

## **PATRICK J. SCHUERMANN**

Resume- Winter 2015

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Degrees: B.S., Biology, Furman University, 1994  
M.A., Education Administration, Furman University, 1999  
Ed.D., Educational Leadership and Policy, Vanderbilt University, 2006

Dissertation: An Integrated Approach to Faculty Evaluation, Professional Development and Compensation: Multimedia Resources for Independent School Leaders

Areas of Specialization: Independent school leadership; international education leadership development; the political, social, technical and practical aspects of compensation reform; innovations in performance pay program design and implementation; the intersection of technology and professional development; the design and delivery of integrated multi-platform learning resources.

### **Experience and Roles at Vanderbilt University**

Research Assistant Professor of Educational Leadership and Public Policy, 2006 to Present  
Director, Independent School Leadership Master's Degree Program, 2013 to Present  
Co-Director, Vanderbilt Abu Dhabi School Leadership Development Project, 2011 to Present  
Co-Director, Tennessee / Shanghai Shared Leadership Initiative, 2013 to Present  
Researcher, Study on Principal Use of Teacher Effectiveness Data for Human Capital Decisions  
Core contributor to planning the Governor's Statewide Leadership Preparation Program  
Faculty Chair, Peabody Professional Institutes: Independent School Leadership Institute, Beginning Teacher Institute, and Admissions Professionals Institute, 2004 to Present  
Policy Director and Director of Technical Assistance for the National Center for Educator Compensation Reform (CECR) and Teacher Incentive Fund (TIF), 2006 to 2011  
Lead Developer of Multimedia Professional Development Materials for the District Award for Teacher Excellence (DATE) Compensation Program in Texas, 2006 to 2009  
Founding Co Editor-in-Chief, Oxford Online Encyclopedia of Education, 2009 to 2011  
Research Associate, National Center on School Choice, 2004 to 2010  
Research Assistant, Positive Behavior Support Program, 2003 to 2005  
Research Assistant, Leadership Development Center, 2002 to 2004

### **Previous Teaching and Leadership Experience**

1994-2000 Christ Church Episcopal School in Greenville, SC (K-12, 1,000 students)

- 5<sup>th</sup> Grade Science and Comparative Religions Teacher
- Curriculum Coordinator for Middle School Science
- Director of International Baccalaureate (IB) Math, Science and Technology Program (first program in U.S. to be IB K-12)
- Program Coordinator for Peer Mediation & Outdoor Education Programs
- Creator and Director of Summer Program for At-Risk Youth

2000-2001 Lake Highland Preparatory School in Orlando, FL (K-12, 1,500 students)

- 6<sup>th</sup> Grade Science and Language Arts Teacher

2001-2002 Private traveling tutor for Professional Golfers Association (PGA) families

### **Vanderbilt Honors**

Distinguished Academic Achievement Award for the Leadership Department, 2005  
Arville V. Wheeler Prize from the Department of Leadership, Policy and Organizations, 2006  
Selected as Departmental Representative to the Peabody Honor Council, 2003 to 2006  
Served as Ed.D Student Representative for the Leadership, Policy and Organizations Department

### **Select Books and Book Chapters**

Gemignani, Z., Gemignani, C., Galentino, R., & Schuermann, P. (2014) *Data Fluency: Empowering Your Organization with Effective Data Communication*. Wiley Press.

Guthrie, J. & Schuermann, P. (2011) *Leading Schools to Success: Constructing and Sustaining High Performing Learning Cultures*. Sage Press.

Schuermann, P. (2010). *Measuring teacher and principal effectiveness in the absence of value-added test scores*. Research synthesis for the Center for Educator Compensation Reform.

Schuermann, P., & Archibald, S. (2010). *Teacher Incentive Fund Grants Beyond the Initial Grant Period: Examining Issues Related to Fiscal and Programmatic Sustainability*. Center for Educator Compensation Reform.

Guthrie, J. & Schuermann, P. (2009) *Successful School Leadership: Planning, Politics, Performance and Power*. Allyn & Bacon.

Schuermann, P. Prince, C., Guthrie, J. & Koppich, J. (2009). Performance Pay Implementation: Stakeholder Engagement and Communication Strategies. In *Evaluating and Rewarding the Quality of Teachers*. Ed. Susan Sclafani. Published by OECD.

Schuermann, P. & Guthrie, J. (2009). Professional Educators and Their Pay: Policy, Implementation and Alignment Issues. In *Evaluating and Rewarding the Quality of Teachers*. Ed. Susan Sclafani. Published by OECD.

Guthrie, J., Schuermann, P. & Meeuwssen, J. (2010). *Educational Administration and Policy: Effective Leadership for American Education*. (in process: Prentice Hall). Fall 2010

### **Select Articles, Commissioned Reports and Policy Studies**

Goldring, E. & Schuermann, P. (2009). The Changing Context of K-12 Education Administration: Consequences for Ed.D. Program Design. *Peabody Journal of Education*, 81(1) 10-43.

Guthrie, J. & Schuermann, P. (2009). 21<sup>st</sup> Century Educator Pay For Performance: A Plea for Intelligent Fast Failure. *Education Week*.

Schuermann, P., Guthrie, J. & Prince, C. (2009). *Professional Compensation for School Leaders*. Published by the U.S Department of Education. Spring 2008

Guthrie, J. W., & Schuermann, P. J. (2009). Professional educators and their pay: Policy, implementation, and alignment issues. *Fudan Education Forum* 7(5), 79-87.

