

**The 51st ISEP Annual Conference**  
**Second Virtual Global Research Conference**



**Leading During a Crisis: The Intersection of Effective Planning and  
Management – Lessons and Implications for the Future**

**October 12-15, 2021**

**<https://isep.info/>**

**A link for how to access the conference with directions will  
be emailed separately to all the participants**

## OFFICERS



**Abe Tekleselassie**  
**ISEP 2021 President**  
**Associate Professor of Educational Leadership**  
**The George Washington University**

Abebayehu Aemero Tekleselassie is Associate Professor of Educational Leadership and Administration at the George Washington University's School of Education and Human Development. Previously, Dr. Tekleselassie was on faculty at Georgia Southern University, GA, and a Department Chair and a lecturer at the Addis Ababa University in Ethiopia. In 2014-15, Dr. Tekleselassie was a US Fulbright Scholar to Ethiopia, where he conducted research on school leadership development and taught courses at three different institutions: the Addis Ababa University, Bahir Dar University, and Hwasa University. Dr. Tekleselassie's research centers broadly on school leadership development and career mobility patterns of school principals in the United States. In addition, his work examines the production of systemic inequalities in leadership selection, support, and development with a focus on women and minority principals in both the United States and Ethiopia. His most recent work appears in Teachers College Record, Educational Policy Journal, International Journal of Educational Reform, and Leadership and Policy in Schools. Dr. Tekleselassie holds a PhD. in Educational Administration from the State University of New York at Buffalo in 2005.

I am proud and honored to be the current President of the International Society for Educational Planning and a member for 14 years since 2007. While I am a little disappointed, we cannot gather in-person to enjoy the personal touch and connection that ground the ISEP tradition, I am delighted to see you all-- old and new friends-- live from Washington, DC. I am confident that you will find this virtual conference useful, engaging, educational, and interesting. Welcome and I look forward to seeing you all virtually in October.

**Angela Ford, Ed.D.**  
**ISEP 2021 Vice President**  
**Doctoral Assistant/Instructor**  
**Old Dominion University**  
**Darden College of Education and Professional Studies**  
**Department of Educational Foundations and Leadership**



Dr. Angela Ford has been working in the field of education since 2007 and has worked in various capacities in both K-12 and higher education and was honored to be a Fulbright Scholar to Ethiopia for the 2019-2020 academic year to conduct research on undergraduate and graduate student motivation and persistence as well as to teach at Addis Ababa University. Angela has a BA in Psychology, an MAT in Teaching and Learning, and an EdD in Curriculum Development and Instruction and is currently pursuing a PhD in Educational Psychology at Old Dominion University.

Prior to working in education, she served for nine years in the United States Air Force and the Virginia Air National Guard as an electro-environmental technician on attack and fighter airplanes. If you are around her for any length of time, she will include military, mechanical, or transportation analogies to the discussion. She has been an active member of ISEP since 2015. Dr. Ford can be reached at [aford025@odu.edu](mailto:aford025@odu.edu).

Angel's thoughts on ISEP: "I'm so thankful to be a part of ISEP. I have made great connections, as this is a phenomenal organization for both beginners early career academics and seasoned educators. This society is made up of one of the friendliest and encouraging groups I have ever been associated with! If you have suggestions and are willing to push up your sleeves and get involved, there is a place for you to increase your activity as a member. Welcome and let's have a great time online."

**Dr. Carol Cash**  
**ISEP 2021 Secretary**  
**Clinical Professor of Educational Leadership**  
**Virginia Tech University**



Dr. Cash is a life-long educator who has served at all levels of public education, both within the United States and internationally. She has been recognized as Virginia's Secondary Principal of the Year and Zama's Teacher of the Year in Japan. She has degrees from the University of South Alabama, George Washington University, and Virginia Tech.

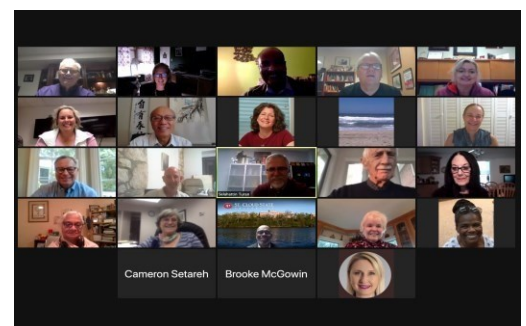
Dr. Cash is a clinical professor for Educational Leadership in Virginia Tech's School of Education and continues to pursue research on educational facilities topics. I am excited to be a part of ISEP and to serve as its Secretary. I am also excited to be online with you and celebrating the amazing research and study that we continue to do for students and for education! Welcome.

