

Hans W. Klar
Curriculum Vitae

Personal Information

Address: 332 Tillman Hall, Clemson, South Carolina 29634
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Orcid: <http://orcid.org/0000-0001-6273-9810>
Google Scholar Citations: <https://scholar.google.com/citations?user=AyfrCE8AAAAJ>

Academic Qualifications

Ph.D. University of Wisconsin-Madison

Educational Leadership and Policy Analysis
Minor in Research Methods

M.Ed. University of Sydney (Australia)

Teaching and Curriculum Studies
Teaching English to Speakers of Other Languages (TESOL)
Graduated with Merit

B.S. University of Southern Maine

Elementary Education, Concentration in Social Sciences
Study Abroad to King Alfred's College, England
Graduated Magna Cum Laude

Professional Experience

Mar '21- Present	Professor and Department Chair Department of Educational and Organizational Leadership Development College of Education, Clemson University
Jan '19- Apr '21	Assistant Department Chair Department of Educational and Organizational Leadership Development College of Education, Clemson University
Jul '18- Present	Program Coordinator MEd and EdS in Educational Leadership College of Education, Clemson University
Mar '18- Jun '18	Visiting Associate Professor Center for Principal Development, Umeå University, Umeå Sweden
Aug '16- Jul '21	Associate Professor Department of Educational and Organizational Leadership Development College of Education, Clemson University
Aug '12 &	Visiting Assistant Professor

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Curriculum Vitae

- May '13 Faculty of Humanities and Education
Universidad Andres Bello, Santiago, Chile
- Jan '12-
Dec '13 **Program Coordinator**
MEd and EdS in Educational Leadership
College of Education, Clemson University
- Aug '10-
May '16 **Assistant Professor**
Department of Educational and Organizational Leadership Development
College of Education, Clemson University
- Jul '07 –
May '10 **Teaching and Research Assistant**
Professor Paul Bredeson, Chair, Department of Educational Leadership and
Policy Analysis, University of Wisconsin-Madison.
- Nov '06 -
Aug '07 **Evaluation Specialist**
Department of Instructional Technology, Division of Instructional Technology
(DoIT), University of Wisconsin-Madison
- Mar '06 –
Aug '06 **Program Manager, English Language Teaching**
Insearch, University of Technology Sydney (Australia)
- Feb '03 –
Feb '06 **Associate Dean, English Programs**
Sydney Institute of Language and Commerce, Shanghai University (China)
- Mar '00-
Feb '03 **Manager, High School Preparation Program**
Insearch, University of Technology Sydney (Australia)
- Nov '01 **Teacher Trainer**
2001 Indonesian Secondary School Teacher Training Program, The Australia
Centre (Medan, Indonesia)
- Jan '99-
Mar '00 **Senior Teacher**
High school Preparation Program
Insearch Language Centre (Sydney, Australia)
- Oct '95 –
Dec '99 **Teacher**
Insearch Language Centre (Sydney, Australia)
- May '94 –
Feb '95 **Teacher**
Metropolitan Business College (Sydney, Australia)
- Sep '94 -
Oct '04 **Japanese Teacher**
Eastern Suburbs Regional Evening College (Sydney, Australia)

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Aug '91 – **Assistant Language Teacher**
Jul '93 Higashisefuri Junior High School (Japan)
Japan Exchange and Teaching Programme

Research and Scholarly Activities

Books

Klar, H. W. & Huggins, K. S. (2020). *Developing rural school leaders: Building Capacity through transformative leadership coaching*. New York: Routledge.

Peer-Reviewed Publications- National and International Journals

*indicates graduate student

Klar, H. W., Paufler, N., Carter, A. (2024). Learning With and From Each Other: Creating Safe Spaces in a Professional Community for School Leadership Development. *Journal of Professional Community and Capital*.
<https://doi.org/10.1108/JPCC-02-2024-0017>

Klar, H. W. (2023). Leadership and governance for improvement: Successful leadership in high needs schools. In K. Leithwood (Ed.), *The International encyclopedia of education* (4th Ed.). Elsevier. 186-195. <https://doi.org/10.1016/B978-0-12-818630-5.05036-3>

Ylimaki, R., Jacobson, S. L., Johnson, L., **Klar, H. W.**, Nino, J., Orr, M. & Scribner, S. (2022). Successful principal leadership in challenging American public schools: A brief history of ISSPP research in the United States and its major findings. *Journal of Educational Administration*, 101-117. <https://doi.org/10.1108/JEA-04-2021-0087>

Klar, H. W., Huggins, K. S., & *Andreoli, P. M. (2021). Coaching, professional community, and continuous improvement: Rural school leader and coach development in a research-practice partnership. *International Journal of Leadership in Education*, 1-29. <https://doi.org/10.1080/13603124.2020.1869311>

