

MICHAEL C. P. FANNING
michael.fanning@csueastbay.edu

EDUCATION

University of San Francisco, San Francisco, CA

Doctor of Education (Ed.D.)

Emphasis in organization and leadership, educational administration (Tier II-Professional Credential), research methodology, foundations, curriculum, and best practices of effective schools.

Dissertation: *The Relationship Between Stress in Public Elementary Teachers and Conditions in the Classroom*.

Sonoma State University, Rohnert Park, CA
Administrative Leadership Program Credential.

Dominican College, San Rafael, CA

Teacher Education Program —Multi-Subject (Elementary) **Credential** and Single Subject (High School-Social Studies) **Credential**. Awarded Dominican Fellowship.

California State University, Sacramento, CA

Master of Arts in Anthropology — Thesis: *Haciendo Amigos: A Study of Bilingual Education at Mayberry Elementary* (an ethnography).

California State University, Sacramento, CA, Bachelor of Arts in Social Studies.

CREDENTIALS

- Professional **Administrative Services credential**/Clear, California (allows one to serve as a principal/head, school district director, and school district superintendent)
- **Teacher**, Multi-Subject/Clear, California (elementary levels)
- **Teacher**, Single Subject (Social Science)/Clear, California (secondary levels)
- **Elementary Teacher**, Massachusetts, Life
- California Community College, Chief Administrative Officer, Life. (allows one to head a two year university/college)
- California Community College, Student Personnel Worker (Financial Aid, Student Activities, Admission and Records, and Placement), Life
- California, **Community College Instructor credential**: in Anthropology and in Public Services and Administration, Life

PROFESSIONAL EXPERIENCE

March 2010 to present

CSU East Bay, Instructor, M.S. in Educational Leadership. Department of Continuing Education., Hayward, CA. Department of Educational Leadership/Division of Continuing and International Education. In 2010 to 2014 Coordinator of the program. Instruct students in online courses. Provide professional development support to new faculty. Represent the program to visiting accreditation inspectors. Assure compliance of university policies, as well as monitoring the program so that it remains in alignment with the campus program and to verify that its instructors are following expected instructional practices.

January 2008 to present

Santa Rosa Junior College, Instructor, Anthropology Department. Teach one Cultural Anthropology course.

September 2006 to 2010

CSU East Bay, Assistant Professor, College of Education and Allied Studies, Hayward, CA. Department of Educational Leadership M.A. program (tenure track-full time position). **Coordinator**, online M.S. in Educational Leadership program.

Courses taught:

EDLD 6675 Finance, Human Resources, and Equity-four units
EDLD 6201 Research Seminar Fall/Winter/Spring (*three separate courses*) one unit per course
EDLD 6025 Research Practicum I-two units
EDLD 6026 Research Practicum II-two units
EDLD 6027 Research Practicum III-two units
EDLD 6720 Research School Problems-four units
EDLD 6020 Research in Education-four units
EDLD 6908 Graduate Synthesis in Educational Leadership-four units

Service: University library advisory committee, college technology committee, and several department committees. Graduate Coordinator for the M.S. in Educational Leadership program. Serve as state accreditation reviewer, editorial board for two scholarly journals, and peer reviewer for international educational conference. Serve as volunteer outside reviewer for City of San Francisco children's grant review and in the volunteer position of President of the Effective Schools Foundation. (Please see Professional Accomplishments and Service section on p. 7)

July 2003 to 2006

Saint Mary's College of California, School of Education, Educational Leadership Program, Moraga, CA **Associate Professor** for the Master's degree program in Educational Leadership.

Leadership Activities

2005-2006 Director and 2003-2005 Coordinator, M. A. program in Educational Administration. Coordinate the program, including supervising 25 part-time faculty, developing strategic plans, working with School of Education Management Team, monitoring the quality of the program, and recruiting new cohorts of students.

- Coordinated all aspects of the Educational Leadership Program's Preliminary Administrative

Credential and Master's Degree.

- Supervised: four cohorts of students and 20 lecturers.
- Created and implemented recruitment plan.
- Developed and implemented online component for one third of student class hours.
- Increased enrollment.
- Recruited and hired faculty.
- Made presentations at state, national, and international conferences, including PDK.
- Developed and implemented annual budgets.
- California Commission for Teacher Credentialing state accreditation document reviewer.

Member, Non-Tenure Track Evaluation Committee, Saint Mary's College, Fall 2004.

