
CURRICULUM VITAE

Michael J. Salmonowicz

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Education

University of Virginia, *Charlottesville, VA* 2013
Doctor of Philosophy, Educational Administration and Supervision
Dissertation: *Race and Education in a Southern School System: An Organizational History of Charlottesville City Schools, 1985-2011*

National-Louis University, *Chicago, IL* 2002
Master of Arts, Teaching (Secondary Education)

University of Michigan, *Ann Arbor, MI* 2001
Bachelor of Arts, English
Minor: American History

Professional Experience – Leadership

KIPP Chicago Schools 2015-present
Director, School Operations. Create and manage regional operations systems, ensure compliance with district & state mandates, oversee operations teams at region's 4 schools, and track & analyze data for key regional initiatives.

KIPP Chicago Schools 2010-2013
Director, Finance & Operations. Oversaw day-to-day operations of three schools in three years: facilities, compliance, student transportation, human resources, food service, payroll, building renovation, and budget.

William R. Harper High School, Chicago Public Schools 2008-2009
Director, Reading Development Team. Coordinated school-wide assessments, school-wide reading seminar, and professional development for and observations of teachers.

Professional Experience – Research & Analysis

KIPP Chicago Schools 2013-2015
Data Analyst. Conduct analyses of enrollment, attendance, student achievement, and compliance data, and manage student information systems, blended learning programs, and standardized testing.

The Michael Cohen Group, LLC 2010
Field Researcher. Administered pre- and post-assessments in reading and language to determine efficacy of a program (from the Ready to Learn Partnership) on literacy acquisition of 2nd & 3rd grade students.

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- Consortium on Chicago School Research, University of Chicago* 2009-2010
Research Analyst. Conducted fieldwork, analyzed qualitative data, and wrote reports for research projects dealing with school turnaround, teacher induction, and teacher evaluation in Chicago Public Schools.
- Partnership for Leaders in Education, University of Virginia* 2004-2008
Research Assistant to Prof. Daniel Duke. Examined leadership in low-performing schools with UVa School Turnaround Specialist Program.
- Department of Educational Leadership, University of Virginia* 2003-2004
Graduate Assistant to Prof. Pamela Tucker. Studied effects of cohort program on graduate students seeking K-12 administrative license.

Professional Experience – Consulting

- DonorsChoose.org* 2009-2010
Wrote reports analyzing student achievement and teacher retention data from districts that received funding from DonorsChoose.org.
- New Leaders for New Schools* 2008
Wrote & edited principal training materials on change management & school leadership for the Effective Practice Incentive Community (EPIC) Project.
- Partnership for Leaders in Education, University of Virginia* 2006-2008
Conducted instructional reviews of school districts in NM, DE, & IN with a strategic support team, and conducted pre-assessments of state departments of education and school districts in DE & IN participating in Wallace Foundation’s Executive Leadership Program for Educators.
- Department of Educational Leadership, University of Virginia* 2004
Evaluated professional development activities provided for teachers in Virginia’s North TIER partnership.

Professional Experience – Teaching

- William R. Harper High School, Chicago Public Schools* 2008-2009
Taught English and social studies in a reconstituted “turnaround” school in a low-income, urban community.
- Curry School of Education, University of Virginia* 2007
Co-designed and co-taught “Seminar in Organizational History,” a graduate-level education course, with Prof. Daniel Duke.
- John Marshall High School, Chicago Public Schools* 2001-2003
Taught English in a low-income, urban community. (Teach For America corps member)

