomson/Wadsworth.
11. Normore, A. H. (2005). *Preparing a professional portfolio: A school administrator's guide*, by B. Balch, P. Martin, & M. Hirth. Boston, MA: Allyn & Bacon.
12. Normore, A. H. (2005). *Re-framing educational politics for social justice*, by C. Marshall & C. Gerstl-Pepin. Boston, MA: Allyn & Bacon.
13. Normore, A. H. (2005). *Executive leadership in educational administration*, by M. Scott Norton. Boston, MA: Allyn & Bacon.
14. Normore, A.H. (2003). *The ethical teacher*, by E. Campbell, Berkshire, England: McGraw-Hill,
15. Normore, A. H. (1997). *Current and emerging research on successful junior high schools: The middle years*, by A.C. Kilcher: Nova Scotia Department of Education and Culture, Nova Scotia, Canada.

Doctoral Dissertations (Total: 48)

Dissertations Completed (Total: 47)

Dissertation Supervisor/Chair (Total: 11)

Dissertations in Progress (Total: 1)

[* denotes title of dissertation/Thesis]

Nipissing University, Ontario, Canada (1)

1. Tiffany Roberts [Educational Leadership Studies: Voting member – Graduated May, 2017]
**A Case Study: The School Experiences of Children with Life-Threatening Food-Induced Allergies and Anaphylaxis as Perceived by Children, Parents, Teachers, and a School Administrator [Ph.D]*

University of Western Ontario, London, Ontario, Canada (1)

2. Celine Bourdonnaise-MacDonald [Educational Leadership Studies: Voting member – Graduated December, 2017]
**How and why do superintendents build and maintain trust with school principals: Exploring the highly complex nature of relationships between leaders within a school district [Ed.D]*

Brock University, Ottawa, Ontario, Canada (1)

3. Perez Oyugi [Department of Graduate & Undergraduate Studies: Voting member – Graduated December, 2017]
**Institutional Dimensions of Professional Knowledge: Implications for School Administrator Constructions of Equitable Leadership Knowledge in Kenya and Canada [Ph.D]*

University of California Riverside, Riverside, CA (1)

4. Doron Zinger [Department of Education: Voting member – Graduated August, 2018]
**The realities and possibilities of fast-tracked teacher preparation: A longitudinal case study of alternatively certified teachers' learning and instruction [Ph.D]*

California Lutheran University, Thousand Oaks, CA (11)

5. Paul Marietti [Educational Leadership: Voting member – Graduated May, 2015]
**Chemically dependent Latino adolescent offenders in an alternative community school: Recovery program impact, restorative justice practices, and implications for leadership [Ed.D.]*
6. Allison Cordes [Educational Leadership: Voting member – Dissertation in progress]
**Parent perspectives on the implementation of instructional programs for English learners: Implications for educational leaders [Ed.D.]*
7. Angelica Chavez [Educational Leadership: **Chair** – Graduated May, 2014]
**Yet, another a closet: Professional experiences of Latino gay and lesbian aspiring leaders in education: A qualitative multiple case study [Ed.D.]*
8. Andres Duran [Educational Leadership: **Chair** – Graduated May, 2014]
**The journey to becoming educational leaders: A qualitative study about former migrant students [Ed.D.]*
9. Naomi Perez [Educational Leadership: **Chair** - Graduated May, 2014]
**The resiliency and experiences of migrant families and its implications for educational leadership [Ed.D.]*
10. Eliseo Gonzalez [Educational Leadership: **Chair** - Graduated May, 2014]
**Leadership's role in recruitment and retention of first generation, low income traditionally marginalized students into STEM majors. [Ed.D.]*
11. Bobby Swain [Educational Leadership: Voting member - Graduated May, 2014]
**Academic and post-secondary comparison of students in perceived gang versus gang free schools [Ed.D.]*
12. Sandra Sanchez [Educational Leadership: Voting member - Graduated May, 2014]
**School discipline: Elementary school teachers' perceptions of school-wide positive behavior support [Ed.D.]*
13. Juan Santos [Educational Leadership: Voting member – Graduated May, 2013]
**An assessment of school belonging and academic motivation among Latino middle school students [Ed.D.]*
14. Marisela Favila [Educational Leadership: Chair – Graduated May, 2013]
**Implementation of the Comprehensive School Safety Plan in three elementary schools in Southern California: Perceptions of school administrators and teachers [Ed.D.]*

Pennsylvania State University, State College, PA (3)

15. Christen Clemson [Educational leadership: Voting member – Graduated April, 2016]
**A comparison study of policies and procedures between prisons and public schools [Ph.D.]*
16. Michelle M. Salopek [Educational Leadership: Voting member- Graduated June, 2013]

- *Influence of ethics education on moral reasoning among pre-service education and social work students [Ph.D.]*
17. Hollie Mackey [Educational Leadership: Voting member-Graduated March, 2010]
**An analysis of the legal and ethical dimensions of zero-tolerance court decisions in K-12 public education. [Ph.D.]*

Australian Catholic University, New South Wales, Australia (2)

