

M. Elizabeth Azukas Ed.D.

Assistant Professor, Professional and Secondary Education
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RESEARCH INTERESTS

Change Leadership and Education Innovation; P-12 Education Leadership; Leadership and Teacher Preparation; Education Policy; Communities of Practice; Online and Blended Learning and Leadership

EDUCATION

Ed.D.	Leadership and Innovation Arizona State University Dissertation Title: <i>Leading Educational Change through A Personal Professional Learning Community</i>	December 2018
Licensure	NJ Superintendent and Principal Certification NJEXCEL/Thomas Edison State University Thesis 1: "A Blueprint for Blended Learning" Thesis 2: "Digital Badging for Professional Development"	June 2010
M.A.T.	Secondary Education Social Science The College Of New Jersey	May 1994
B.A.	Political Science The Pennsylvania State University	May 1991

CERTIFICATIONS

- School Administrator/School Superintendent NJ
- Principal Certification NJ
- Supervisor Certification NJ
- Social Studies 6-12 Teaching Certification NJ
- Elementary Teaching NJ
- National Board Teaching Certification

HIGHER EDUCATION EXPERIENCE

Assistant Professor, Professional and Secondary Education, East Stroudsburg University, East Stroudsburg, PA (August 2018 – present)

- Instruct undergraduate, M.Ed. and Ed.D. program courses leading to teacher certification and/or administrator certification
- Conduct research in topics of significance to the education profession
- Supervise student teachers during their professional semester
- Serve on the Teacher Education Council and University Author Recognition Committee

Clinical Supervisor, University of Central Florida, Orlando, FL (2000-2003)

- Assisted interns with the development of lesson and unit plans in a variety of content areas including art, English, Math, Science, Social Studies, and Special Education.
- Acted as liaison between the off-campus participating school and the University.
- Conducted orientation sessions for supervising teachers and student teachers.
- Conducted observations of student interns in the field, implementing the Clinical Supervision Model.
- Conferred regularly during the semester with student teachers and offered encouragement, evaluated the effectiveness of their work, provided suggestions and materials, and promoted student growth in self-concept and self-evaluation.

Instructor, University of Central Florida, Orlando, FL (2000-2003)

- Taught SSE 3312, Teaching Social Studies in the Elementary School, and SSE 4361, Social Science Instructional Analysis, to undergraduate pre-service teachers.
- Developed online learning modules for special education and ELL students.

EDUCATION LEADERSHIP EXPERIENCE

Education Consultant, Azukas Consulting, Maplewood, NJ (2008-Present)

- Review, evaluate, and provide strategic direction regarding curriculum, student assessment, instructional design, accessibility, technological delivery, design processes, and change leadership and management for K-12 schools, colleges and universities, non-profits, and corporations.
- Assist with the development of performance appraisal tools and professional development for teachers and school leaders.
- Develop and advise on the implementation of personalized, competency-based, standards-aligned curriculum.
- Develop, deliver and evaluate online course content for students and professional development for online and blended learning

Assistant Superintendent for Curriculum and Instruction, Cranford Public Schools (2015-2018)

- Served as the professional development coordinator for the district, developing two intensive teacher learning cohorts on personal and blended learning.
- Facilitated the implementation of all district testing.
- Provided leadership and oversight of the curriculum design and review process.
- Supervised the content area supervisors and instructional coaches.
- Lead the development and implementation of district services including P2E (gifted and talented) and Achieve (basic skills).
- Developed and implemented the district mentoring program and the New Faculty Collaborative.
- Coordinated the Professional Development School (PDS) with Seton Hall University.
- Oversaw the district technology department and initiatives.
- Lead curriculum council for all district administrators.
- Developed and directed the curriculum and instruction budget.
- Responsible for the coordination and submission of all district grants including NCLB/ESEA.
- Developed district partnerships with colleges and universities, non-profits, and business partners.

Director of Curriculum, Office of Innovation, New York City Department of Education, New York, NY (2011-2013)

- Participated in the design and implementation of the strategic plan for iLearnNYC, a 6-12 online and blended learning initiative.
- Responsible and accountable for developing, improving, evaluating, and procuring online curriculum aligned to standards for content and accessibility.
- Made key policy decisions regarding blended/online learning to support program goals.
- Managed a \$26,000,000 curriculum budget.
- Planned and facilitated visioning process and professional development for 100 schools.
- Facilitated the implementation of competency-based programs utilizing online curriculum.
- Managed partnerships with 16+ different content vendors. Supported vendors with curriculum revisions to meet Common Core, accessibility, and interoperability requirements.
- Played a key role in the development of a customized LMS and analytics system for iLearnNYC.
- Conducted ongoing program evaluation, participating in an extensive research study.
- Participated in policy-making processes at the state level.

Director of Curriculum, Principal/Instructional Leader, Teacher, The Florida Virtual School, Orlando, FL (2002-2008)

- Implementation curriculum/accessibility changes resulting in improvement of student learning.
- Provided oversight of the curriculum design and review process for over 100 courses.
- Educated faculty in the conceptual framework of online curriculum.
- Oversaw the learning management system use, enhancement, and support.
- Coordinated delivery of FLVS courses in 12+ different learning management systems.
- Supervised ADL Co-Lab in the implementation of 508 and SCORM interoperability standards.
- Developed university partnerships to co-develop curriculum and develop standards for articulation to ensure smooth transitions from secondary to post-secondary online learning.
- Supervised 75-100 teachers across all content areas.
- Developed and implemented a new performance management evaluation tool.
- Coached and promoted professional growth of teachers, overseeing personal growth plans.
- Developed and piloted a peer coaching program for instructors.
- Served as the District Special Education Coordinator.

