

**DR. GREGORY RICH** | Associate Professor / Director of Field Experiences  
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## ACADEMIC PREPARATION

December 2008	Ed. D. in Educational Leadership and Policy Analysis – University of Missouri – Columbia. Dissertation Topic: Suburban Alternative Education Schools’ Perceptions, Opinions, and Experiences of Stakeholders
July 1997	Ed Specialist – University of Central Missouri
July, 1995	Ed Masters – University of Central Missouri
May, 1984	B.S. in Education – Tulsa University

## MISSOURI CERTIFICATION: Department of Elementary and Secondary Education

Superintendent – K-12  
Principal – K-12  
Elementary Education – 1-8  
Language Arts – 4-8  
Social Studies – 7-12  
Health – K-12  
Physical Education – K-12

## HIGHER EDUCATION EXPERIENCES

**Associate Professor** - Northwest Missouri State University **2020 – Present**  
I earned Tenure and Promotion March 2020.

**Assistant Professor** - Northwest Missouri State University **2013 – 2019**  
An assistant professor for Northwest Missouri State University, I teach in both the undergraduate and graduate programs. In the undergraduate program, I teach secondary teacher candidates. In the graduate program, I teach classes for both masters and specialist students in the Education Leadership Program.

**Director of Field Experiences** – Northwest Missouri State University **2013 – Present**  
This responsibility accounts for approximately half of my teaching load at Northwest. Specifically, the Director of Field Experiences oversees all initial, mid-level, and culminating field experiences. I work with, advise, and train all teacher candidates, cooperating teacher, content supervisors, and university supervisors. In addition, I work collaboratively to build PK-12 Partnerships for authentic field experiences for NW’s Teacher Candidates in a four state region: Missouri, Iowa, Nebraska, and Kansas.

**MU Adjunct Faculty** – Dissertation Committees (Qualitative Research) **2015 – 2020**  
As an approved Adjunct University of Missouri Faculty Member, I have served and am available to serve on MU / NW’s Dissertation Committees specifically focused on qualitative research.

**NW Adjunct Faculty** - Northwest Missouri State University

**2012 – 2013**

As adjunct faculty, I taught several graduate level courses in the Education Leadership Program prior to my full time employment in 2013.

## **PROFESSIONAL (PK-12) EXPERIENCES**

**Associate Superintendent / Director** - Hickman Mills C-1 School District

**2005 – 2013**

Supervised all secondary education programs within the district including supervising building level administrators, curriculum revision and development, and student discipline. In addition, oversaw numerous financial budgets, grants, and title programs.

**High School Principal / Assistant Principal** - Excelsior Springs School District

**1998 – 2005**

Principal - instructional leader for the building, which included approximately 95 faculty members and 900 students. Assistant Principal – specific duties and responsibilities assigned by the principal. For example, student discipline, teacher supervision, and other day-to-day operation.

**Secondary Teacher / Elem Teacher** - Kearney School District –

**1988 – 1998**

High School Social Studies Teacher from 1990 – 1998. Elementary Self-Contained Sixth Grade Teacher 1988-90.

**Teacher** - Excelsior Springs School District

**1984 – 1998**

Elementary Physical Education Teacher @ Wyman Elementary School 1984-87. High School American History Teacher from 1987-88.

## **SCHOLARLY ACTIVITIES**

### **Peer Reviewed Publications:**

#### **Accepted for Publication (3):**

Ingraham, N., **Rich, G.**, & Christenson, S. (2019). *Impacts of Real-Time Captioning in an Elementary Spanish-Language Classroom*. National Social Science Association [Acceptance rate – 12-15%]. (Rich contributions - 45%)

Smith, L., Wood, S., **Rich, G.**, Singleton, E., & Wall, T.J. (2019). Featured Article: *The Impact of Program Redesign on Partnerships and Clinical Practice*. Educational Renaissance, (2019). [Acceptance rate – 50%] (Rich contribution – 20%)

**Rich, G.**, Smith, L., & Alexander, K. (2020). Featured Article: *Teacher Candidates as Teacher of Record Assist Partner School Districts Address the Teacher Shortage*. Educational Renaissance, (2020). [Acceptance Rate – 50%] (Rich Contributions – 40%)

#### **Submitted for Peer Reviewed Publication (1):**

**Rich, G.**, and Seeger, V. (2019) *Teacher Candidates Perceptions of Student Teaching: Main and Remote Campus Impressions*. Studying Teacher Education (2019).