Refereed Articles

- (2011). Duke, D. L., Konold, T. R., & Salmonowicz, M. J. Teacher perceptions of what needs to be changed in low-performing schools. *ERS Spectrum: Journal of Research and Information*, 29(1), 1-15.
- (2010). Duke, D., & Salmonowicz, M. Key decisions of a first-year 'turnaround' principal. *Educational Management Administration and Leadership*, 38(1), 33-58.
- (2010). Tucker, P. D., Higgins, J. A., & Salmonowicz, M. J. Teacher and principal perceptions of change in low-performing schools. *ERS Spectrum: Journal of Research and Information*, 28(4), 13-25.
- (2009). Salmonowicz, M. J., & Levy, M. K. Turning around Maple Shade Middle School: A principal's initial reform efforts. *Journal of Cases in Educational Leadership*, 12(1) 26-37.
- (2008). Duke, D. L., Tucker, P. D., Higgins, J., Lanphear, L., Levy, M. K., & Salmonowicz, M. J. Are local policies supporting instruction becoming standardized? *Leadership and Policy in Schools*, 7, 1-29.
- (2008). Salmonowicz, M. J. Grades and graduation: An ethical dilemma. *Journal of Cases in Educational Leadership*, 11(1), 18-25.
- (2008). Tucker, P. D., Salmonowicz, M. J., & Levy, M. K. Values and practices in low-performing schools: Virginia School Turnaround Specialist principals and comparison principals. *ERS Spectrum: Journal of Research and Information*, 26(2), 21-33.
- (2007). Duke, D. L., Tucker, P. D., Salmonowicz, M. J., & Levy, M. K. How comparable are the perceived challenges facing principals of low-performing schools? *International Studies in Educational Administration*, 35(1), 3-21.
- (2007). Salmonowicz, M. J. Scott O'Neill and Lincoln Elementary School: Preventing a slide from good to worse. *Journal of Cases in Educational Leadership*, 10(2), 28-37.
- (2007). Stroup, J. T., Salmonowicz, M. J., & Broom, C. C. James Madison High: A school at the crossroads. *Journal of Cases in Educational Leadership*, 10(3/4), 10-20.
- (2006). Salmonowicz, M. J. Fostering student desire for postsecondary education. *Schools: Studies in Education*, 3(1), 115-125.
- (2005). Tucker, P. D., Henig, C. B., & Salmonowicz, M. J. Learning outcomes of an educational leadership cohort program. *Educational Considerations*, 32(2), 27-35.

Non-Refereed Articles

- (2009). Salmonowicz, M. Meeting the challenge of school turnaround: Lessons from the intersection of research and practice. *Phi Delta Kappan*, 91(3), 19-24.
- (2007, September 12). Salmonowicz, M. J. Teach For America—Second things first [Commentary]. *Education Week*, p. 24.

Books and Book Chapters

- (2014). Duke, D. L., Tucker, P. D., & Salmonowicz, M. J. *Teachers' guide to school turnarounds* (2nd ed.). Lanham, MD: Rowman & Littlefield.
- (2008). Duke, D. L., Tucker, P. D., Salmonowicz, M. J., & Levy, M. K. U-Turn required: How Virginia's first school turnaround specialists are meeting the challenges of improving low-performing schools. In W. K. Hoy & M. F. DiPaola (Eds.), *Improving schools: Studies in leadership and culture*, (pp. 137-167). Charlotte, NC: Information Age Publishing.
- (2008). Duke, D. L., Tucker, P. D., Salmonowicz, M. J., Levy, M., & Saunders, S. *Teachers' guide to school turnarounds*. Lanham, MD: Rowman & Littlefield.

Technical Reports

- (2013). de la Torre, M., Allensworth, E., Jagesic, S., Sebastian, J., Salmonowicz, M., Meyers, C., & Gerdeman, R. D. *Turning around low-performing schools in Chicago* (Full Report). Chicago: Consortium on Chicago School Research.
- (2012). de la Torre, M., Allensworth, E., Jagesic, S., Sebastian, J., Salmonowicz, M., Meyers, C., & Gerdeman, R. D. *Changes in student populations and teacher workforce in low-performing Chicago schools targeted for reform*. (Issues & Answers Report, REL 2012–No. 123). Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance, Regional Educational Laboratory Midwest.
- (2012). de la Torre, M., Allensworth, E., Jagesic, S., Sebastian, J., Salmonowicz, M., Meyers, C., & Gerdeman, R. D. *Turning around low-performing schools in Chicago* (Summary Report). Chicago: Consortium on Chicago School Research.
- (2005). Duke, D. L., Tucker, P. D., Belcher, M., Crews, D., Harrison-Coleman, J., Higgins, J., Lanphear, L., Marshall, M., Reasor, H., Richardson, S., Rose, M., Salmonowicz, M. J., Scott, W., Taylor, R., Thomas, C., & West, J. *Lift-off: Launching the school turnaround process in 10 Virginia schools*. Charlottesville, VA: University of Virginia, Partnership for Leaders in Education.

Teaching Materials

- (2008). Duke, D. L., & Salmonowicz, M. J. *Deborah Jewell-Sherman and the Richmond Public Schools* (A Case). Charlottesville, VA: Partnership for Leaders in Education, University of Virginia.
- (2008). Duke, D. L., & Salmonowicz, M. J. *Deborah Jewell-Sherman and the Richmond Public Schools* (B Case). Charlottesville, VA: Partnership for Leaders in Education, University of Virginia.
- (2008). Duke, D. L., & Salmonowicz, M. J. *Deborah Jewell-Sherman and the Richmond Public Schools* (Teaching Note). Charlottesville, VA: Partnership for Leaders in Education, University of Virginia.
- (2008). Duke, D. L., & Salmonowicz, M. J. *Securing a high-quality education for every child in Delaware* (A Case). Charlottesville, VA: Partnership for Leaders in Education, University of Virginia.

