

HEBA ABDO

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SUMMARY

- Expert in teacher evaluation; Invited by ASCD to present a workshop on formative evaluation practices to NJ Superintendents and Principals in September 2017
- Consultation with principals, teachers, and coaches at various schools in NJ; Influenced large gains in teacher practice on Danielson Framework for Teaching and student achievement on MAP Testing
- Presenter of professional development for teachers and principals at multiple districts
- Principal Certification In Process (Currently Pending State Approval)
- Experience preparing for and evaluating accreditation, including chairing school committees

EDUCATION

Ed. D., Rutgers University, 2017, Teacher Leadership

M.Ed., Rutgers University, 2003, Elementary Education

B.A., Rutgers University, 2002

CERTIFICATIONS

NJ School Administrator Certificate, Anticipated

NJ Principal Certificate, Anticipated

NJ Supervisor of Instruction Certificate, 2007

NJ Teacher Certificate, 2003

K-12 ADMINISTRATIVE EXPERIENCE

Knowles Teacher Initiative

2019 to Present

Program Officer for Teacher Development

- Contribute to maintaining the vision of the organization through collaboratively refining mission and vision documents, program goals, and program design elements.
- Design and implement a comprehensive and cohesive professional development program.
- Advise Fourth and Fifth Year Teaching Fellows.
- Select new Teaching Fellows.

Neptune Township Public Schools

2018 to 2019

Supervisor of STEM and PE/Health, P-12

Implement all structures to create a cohesive vision for teaching and learning in STEM, PE, and Health departments including:

- Development and revision of all curricula including meeting all QSAC requirements.
- Creation and implementation of professional development program based in research of best-practice and data from teacher observation, PARCC, and Link-it Data, including sustained book study in the high school, embedded lesson study at the elementary level, and development of practices in line with Dr. Nicki Newton's Guided Mathematics structure.
- Allocation of grant-based funding

K-12 ADMINISTRATIVE EXPERIENCE, CONTINUED

Middle States Association of Colleges and Schools (MSA)

2013 to Present

Accreditation Team Chair

- Chair visits to various schools to determine eligibility for accreditation
- Analyze schools' achievement and personnel data using MSA protocols
- Compose comprehensive written reports to describe findings to the MSA office team
- Present oral and written findings to staff, board members, and parents
- Train team members on roles and responsibilities including developing a comprehensive training guide

Rutgers University School System Improvement (USDOE- Grant Funded Project) 2016 to 2018

Senior Program Administrator

- Prepare and present conference presentations of project data-set using qualitative and quantitative methods
 - Awarded Northeast Educational Research Association best paper award for 2015
- Instruct school-based coaches in best practices in teacher observation, feedback, and coaching
 - Across schools, the percentage of students whose growth was above average on MAP scores increased by 14% in math and 13% in reading, on average
- Correspond with state and federal officials to meet grant requirements
- Simplify school effectiveness research and NJDOE policy for easy use by principals, coaches, and teachers, including creating manuals and a virtual professional development library.
- Advise principals on preparation of evaluation portfolios using the Stronge Principal Evaluation

Training Coordinator

2014 to 2016

- Created and conducted professional development sessions for teachers
- Evaluated and provided feedback to teachers using the Danielson Rubric and the Classroom Strategies Scale
- Supported teachers to create inclusive environments and incorporate Common Core Standards using educational technology

Professional Development Consultant

2015-2018

Various Schools

- Provided on-site training and in-class coaching to teachers on various teaching techniques (see below for full listing)
- Coach school leaders in best practices in formative teacher evaluation
- Support implementation of professional learning communities
- Consult with accreditation steering committees including preparing accreditation documents, analyzing data sources, creating long-term plans, and hosting school visits

K-12 ADMINISTRATIVE EXPERIENCE, CONTINUED

Bedayia Private School

2011-2012

Elementary Principal

- Led grade level meetings to create horizontal and vertical curricular alignment resulting in comprehensive curriculum maps at all levels

- Developed student behavioral and instructional intervention programs, leading to successful early reading and mathematics intervention for 15 students
- Planned and conducted ongoing professional development linked to teacher needs
- Supervised 40 teachers and all support staff

IEF Private School Network

2009-2010

Elementary Principal

- Oversaw DOE budgets and decided yearly spending with superintendent and board of education which allowed the school to reallocate funds and purchase additional educational technologies
- Created textbook evaluation system and adopted new ELA materials
- Developed short- and long-term school improvement and curriculum plans