#### **Work In Progress for Peer Reviewed Publication (1):**

Farnan, S., Seeger, V., Wood, S., & Rich, G., (2020). *Title?*

## PRESENTATIONS (19)

### National (8):

Adams, L., Gray-Smith, L., **Rich, G.**, Singleton, E., Wall, T. & Wood, S., *Sustaining and advancing the profession through renewal: Developing earlier, richer clinical experiences through dynamic PK-12 partnerships which expand diversity*. American Association of Colleges for Teacher Education. Louisville, KY February 2019. [Referred Presentation].

Albrecht, B., Alexander, K., Smith, L., **Rich, G.**, & Wall, T. *The good, the bad, and the ugly: meeting the needs of partner districts with student teachers as teachers of record*. American Association of Colleges for Teacher Education. Louisville, KY February 2019. [Referred Presentation].

Ingraham, N., **Rich, G.**, and Christenson, S., *Voice activated technology to enhance the foreign language classroom*. National Social Sciences Association Conference in New Orleans, LA October 2018. [Referred Presentation].

Wall, T., **Rich, G.**, Smith, L., Singleton, E., Lubig, J., and LaCelle-Peterson, M. *Partnerships, clinical practice and a high-quality teacher workforce: Meeting national educator preparation standards in the context of rural educator preparation*. The Renaissance Group (TRG) and The Teacher Education Council of State Colleges and Universities (TECSCU) Fall National Conference in Charleston, South Carolina. October 2018. [Referred Presentation].

Gray-Smith, L., Wood, S., **Rich, G.**, Singleton, E., & Wall, T., *Redesigning Partnerships as a Result of Redesigned Educational Preparation Program*. "The Renaissance Group (TRG) and The Teacher Education Council of State Colleges and Universities (TECSCU) Fall National Conference in Charleston, South Carolina. October 2018. [Referred Presentation].

**Rich, G.**, Gray-Smith, L., & Alexander, K. *"We Need a Teacher Now! Working with Partner Districts in Times of Teacher Shortage"*. The Renaissance Group (TRG) and The Teacher Education Council of State Colleges and Universities (TECSCU) Fall National Conference in Charleston, South Carolina. October 2018. [Referred Presentation].

Luke, J. and **Rich, G.** (November 2016). *Northwest Field Experiences Data Driven for Continuous Improvement*. American Association of Colleges for Teacher Education. Maryville, MO. [Peer Reviewed Presentation]

Wall, T.J., Gordon, D., Smith, L., Piveral, J., Seeger, V., Wood, S., **Rich, G.**, Kiene, D. (2016, March). *Excellence and Innovation in Partnerships: AACTE and UCET Members Profile Innovative Collaboration for K-12-EPP Clinical Experiences in Rural and Urban settings in the U.S and U.K*. American Association for Colleges of Teacher Education 2016 Annual Meeting. Las Vegas, Nevada. [Refereed Presentation]. Presentation acceptance rate: 56%

### Regional (1):

**Rich, G.** and Ingraham, N. (June 2018) *Impact of Real-Time Captioning in an Elementary Language*

*Classroom. Cambio de Colores 2018 Regional Conference Kansas City, MO. [Referred Presentation].*

**State (10):**

Haughey, J., McBride, M., Dimmitt, T., **Rich, G.** Ingraham, N., & LaCelle-Peterson, **M.** *Northwest Missouri State University and continuing the AAQEP Accreditation Journey.* Missouri Associations of Colleges for Teacher Education Fall '19 [Refereed Presentation].

Wall, T., Singleton, E., Dimmitt, T., Haughey, J., **Rich, G.**, Grey-Smith, L., & Wood, S. *Leading through change: Considerations and inspiration for a complete redesign of educator preparation program at Northwest Missouri State University.* Missouri Associations of Colleges for Teacher Education Fall '18. [Refereed Presentation].

Smith, L., Wall, T., **Rich, G.**, & Singleton, E. *Impact of Field Experiences on Teacher Candidate Perceptions.* Missouri Association of Colleges for Teacher Education Spring Conference Columbia, MO. (March 2018) [Referred Presentation].

**Rich, G.**, Moore, D., & Kalis, S., (March 2017). *A Win Win Partnership Model for EPPS and K-12.* Missouri Association of Colleges for Teacher Education Spring Conference Columbia, MO. [Refereed Presentation].