- (2008). Duke, D. L., & Salmonowicz, M. J. *Securing a high-quality education for every child in Delaware* (B Case). Charlottesville, VA: Partnership for Leaders in Education, University of Virginia.
- (2008). Duke, D. L., & Salmonowicz, M. J. *Securing a high-quality education for every child in Delaware* (Teaching Note). Charlottesville, VA: Partnership for Leaders in Education, University of Virginia.
- (2006). Frazier, P., & Salmonowicz, M. J. *Pleasant Valley Elementary School: Celebrating success one student at a time* (UVA-OB-0882). Charlottesville, VA: Darden Business Publishing.
- (2006). Keeler, M., & Salmonowicz, M. J. *South River Elementary School: Touching the hearts and minds of students* (UVA-OB-0883). Charlottesville, VA: Darden Business Publishing.

Presentations

- (2015, November). Salmonowicz, M. J., Ikemoto, G., & Clifford, M. *Overcoming the "Tyranny of the OR" in Post-PhD Career Planning: How to Remain Engaged in the Worlds of Research and Practice*. Presentation at the annual meeting of the University Council for Educational Administration, San Diego, CA.
- (2015, February). Salmonowicz, M. J. & Stumbras, C. *Leveraging Illuminate for academic gains*. Presentation at the annual conference of Illuminate Education, Anaheim, CA.
- (2014, July). Phillips, A. G., & Salmonowicz, M. J. *Data visualization*. Presentation at the annual KIPP School Summit, Houston, TX.
- (2008, March). Duke, D. L., & Salmonowicz, M. J. *When principals diagnose the causes of low student achievement*. Presentation at the annual meeting of the Association for Supervision and Curriculum Development, New Orleans, LA.
- (2007, April). Tucker, P. D., & Salmonowicz, M. J. *Leadership practices and results in under performing schools*. Presentation at the annual meeting of the American Educational Research Association, Chicago, IL.
- (2006, April). Tucker, P. D., Salmonowicz, M. J., Sayeski, B., & Yates, K. *Leadership lessons from the Virginia School Turnaround Specialist Program*. Presentation at the annual meeting of the Association for Supervision and Curriculum Development, Chicago, IL.
- (2005, November). Duke, D. L., Tucker, P. D., & Salmonowicz, M. J. *Promoting academic success for all students: Leadership lessons from the Virginia School Turnaround Specialist Program*. Presentation at the annual meeting of the University Council for Educational Administration, Nashville, TN.
- (2004, November). Tucker, P. D., Henig, C. B., & Salmonowicz, M. J. *Learning outcomes of an educational leadership cohort program*. Paper presented at the annual meeting of the University Council for Educational Administration, Kansas City, MO.
- (2004, October). Salmonowicz, M. J. *15 thoughts on the undergraduate experience*. Talk given at Bishop Foley High School, Madison Heights, MI.

Honors and Affiliations

Selected as member of The Raven Society (University of Virginia's oldest honor society)	2013
Selected to attend David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy	2007
Curry School of Education Doctoral Research Award in Education Science	2006
Curry School of Education Walter Eugene Campbell Scholarship	2005
Curry School of Education Samuel Marx Scholarship	2004
Selected as member of Omicron Delta Kappa honor society	2004
Earned membership in Mensa	1999

Service

Reviewer, <i>Schools: Studies in Education</i>	2014-present
Reviewer, <i>Educational Administration Quarterly (EAQ)</i>	2014
Reviewer, <i>Educational Management Administration & Leadership (EMAL)</i>	2013
Treasurer, EMBARC Board of Directors (Chicago)	2010-2012
Mentor, Teach For America (Chicago Region)	2009-2011
Member, KIPP LEAD College Prep Auxiliary Board (Gary, IN)	2009-2010
Member, Teach For America Alumni Advisory Board (Virginia Region)	2007-2008
Member, Curry School of Education Foundation Board of Directors	2005-2007
President, Curry School of Education Student Council	2004-2005
Tutor, Upward Bound (Charlottesville, VA)	2003-2005
Student Ambassador, Curry School Educational Administration Faculty Search	2004
Tutor, Burnley-Moran Elementary School (Charlottesville, VA)	2003