Member, Technology: Online Learning Committee, Saint Mary's College Summer 2004 to 2006.

Member, Blackboard Advisory Group, Spring 2005 to 2006.

Member, Marketing Committee, School of Education Spring 2004 to 2006.

Member, Hiring Committee, Educational Leadership Program, Recruited four new lecturers, Dec. 2003.

Chair, Educational Leadership Advisory Committee Spring 2004 to 2006.

Chair and principal writer, California Commission for Teacher Credentialing (CCTC) program accreditation for the Tier I/Preliminary Administrative Services Credential designed to meet the revised standards for administrators. This is the first program approved by CCTC under the new standards, August of 2004.

Courses Taught

M.A. Program (units mentioned are semester hours)

Leadership and the Process of Change I-one unit. (Taught twice.)

Leadership and the Process of Change II-one unit. (Taught three times.)

Leadership and the Process of Change III-one unit. (Taught twice.)

Executive Communication Skills for Leaders-three units. (Taught five times.)

Management Skills/Budget for Leadership II-one unit. (Taught once.)

Fieldwork in Educational Administration/Action Research-part one-two units. (Taught three times.)

Fieldwork in Educational Administration/Action Research-part two-two units. (Taught three times.)

Current Issues in Educational Leadership-two units. (Taught three times.)

Fieldwork in Educational Leadership-three units. Co-developed course. (Taught three times.)

Technology for School Leaders-one unit. Co-developed course. (Taught three times.)

Research Methodology-three units. Developed course. (taught twice.)

Ed.D. Program

Leadership Theory (three units). Taught once.

2002-2003

Human Resources Director-San Rafael City Schools. Coordinated the hiring of employees, supervised the record keeping system for personnel, and maintain good employee relations. Used Interest Based Bargaining methods with three unions. Left to accept full time faculty position with Saint Mary's College of California.

2000-2002

California State University, Hayward (now CSU East Bay), School of Education, CalState Teach Program-Multiple Subject Credential Program, Oakland, CA, Full Time/12 month Instructor. In 2000-2001

taught 15 units each semester. In 2001-2002 taught about 12 units each semester. Worked with students in urban, alternative educational, and traditional suburban settings. The CSUH CalState Program was closed in September of 2002. Dr. Jodi Servatius: State Director and Director of CSUH Oakland Region.

Leadership Activities

Marketing Coordinator/Liaison December 2000-2002.

Member, Foundational Seminar Committee January 2001.

Coordinator for CSU's exhibit at North Bay Career Fair Exhibit, Fall 2000, January 2001, March 2001, and September 2001.

Presenter: Understanding the California Standards for the Teaching Profession for Bay Area Orientation conference August 2001, September 2001 and January 2002.

Member: Faculty Hiring Committee August and December 2001.

Member: Northern California Portfolio Inter-reliability Board.

Member: Statewide Curriculum Committee-Social Studies and Multicultural Spring 2002.

Presenter: Statewide Faculty seminar, Coaching and Observation Strategies using the Standards for the Teaching Profession. CSU Monterey Bay, October 2001.

Participant: trained in the Haberman Interview Technique, the Eduprise Blackboard software program, the MSAT preparation program, participated in a total of nine days of faculty development seminars at CSU Monterey Bay, attended the New Teacher's Center Spring 2001 Mentoring conference, and the new Faculty Orientation seminar.

Courses Taught

Full time instructor teaching all portions of a program which integrates all course work for teacher preparation for the Multi-Subject/CLAD Teaching Credential. The program provides graduate interns with the experience and knowledge, which prepares them to acquire skills in the six key domains for effective teaching. Instructional Strategies, Special Education, Language Arts/Literature, Reading Strategies, Philosophy, Social Studies, Physical Education/Health, Science, Fine Arts, and Child Development are taught at occasional Saturday Seminars, through daily on-line activities and discussion, via on-site observations and coaching, and through current texts. Taught this course of study for six semesters.

2001-2003 (concurrent with CSU Hayward appointment)

Sonoma State University, Rohnert Park, CA.

Instructor: Joint Appointment with CSU Hayward (under labor contract rules was employed for 125% time.) Dept. of Early Childhood and Elementary Education.

Courses Taught

Teacher Preparation 11 units taught in 2001-2002.