**Dr. Jodie Brinkmann**  
**ISEP Treasurer**  
**Assistant Professor of Practice**  
**Virginia Tech University**

Dr. Jodie Brinkmann believes that education is the great equalizer in the world today! She earned her B.A. from Clarion University of Pennsylvania in Elementary and Early Childhood Education, M.A. from Virginia Commonwealth University in PK-12 Education Administration and Supervision, and Ed.D. from Virginia Tech in Educational Leadership and Policy Studies.

Dr. Brinkmann is an Assistant Professor of Practice in Virginia Tech's School of Education, Educational Leadership interests include curriculum and instruction, special education (specifically collaboration and co-teaching) and educational leadership and policy studies. She currently teaching courses in both Programs for the Preparation of School Principal and Supervisors (MA/ED.S.) and in Educational Leadership and Policy Studies (ED.D.).

She particularly enjoys chairing and serving on doctoral committees. Dr. Brinkmann currently serves as president of the Virginia Education Research Association, executive board member and treasurer of the International Society for Educational Planning, and vice president for the Virginia Professors of Educational Leadership. She recently served as co-editor for a Special Edition of Educational Planning titled: Covid-19 Leadership and Educational Planning. She is a life-long learner and committed to being a leader in the profession.





# The David Wilson Memorial Lecture (1938 - 2006)

## Our Memorialized International Scholar



Dr. David N. Wilson, a PhD graduate of Syracuse University, was Professor of Higher Comparative and International Education, Ontario Institute for Studies in Education (OISE) at the University of Toronto. He was a well-known figure in the field of Comparative Education. He was the World Council of Comparative Education Societies (WCCES) President from 1996 to 2001, the Comparative and International Education Society (CIES) President in 1993 and President of International Society of International Planners from 2000 to 2001.

He remained a faculty member there until his retirement in 2003 and taught many courses including: Educational Planning, Research Methodology, Third World Education, and Adult, Comparative, and Higher Education. He was widely published in Comparative Education and International Planning journals and books. He was especially interested in Technical-Vocational Education and Training (TVET). He conducted research in several countries including Brazil, Colombia, Chile, Malawi, Uruguay, Venezuela, and the Caribbean nations. Dr. Wilson served twice as UNESCO Field Staff, once as ILO Field Staff and as a Project Officer - TVET with the Asian Development Bank. He also worked as a Visiting Professor at the UNESCO International Centre for Technical and Vocational Education and Training in Bonn, Germany from 2000-2001. His writings mainly focused on TVET and TVET reform in Brazil, Colombia, Chile, Uruguay, Venezuela, and the Caribbean nations.

He was the co-editor of the *International Handbook of Education for the Changing World of Work: Bridging Academic and Vocational Learning* along with Rupert Maclean. That handbook was instrumental in providing key reference information on developments in research, policy, reform, financing, and practices in TVET. By the time he died at 68 of brain cancer on Dec. 8, 2006, in Toronto, he had worked, lived, or travelled in more than 110 countries. David was classic global scholar, researcher, and learner who proficiently spoke English, French, Spanish, Swahili, German, and Portuguese, plus some bits and pieces of four other languages. He was learning Mandarin because he said, "...it was the language of the future".

**The David Wilson Memorial Lecture Presenters:  
Prakash Nair and Roni Zimmer Doctori  
Presentation Topic: Rebuild Schools to Reinvent Education**



Prakash Nair is a world-renowned architect, futurist and the Founding President & CEO of Education Design International. Over the past 17 years, Prakash and his colleagues have worked on the development of innovative schools in 52 countries on six continents. Prakash has won many international awards including the A4LE MacConnell Award. This is the highest honor worldwide for school design.

**Prakash Nair, AIA**



Roni Zimmer Doctori has over 17 years of professional architectural and project management experience. Before joining [Education Design International](#), she served as an Architect and Design Team Leader at AlefBet Planners in Israel. She is a co-author of the new and highly acclaimed book on school design titled, Learning by Design: Live | Play | Engage | Create.