18. Muhsin Canbolat [Education and Arts: External Examiner – Graduated April, 2018]
**The education vision of Fethuulah Gulen: Its Implementaion in Two Australian Schools [Ph.D]*
19. Tania Nelson [Education and Arts: External Examiner – Graduated August, 2016]
**Building bridges: exploring the contributions of principals and pastors to the mission of Lutheran primary schools [Ph.D]*

University of South Australia, Adelaide, Australia (1)

20. Cynthia May [Business School of Management: External Examiner – Graduated August, 2011]
**Women leading women in independent schools in South Australia [Ph.D.]*

Clemson University, Clemson, South Carolina (2)

21. Matthew Burns (Educational leadership: Voting member – Graduated May, 2016)
**Ethical decision-making examined in Greek letter organizational members: A case study, [Ph.D]*
22. James E. Vines [Educational leadership: Voting member – Graduated June, 2015]
**An explanatory embedded case study of the proposed Megan Meier cyberbullying prevention and Tyler Clementi higher education anti-harassment statutes [Ph.D.]*

University of Nevada Las Vegas, Las Vegas, Nevada (1)

23. Edward Paul San Nicholas [Educational leadership: Voting member – Graduated June, 2011]
**Resilient leadership in high poverty schools [Ed.D.]*

University of Southern California, Los Angeles, CA (4)

24. Trudi Perkins [- in progress]
25. Sandra Lyon [Organizational Leadership: Voting member – Graduated August, 2017]
**Evaluation of district provided professional development to prepare learning-centered principals [Ph.D]*
26. Lawrence Wynder [Educational Leadership: Voting member – Graduated January, 2013]
**Organization alignment in charter school settings: Investigation of a three-tier model for linking leadership culture and change towards instructional improvement [Ed.D.]*
27. Aura Sburian [Educational Leadership: Voting member-Graduated June, 2009]
**Globalization of a teacher education program at a comprehensive state university campus in California: A case study [Ed.D.]*

Chapman University, Orange, Orange County, CA (2)

28. Lawrence Taniform [Disability Studies, Education Program: Voting member – Graduated April, 2012]
**Albinism and the social construction of disability in Sub-Saharan Africa: A comparative study of indigenous perceptions in Ghana and Tanzania [Ph.D.]*
29. John Erratt [Disability Studies, Education Program: Voting member – Graduated April, 2011]
**Social regularities influencing international policy on special education: A post-structuralist policy analysis [Ph.D.]*

Florida International University, Miami, Florida (18) [Ed.D.]

30. Magdi Castenada [Educational Administration and Supervision: Voting member - Graduated July 21, 2007]
**The perceptions of best practices in an early literacy intervention project: A case study on nine literacy coaches.*
31. Victoriano Lopez [Educational Administration and Supervision: Voting Member – Graduated March 28, 2007]
**English language learners and standardized testing in an urban senior high school*
32. Eivina Montanez [Adult Education and Human Resource Development: Voting member – Graduated March 22, 2007]
**Team Primacy Concept (TPC) based employee evaluation and job performance*
33. Richard E. Albrecht [Psychology: Voting member – Graduated March 7, 2007]
**Toward a self-transformative model of identity development in adolescents*
34. Yuria Orihuela [Educational Administration and Supervision: **Chair**: Graduated December, 2006]
**Algebra 1 and other predictors of high school dropout in a large urban school district*

35. Verena Martin-Carreras [Educational Administration and Supervision: **Chair**: Graduated December, 2006]
*A comparative study of block scheduling and traditional scheduling on academic achievement in two large urban high schools
36. Rose L. Martin [Educational Administration and Supervision: **Chair**: Graduated August, 2005]
*Effects of cooperative and individual integrated learning system on attitudes and achievement in mathematics
37. Leslie D. Rosenfeld [Educational Administration and Supervision: **Chair**: Graduated May, 2005]
*Truancy reduction: An extension of a county program
38. Barbara Hawkins [Educational Administration: **Chair**: Graduated May, 2005]
*A case study: The alignment of withdrawal codes for reporting dropout in two Disciplinary Alternative schools
39. Raquel Pelletier [Educational Administration and Supervision: **Chair**: Graduated May, 2005]
*The predictive power of homework assignments on student achievement in grade three
40. Kristine Dittmar [Educational Administration and Supervision: Voting Member-Graduated December, 2005]
*Factors affecting the alignment of grades and reading scores for third grade students on the Florida Comprehensive Assessment Test
41. Paulette S. Samai [Curriculum and Instructional Leadership: Voting Member-Graduated December, 2005]
*A case study: Perceptions of the induction process on intern principals in Broward County Public Schools
42. Susan T. McEaechin [Educational Administration and Supervision: Voting Member, Graduated August, 2005]
*The effects of school mobility in pre-assessment grade levels on student performance and school accountability in urban Title 1 schools
43. Mona E. B. Jackson [Educational Administration and Supervision: Voting Member- Graduated May, 2005]
*Gender differences in principal motivation
44. Georgina A. Victoriano [Curriculum and Instructional Leadership: Voting Member-Graduated December, 2004]
*The effects of a professional development course on the teaching practices of P-12 classroom teachers
45. Mary H. Hayden [Higher Education: Voting Member-Graduated December, 2004]
*Implementation of service-learning in higher education courses: Perceptions of faculty
47. David Mikolashek [Educational Administration and Supervision: Voting Member-Graduated August, 2004]
*A meta-analysis of empirical research studies on resilience among students at risk for school failure
48. Kelly L. Haynes [Educational Administration and Supervision: Voting Member-Graduated May, 2004]
*A comparison of the teacher efficacy and performance of traditionally and alternatively certified first year teachers