Teaching and Learning, taught a 3-unit course that provides teacher candidates with foundational knowledge of educational psychology and methods of effectively teaching children. Students were provided with opportunities to research and practice techniques demonstrating their ability to engage learners, effectively lead lessons, assess learners, and apply developmental and other basic educational theory in their practice as teachers-fall 2001 taught two sessions. Fall 2002 co-taught the course with another faculty member.

Multi-Subject Credential Program

Collaboration Supervisor at a Partnership School. Following model of collaborative teaching worked with Mentor teachers, the principal, and student teachers to support graduate students preparing to teach. Spring 2002. (2 units of release time.)

Participant in the screening interviews for Teacher Candidate interviews for the Department, November 2, 2001.

Participant: Faculty Meetings, Multi Subject Advisory Committee, Teacher Diversity Project Reception, Guest Lecturer for Ellie Galvez-Hard & Dr. Sally Hurtado.

Instructor, Office of Extended Education,

Extension Course Adjunct Professor (courses designed and taught):

1989-1999 Taking the Fast Track to Your Own Classroom (one unit).

1996 co-sponsored by Sonoma Office of Education: Everything You need to Know As an Educator (one unit).

1984-2004 Summers-Excel gifted children's program, 15-hour class: PreMed for Kids.

1981 Benefit Analysis Workshop (one unit).

1981 Budgeting For Managers (one unit).

1998-2000

Principal: La Tercera Elementary, Petaluma, CA, Old Adobe USD. Site Administration including: school safety, leadership for curriculum & instruction, assessment, STARS/SAT 9 testing coordinator, site based budget, grant writing, positive discipline recognition and reward program, collegial/team building activities, community and parent involvement activities, participatory leadership methods, evaluation of all instructional staff, and development of standards based instruction. Site Technology Committee. Received Distinguished School Award Honorable Mention. 1998-2000.

1997-1998

Principal: Minnie Cannon Elementary School, Middletown USD in Lake County. District Coordinator for GATE and Independent Study programs. Site Administration including all duties described in the principal position listed above. Implemented Conflict Resolution student leader program.

1993-1997 (concurrently employed by Mark West USD as a teacher.)

Western Institute of Science and Health (now known as Sonoma College and located in Petaluma), nationally accredited to offer Associate of Science degrees. Rohnert Park, CA

Leadership Activities

1993-1997 Chief administrative officer. Provided assistance in: budgeting, policy development, curriculum alignment, wrote or edited over 800 pages of accreditation material, policy, procedures, and handbooks; and introduced college level Individual Educational Plans for students with special needs. Provided faculty with professional development: including Cooperative Learning, Teaching to an Objective, and Accommodating the Special Education Adult Student. (While serving as a classroom teacher/mentor on a job share assignment at Mark West USD.)

Courses Taught part-time Associate Professor

Cultural Anthropology -3 units (taught in 1993 and 1995).

World Religions, Multicultural Perspectives, and Ethics-3 units (designed this course-taught in 1994 and 1996).

1989-1997

Teacher: Mark West U.S.D. Santa Rosa, CA. Taught all subjects in second grade and in fourth grade. Student Council Advisor. Mentor Teacher in Health/Science for two years. Mentor Teacher/Administrative Intern for one year developing the first set of district wide standards. Sonoma State University Resident/Master Teacher for five students. 9/89 to 6/97.

Leadership in the area of developing, writing, and communicating standards to the community. Experience as an educator who uses a variety of instructional strategies to teach students of all ages and abilities. Mentor in the areas of family life and health, and mentor for new teachers in all areas.

Administrative Intern to the Superintendent: Mark West School District, Santa Rosa. 6/95 to 6/96 as part

of the USF Tier II Administrative Credential program.

Acting Assistant Principal: Mark West School, Mark West U.S.D., Santa Rosa, Spring 1992. Assisted principal on leave for Spring semester.

1988-1989

Principal: Neil Cummins School, Larkspur, CA. 1988-89. Distinguished School Award. Long Range Planning committee. Created first School Leadership Team. District GATE coordinator. Established regular grade level articulation and collaboration meetings. Golden Bell science award.

1984-1988

Teacher: Harmony Union School District, Occidental, CA. 4th and 5th grades 1984-88. Co-chair of Faculty Senate. Taught all objectives in all subjects using a variety of instructional strategies.

Interim Principal: Harmony Union School, Occidental, CA. Spring/Summer 1987.