**Roni Zimmer Doctori**

## **The ISEP Glen Earthman Dissertation of the Year Award**



### **Our ISEP Research Legend: Dr. Glen I. Earthman**

Dr. Glen I. Earthman possesses fifty years' experience in the field of education at all levels, public school teacher and principal and lastly as professor of Educational Leadership. He has taught for over thirty-five years at Virginia Tech and has chaired over 100 doctoral dissertations, plus serving on 75 additional doctoral committees. He has provided consultation to over fifty educational organizations. He has authored eight books about educational facilities and has published extensively in professional journals. He served as the first Director of the National Clearinghouse for Educational Facilities. He continues a schedule of teaching and research in the field of school facilities on a part time basis at Virginia Tech. ISEP is very proud to annually recognize a Dissertation of the Year Award Winner who reflects the high standards of dissertation research established by Glen I. Earthman throughout his career.

## **The Glen Earthman Outstanding Dissertation of the Year Award: Dr. Mesfin Manaze Woldegebriel**



Dr. Mesfin Manaze Woldegebriel began his career in education as a mathematics teacher after earning BEd in mathematics from Debubtu University in 2003. Upon completion of the master's in Educational Planning and Management from Addis Ababa University in 2007, Dr. Manaze has held various positions in higher education: lecturer, researcher, registrar, deputy director for students' service directorate, and director for library directorate. He taught mathematics and was academic coordinator at an international school in the United Arab Emirates. Dr. Manaze coordinated an education project for South Sudan refugees and the Girls' Education Challenge project. Dr. Manaze is currently assistant professor of educational policy and leadership at Jigjiga University and is the author or co-author of various articles in his discipline. Dr. Manaze can be reached at [mesfinmanaze@gmail.com](mailto:mesfinmanaze@gmail.com) or [mesfin.manaze@aau.edu.et](mailto:mesfin.manaze@aau.edu.et).

### **Dissertation Topic: Students' Diversity Management in Ethiopian Public Universities: Practices and Challenges**

#### **ABSTRACT**

This study explored the practice and challenges of Ethiopian public universities with students' diversity management by employing convergent parallel mixed method design. To this end, data were collected from 458 quantitative and 24 qualitative study participants. The study found that the campus climate for ethnic and religion diversity in Ethiopian public universities to be moderately positive with the existence of pockets of dominant group of students and ethnic related conflicts among students.

On the other hand, the sampled universities students' diversity management practice was also found to be good. The study also found that there is a weak, statistically significant positive relationship between students' attitude towards diversity and their sense of belonging towards their university, diversity related policies, leadership commitment to promote diversity, and curricular activities practice of the sample universities and students' pluralistic orientation. On the other hand, the study found moderate, statistically significant positive relationship between co-curricular activities practice of the sample universities and students' pluralistic orientation. The main challenges for Ethiopian public universities to properly manage their students' diversity were also found to be political instances of the country, fake news circulating in the social media and political activists'/groups' focus on public university students. Moreover, the absence of well-planned strategies including invitation of influential figures to discuss sensitive diversity related issues, the inadequacy of the curriculum to respond to diversity related issues, and lack of commitment of university leaders to promote diversity and act immediately during conflicts were mentioned as gaps in managing student diversity at public universities. Based on the above findings, it was concluded that the campus climate for diversity in the sampled universities to be moderately positive and students' diversity management to be good. The study also concluded that challenges of managing students' diversity were associated with external influences like politics and absence of well-planned strategies and homogeneity of the universities. Finally, it was recommended that due attention should be given by the Ministry of Science and Higher Education (MoSHE) and respective public universities in diversifying the top leadership, academic staff and student body by putting appropriate strategies in place to better promote diversity. Public universities and MoSHE should work to make the curriculum responsive to diversity and strengthen the co-curricular activities that can promote diversity.

Key words: Diversity, Campus Climate for Diversity, Diversity Management, Public Universities



# EDUCATIONAL PLANNING Journal

**Dr. Tak Cheung Chan**  
**ISEP Journal Editor**  
**Professor Emeritus**  
**Kennesaw State University**

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(<https://isep.info/educational-planning-journal/>)

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## Education Planning Editors

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# ISEP 2021 Conference Themes

## Thematic Session 1– Educational Planning, COVID-19 & People

*Session Sponsors: Drs. Polka and Marwaha*

This session will focus on the conceptualization of educational planning as a discipline, examining salient ideas about leadership approaches, professional development, and organizational assessments of people in school settings especially during unexpected natural and manmade chaos caused by events such as: Hurricanes, Tornadoes, COVID-19; School Shootings; Community Unrests, Ethnic and Religious Conflicts, etc. Consistent with ISEP’s focus this year on planning for such unexpected dire emergencies as well as our continuous focus on improving traditional educational planning approaches, session presenters will explore topics related to both classical and contemporary approaches for human resource planning in educational settings in both ordinary and extraordinary times.