Master's Theses (Total: 13)

Master's Theses Completed (Total: 10)

Master's Theses in Progress (Total: 3)

California State University Dominguez Hills, Los Angeles, CA (10 – Master of Arts in Special Education, and Master of Science in Curriculum and Instruction)

- 1.
2. Italo Marroquin [Special Education: Voting member – Graduated June, 2018]
*The Effects of Mindfulness as an Intervention to decrease Off-Task Behaviors in Adult Students with Intellectual Disabilities
3. Juan L. Higareda [Special Education: Voting member – Graduated June, 2017]
*Transition and Post-Secondary Teachers' Perspectives of Post 18 Years of Age Education
4. Teresa S. Garcia [Special Education: Voting member –Graduated, June, 2017]
*Increasing Writing Outcomes for Students with Specific Learning Disabilities with the Implementation of Step-Up to Writing Strategies
5. Ismael Banda [Special Education: Voting member – Graduated June, 2017]
*Computer Reading Interactive Programs and the Impact of Student Achievement in High School Students with Learning Disabilities
6. Gary Noguera [Special Education: Voting member –Graduated June, 2017]
*Therapeutic Benefits for Students with Special Needs
7. Sonia Olmos [Special Education: Voting member- Graduated June, 2017]
*Increasing Participation during Math Instruction with the Use of a Token Economy
8. Eucharía Udeze [Special Education: Voting member –Graduated December, 2016]
*The Implementation of Picture Exchange Communication System in Increasing On-Task Behavior with the Non-Verbal Elementary School Students with Autism

9. Keith Ceely [Special Education: Voting member – Graduated. June, 2016]
**Music and Autism: A Qualitative Research Study of Family Experiences*
10. Kelley Flores [Special Education: Voting member – Graduated June, 2016]
11. Muna Alshammari [Curriculum & Instruction: Voting member – Graduated December, 2016]
**Handbook for Cultural Celebrations for First Graders*
12. Torie Takaki [Special Education: Voting member – in progress]
**How Prepared Are School Psychologists to Administer Assessments to Culturally and Linguistically Diverse Students?*
13. Tara Carnes [Special Education: Voting member – in progress]
**The Impact of Montessori's Self-Regulation/Discovery Learning Strategies on Secondary School Students with Attention Deficit Hyperactive Disorders.*

Grant Project Collaboration

1. School Leadership Faculty at CSU Dominguez Hills (2013-2018). *Innovative Schools Leadership Initiative*. A 5-year, multimillion dollar federal training grant funded by US Department of Education School Leadership grants: \$9,670,000.00
 - a. Interviews with all principals in 30 underperforming high schools in Los Angeles
 - b. Lead writer for conference presentations
 - c. Lead writer for all publications
2. Educational Administration Faculty CSU Dominguez Hills (2010-2015). *Charter and Autonomous School Leadership Academy (CASLA)*. A 5-year, multimillion dollar federal training grant funded by US Department of Education School Leadership grants: \$9,200,000.00.
 - a. Charter school visits in LAUSD, and High Tech High School in San Diego
 - b. Lead writer on publications local and national conference proposals/presentations including California Charter School Conference, National Charter School Conference, CREATE, and American Educational Research Association (AERA) and UCEA, 2011.
 - c. CASLA Team representative for all US Department of Education Webinars.
 - d. CASLA program handbook for CASLA aspiring leaders
 - e. CASLA handbook for new charter leaders
 - f. Edit or for all CASLA course syllabi
 - g. Represent CASLA on the SLP web discussions
3. Educational Administration Faculty CSU Dominguez Hills (2008-2013). *Urban School Leadership (USL)*. 5-year multimillion dollar federal training grant funded by US Department of Education School Leadership grant. \$6,400,000.00.
 - a. Created/Featured in "APA Writing" Video for Graduate Students (Smash Box Studios, Hollywood, California)
 - b. Lead writer on publications, and all local and national conference proposals/presentations Revised course syllabi for all 6 content courses in Tier 1 Administrative Credential program
 - c. Panel moderator for annual Urban School Leaders fall Conference, October, 2010
 - d. Supervisor of pre/post tests and final in-basket scenarios for all 6 content courses
 - e. Urban School Leaders (USL) Team representative for all US Department of Education Webinars.
 - f. Urban School Leaders (USL) Team representative for all US Department of Education School Leadership Grants Communication Hub
 - g. Mentor for Leadership Learning community (LLC) comprised of 15 former and current students who presented at annual CSU Dominguez Hills Student Research Conference Day, February 24, 2011.
4. Alfred, M. V., & Normore, A. H. (Fall, 2005-2006). *Professional development within the school improvement Zone of Miami-Dade County Public Schools* (\$4,800.00, funded by Dean's Research Grant)
5. Delpit, L., Normore, A. H., Wynne, J., Stepick, A., Alfred, M., et al., (2005). *Evaluating the Superintendent's School Improvement Zone initiative in Miami-Dade County* (\$75,000.00, funded by Miami-Dade County Public Schools)
6. Meacharan, A., Normore, A.H., et al. (Spring, 2006). *University wide mentoring initiative* (\$25,000.00, funded by Florida intl. University)
7. Ilon, L., & Normore, A. H. (2003-2004). *Cost effective inputs: Is class size reduction the best investment for Florida?* (\$5,000.00, funded by Dean's Research Grant)
8. Normore, A. H. (2003-2004). *The leadership for learning/learning for leadership link: An online resource for South Florida educators* (\$2,500.00, funded by Preparing Teachers for Tomorrow (PT3) Research Technology Grant)