Farnan, S., Kiene, D., and **Rich, G.** (October 2016). *Providing Meaningful Opportunities for Rural Teaching Candidates to Embrace Diversity.* Missouri National Association for Multicultural Education. University of Missouri of Kansas City. Fall MoNAME Presentation. [Referred Presentation].

Gordon, D., Wall, T.J., McBride, M., **Rich, G.**, Kiene, D. (2015, March). *A Continuation of Conversations on the MEES and Student Teacher Evaluations –Trainings with Principals, University Supervisors, University Content Professors, and Cooperating Teachers.* Missouri Association of Colleges for Teacher Education spring conference, Jefferson City, Missouri. [Refereed presentation].

Wall, T.J., Gordon, D., McBride, M., Kiene, D., **Rich, G.** (2014, November). *More than meets the eye: Differing perceptions of educator preparation program quality.* Missouri Association of Colleges for Teacher Education fall conference, Columbia, Missouri. [Refereed presentation].

Gordon, D., **Rich, G.** Kiene, D., McBride, M., & Wall, T.J. (2014, November). *Student teacher evaluation and supervisor training: Conversations on the Missouri Effective Educator System.* Missouri Association of Colleges for Teacher Education fall conference, Columbia, Missouri. [Refereed presentation].

Wall, T.J., Gordon, D., McBride, M., Kiene, D., & **Rich, G.** (2014, April). *Gearing up for the MoPTA.* Missouri Association of Colleges for Teacher Education fall conference, Columbia, Missouri. [Refereed presentation].

Wall, T.J., Gordon, D., McBride, M., Kiene, D., & **Rich, G.** (2014, April). *Evaluating Student Teaching.* Missouri Association of Colleges for Teacher Education fall conference, Columbia, Missouri. [Refereed presentation].

## GRANT WRITING

Grant writing collaboration with NW Computer Science Department for a possible Google Grant. Specifically, teacher candidates using technology application in the classroom. Spring 2018 with Ms. Cari Cline, Dr. Michael Rogers, and Dr. Kristi Alexander. Unfortunately, we did not get the grant.

Northwest Missouri State University Improvement of Teaching and Learning Grant – I submitted a Train the Trainer Grant for Improved Rater Reliability and Improved Teacher Candidate Performance Assessments. Unfortunately, I did not get the grant.

## COURSES TAUGHT

I regularly teach 6-7 hours (2-3 courses) per semester in the School of Education. These teaching hours in addition to my Director of Field Experiences responsibilities create my total semester workload.

EDCU 61-360 Secondary Practicum II	1-credit hour
EDUC 61-633 Curriculum Design	3-credit hours
EDUC 61-623 Relational School Leadership	3-credit hours
EDUC 61-681 School and Community Relations	3-credit hours
EDUC 61-668 K-12 Capstone Practicum	3-credit hours
EDUC 61742 Internship	3-credit hours

## PROFESSIONAL AND ACADEMIC ASSOCIATION MEMBERSHIPS

American Association for Colleges of Teacher Education (AACTE)

Association for Advancing Quality in Educator Preparation (AAQEP)

Council for Accreditation of Educator Program (CAEP)

Kansas City Collaborative Advisory Partnerships (KC CAPS)

Missouri Association for College of Teacher Education (MACTE)

Missouri Field Directors State Group

## PROFESSIONAL DEVELOPMENT

AACTE National Conferences	Annual – '13, '14, '15, '16, '17 '18, '19
AAQEP National Conference	Annual – '17, '18, 19, 20
CAEP National Conferences	Annual – '15, '16, '17, '18
MACTE State Conferences '19, 20	Annual – 13', '14, '15, '16, '17, '18,
Mid-West Region Leadership Conference	2013-14

St. Cloud - Co-Teaching Model Conference	Fall 2014
MoPTA Training	Annual – '13, '14, '15, '16, '17,
MEES DESE Training Sessions:	Annual – '13, '14, '15, '16, '17, '18, '19
CITE Office iPad Training	2015

## SERVICE AND STUDENT SUPPORT

### *School of Education Support*

#### **Athletic Advisory Committee -**

**2020 -**

#### **Continuous Improvement Leadership Team (CILT) Member**

**2013 – 2016**

Dr. Cheryl Malm chaired the CILT which focused on continuous improved for the School of Education specifically related to National Accreditation.