Innovation Coordinator/Curriculum and Instruction Supervisor, Jefferson Township Public Schools, Oak Ridge, NJ (2012-2015)

- Served as the Innovation Coordinator for the District representing JTPS at the state level as a part of the NJ Innovation Community.
- Developed and implemented a blended learning initiative to personalize student learning.
- Oversaw the curriculum development and implementation for social studies, fine and related arts, technology, and other areas as assigned for grades K-12.
- Certified Danielson evaluator; supervised 30 + instructors.
- Directed multiple departmental budgets, overseeing materials selection and purchasing.
- Served as the hiring authority for assigned district departments.
- Developed and deliver district-wide professional development.

SUMMARY OF TEACHING EXPERIENCE

Elementary School Teacher (3 years)

- Kindergarten
- Multi-age Grade 3, 4, and 5

Middle School Teacher (3 years)

- Global Studies 7th Grade

High School Teacher (9 years)

- Global Studies – 9th Grade
- Comparative World Studies - 11th Grade
- Contemporary American Problems – 12th Grade
- The Holocaust and Human Behavior – 12th Grade
- American Government and AP U.S. Government and Politics – 11th and 12th Grade (online)
- United States History and AP U.S. History – 9th and 10th Grade (online)

PUBLICATIONS AND PAPERS

Azukas, M.E. (2018). *Personal learning: A community perspective*. Paper presented at the American Educational Research Association, New York, NY. Publication in progress.

Azukas, M.E. (2005). *The virtual observation: Assessing online instructors*. Paper presented at the Annual Conference on Distance Teaching and Learning, The University of Wisconsin, Madison.

Azukas, M.E. (2005). *Effective Instructional leadership in online schools*. Paper presented at the Canadian Association for Distance Learning, Vancouver, BC.

PEER-REVIEWED CONFERENCE PRESENTATIONS

Azukas, M.E. (2018) *Change leadership and management*. Mid-Atlantic Conference on Personal Learning, Pittsburgh, PA.

Azukas, M.E. (2018). *Developing a community of practice to promote professional development on personal learning*. Mid-Atlantic Conference on Personal Learning, Pittsburgh, PA.

Azukas, M.E. (2018). *Unleashing your organization's potential through change leadership and management*. New Jersey School Boards Association, Atlantic City, NJ.

Azukas, M.E. (2017). A personal professional learning cohort: Using a community of practice as a model for professional development. Arizona State Doctoral Research Conference, Tempe, AZ.

Azukas, M.E. (2017). *Personal learning: Leading and managing change*. Mid-Atlantic Conference on Personal Learning, Baltimore, MD.

- Azukas, M.E. (2013). *Evaluating teachers in blended learning environments*. Online and Blended Learning Symposium, Orlando, FL.
- Azukas, M.E. (2012). *iLearnNYC: Using online and blended learning to personalize instruction*. International Association for Online Learning, Northeast Regional Conference, Baltimore, MD.
- Azukas, M.E. (2012). *Evaluating Online Curriculum*. New York State Online Learning Summit, Albany, NY.
- Azukas, M. E. (2009). *Visual texts and global studies*. New Jersey Council for the Social Studies, New Brunswick, NJ.
- Azukas, M.E. (2007). *Motivating online students*. Florida Virtual School Symposium, Orlando, FL.
- Azukas, M.E. (2007). *Collaborating online*. Florida Virtual School Symposium, Orlando, FL.
- Azukas, M.E. (2006). *Online curriculum and pedagogy*. Florida Virtual School Symposium, Orlando, FL.
- Azukas, M.E. (2005). *Motivating middle school students with mystery: The mystery of history*. Association for Supervision and Curriculum Development, Boston, MA.
- Azukas, M.E. (2004). *Fostering diversity through distance learning*. National Council for the Social Studies, Baltimore, MD.
- Azukas, M.E. (2004). *Course design showcase middle school U.S. history*. Annual Conference for Distance Teaching and Learning, University of Wisconsin, Madison, WI.

INVITED ADDRESSES/WORKSHOPS

- Azukas, M.E. (2018). *Developing social studies curriculum to support personal learning*. Invited Talk: Teachers College, Columbia University, New York, NY.
- Azukas, M.E. (2015). *Depth of knowledge and the Common Core*. Keynote Address: Federal Administrators Conference, Monmouth, NJ.
- Azukas, M.E. (2012). *Developing competency-based, Common Core aligned online curriculum*. Invited Workshop: Virtual School Symposium, New Orleans, LA.

GRANTS

Recipient: Faculty Development Research Mini-Grant Award, East Stroudsburg University, Spring 2019, \$1,200: To purchase NVivo Qualitative Research Software for new research project.

Grant Writer: Multi-Tiered System of Supports – Early Literacy Grant, State of New Jersey and Rutgers University, Spring 2018, \$6,000 and PD Services and Support: Partnership to develop a multi-tiered system of supports for early literacy in two K-2 schools.

Grant Writer and Director: Flexible Seating Grant, Cranford Fund for Educational Excellence, Spring 2017, \$12,000: To implement flexible seating to support the personal learning initiative across the district.

Grant Writer and Director: Maker Space Grant, Cranford Fund for Educational Excellence, \$3,000: To purchase materials and equipment to support the development of a high school maker space.

Grant Director: Race to the Top Grant (Curriculum), U.S. Department of Education, New York City Department of Education, 2010-2012, \$26,000,000: To purchase curriculum and professional development to support the iLearnNYC blended learning initiative.