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9. Normore, A. H. (2003-2004). *Leadership development programs in Broward County: A case study* (\$5,000.00, funded by Dean's Research Grant)
10. Normore, A. H. (2002-2003). *Designing an online course in educational administration: The principalship-EDA6503* (\$2,500.00, funded by Preparing Teachers for Tomorrow (PT3) Research Technology Grant)
11. Normore, A. H. (Spring, 2001). *Recruitment, socialization, and accountability of school administrators in two large urban school districts* (\$7,500.00, funded by Ontario Principal's and Vice-Principal's Council Research Grant)

PROFESSIONAL HONORS, PRIZES, FELLOWSHIPS

1. Recipient, Donald Willower Excellence in Research Award for Ethics and Leadership, Penn State 2015
2. Nominee, Outstanding Presidential Professor 2014-15
3. Affordable learning solutions Service Award, CSU Dominguez Hills 2014
4. Recipient, Outstanding Achievement Award, Office of the Provost and Vice President for Academic Affairs, California Lutheran University 2013
5. Recipient, Hewlett Award for Professional Development, William and Flora Hewlett Foundation 2013
6. Recipient, "Bridge People Award". AERA's Leadership for Social Justice Special Interest Group (SIG) 2012
7. Recipient, Leading Book Series Award for "Advances in Educational Administration" Emerald Group Publishing 2011
8. Recipient, AERA Leadership for Social Justice Best Paper Award. "Using media as the basis for a social issues approach to promoting moral literacy in university teaching" by Anthony H. Normore (California State University, Dominguez-Hills) and Stephanie Paul Doscher (Florida International University) 2009
9. Appointment, Ed.D. Doctoral Advisory Board, Lynn University, Boca Raton, Florida 2008-
10. Recipient, Journal of Research in Leadership Education (UCEA), Outstanding Reviewer of the Year Award 2007
11. Appointment, Barbara Jackson Scholar Mentor, University Council for Educational Administration 2006-
12. Appointment, Board of Trustees, Donald J. Willower Center for the Study of Leadership and Ethics, Penn State University 2006
13. Principal's Professional Development In-Service Award: "Cultivating Leadership: Connecting People, Purpose & Practices". Devon Aire K-8 Center, Miami-Dade County Public Schools, Miami, FL 2006
14. Nominee, Willower Center Award for Excellence, Penn State University 2006
15. Nominee, Graduate Faculty-Student Mentorship Award, Faculty Senate, Honorary Degrees and Awards 2006
16. Nominee, Principal Preparation Task Force for National Association of Secondary School Principals 2005
17. Merit Award, Highly Meritorious 2003-06
18. Nominee, College of Education *Frost Professorship Award* 2005
19. Recipient, College of Education *Builder Award* 2005
20. Nominee, Excellence in Research Award: Florida International University, Honorary Degrees and Awards 2004
21. Nominee, Outstanding FIU Faculty Award: Torch Awards for a faculty member who has made a lasting impression on the lives of FIU alumni 2004

OFFICES HELD IN PROFESSIONAL SOCIETIES

- Chair, Paul T. Begley Dissertation Award (Center for Study in Leadership & Ethics) 2012-
- AERA Executive Committee: *Division A Division A-Organization, Administration, and Leadership* 2010-11
 - a. Emerging Scholar Awards Committee
- AERA Executive Section Chair: *Division A-Organization, Administration, and Leadership* 2007-08
 - a. Section 1: Leadership
- AERA SIG President-Chair: *Leadership for School Improvement SIG* 2007-08
- AERA Executive Chair, Dissertation Awards Committee: *Leadership for School Improvement SIG* 2005-07
- Executive Board of Trustees, Donald J. Willower UCEA Center for the Study of Leadership and Ethics, Penn State University 2006-