#### **Diversity Committee Member**

**2014 – 2017**

As a result of the School of Educations NCATE Accreditation is 2013, the Diversity Committee was form to address diversity concerns outlined in the NCATE report.

#### **Education Informational Meetings**

**2015 – Present**

In an attempt to chuck important information over time, the team provides informational meetings each fall for education majors. Specifically, the meetings are for freshmen, sophomores, and juniors.

#### **Education Leadership Redesign Team (Academic Partners On-line Degree)**

**2016 – 2017**

Participated in rigorous Academic Partners Professional Development to develop a new on-line course for Relational School Leadership 61-623 for our NW Education Leadership Program.

#### **National Accreditation Leadership Team (NALT)**

**2018 – Present**

School of Education's Team focused on National Accreditation. Works on collecting and analyzing data, writing reports accreditation reports, and keeping the School of Education focused on National Accreditation.

#### **NW MACTE Outstanding Beginning Teachers Award Committee Chair**

**2013 – Present**

Developed and Chaired the Missouri Association for the Council of Teachers Award for Beginning NW Teachers in the State of Missouri Committee.

#### **Quality Assurance Team (QAT)**

**2016 – Present**

Under the leadership of Dr. Mike McBride, NW Associate Director of Accreditation and Assessment, the Team is focused on using assessment data to improve programs.

#### **Prospective Student Meetings**

**2018 – Present**

Welcome, host, and inform prospective NW Students and their parents regarding Northwest Missouri State University and the School of Education.

#### **School of Education Search Committee**

**2015**

A member of the faculty search committee for the School of Education

**School of Education Disposition Assessment Ad Hoc Committee Member** 2017

Was a member of the team who revised and developed the Disposition Assessment Form to be used by the School of Education.

**Secondary Education Coordination Council (SECC) Member** 2013 – Present

An educational committee focused on work specific to secondary education and K-12 Teacher Candidates

**Teacher Education Guidance Committee (TEGC) Member** 2013 – Present

This committee is responsible for issues affecting teacher candidates after admission to the professional education program. This may include curricular issues, dispositional issues and/or have deficiencies which are so serious that the candidate's success in the field of teaching would be in jeopardy.

**Teacher Education Admissions Committee (TEAC) Member** 2013 – Present

The TEAC ensures that the admissions process to the Professional Education Program is managed carefully and fairly and that students entering Northwest as teacher education majors have early feedback on admittance expectations and potential deficiencies and that the Assessment System empowers teacher candidates to utilize multiple measures to demonstrate their capability to be a teacher.

**School of Education Redesign – Phase III Student Teaching Committee Chair** 2017 – Present

Team responsible for establishing a yearlong student teaching field experiences for Elementary and SPED Teacher Candidate.

**University Support**

**Council for Teacher Education (COTE) Assist Chair** 2017 – 2018

A policy-making and decision-making committee focused on Teacher Education. Facilitated meetings in the absence of the Chair.

**Faculty Advisor for Northwest Missouri State University Delta Chi Fraternity** 2013 – 2014

Worked with undergraduate students and faculty in the advisement of the members of the Delta Chi Fraternity.

**Faculty Senate Alternate** 2017 - 2018

The Faculty Senate develops, formulates, and recommends policies to the Board of Regents and advises appropriate authorities in other areas assigned to the faculty by the Board of Regents.

**Faculty Senate Representative** 2019 – 2021

The Faculty Senate develops, formulates, and recommends policies to the Board of Regents and advises appropriate authorities in other areas assigned to the faculty by the Board of Regents.

**Faculty Welfare Committee** 2018 – Present

A subcommittee of the Faculty Senate focused on issues of diversity, equity, and inclusion.

**Student Faculty Discipline Committee (SFDC) Member** 2015 – 2016

A university committee that facilitated student hearings involving possible disciplinary action.

**State of Missouri Support**

**DESE State MEES Video Calibration Team** 2019 – Present

The Team who developed revised video calibrations for the Missouri Educator Evaluation System, which is the Performance assessment for all of Missouri's Teachers.

**DESE State Partnership Design Team (Field and Clinical) 2017 – 2019**  
Developed and disseminated updated MEES training materials for all Education Preparation Programs Field and Clinical Departments.

**DESE MEES Review Committee 2014 – 2016**  
A team that regularly reviewed and revised the Missouri Educator Evaluation System Rubric / Scoring Guide for Teacher Certification.