Possible topics for session presenters include (but are not limited) to the following:

The ever-changing nature of educational leadership and professional development especially given the unexpected realities of our contemporary world.

The link between organizational outcomes in education (such as student achievement) and effective human resource practices in both ordinary and extraordinary times.

Strategic and serendipitous planning and program implementing as a leadership and professional development process.

Approaches for empowering and sustaining key partners/stakeholders in human resource management.

Common elements/frameworks of “best-practices” in planning for effective leadership, professional development, and organization assessment no matter the contextual factors of the times.

Systems thinking, strategic planning, and “out of the box” possibilities including serendipitous approaches in human resource practices for our contemporary global village in various contexts.

Strategic and serendipitous planning and organizational accountability assessments.

Planning for personal, professional, and organizational change in education.

International/comparative experiences and studies.

Potential Themes and Keywords: leadership approaches; coping with rapid unplanned changes; strategic and serendipitous human resource planning theory; human resources plan implementation; planning partners; ‘high-touch’ planning for educational change/reform in traditional and punctuated equilibrium contexts.



## ISEP 2021 Conference Themes, cont.

### Thematic Session 2 – Educational Planning, COVID-19 & Things

*Session Sponsors: Drs. Cash and Koonce*

This session will focus on the educational planning as a discipline, examining salient ideas that have informed the built facility, technology, and furnishings in support of the school community globally over the years with special emphasis on changes in response to COVID – 19. Consistent with ISEP’s 2021 theme of Leading during a crisis: the intersection of effective planning and management- lessons and implications for the future, session presenters will explore topics related to approaches to facility design and redesign with the focus on 21st-century skills development, instructional support, student responses to the environment, as the pandemic created a demand for adjustments to the space and delivery of instruction.

Possible topics for session presenters include (but is not limited) to the following, both generally and as they were impacted by the COVID – 19 pandemic:

The changing nature of school design research in education

A process for designing the built facility – preparing for crises

The challenges of historical buildings (heritage sites) in access, design, and function

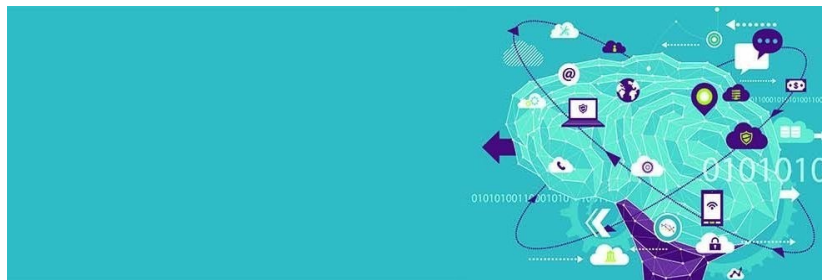
How educational facilities adjusted to the pandemic and to other contemporary pedagogical demands, practical uses, or economic constraints

Case studies from different geographical areas, providing a basis for reflecting on the significance of educational facilities for education within an international framework

Architectural solutions to design adjustments for current student needs

Identifying spatial, functional, and technological modifications and guidelines to cope with educational change and contemporary challenges

Potential Themes and Keywords: pandemic and place; architecture; design changes; renovation and redesign; planning for a new school; furnishings and instruction for the 21st century; and retaining the legacy while recharging the function.



## ISEP 2021 Conference Themes, cont.

### Thematic Session 3 – Educational Planning, COVID-19 & Ideas

*Session Sponsors: Drs. Ford & Tekleselassie*

This session will explore salient ideas, concepts, methodologies, and theories in educational planning. Consistent with the aims of ISEP and the conference theme, the session will focus on emerging trends, models, and approaches to planning during COVID-19. The session sponsors encourage presentations that explore contemporary and classical theories, utilizing an interdisciplinary lens to investigate the benefits of planning during uncertain times. Papers that interrogate, problematize, question, or analyze existing norms, practices, and approaches to planning as it relates to contemporary challenges in education during COVID-19 are highly encouraged. Possible topics for session presenters include (but are not limited to) the following ideas.