PROFESSIONAL ACTIVITIES/SERVICE

Organizational Membership

- Advisory Board, Center for Leadership in Law and Education [Clemson University, Greenville, NC] 2013-
- Executive Trustee: UCEA Center for the Study of Leadership and Ethics [University of Waikato, NZ & University of Virginia, Charlottesville, VA] 2005-
- Center for Dynamic Leadership Models In Global Business [Toronto, Canada] 2012-
- The Leadership Alliance, Inc. 2012-
- Evaluation Team: T.A.R.G.E.T.-Threat Assessment Regional Evaluation Team (FBI Los Angeles Field Office) 2012-
- Steering Committee: Custody Division/Education-Based Incarceration Bureau, Los Angeles County Sheriff's Department 2010-12
- Steering Committee: Leadership and Ethics Institute [Police Academy/Criminal Justice Training Center, Golden West College, Huntington Beach, CA] 2012-
- Community Leaders Association [California Lutheran University, Thousand Oaks, CA] 2012-13
- Steering Committee: Center for Equality and Justice [California Lutheran university, Thousand Oaks, CA] 2012-
- Steering Committee: Center for Leadership and Values [California Lutheran University, Thousand Oaks, CA] 2012-
- Sierra Training Associates [Foresthill, CA] 2012-
- Board Chair: EntreNous Youth Empowerment Services, Inc [Long Beach, CA] 2012

National/International Editorial Boards

- Advisory Editor (South Korea)** 2010-
 - *Asian Pacific Education Review (APER)*
- Book Series Editor (UK)** 2009-
 - *Advances in Education Administration, Emerald Publishing Group*
- Associate Editor/Editorial Board Member (USA)** 2008-13
 - *Journal of School Leadership*
- Regional Editor/Editorial Board Member (Canada)** 2005-10
 - *International Electronic Journal for Leadership in Learning*
- Book Review Editor/Editorial Board Member (UK)** 2005-10
 - *Journal of Educational Administration*
- Editorial Board**
 - *International Journal of Urban Educational Leadership (USA)* 2012-
 - *Education Advisor, Emerald Publishing Group (UK)* 2009-11
 - *Journal of Research on Leadership Education (UCEA-USA)* 2007-10
 - *Journal of Authentic Leadership in Education (UCEA-Canada)* 2009-
 - *Journal of Educational Administration (Hong Kong)* 2010-
 - *Values and Ethics in Educational Administration (UCEA-Australia)* 2005-
- Grant Proposal Review Committee** 2005-06
 - *Multi-University Reading, Mathematics and Science Initiative (MURMSI). Contact: Christine E. Johnson, M.S. Associate in Research, Learning Systems Institute, Florida State University.*

Manuscript Reviewer: Peer Reviewed journals

- *Teachers College Record, Columbia University* 2012-
- *Leadership and Policy in Schools* 2011-
- *Issues in Teacher Education* 2010-
- *The Beacon, Student Council's Peer Reviewed Journal, Penn State* 2007-
- *Educational Policy Journal* 2007-
- *American Journal of Education* 2006-
- *Leadership and Organizational Development Journal* 2006-

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- *British Management Journal* 2006
- *Brock University Education Journal, Assessment and Evaluation* 2006-
- *Journal of School Leadership* 2006-
- *Journal of Educational Change* 2005-
- *Journal of Research in Leadership Education* 2005-
- *Journal of Educational Administration* 2003-
- *The Alberta Journal for Educational Research* 2005-
- *International Electronic Journal for Leadership in Learning* 2004-
- *Educational Administration Quarterly* 2004-
- *International Journal for Leadership in Education, Theory and Practice* 2005-
- *Journal of Education and Urban Society* 2002
- *Korean Journal of Educational Policy (KEDI)* 2009-
- *Asia Pacific Education Review* 2009-

Other Service Activity

- **External Examiner** Master's Degree in Leadership, Chapman University, California 2018
- **External Examiner** Doctoral Program in Educational Leadership, University of Redlands, California 2013
- PEGS (Promoting Excellence in Graduate Studies): Search and Screen Committee for Title V Grants Administrator 2011
- External Reviewer for Promotion and Tenure for:
 - i. University of Oklahoma, Norman, Oklahoma (assistant professor promotion to rank of associate professor) 2011-12
 - ii. Hofstra University, Hempstead/Long Island, New York (assistant professor tenured and promoted to rank of associate professor) 2010-11
 - iii. Nipissing University, Ontario, Canada (assistant professor tenured and promoted to rank of associate professor) 2010-11
 - iv. University of Indiana-Purdue, Fort Wayne, Indiana (assistant professor tenured and promoted to rank of associate professor) 2010-11
- Panel Moderator, Annual Urban School Leaders Conference, CSU Dominguez Hills, Oct. 16, 2010 2010
- Webinar/Communication "hub" representative for Urban School Leaders grant, CSUDH, Oct. 13, 2010 2010-
- Paulo Freire Institute, University of California, Los Angeles (UCLA), CA 2009
- Proposal Reviewer for Annual Conference of Ethics and Educational Leadership 2005-
- Annual Conference of American Educational Research Association-Division A: Administration-Leadership 2000-
- Annual International Conference on Education and Information Systems: Technologies and Applications 2003-
- Annual Convention of University Council for Educational Administration (UCEA) 2002-
- Annual Hawaii International Conference on Education 2002-04
- Panelist/Co-organizer: *Think Tank – Tri Level Change/Reform and Leadership of Networked Local Systems*. Think-Tank presented at the 20th Annual International Congress for School Effectiveness and Improvement (ICSEI), Broward County Convention Center, Fort Lauderdale, Florida (January 3-6) 2006
 - i. Lead Facilitators: Tony MacKay, Centre for Strategic Educational Thinking, Australia; David Jackson, National College for School Leadership, UK;
 - ii. Co-Facilitators: Valerie Hannon, DfES Innovation Unit, UK; Janet Chrispeels, University of Santa Barbara, USA; Bert Creemers, University of Groningen, Netherlands, Kate Myers, University of Cambridge, UK; Larry Sackney, University of Saskatchewan, Canada; Gerald Tirozzi, President of NASSP, USA; Lorna Earl, Aporia Consulting/University of Toronto, Canada; Lief Moos, Danish University of Education, Denmark; Karen Seashore Louis, University of Minnesota, USA; Anthony Normore, Florida International University, USA; Andrew Hargreaves, Boston College
- International Research Projects: 2004-06
 - i. National College of School Leadership, United Kingdom, (with D. Jackson, UK, and A. Kilcher, Canada)
 - ii. Microsoft's Partnership in Learning (PIL-Gates Foundation) (with M. Fullan & A. Kilcher, Ontario, Canada). Wrote three teaching cases for *Case studies for leading*