Instructor, California State University, Sacramento, Office of Extended Education

Courses Taught

Job Search Seminar (one unit), developed this course, taught nine times.

State of California-nine years

Promoted from Staff Services Analyst to Associate Governmental Program Analyst to Staff

Services Manager: Positions included: Budget Officer for the State Department of Insurance, Management Analyst, Business Officer, Employment Specialist, and State Auditor for several program grants.

SCHOLARSHIP

Publications

Fanning, Michael C. P. Fanning, Michael C. P. (2008). **The School Leader's Portfolio:**

Perspectives of

Professors and Prospective Employers. Submitted to *Journal of Educational Leadership and Administration*.

(2007). Developing a Perspective on the Global Achievement Gap: School Leaders as International Collaborators. *Journal of Educational Leadership and Administration*, 19: 27-44.

Fanning, Michael C. P. (2004, Spring). The Relationship Between Stress in Public School Elementary Teachers and Conditions in the Classroom. *ACSA EdCal newsletter*, p.6.

Fanning, Michael C. P. (1997) The Relationship Between Stress in Public School Elementary Teachers and Conditions in the Classroom. *Dissertation Abstracts International*. (UMI Dissertation Services, number 9826120)

Fanning, Michael C. P. (1977). *Haciendo Amigos: A Study of Bilingual Education at Mayberry Elementary*. Unpublished master's thesis, CSU Sacramento, Sacramento, CA.

Presentations at referred conferences

Fanning, Michael C. P. (2007, January). *Equity and Collaboration and High Stakes*

- Accountability: Leadership Strategies which Support Grass Root Initiatives to Close the Achievement Gap.* Paper presented at the meeting of the Hawaii International Conference on Education, Honolulu, HI.
- Fanning, Michael C. P. (2007, January). *International and Interdisciplinary Forum on Collaboration, Equity, and Innovation: Strategies to Improve Schools and Develop Teacher/Community Leadership.* A 90-minute workshop presented at the meeting of the Hawaii International Conference on Education, Honolulu, HI.
- Fanning, Michael C. P. (2006, January). *Getting Hired: Do School Employers Believe Portfolios Are Worthwhile When Selecting New Teachers and Administrators?* Paper presented at the meeting of the Hawaii International Conference on Education, Honolulu, HI.
- Fanning, Michael C. P. (2005, October). *Developing and Receiving Accreditation from the California Commission for Teacher Credentialing for a Standards Based Educational Administration Program.* Paper presented at the meeting of the California Association of Professors of Educational Administration state conference, San Diego, CA.
- Fanning, Michael C. P. (2005, February). *The Relationship Between Teacher Stress and Four Conditions in the Classroom.* Paper presented at the Mary's College of California's Faculty Forum (included a peer review process).
- Fanning, Michael C. P. and Kaetlyn Lad (2005, January). *Training International Educational Leaders: A Workshop to Examine the Challenges and Opportunities for Universities in the Pacific Which May Consider Offering Joint or Cooperative Graduate Degree Programs.* A 90-minute workshop presented at the meeting of the Hawaii International Conference on Education, Honolulu, HI.
- Fanning, Michael C. P. (2005, January). *From the Heart to the Mind: Effective Practices Used By Educational Leaders in Elementary and Secondary Schools to Communicate Their Core Values,* A paper presented at the meeting of the Hawaii International Conference on Education, Honolulu, HI.
- Fanning, Michael C. P. (2004, November). *Now Hear This: How to Communicate Your Core Values.* Paper presented at the meeting of the Association of California School Administrators, 34th Annual Conference, San Diego, CA.
- Fanning, Michael C. P. and Laurie Sealy (2004, October). *Common Goals and Uncommon Methods: How School Leaders in Barbados and the United States Communicate to Build Successful Learning Communities.* Paper presented at the meeting of the Phi Delta Kappa International Conference, Las Vegas, NV.
- Fanning, Michael C. P. (2004, March.). *Strategies Effective Charter Schools Use to Reduce Teacher and Staff Stress.* Paper presented at the meeting of the California Charter School Annual Conference, Sacramento, CA.
- Fanning, Michael C. P. (2004, January). *The Relationship Between Stress in Public School Teachers in the USA and Two Conditions in Their Classrooms: Class Size and The Number of Students Who Have Been Identified As Disruptive.* Paper presented at

the meeting of the Hawaii International Conference on Education, Honolulu, HI.