Planning and managing the unexpected during COVID-19

Chaos Theory in educational planning

Strategies, models, and approaches to addressing unplanned change

Complexity, globalization, and systemic approaches to planning during COVID-19

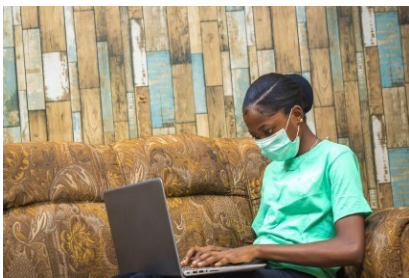
Sense making, complexity, and scenario planning in a turbulent environment

The fallacies of planning during a crisis

Change and continuity during times of uncertainty

Silver lining amidst crisis—new conceptions of planning during COVID-19

Localization, heterogeneity, and non-Western/indigenous theories of educational planning



## ISEP 2021 Conference Themes, cont.

### **Thematic Session 4 - Educational Planning - Beyond COVID-19** **Open theme for educational planning of intelligent responses to international educational issues and challenges**

*Session Sponsors: Drs. Chan and Turan*

This session will focus on the conceptualization of educational planning to meet expected or unexpected challenges to education. While Themes 1 through 3 are focused on the impact of COVID-19 on teaching and learning at all levels, Theme 4 is open to all educational planning topics that highlight how educational planners and policy makers react to any happenings that could cause extreme difficulties to educational systems. Session presenters will explore topics related to efficient and effective planning ideas, strategies, and approaches to create an inviting educational environment and to address the critical situations to ensure proper school operations. Contents of the presentation could include planning ideas, perspectives, theories, readiness, case studies, research reports, evaluations, controversies, cultural, social justice and equity issues, and economic and political differences throughout the world.

Possible topics for session presenters could include (but are not limited to) the following:

- Emergency plans of educational systems: developing, drilling and evaluation.
- How does online teaching and learning impact school facilities planning?
- Educational partners/stakeholders in planning to manage crises: Collaboration and shared responsibilities
- Safety issues and concerns of faculty and students in school violence.
- Plans to ensure the continuation of teaching and learning processes in critical environments.
- Success and failure planning stories worldwide.
- How to plan a curriculum to meet student needs?
- The smart use of technology to promote educational planning.
- International comparative experiences in reacting to crises.
- Crisis planning in cultural, political, social, geographical, and economic perspectives.
- Social justice, equality, and access to quality education in educational planning
- Power, politics, and policy in educational planning.
- The cycle and recycle theories of educational planning





## ISEP 2021 Conference Presenter Summary

### Theme One: COVID-19 & PEOPLE

1. Caroline M. Crawford - [carolinecrawford@earthlink.net](mailto:carolinecrawford@earthlink.net)

#### **Planning Graduate Course Design Interactivities and Creativities, within a Differentiated Program Experience**

2. Caroline M. Crawford - [carolinecrawford@earthlink.net](mailto:carolinecrawford@earthlink.net)

#### **Impacting Online Learning Environments through Developing Collegial Community Support as a Social Learning Enhancement**

3. Caroline M. Crawford - [carolinecrawford@earthlink.net](mailto:carolinecrawford@earthlink.net)  
Sharon Andrews – [whites@uhcl.edu](mailto:whites@uhcl.edu)

#### **Overhyped versus Burgeoning Brilliance: What is the Potential of eSports within Educational Planning?**

4. Orji, Christopher Michael - [chrismorji2@gmail.com](mailto:chrismorji2@gmail.com)  
Ekhoriyayi Arigidi - [earigidi@yahoo.co.uk](mailto:earigidi@yahoo.co.uk)

#### **Covid-19 Pandemic Lockdown and the Remuneration of Teachers in Privately Owned Schools Lessons from Nigeria**

5. Matthew Strittmatter – [Strittmj@vt.edu](mailto:Strittmj@vt.edu)

#### **How to Lead Moving Forward Based on What We Have Learned**

6. Adam Nir - [adam.nir@mail.huji.ac.il](mailto:adam.nir@mail.huji.ac.il)

#### **Maintaining school stability and planning for the future during COVID-19**

7. Abebayehu Tekleselassie - [silassie@gwu.edu](mailto:silassie@gwu.edu)

#### **Analyzing factors shaping the desire to the principalship in Ethiopia**

8. Michelle Grimes – [mgrimes@mail.niagara.edu](mailto:mgrimes@mail.niagara.edu)

#### **Female mid-level college leaders, crisis & work-home conflict**

9. Jodie Brinkmann - [jlbrinkmann@vt.edu](mailto:jlbrinkmann@vt.edu)  
Carol Cash - [ccash48@vt.edu](mailto:ccash48@vt.edu)