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change: Change in action around the world: Cases include: Denmark, Mombassa, and Florida.

- The Annual Values, Ethics and Educational Leadership Conference 2000-
- The Annual American Educational Research Association Conference (AERA) 2000-
- Co-Program Leader, Educational Leadership, Administration, Supervision 2006-
- Co-leader for organizing new cohort for Masters Program, Broward County 2007-
- Doctoral Advisory Status Committee 2005-
- **External Examiner:** Fully online Leadership Course for the Blackboard Exemplary Course Project (Contact: Dr. Mary Haley, Training Manager, University Technology Services), FIU 2007
- **External Examiner:** Masters Degree in Educational Leadership, University of West Indies, Mona, Jamaica 2005-
- Department Representative, Academic Council 2005-07
- Department Representative, Faculty Development Committee 2002-04
- Future's Planning Committee, Department of Educational Leadership and Policy Studies, COE 2002-04
- Search and Screen Committees:
 - i. Assistant Professor, Educational Leadership/Urban Education 2005-06
 - ii. Assistant Professor, Educational Leadership and Policy Studies 2004-05
 - iii. Assistant Professor, Educational Leadership and Policy Studies 2003-04
- The Annual Convention for University Council of Educational Administration (UCEA) 2004-
- *Urban Expo Conference*, Sponsored by FIU College of Education Center for Urban Education and Renewal, Miami Beach, FL Fountainebleau Hilton Hotel, Miami Beach, FL (November) 2004
- **Keynote Address:** *The covenant of transformational school leadership: Avoiding ambiguous visions, vague values, and fickle philosophies.* Summer Institute Leadership Academy for South Eastern Consortium for Minorities in Engineering (SECME), University of Houston, Houston, Texas, June, 2004.
- The Annual International Conference in Education, Honolulu, HI, January, 2003.
- Chair of Program Planning, The 15th Annual Edward F. Kelly Evaluation Conference, University of Toronto, Ontario, March. 2001.
- Conferencing Steering Committee, The 14th Annual Edward F. Kelly Evaluation Conference, State University of New York, Albany, March 2000.

Reviewer for Publishers

- Book Prospectus Reviewer: Routledge/ Taylor & Francis Group 2012-
- Book Prospectus Reviewer: Eye on Education Publishers, Larchmont, New York 2005-
- Book Prospectus Reviewer: Pearson/Allyn & Bacon, Boston, MA 2003-
- Book Prospectus Reviewer: Thomas/Wadsworth Publishing, Belmont, California 2003-

Professional Affiliations

- American Educational Research Association: 1999-
 - Voting Member: Division A – Administration, Organization, and Leadership
 - Voting Member: Division C – Learning and Instruction
 - Voting Member: Division G – Social Context of Education
 - Voting Member for the following AERA Special Interest Groups (SIGS):
 - Leadership for School Improvement 2005-10
 - Leadership for Social Justice 2005-
 - Educational Change 2005-
 - Supervision and Instruction 2007-
 - Charter School Research and Evaluation 2011-
 - School Choice 2011-
- International Society for Performance Improvement, South Florida Gold Coast Chapter 2004-05.
- Florida Association for Professors of Educational Leadership (FAPEL) 2004-07
- National Council of Professors of Educational Administration (NCPEA) 2004-07
- National Association of Secondary School Principals (subscribe to professional journal) 2004-06
- National Middle School Principals (subscribe to professional journal) 2004-06
- American School Board Journal Association (subscribe to professional journal) 2005-06
- Executive Board of Trustees, D.J. Willower Centre for Study of Educational Leadership and Ethics,

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- Penn State (University Council of Educational Administration – UCEA, Fall, 2006-present) 2006-
- Research Associate, D.J. Willower Centre for Study of Educational Leadership and Ethics, Penn State (University Council of Educational Administration – UCEA) 2004-
- Member: Canadian Society for Science and Humanities in Education (CSSHE) 1999-01