## **DIVERSITY EXPERIENCES**

**P-12 Experience – Hickman Mills C-1 School District Diversity Training 2004 - 2013**  
The district's demographics were 90% minority and 90% free and reduced lunch. As a result, the district leadership provided regularly and ongoing diversity training for staff and faculty.

**Course Taught – Multiculturalism in Education 2014 – 2015**  
As a new faculty member, I taught this course to aspiring educators. The focus was meeting the needs of all learners and establishing a culturally responsive classroom.

**Northwest Missouri State University Diversity Committee Member 2013 – 2015**  
The team refined diversity competencies for coursework, partnerships, and field experiences. Helped to provide information for the rejoinder for the School of Education Accreditation rewrite for the diversity standard.

## **TECHNOLOGY EXPERIENCES**

**Northwest Missouri State University Technology Training 2013**  
As a new member of the Northwest faculty, I participated in induction technology training.

**Northwest Missouri State University Student Teaching Facebook Coordinator 2015 – Present**  
An effective way to communicate, celebrate, and document Northwest Missouri State University Field Experiences.

**Northwest Missouri State University @nwsteach Twitter Coordinator 2015 – Present**  
Another social media forum to communicate, celebrate, and document Northwest Missouri State University Field Experiences.

**Northwest Missouri State University – Canvas Training**  
When Northwest transitioned to Canvas, I attended trainings to help improve my course sites and instructional practices.

**Northwest Missouri State University – iPad Training (CITE Office) 2015**  
As a School of Education Faculty Member, I received an iPad to help improve instruction in my classes. As a result, I received iPad training

**Northwest Missouri State University – Academic Partners Training 2017**



I was trained by Academic Partners for online course development. Specifically, I developed a new course for our redesigned Masters in Educational Leadership Program. The new course is Relational School Leadership 61-623

**Northwest Missouri State University – NW 360 Training (CITE Office)**

I was trained on NW 360 – a way to support and document communications and interactions with students.

**INVOLVEMENT AND COLLABORATION WITH PK-12 EDUCATORS**

**Redesign – Phase III Committee Advisory Board**

When planning and implementing the yearlong student teaching experiences as part of the School of Education Redesign, we frequently consulted with our Advisory Board (experts in the field).

**Developed Northwest Outstanding Cooperating Teacher Award**

In an attempt to demonstrate NW’s appreciation for our K-12 partners and the excellent cooperating teachers who work with our NW teacher candidates, I developed and implemented a way to celebrate excellent cooperating teachers.

**Certified St. Cloud University Co-Teaching Trainer**

Upon receiving Co-teaching trainer certification, I work with other trainers and partner school districts to provide research-based co-teaching training:

- Co-Teaching Partnership – Park Hill School District
- Co-Teaching Partnership – North Kansas City School District
- Co-Teaching Partnership – Eugene Field Elementary School
- Co-Teaching Partnership – Independence School District
- Co-Teaching Partnership – Platte Country School District
- Co-Teaching Partnership – West Nodaway School District

**Established Collaborative Hubs for Student Teaching in the Four State Region** In 2013, I was directed by Dean Joyce Pivalo to move all student teaching experiences into student teaching hubs. I developed seven student teaching hubs in the four state area (Missouri, Kansas, Nebraska, and Iowa) where NW’s teacher candidates student teach: 1) Council Bluffs, IA/Omaha, NE, 2) Des Moines, IA, 3) Southwest IA/Northwest MO, 4) Maryville, MO and surrounding area, 5) St. Joseph, MO and surrounding area, 6) North Central, MO (Chillicothe, Cameron, Trenton area), and 7) Kansas City, MO (northland or southland) / Kansas City, KS

**Annually update/revise the Northwest Student Teaching Handbook**

I annually update and revise the Student Teaching Handbook to reflect current practices. Once reviewed and revised, it is posted electronically to the NW Student Teaching website. It is a way to effectively communicate and document program improvements and changes.

**Annually update/revise the Northwest Graduate Practicum / Internship Handbook**

I annually update and revise the Graduate Practicum / Internship Handbook to reflect current practices. Once reviewed and revised, it is posted electronically to the NW Graduate Practicum / Internship Resources website link. It is a way to effectively communicate and document program improvements and changes.

**Field Experiences Memorandum of Understanding**

I annually review and update (as needed) the NW MOU for our partner school districts in the four state area. Once read and signed by all parties, a copy of the signed MOU is stored in the Office of Field Experiences in Brown Hall.