Huggins, K. S., **Klar, H. W.**, & *Andreoli, P. M. (2021). "I thought I was prepared to do this": An exploration of the learning and development of leadership coaches. *International Journal of Mentoring and Coaching in Education*, 1-15.
<https://doi.org/10.1108/IJMCE-01-2021-0014>

Huggins, K. S., **Klar, H. W.**, & *Andreoli, P. M. (2021). Facilitating leadership coach capacity for school leadership development: The intersection of structured community and experiential learning. *Educational Administration Quarterly*, 1-31.
<https://doi.org/10.1177/0013161X20915948>

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- *Andreoli, P. M., & **Klar, H. W.** (2020). Becoming the drivers of change: Continuous improvement in a rural research-practice partnership. *Journal of Educational Administration*, 1-15. <https://www.emerald.com/insight/0957-8234.htm>
- Klar, H. W.**, Moyi, P., Ylimaki, R. M., Hardie, S., *Andreoli, P. M., *Dou, J., *Harrington, K., *Roper, C., & Buskey, F. C. (2019). Getting off the list: Leadership, learning, and context in two rural, high-needs schools. *Journal of School Leadership*, 1-22. <https://doi.org/10.1177/1052684619867474>
- Klar, H. W.**, Huggins, K. S., *Andreoli, P. M., & Buskey, F. C., (2019). Developing rural school leaders through leadership coaching: A transformative approach. *Leadership and Policy in Schools*, 1-21. <https://doi.org/10.1080/15700763.2019.1585553>
- *Andreoli, P. M., **Klar, H. W.**, Huggins, K. S., & Buskey, F. C. (2019). Learning to lead school improvement: An analysis of rural school leadership development. *Journal of Educational Change*. <https://doi.org/10.1007/s10833-019-09357-z>
- Klar, H. W.**, Huggins, K. S., Buskey, F. C., *Desmangles, J. K., & Phelps-Ward, R. (2018). Developing social capital for collaboration in a research-practice partnership. *Journal of Professional Capital & Community*, 3(4), 287-305. <https://doi.org/10.1108/JPCC-01-2018-0005>
- Huggins, K. S., **Klar, H. W.**, *Hammonds, H. L., & Buskey, F. C. (2017). Developing Leadership Capacity in Others: An Examination of High School Principals' Personal Capacities for Fostering Leadership. *International Journal of Education Policy and Leadership* 12(1), 1-15. <https://doi.org/10.22230/IJEPL2017v12n1a670>
- Huggins, K. S., **Klar, H. W.**, *Hammonds, H. L., & Buskey, F. C. (2016). Supporting leadership development: An examination of high school principals' efforts to develop leaders' personal capacities. *Journal of Research on Leadership Education*, 11(2), 200-221. <https://doi.org/10.1177/1942775116658636>
- Marion, R., Christiansen, J., **Klar, H. W.**, Schreiber, C., & *Erdener, A. (2016). Informal leadership, interaction, cliques and productive capacity in organizations: A collective analysis. *The Leadership Quarterly*, 27(2), 242-260. <http://dx.doi.org/10.1016/j.leaqua.2016.01.003>
- Klar, H. W.**, Huggins, K. S., *Hammonds, H. L., & Buskey, F. C. (2015). Fostering the capacity for distributed leadership: A post-heroic approach to leading school improvement. *International Journal of Leadership in Education*, 19(2), 111-137. <https://doi.org/10.1080/13603124.2015.1005028>
- Lindle, J. C., *Della Sala, M. R., *Reese, K. L., **Klar, H. W.**, Knoepfel, R. C., & Buskey, F. C. (2015). A logic model for coaching experienced rural leaders: Lessons from