University Service

- Graduate Program Review Committee 2014-
- Graduate Theses Committee 2014-
- Graduate Program Recruitment Committee 2014-
- Academic/Faculty Senate (CSUDH) 2013-14
- Graduate Council (CSUDH) 2013-
- Graduate Council (CLU) 2012-13
- Graduate Council (CSUDH) 2011-12
- Student Grades Appeal Board (CSUDH) 2010-11
- Travel Funds Committee (CSUDH) 2010-11
- Retention, Tenure, and Promotion Committee - CSUDH (Negotiation, Conflict Resolution & Peace Building Program) 2010-11
- Student Research Day, (CSUDH) – Session Chair and Session Judge 2009 -
- Research Advisory Council (CSUDH) 2009-11
- Carnegie Project for Educational Doctorate (CPED) – CSU Chancellor’s Office, California 2008-11
- Search and Screen Committee: Dean, College of Education, FIU (Invited by Office of the Provost and Executive Vice Provost- FIU) 2006-07
- Committee Member: “Ten Ideas for Improving Florida”, University-Wide Committee for State-Wide Project (invited by Office of the President and the Provost, FIU) 2006
- Faculty-Student Mentoring Committee (Invited by Office of Vice-President, Student Affairs, FIU) 2006
- Regularly attend commencement and convocation ceremonies 2002-

College of Education Service

- Chair, Search and Screen Committee for Assistant/Associate Professor (GED-CSUDH) 2014-15
- Retention, Tenure & Promotion (GED and TED- CSUDH) 2014-
- Evaluation Committee (CSUDH) 2013-
- Retention, Tenure & Promotion (GED - CSUDH) 2013-
- Research and Grants Committee (CLU) 2012-13
- Chair, Search and Screen Committee for Assistant Professor, Educational Leadership (CSUDH) 2011-12
- NCATE/CCTC Evaluation Committee(CSUDH) 2011-12
- Diversity and Equity Committee (CSUDH) 2010-12
- Participant, Outreach and Partnership Conference , South Bay Counseling Center (CSUDH) 2008
- Mentoring initiative, Liberal Studies, College of Education (CSUDH) 2008
- Participant, Building Communities and Collaboration, Special Education Conference, Los Angeles Unified School District, Los Angeles, California (CSUDH) 2008
- COE Faculty “Hood” Marshall Graduation (CSUDH) 2008-11
- College –wide Curriculum Committee (CSUDH) 2007-09
- Academic Council (FIU) 2005-07
- Program Representative: Workshop on Conceptual Framework and NCATE Preparation (March 9) 2007
- Program Representative: Workshop on Conceptual Framework and NCATE Preparation (April 20) 2007
- Program Representative: SACS Seminar by University of Central Florida: Program Assessment and Student Outcomes (January 19) 2007
- Program Representative: Graduate Student Orientation (January 16) 2007
- Banner Marshall, College of Education, FIU Convocation Ceremony (Fall) 2006
- Founder/Facilitator: Critical Friends Luncheon Forum, COE 2005-07
- Co-Facilitator, College of Education Faculty Retreat Committee
 - Graham Center, FIU (March) 2006
 - Biltmore Hotel, Miami, Florida (September) 2005

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- E-Learning Task Force, College of Education 2005-06
- Research Task Force , 2005 – 2006 (Invited by Vice President, Office of Sponsored Research, FIU) 2005-06
- Research Fellow, Centre for Urban Education and Innovation, COE 2004-07
- Search and Screen Committees:
 - College of Education, Dean for College of Education 2006-07
 - Assistant/Associate/Full Professor, Science Education, Curriculum and Instruction 2006-07
 - Assistant Professor, Quantitative Researcher, Educational and Psychological Studies 2005-06
- Research and Evaluation Team for FIU and M-DCPS project: *Superintendent's School Improvement Zone* 2004-06
- Chair, Program Planning Committee, College of Education Research Conference 2003-07
- Introduction of Keynote Speakers:
 - Professor Stephen Fain, COE, FIU, The 5th Annual College of Education Research Conference 2006.
 - President Modesto Maidique, FIU, The 4th Annual College of Education Research Conference 2005.
 - Dr. George Dambach, Vice-president of Sponsored Research, FIU, The 3rd Annual College of Education Research Conference 2004.
 - District Superintendents Dr. Merritt Steirheim (Miami-Dade County Public Schools) and Dr. Frank Till (Broward County Public Schools), The 2nd Annual College of Education Research Conference 2003.
- Invited Guest Presenter:
 - Phi Delta Kappan: Chapter 1370 , FIU 2006
 - Panel Discussion: *Achieving Social Justice in Educational Environments. Urban School Transformation: Increasing Student Performance Within the School Improvement Zone*
 - Writing Group Series:
 - *Co-authoring papers with graduate students for conferences and/or publications* 2005.
 - *Publishing from the dissertation* 2004.
 - *Developing a conceptual framework* 2003.
- Emcee and Co-Facilitator for International Student Orientation, *Fulbright Culture Workshop/Orientation* 2004.
- Educational Leadership Consortium (Broward County Public Schools, Florida International University, Florida Atlantic University, Barrie University, Nova South Eastern University, and Lynn University) 2003-04
- Manuscript Reviewer, Session Chair, Annual College of Education Research Conference, FIU 2003- 09
- Faculty Development Committee Member, COE 2002-04
- Associate, Institute for International/Worldwide Learning in Education 2002-04