#### **Educational Leadership and Planning During Times of Crisis**

10. Elizabeth A. Yarussi Falzone - [eay@niagara.edu](mailto:eay@niagara.edu)  
Yonghong Tong - [ytong@niagara.edu](mailto:ytong@niagara.edu)

#### **Esports Camp: An Innovating Learning Experience to Elevate Education for the Digital Age**

## Theme One: COVID - 19 & PEOPLE cont.

11. Ginny Altrogge - [valtrogge75@webster.edu](mailto:valtrogge75@webster.edu)

### Minority Principals at Risk

12. Cheryl Cavanaugh - [ccavanaugh@lcarichlands.org](mailto:ccavanaugh@lcarichlands.org)

### Successfully Leading Schools During the COVID-19 Pandemic Through Shared Leadership Practices

## Theme Two: COVID -19 & THINGS

13. Carol S. Cash - [cash48@vt.edu](mailto:cash48@vt.edu)

Ted Price - [pted7@vt.edu](mailto:pted7@vt.edu)

### School leaders' perceptions of Learning Environments

## Theme Three – COVID -19 & Ideas

14. Angela Ford - [angela.ford@fulbrightmail.org](mailto:angela.ford@fulbrightmail.org)

### Equitable learning environments post pandemic, face-to-face, virtual, hybrid

15. Turonne K. Hunt - [turonh6@vt.edu](mailto:turonh6@vt.edu)

Carol A. Mullen - [camullen@vt.edu](mailto:camullen@vt.edu) (October 13<sup>th</sup>)

### Teacher interviews exploring emotional disability and K–12 strategies for supporting outcomes and planning instruction

16. Gülşah Taşçı - [gulshtasci@yahoo.com](mailto:gulshtasci@yahoo.com)

### Crisis Leadership in Higher Education During COVID-19: An Executive Coaching

17. Ababayehu Tekleselassie - [silassie@gwu.edu](mailto:silassie@gwu.edu);

Leslie Trimmer - [ltrimmer@gwu.edu](mailto:ltrimmer@gwu.edu)

### Planning for Equity: Diversity messages and equity goals in school district strategic plans

18. Daniel Gelaw Alemneh - [daniel.alemneh@unt.edu](mailto:daniel.alemneh@unt.edu)

Angela Y. Ford - [aford025@odu.edu](mailto:aford025@odu.edu)

### Open Educational Resources for Equitable Scholarly Communication: Rethinking Educational Planning Post-COVID

19. Walter S. Polka – [wpolka@niagara.edu](mailto:wpolka@niagara.edu)

### Developing a Leadership Coping Mindset to Manage Yourself and Others During Times of Planned or Unanticipated Change

20. Rob Leone – [rleone@niagara.edu](mailto:rleone@niagara.edu)

### Unintended Consequences of Pandemic Public Policymaking for Higher Education: A Cascading Set of Never-ending Institutional Policy

21. Abdourahmane Barry - [abarry@taibahu.edu.sa](mailto:abarry@taibahu.edu.sa)  
Alsaeed Saad Alshamy - [asshamy@taibahu.edu.sa](mailto:asshamy@taibahu.edu.sa)

**Which Saudi Universities Can Survive in the Era of/Post COVID-19? Plan to Be Among the Best or Perish**

**Theme Four – Educational Planning - Beyond COVID-19**

22. Mike Douse – [MJDouse@gmail.com](mailto:MJDouse@gmail.com)

**Sliding Towards Education's Fundamental (and Pandemic-Hastened) Transformation**

23. Jack Rice - [ricejack@etown.edu](mailto:ricejack@etown.edu)  
John Tanner – [john.tanner@brave.ed.com](mailto:john.tanner@brave.ed.com)

**The Pennsylvania Consortium on School Accountability: Charting a new path for system performance and stakeholder engagement**