UNIVERSITY TEACHING AND ADVISING EXPERIENCE

Rutgers University

Spring 2017

Lecturer: Teacher Education

- Instruct Rutgers University sophomores and juniors who are interested in teaching as a profession
- Present pedagogical strategies along with critical educational issues including the structures of schooling, theories of learning and teaching, students' experiences, teachers' experiences, inequality, family and community relationships, and contemporary school reform policies
- Support students in creation of keystone writing pieces

Ed.D. Access and Equity Mentor and Founding Member

2016 to Present

- Create schedules and guidebooks to hold Ed.D. mentors accountable to the mentorship process
- Mentor students through the Ed.D. process, including support with scheduling, milestone attainment, and networking.

Dissertation Committee Member

2017 to Present

- Support Ed.D. student in completion of dissertation on authentic teacher leadership

New Jersey City University

2016 to Present

Preservice Teacher Evaluator

- Evaluate preservice teachers for state internship requirement using the Danielson Framework
- Conduct pre- and post-observation conferences
- Provide formative feedback, significantly impacting instruction as measured through an increase on average of 6 points on Domains 2 and 3 of the Danielson Rubric

K-12 TEACHING EXPERIENCE

Grade 5 English and Social Studies Teacher

2010-2011

Grade 7 Mathematics Teacher

2003-2005

Grade 4 Teacher Intern

2002-2003

HONORS/ AWARDS

2015 Northeast Educational Research Association Lorne H. Woollatt Distinguished Paper Award

2016 American Educational Research Association Distinguished Paper Award
2016 Teacher Leadership Conference Best Paper Award
2017 Association for Education Finance and Policy Conference \$1500 Scholarship
PEO International Scholar Nominee
Graduate Coursework, Magna Cum Laude

HIGHLIGHTED PROFESSIONAL DEVELOPMENT- CONDUCTED

Book Writing in Early Childhood
Classroom Video to Understand Student Comprehension
Coaching for Growth: Using Data to Create Teacher Goals and Growth Plans
Creating Formative Teacher Evaluation Systems
Culturally Relevant Pedagogy
Danielson Framework For Evaluators
Danielson Framework For Teachers
Data Based Decision Making
Hands-On Learning and Problem Solving in Mathematics
Readers' Workshop
Setting Up Professional Learning Communities
Standards-Based Report Cards
Teacher Self-Reflection
Understanding by Design/ Backwards Curriculum Mapping
Writers' Workshop

HIGHLIGHTED PROFESSIONAL DEVELOPMENT- ATTENDED

Stanford University YouCubed Mathematics Leadership Seminar with Jo Boaler
Columbia University Reading and Writing Project
Danielson Group Advanced Teacher Evaluation Training
Mathematics Intervention with Dr. Amanda VanDerHayden
Measures of Academic Progress (MAP) - Train the Trainer
Response to Intervention in Elementary & Secondary Schools with Dr. Matthew Burns
National Council of English Teachers Conference
National Science Teachers Association Conference
Three Tier Behavior Management Techniques with Dr. Kathleen Lane- Train the Trainer
Understanding by Design with Grant Wiggins, Workshop

HIGHLIGHTED ACADEMIC PRESENTATIONS

Creating Formative Teacher Evaluation Systems: NJ Association for Supervision and Curriculum Development (ASCD), Monroe, NJ. September, 2017.
Lessons Learned in Teacher Evaluation: The Midwestern Symposium on Teacher Evaluation, Findlay, OH. May, 2017.
Implementing Teacher-Led Workgroups: ISNA Education Forum, Chicago, IL. April, 2017
Teacher Use of Evaluation Data: Association for Education Finance and Policy (AEFP), Washington, D.C. March, 2017
Leadership Practices that Support Instructional Coaches: International Teacher Leadership Conference, Miami, FL. March, 2017.

Teacher Use of Evaluation Data: Northeastern Educational Research Association (NERA),
Trumbull, CT. October, 2016

Teacher Use of Evaluation Data: The Midwestern Symposium on Teacher Evaluation, Findlay, OH.
May, 2016

Teacher and Observer Views of Teacher Praise Use: American Educational Research Association
(AERA), Washington, D.C. April, 2016