- Schuermann, P. (2008). *Lessons Learned about Performance Compensation*. Published by the U.S. Department of Education. Fall 2008.
- Prince, C., Schuermann, P., Guthrie, J. Witham, P., Milanowski, T., & Thorn, C. (2008). *The Other 69 Percent: Fairly Rewarding the Performance of Teachers of Non-Tested Subjects*. Published by the U.S. Department of Education.
- Guthrie, J., Schuermann, P., & Prince, C. (2009). *Structuring Educator Award Systems*. Published by the U.S. Department of Education. Fall 2009.
- Guthrie, J., Prince, C. & Schuermann, P. (2008). *Paying For and Sustaining a Performance-based Compensation System*. Published by the U.S. Department of Education. Fall 2008.
- Guthrie, J., Schuermann, P. Azar, T. Prince, P., & Koppich, J. (2007). *Performance Pay Implementation Checklist: Resources for Applied Practice*. Published by the U.S. Department of Education. Fall 2007.
- Koppich, J., Prince, C. Guthrie, J. & Schuermann, P. (2007). *Stakeholder Engagement and Communication*. Published by the U.S. Department of Education. Fall 2007.
- Schuermann, P. (2005). Principals as Advocates in Non-Traditional Schools. *Public School Montessorian*.
- Wong, K. Sims, P. & Schuermann, P. (2005). *The Tennessee Workforce Investment System: Investing in the Future through Enhanced Coordination of Statewide Resources*. A report commissioned by the Rockefeller Foundation. Fall 2005.
- Schuermann, P. (2004). *Shared Leadership and its Impact on School Improvement: Evolving Concepts and New Directions*. A report commissioned by the Appalachian Education Lab.
- Wong, K. & Schuermann, P. (2005). *Analysis of NSF-funded Math and Science Partnership Programs: Approaches to Internal and External Evaluations of Programmatic Impacts*. Report commissioned by COSMOS Corporation. Winter 2005.
- Schuermann, P. (2005). *Shared Leadership and Student Achievement: A Review of the Literature*. A report Commissioned by Edvantia Corporation. October 2005.
- Wong, K Sims, P. & Schuermann, P (2004). *The Tennessee Workforce Investment System: Investing in the Future*. A report commissioned by the Rockefeller Foundation. January 2004.
- Schuermann, P. & Williams, S. (2004). *Math, Science and Technology Education*. In Alabama Education Policy Primer. Eds., James Guthrie and Kenneth Wong.

## **Select Invited Keynote Presentations**

National Status of Performance Based Compensation Systems, Expert Testimony to TX Senate Education Committee. Austin, TX 2010

Educator Compensation: Performance Pay, Pensions and Promising Practices. Sponsored by the Institute for Education Sciences and Midwest Regional Education Lab. Chicago, 2009.

The Future of Educator Compensation: Strategic and Sustainable Salary Structures. Presented at Measuring What Matters: Paying for Teacher Quality. Guilford County, NC, 2009.

Aspen Institute Senior Congressional Education Staff Program Retreat. Strengthening Human Capital in K-12 Education: The Role of Incentives and Resources. Maryland, 2008.

Education News Parents Can Use – Teacher Quality: Inspiring Excellence and Strengthening Innovation. Quarterly PBS special sponsored by the U.S. DE. Washington DC, 2007.

Kentucky Long Term Policy Institute - Making Money Matter: Maximizing Student Achievement with Investments in Education. Lexington, 2007.

### **Select School Districts to which I have Provided Technical Assistance and Professional Development Regarding Compensation, Performance Pay and Human Capital Development**

Amphitheater Unified School District, OK

Beggs School District #4, AZ

Boston, MA

Charter School Constium in New York, NY

Charlotte-Mecklenburg, NC

Chicago, IL

Cumberland County Schools, NC

Denver, CO

Guilford County, NC

Hillsborough County Public Schools, FL

Lynwood Unified School District, CA

Miami-Dade County, FL

Memphis, TN

New Mexico Department of Education

New Orleans Charter School Consortium, LA

Ohio Department of Education

Orange County, FL

Philadelphia, PA

Phoenix, AZ

Pittsburgh, PA

Portland, OR

Prince George's County Schools, MD

South Carolina Department of Education

South Dakota Department of Education

200+ Districts engaged in the Texas District Award for Teacher Excellence (DATE) program

The Kamehameha School in Honolulu, Hawaii

## **Teaching (new in 2014)**

Co-Developed and Directed the entire Independent School Leadership Master's Degree Program Summer 1 content sequence, including:

- ISL 3100: Teachers, Leaders and Learning in Independent Schools
- ISL 3110: Admissions and Financial Aid in Independent Schools
- ISL 3120: Governance, Finance and Organizational Dynamics
- ISL 3130: Institutional Advancement for Independent Schools
- ISL 3140: Systematic Inquiry

Co-Developed and directed the Fall ISL field based experience:

- ISL 3150: Field-based Action Research in Independent Schools

Provided professional advisement to the cohort of 15 ISL students

## **Service**

Board member for the Association of Independent School Admissions Professionals

Served on the Provost's 5-Programs Technology Committee

Serve on the LPO Program Directors Committee

Serve on the LPO Curriculum Committee