24. Caitlin Riegel - [caitlin.riegel@medaille.edu](mailto:caitlin.riegel@medaille.edu)

**The Sustainability of Virtual Courses in Educator Preparation Programs**

25. Rania Karayanni- Ounallah - [rania.ko@gmail.com](mailto:rania.ko@gmail.com)  
Noy Eliyahu - [noyeliyah@gmail.com](mailto:noyeliyah@gmail.com)  
Ronit Bogler - [ronitbo@openu.ac.il](mailto:ronitbo@openu.ac.il)  
Anit Somech - [anits@edu.haifa.ac.il](mailto:anits@edu.haifa.ac.il)

**The differential impact of educational forces on the experience of team pressure to exhibit citizenship behavior in schools**

26. Reut Liraz - [reut.liraz@mail.huji.ac.il](mailto:reut.liraz@mail.huji.ac.il)  
Ori Eyal - [ori.eyal@mail.huji.ac.il](mailto:ori.eyal@mail.huji.ac.il)

**Authenticity and Ethics in Youth Soccer Coaches' Professional Identity**

27. Reut Liraz - [reut.liraz@mail.huji.ac.il](mailto:reut.liraz@mail.huji.ac.il)  
Ori Eyal - [ori.eyal@mail.huji.ac.il](mailto:ori.eyal@mail.huji.ac.il)

**Undermined Professionalism: Strategic Impression Management among Early Childhood Educators**

28. Ginger Christian - [CHRISTIANG@mail.etsu.edu](mailto:CHRISTIANG@mail.etsu.edu)

**Leading School Transformation through a Trauma Informed Systems Approach: The Power of University Partnerships, Leadership, and Social Emotional Learning**

29. Molly Oliverio - [mollyoliverio6@gmail.com](mailto:mollyoliverio6@gmail.com)  
Peter Ozog - [pozog@mail.niagara.edu](mailto:pozog@mail.niagara.edu)  
Stephanie Tuters - [stuters@niagara.edu](mailto:stuters@niagara.edu)

**Analyzing the relationship between district support of parental advocacy and student outcomes in special education: proposing a model for assessing support and planning for improvement of parental advocacy in NYS**

## Theme Four – Educational Planning - Beyond COVID-19 cont.

30. Ann-Marie Wilmot - [anamariawilmot@yahoo.com](mailto:anamariawilmot@yahoo.com)  
Canute S. Thompson - [canutethompson1@gmail.com](mailto:canutethompson1@gmail.com)

### **Planning Strategies for Surviving and Excelling During the Crisis of an Unwelcoming School Culture: Insights from one School Principal's Journey**

31. Ibrahim Hakan Karataş - [ihkaratas@gmail.com](mailto:ihkaratas@gmail.com)

### **Revisions in Educational Planning due to the Covid Pandemic: Analysis of Changing Goals and Strategies**

32. Muhammet Emin Turkoglu- [mturkoglu@aku.edu.tr](mailto:mturkoglu@aku.edu.tr)

### **Challenges and strategies in managing classrooms in suburban and rural schools during times of crisis: A case study**

33. Ardene Virtue - [ardene.reid-virtue@etc.edu.jm](mailto:ardene.reid-virtue@etc.edu.jm)

### **Pedagogical Limitations or Insights? Using Pandemic Teaching as a Resource for Curriculum Planning**

34. Walter S. Polka – [wpolka@niagara.edu](mailto:wpolka@niagara.edu)  
Sushma Marwaha – [smarwaha@niagara.edu](mailto:smarwaha@niagara.edu)

### **Using the Personal Reflective Diversity Inventory to Analyze the Impact of Diversity Attitudes and Experiences on Organizational Culture**

35. Eliza Hajdu – [ehajdu@mail.niagara.edu](mailto:ehajdu@mail.niagara.edu)  
Molly Oliverio - [mollyoliverio6@gmail.com](mailto:mollyoliverio6@gmail.com)  
Sushma Marwaha - [smarwaha@niagara.edu](mailto:smarwaha@niagara.edu)

### **Planning to Use Digital Personal Portfolios in Higher Education Courses and Programs: Tools for Promoting “high-touch” personal interactions in higher education in traditional, blended, or virtual settings as well as for student program reference documents**

36. Michael Smith et al. - [msmith@niagara.edu](mailto:msmith@niagara.edu)

### **Planning a New Terminal Degree Opportunity in the Post-Covid-19 Global Village: The International PhD in Leadership and Policy**

