

Dr. Margaret Dam  
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### ***EDUCATION***

**Ph.D.** Educational Administration and Supervision  
Georgia State University, Atlanta, Georgia, 1990

**Ed.S.** Middle Grades Education  
Georgia State University, Atlanta, Georgia, 1984

**M.Ed.** Middle Grades Education  
Georgia State University, Atlanta, Georgia, 1983

**B.A.** Upper Elementary Education  
Memorial University of Newfoundland, St. John's, Canada, 1979

### ***PROFESSIONAL BACKGROUND***

**Assistant Professor** 2008 – Present  
Department of Leadership and Applied Instruction  
University of West Georgia, Carrollton, Georgia  
Class responsibilities:  
*Principles of Leadership*  
*Supervision of Instruction*  
*Ethics in School Administration*  
*Professional Learning Communities*  
*Developing and Conducting Staff Development Programs*  
*Assessment*  
*Leadership Residency*

**Executive Director of Professional Learning** 2001 - 2008  
*Clayton County Public Schools, Jonesboro, Georgia*  
Responsible for the professional development needs of 7000 certified and classified employees;  
directed twenty-five full-time staff members and served on the Executive Staff for the school

district to collaboratively plan and implement training needs including:

- Developed and implemented a Georgia Teacher Alternative Preparation Program for approximately 300 teachers per year

**Executive Director of Professional Learning** 2001 – 2008 (Continued)

- Designed and implemented leadership development and mentoring programs for teachers, prospective assistant principals, and principals
- Worked with 60 schools in developing and implementing their results-oriented school-improvement plans
- Planned and monitored over 300 staff development courses and hundreds of workshops and training sessions annually
- Provided a comprehensive induction program for 750 new teachers each year including training for Teacher Support Specialists to mentor new teachers
- Collaborated with institutions of higher education to offer graduate programs for employees in the school district and to provide placement of student teachers
- Planned Professional Standards Commission approved endorsements in the areas of Reading, Gifted Education, ESOL, and Teacher Support Specialists
- Administered system and site budgets for the state staff development allotment and portions of federal (Title) funding in the amount of approximately \$3.5 million
- Collaborated with system-level personnel in all departments to plan, implement and evaluate professional learning opportunities
- Supervised the daily operation of a staff development center

**Director of Staff Development** 1995 - 2001

*Clayton County Public Schools, Jonesboro, Georgia*

Coordinated all staff development activities for the 5500 employees of the school district; developed the annual Comprehensive Plan for Staff Development; supervised ten full time staff members; implemented induction and leadership development programs for teachers and administrators; chaired the school system's strategic plan.

**Coordinator of Staff Development** 1988 - 1995

*Clayton County Public Schools, Jonesboro, Georgia*

Coordinated the Induction Program for New Teachers; worked with colleges in placing student teachers; assisted the Director of Staff Development in designing a leadership development program, planning the departmental budget and teaching staff development classes.

Classes taught include *Teacher Support Specialist Training, Cooperative Learning, Classroom Management, Effective Instruction, Teacher Expectations and Student Achievement, Georgia Teacher Evaluation Program* and *Higher Order Thinking Skills*

**Instructional Lead Teacher** 1988 - 1989

*Clayton County Public Schools, Jonesboro, Georgia*

Worked in a middle school in the supervision of the instructional program including clinical observations of teachers, staff development, lesson planning and curriculum implementation.

**Adjunct Instructor**

*University of West Georgia, Carrollton, Georgia, 2004-2008*  
Department of Educational Leadership

*Memorial University of Newfoundland, St. John's, NL, Canada, Summer 1984*

Taught classes for middle grades mathematics education students in *Methodologies for Teaching Mathematics Grades 4-8*

**Teacher**

*Clayton County Public School, Jonesboro, Georgia, 1981-87*  
*Archdiocese of Miami, Miami, Florida, 1979-80*

***National and International Conference Papers***

Dam, M., Gantner, M., & Nixon, Andy (2010). *Preparing leaders by doing: does this work?*  
Paper presented at Eastern Educational Research Association (EERA) Annual Conference, February 11-13, 2010, Savannah, GA

Nixon, A., Dam, M., & Packard, A. (2010). *Dispositions and teacher contract non-renewal.*  
Paper presented at Eastern Educational Research Association (EERA) Annual Conference, February 11-13, 2010, Savannah, GA

***Publications***

Nixon, A., Dam, M., & Packard, A. “Teacher Dispositions and Contract Non-Renewal”.  
*Planning and Changing* (in press)

***TRAINING AREAS OF EXPERTISE***

- Alternative Teacher Preparation Programs
- Leadership Development Design and Implementation for School Leaders and Prospective Leaders
- Adult Learning
- Creating Independence Through Student-Owned Strategies (C.R.I.S.S.): Trainer
- Staff Development Planning and Implementation
- Effective Instruction
- Cooperative Learning (Trainer)
- Strategic Planning (Trainer: Cambridge model)
- Balanced Scorecard Facilitator (Balanced Scorecard Institute)
- Facilitation Skills
- Presentation Skills
- Data-Driven School Improvement Planning

- Teacher Support Specialist Training (State Trainer)
- Working With Children from Poverty (Trainer)
- Effective Communication Skills
- Creating System and School Improvement Plans
- Georgia Leadership Evaluation Program (Trainer)
- Georgia Teacher Evaluation Program (Trainer)
- School Improvement Planning
- Professional Learning Communities Coach (DuFour model)
- Georgia Performance Standards (GPS) trainer
- Phi Delta Kappa Curriculum and Systems Audit Levels I and II Certification
- Phi Delta Kappa Walk-Through Trainer

### ***PROFESSIONAL CERTIFICATES***

- L-7 certification in Middle Grades Education, Elementary Education, Early Childhood Education, and Educational Leadership in the state of Georgia

### ***HONORS***

- Georgia Staff Development Council, 1996, Outstanding Leadership Development Program
- Clayton County Chamber of Commerce, 2000, Exemplary Service Award

### ***COMMITTEE SERVICE***

*Principals' Center, Georgia State University*

**Member of the Board of Directors, 1998 – 2005**

*Clayton County Public Schools*

**Chairman of Blueprint for Progress, the strategic plan of the district, 1995 - 2004**

*A Plus Public Schools Foundation*

**Board of Directors, 1993 – 2008**

*Metro Atlanta Teacher Educators' Group (MATEG)*

**Chairman, 2002-03**

*Clayton County Public Schools*

**Chairman, Staff Development Leadership Committee, 1995 - 2006**

*Georgia Staff Development Council*

**President, 1994 - 1995**

*Georgia Staff Development Council*

**Board of Directors, 1990 - 1996**

*Clayton County Chamber of Commerce*

**Co-Chairman of the Workforce Development Committee, 1998 - 1999**

***AFFILIATIONS***

- Association for Supervision and Curriculum Development
- Georgia Staff Development Council
- National Staff Development Council
- Phi Delta Kappa