PROFESSIONAL SERVICE and ACHIEVEMENT

Professional Achievement

Professional Associations

Editorial Review Board Member for *Educational Leadership and Administration: Teaching and Program Development*: the journal of the California Association of Professors of Education (CAPEA). 2005 to 2010.

Editorial Review Board Member of the Graduate Research Journal, Department of Educational Leadership and Counseling, Sam Houston State University. 2007 to 2010.

Liaison for CSUEB-Cosponsor of Conference and Peer Reviewer, Hawaii International Conference on Education, Fall 2004 to present (CSUEB Department of Educational Leadership is a co-sponsor of this conference-1400 attendees from 40 countries.)

Membership Coordinator for CSUEB, California Association of Professors of Educational Administration, 2007 to 2010.

Chair: California Council on Teacher Education, Special Interest Group *Case Studies Methodology*, 2004 and 2005.

President, Phi Delta Kappa, Sonoma County Chapter, 2001-2005.

Chair: California Council on Teacher Education, Special Interest Group-*Technology in the Classroom*, Spring 2001, Fall 2001, and Spring 2002.

Governmental and Accreditation Agencies

Grant Review Evaluator: City of San Francisco, Department of Children Youth and their Families, *RFP Grant Review Panel* for the 2007-2010.

Document Accreditation Reviewer, California Commission on Teacher Credentialing, Tier I Administrative Services Credential Accreditation Reviewer. 2004 to 2010.

On-Site Accreditation Reviewer, California Commission on Teacher Credentialing, Program Accreditation Reviewer. (Participated in three and half days of training in Sacramento) 2006-2010.

Department, College, and University Service for CSU East Bay

University

Member: CSUEB University Library Advisory Committee. 2006 to 2010.

Fellow: Faculty Learning Community for the Peer Observation Program, CSUEB Faculty Development. (Appointed after a competitive application process.)

College

Member: CSUEB College of Education and Allied Studies: Instructional advisory committee on technology. 2006 to 2010.

Department

Graduate Coordinator: CSUEB Educational Leadership Department, M.S. in Educational Leadership Program 2007-2008.

Member: CSUEB Educational Leadership Department: Instructor search committee. 2006 to present.

Member: CSUEB Educational Leadership Department: Peer review Committee. 2006 to 2010.

Member: CSUEB Educational Leadership Department: Curriculum Committee. 2006 to present.

Member: CSUEB Educational Leadership Department: Strategic Planning Committee. 2006 to 2010.

Member: CSUEB Educational Leadership Department: Student Recruitment and Admissions Committee. 2006 to present.

Member: CSUEB Educational Leadership Department: Cohort Enrollment Coordinator. 2006 to present.

Member: CSUEB Educational Leadership Department: Panelist for MS presentations. 2006 to present.

Member: CSUEB Educational Leadership Department: DEL Advisory Board. 2006 to 2010.

Participant: Ed.D. Applicant Interview Panel Member, April 10, 2008.

Participant: Ed.D. Advisory Curriculum Workshops (two), Spring 2007.

Member: CSUEB Educational Leadership Department: Tenure Track Hiring Committee. 2006 to 2010.

Member: CSUEB Educational Leadership Department: Serve as Graduate Coordinator for M.S. in Educational Leadership. 9/2007 to 2008.

Fieldwork Supervisor: CSUEB Educational Leadership Department: Serve as a Tier II/Professional Credential fieldwork supervisor. 2006 to 2010.

Faculty marshal for the 2007 Commencement.

Principal Writer, California Commission for Teacher Credentialing, Sacramento, Saint Mary's College's Educational Leadership Program accreditation document for the Preliminary Administrative Services Credential, under the new Standards of Quality and Effectiveness (approximately 190 pages), January 2004.

External Representation

Scholar Liaison: Prepared and presented a report on the California Public School Budget system for a major donor at the request of a CSUEB Vice President and Dean. Spring 2007.

President, Effective Schools Foundation, a non-profit cooperation engaged in seeking and granting funds to support schools which are working to bring about equity in learning for all students.
2007-present

Reviewer, for Wiley/Jossey-Bass, Nolan & Hoover's book Teacher Supervision and Evaluation: Theory Into Practice, October 2003.

Member, California Faculty Association

Member, Association of University Professors

Member, National Educational Association

President, Sonoma County Chapter, Phi Delta Kappa International 2003-2007.