**Welcome Messages will be provided by the following  
co-host university dignitaries**

1. St. Cloud State University  
Dr. Robbyn Wacker  
President, St. Cloud State University
2. Niagara University  
Dr. Chandra Foote  
Dean, College of Education
3. Virginia Tech  
Dr. Kristin M. Gehsmann  
Director, Virginia Tech School of Education
4. Buriram Rajabhat University, Thailand  
Dr. Akkarapon Nuemaihom  
Dean, Faculty of Humanities and Social Sciences



## ISEP 2021 Conference Schedule Summary (Eastern Standard Time)

### Wednesday, October 13<sup>th</sup> EST

8:30 am – 9:00 am EST

Welcome to ISEP 2020 President Abe Tekleselassie

#### Welcome Messages from Co-host

#### Universities

St. Cloud State University – Dr. Robbyn Wacker,  
President, St. Cloud State University

Niagara University – Dr. Chandra Foote, Dean,  
College of Education

Virginia Tech – Dr. Kristin M. Gehsmann,  
Director, Virginia Tech School of Education

Buriram Rajabhat University, Thailand - Dr.  
Akkarapon Nuemaihom, Dean, Faculty of  
Humanities and Social Sciences

9:00 am – 10:00 am (Moderator: Walter)

Session A: Educational Planning

COVID-19 & 19

1 (Crawford), 4 (Orji & Ekhoriyayi) 35 (Marwaha et al.)

10:00 am – 10:15 am - Break

10:15 am – 11:15 am (Moderator: Sushma)

Session B: Educational Planning

People & Covid -19

5 (Strittmatter), 15 (Hunt & Mullen), 29 (Tuters et al.)

11:15 am – 12:15 pm

Session C: Educational Planning

People & Covid-19)

8(Grimes), 9 (Brinkman & Cash), 12(Cavanaugh),

12:15 pm – 1:15 pm (Moderator: Robert Johnson)

*ISEP Outstanding Dissertation of the Year*

*Presentation: Dr Mesfin Manaze Woldegebriel*

1:15 pm – 2:15 pm (Moderator: Walter)

Session D: Educational Planning

Covid 19 & Ideas

11 (Altrogge), 19 (Polka), 20 (Leone)

2:15 pm – 2:30 pm - Break

2:30 pm – 3:30 pm (Moderator: Angela)

Session E: Educational Planning

COVID-19 & Ideas

14 (Ford), 16 (Tasci), 26 (Liraz & Ori)

### Thursday, October 14<sup>th</sup> (EST)

9:00 am – 10:00 am (Moderator: Carol)

*David Wilson Presentation:*

*PrakashNair and Roni Zimmer*

*Doctori*

10:15 am – 11:15 am (Moderator: Abe)

Session G: Educational Planning

Covid -19 & Beyond

6 (Nir), 33 (Virtue), 7 (Tekleselassie)

11:15 am – 12:15 pm (Moderator: Angela)

Session H: Educational Planning

Covid-19 and Beyond

25 (Bogler et al.), 21(Barry & Alsaeed), 18  
(Alemneh& Ford)

12:15 pm – 1:15 pm (Moderator: Walter)

34 (Polka & Marwaha), 10 (Yarussi & Yonghong),  
3(Crawford & White)

1:15 pm – 2:15 pm (Moderator: Sushma)

Session I: Educational Planning

Beyond Covid 19

22 (Douse), 23 (Rice & Tanner), 24(Riegel)

2:15 pm – 3:15 pm (Moderator: Abe)

Session J: Educational Planning

17 (Tekleselassie & Trimmer), 30 (Wilmot &  
Thompson), 2 (Crawford)

3:15 pm – 3:30 pm – Break

3:30 pm -4:15 pm

(Moderator: Angela)

Open Forum Discussion

### Friday, October 15, 2021 EST

9:00 am – 10:00 am

Session K: Educational Planning

Beyond COVID-19

(Moderator: Carol)

36 (Smith et al.), 27 (Liraz & Ori), 13 (Cash & Price)

10:00 am – 10:15 am - Break

10:15 am – 11:15 am (Moderator: Jodie)

Session L: Educational Planning

Things and Covid -19

28 (Christian), 31(Karatas), 32 (Turkoglu)

11:15 am – 12:15 pm

(Moderator: Abe)

*ISEP Annual Meeting: Conference Summary*