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- year one of a pilot program. *Professional Development in Education*, 43(1), 121-139. <https://doi.org/10.1080/19415257.2015.1037927>
- Klar, H. W.**, & Brewer, C. A. (2014). Successful leadership in a rural, high-poverty school: The case of County Line Middle School. *Journal of Educational Administration*, 52(4), 422-445. <https://doi.org/10.1108/JEA-04-2013-0056>
- *Della Sala, M. R., **Klar, H. W.**, Lindle, J. C., *Reese, K. L., Knoepfel, R. C. & Campbell, M. (2013). Building leadership capacity: Mentoring mid-career principals to use data for school improvement. *Journal of School Public Relations*, 34(2), 162-192.
- Klar, H. W.** (2013). Principals fostering the leadership capacities of department chairs: A strategy for urban high school reform. *Journal of School Leadership*, 23(2), 324-361. <https://doi.org/10.1080/15700763.2012.654886>
- Klar, H. W.**, & Brewer, C. A., (2013). Successful leadership in high-needs schools: An examination of core leadership practices enacted in challenging contexts. *Educational Administration Quarterly*, 49(5), 768-808. <https://doi.org/10.1177/0013161X13482577>
- Klar, H. W.**, Brewer, C. A., & *Whitehouse, M. L. (2013). AVIDizing a high poverty middle school: The case of Magnolia Grove Middle School. *Engage: The International Journal of Research and Practice on Student Engagement*, 1(1), 9-23.
- Klar, H. W.** (2012). Fostering distributed instructional leadership: A sociocultural perspective of leadership development in urban high schools. *Leadership and Policy in Schools*, 11(4), 365-390. <https://doi.org/10.1080/15700763.2012.654886>
- Klar, H. W.** (2011). Fostering department chair instructional leadership capacity: Laying the groundwork for distributed instructional leadership. *International Journal of Leadership in Education*, 15(2), 175-197. <https://doi.org/10.1080/13603124.2011.577910>
- Bredeson, P.V., **Klar, H. W.**, & Johansson, O. (2011). Context-Responsive Leadership: Examining Superintendent Leadership in Context. *Educational Policy Analysis Archives*, 19(18). <https://doi.org/10.14507/epaa.v19n18.20112011>
- Bredeson, P.V., **Klar, H.W.**, & Johansson, O. (2009). Superintendents as collaborative learners in communities of practice: A socio-cultural perspective on professional learning. *Journal of School Public Relations*, 30(2), 128-149.
- Peer-Reviewed Publications- State and Regional Journals**
- *Kombe, D., Che, M. S., Kingree, K., & **Klar, H. W.** (2016). What happened to single-sex education in South Carolina's middle schools? *South Carolina Association for*

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Middle Level Education Journal, 8-18.

<http://nebula.wsimg.com/98d368cd783d6db587fa94c9bbceff93?AccessKeyId=17F73BE60B50CA87E9B2&disposition=0&alloworigin=1>

*Reese, K. L., Lindle, J. C., **Klar, H. W.**, & Knoepfel, R. C. (2013). Take creative action with data! Two pilot programs lead the way. *Palmetto Administrator*, 29, 36-40.

Klar, H. W., *Metts, V., & *Corley, L. (2013). Fostering department chair instructional leadership capacity: Implications for South Carolina's principals. *Palmetto Administrator*, 28, 18-23.

Klar, H. W., Brewer, C. A., & *Whitehouse, M. L. (2012). An examination of leadership in challenging circumstances: The case of Magnolia Grove Middle School. *South Carolina Middle School Association Journal*.

http://www.scmsa.org/index.php?option=com_content&view=category&layout=blog&id=17&Itemid=34

Peer-Reviewed Publications- Book Chapters

*Harrington, K., Keisu, B., Ahlström, B., *Andreoli, P. M., & **Klar, H. W.** (2021). From the mouths of babes: Policy recommendations from P-12 students. In B. Barnett and P. Woods (Eds.). *Educational leadership for social justice and improving high-needs schools: Findings from 10 years of international collaboration*. (pp. 155-133). Charlotte, NC: Information Age Publishing.

Klar, H. W., D'Andrea, & *Young, S. D. (2020). Educational authorities and the schools: Conflict and cooperation in South Carolina. In H. Ärlestig & O. Johansson (Eds.). *Educational authorities and the schools: Organisation and impact in 20 states* (pp. 289-310). Cham, Switzerland: Springer.

Buskey, F. C., **Klar, H. W.**, Huggins, K. S., & *Desmangles, J. K. (2017). Spanning boundaries to enhance rural school leadership: Examining a research-practice partnership co-design team. In M. Reardon & J. Leonard (Eds.). *Innovation and implementation in rural places: School-university-community collaboration in education* (pp. 57-80). Charlotte, NC: Information Age Publishing.

Zepeda, S. J., Parylo, O., & **Klar, H. W.** (2017). Educational leadership for teaching and learning. In D. Waite & I. Bogoch (Eds.). *The Wiley international handbook of educational leadership* (pp. 227-252). Hoboken, NJ: Wiley & Sons.

Klar, H. W., Huggins, K. S., & *Roessler, A. P. (2016). Fostering distributed instructional leadership: A strategy for supporting teacher learning. In J. Glanz & S. Zepeda (Eds.). *Re-examining supervision: Theory and practice* (pp. 7-22). Lanham, MD: Rowman & Littlefield.

*Reese, K. L., Lindle, J. C., *Della Sala, M. R., Knoepfel, R. C., & **Klar, H. W.** (2015). Mapping the emotions of leadership: Coaching and mentoring leaders in practice.