Community Service [Counties of Los Angeles, Ventura, Orange, and Miami-Dade]

- Chair, Criminal Justice Commission for Certifying Police Officers in Credible Leadership, International Academy of Public Safety 2013-
- Credible Leadership Team, Los Angeles Police Department 2013-
- Prader-Willi California Foundation, Supporting people with Prader-Willi Syndrome 2013-
- Identifying Active Shooter Training, Embassy Consulting, Inc., & Long Beach Police Department 2013-
- Threat Assessment Training Institute, Federal Bureau of Investigation, Los Angeles Field Office (FBI) 2012
- Deputy Leadership Institute Training (DLI), Los Angeles County Sheriff's Department 2012
- Steering Committee, Leadership and Ethics Institute, Golden West College Criminal Justice Training Center, Huntington Beach, Orange County (2012-present)
- Lead Facilitator: Leadership development seminars for Inmates with Education-Based Incarceration Bureau, Los Angeles County Sherriff's Department (2012 - present)
- Los Angeles Museum of Tolerance (2009- present)
- Steering Committee: Offender Services Bureau/Education-Based Incarceration, Los Angeles County Sherriff's Department (2010-2012)
- Invited Keynote Address/Speaker at Local Schools
 - Corona Avenue Elementary School , Los Angeles Unified School District (June, 2008)
 - Willowbrook Middle School, Compton Unified School District (Dec. 2009)
 - Mater Academy's Career Day: *Lifelong learning*, Mater Academy Public Charter Elementary School, Miami-Dade County Public Schools, May 9, 2007 (Contact: Kim M. Guilarte, Principal)
 - Annual Senior Capstone Project/Agriscience "*Conducting mock interviews*" for High School Seniors.
 - I. William H. Turner Technical Arts High School, April 26, 2007; May 2, 2006 ; May 25, 2004

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- Student Leadership Academy: *Preparing senior high school students for leadership roles*, Ransom Everglades Senior High School. Invited by Upper Division Dean to address 150 senior high students at Student Leadership Academy, March 24, 2007
- Early Release Workshop: *Cultivating leadership: Connecting people, purpose and practices*. With Gaetane Jean-Marie (Invited by school principal, Devon Aire K-8 Center, Miami-Dade County Public Schools, November 29, 2006)
 - I. Mock Interviewer: FIU's Student Teachers' "Mock interviews" for Curriculum and Instruction, COE, FIU.
 - II. College of Education, April, 2006; TROY Academy, December, 2005
- Emcee, Student Awards Ceremony, Corporate Academy North Disciplinary Alternative High School, M-DCPS, Liberty City, Miami, FL, May, 2005.
- Invited Lecturer: Pembroke Pines Charter School-Florida State University, June 18, 2004
- Leadership for Alternative Education Committee, Miami-Dade County Public Schools (2005-2006).
- Hurricane Katrina Relief Effort: Contact: Commissioner Jose "Pepe" Diaz, District 12, Miami-Dade County, Miami, Florida, September, 2005.
- FIU Representative at SECME (South Eastern Consortium for Minorities in Engineering/Education) Awards Breakfast Banquet, Radisson Mart Plaza, Miami, FL, May, 2005
- Mayor's Mentoring Initiative Member for Mayor Manny Diaz' Partnership for Miami Dade Public Schools/City of Miami (2003-2005)
- Regular Visitor (volunteer and invited by school and district administration) to Local Schools and School District Offices: Miami-Dade County Public Schools, Broward County Public Schools, Monroe County Public Schools (2002-2005); and Los Angeles Unified School District, Long Beach Unified School District, Torrance Unified School District, Manhattan Unified School District, Lynwood Unified School District, Inglewood Unified school District, and Santa Ana Unified School District (2007-present)

ACADEMIC/PROFESSIONAL ACTIVITIES (Graduate School)

- The Ontario Institute for Studies in Education - OISE/University of Toronto 1999-01
- Search and Screen Committees (Graduate Student Representative):
 - Administrative Assistant, Theory and Policy Studies
 - Business Officer, Theory and Policy Studies
- Joint Facilitator: Mentoring Multi-Cultural doctoral students in Partnership with University of California at Los Angeles, University of Washington at Seattle, University of Albany, and University of Nimibia, Africa
- Research Associate: Centre for Values and Educational Leadership, OISE/UT
- Research Assistant: Research Grant Project on *Morals of Classroom Teaching Practices*. (Contact: Primary PI, Drs. Elizabeth Campbell & Dennis Theissen, OISE/UT)
- Co-organizer: Assessment and Evaluation Conference, OISE/UT
- Doctoral Student Representative: for Faculty Administrative Council, Theory and Policy Studies
- Featured Interview: Ministerial Educational Sabbaticals in Newfoundland and Labrador: A featured interview with Anthony H. Normore, by Dr. Jun Hirata. *High School Square, A Japanese Magazine for Practitioners*, Toyko, Japan

REFERENCES: Available upon request