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In L. Searby & S. Brondyk (Eds.), *Perspectives in mentoring series: Best practices in mentoring for teacher and leader development* (Volume 5, pp. 279-312). Charlotte, NC: Information Age Publishing.

Klar, H. W., & Bredeson, P. V. (2012). Professional development to strengthen department chair instructional leadership capacity: Advancing social justice in urban high schools. In E. Murakami-Ramalho & A. Pankake (Eds.), *Educational leaders encouraging the intellectual and professional capacity of others: A social justice agenda* (pp. 139- 162). Charlotte, NC: Information Age Publishing.

Bredeson, P.V., Kelley, C. J., & **Klar, H.W.** (2012). Successful schools across North America: Meeting challenges and extending opportunities in Canada and the United States. In C. Day (Ed.), *The Routledge international handbook of teacher and school development* (pp. 427-436). New York, NY: Routledge.

Bredeson, P.V., & **Klar, H.W.** (2008). Context matters: Lessons learned from successful superintendents about preparation, practice, and professional development. In R. Papa (Ed.), *Leadership on the frontlines: Changes in preparation and practice Yearbook of the National Council of Professors of Educational Administration* (pp. 274-282). Lancaster, PA: ProActive Publications.

Non-Peer-Reviewed Publications

Klar, H. W. (2014). Building communities of leaders for all children: Loyola Marymount University's Department of Educational Leadership and Administration. *UCEA Review*, 55(2), 12-13.

Klar, H. W. (2014). Preparing practitioner-scholars to lead urban schools: Howard University's Department of Educational Leadership and Policy Studies. *UCEA Review*, 55(1), 30-31.

Klar, H. W. (2013). The University of San Diego's Educational Leadership Development Academy: A university-district partnership with international perspectives. *UCEA Review*, 54(3), 14-15.

Klar, H. W. (2013). Innovative programs: Westminster College's Graduate School goes blended learning. *UCEA Review*, 54(2), 14-15.

Klar, H. W. (2013). The *Project ALL* simulation at VCU: Increasing authenticity, immersion, and interaction in principal preparation. *UCEA Review*, 54(1), 21-22.

Klar, H. W. (2012). Developing leaders for educational equity and social Justice: The Education and Community Leadership Program at Texas State University–San Marcos. *UCEA Review*, 53(3), 7-8.

Klar, H. W., Ginsberg, M., & Kimball, K. (2012). The University of Washington-Seattle Leadership for Learning Educational Doctorate: Characteristics and innovations.

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UCEA Review, 53(2), 10-11.

Klar, H. W. (2012). Innovative programs: The Law and Education Institute at Penn State. *UCEA Review*, 53(1), 12-13.

Klar, H. W. (2011). Innovative programs: University of Virginia Executive Studies in Educational Leadership (ExCEL). *UCEA Review*, 52(3), 8-9.

Publications Under Review and Development

Klar, H. W., *Andreoli, P. M., Paufler, N. A., & *Roper, C. G. (2020). *Using improvement science to improve high-needs school leaders' contextual literacy*. Manuscript under review.

Klar, H. W., Andreoli, P. A., Roper, C. G., & Paufler, N. A. (2020). *Contextually relevant leadership in high-needs schools: A conceptual framework for advancing contextual literacy*. Manuscript under development.

Peter Moyi, P., Hardie, S., *Dou, J. T., *Andreoli, P. M., Ylimaki, R., & **Klar, H. W.** (2020). *Theorizing leadership using Bourdieu's thinking tools: An illustrative example from a South Carolina middle school*. Manuscript under development.

Conference Presentations

Carter, A. D., Klar, H. W., Purser, S. E., Paufler, N.A., Bowers, N., Delaney, M., & Bagley, B. (2024, April). *"It's Changed How I Lead": Developing Leadership Coaches in a Leadership Coaching Community* [Conference paper]. Annual Meeting of the American Educational Research Association (AERA), Philadelphia, PA.

Paufler, N. A., Klar, H. W., Purser, S. E., Carter, A. D., Bowers, N., Delaney, M., & Bagley, B. (2024, April). *Beyond "fly by the seat of your pants improvement": Using improvement science to lead change* [Conference paper]. Annual Meeting of the American Educational Research Association (AERA), Philadelphia, PA.

Klar, H. W., Paufler, N. A., Carter, A. D., Roper, C. G., Purser, S. E., Bagley, B. (2023, November). Creating the conditions for increased teacher retention and student learning: A model for leadership development. Paper presented at the University Council for Educational Administration Convention, Minneapolis, MN.

Johnson, L., Klar, H. W., Moyi, P., Niño, J., Scribner, S. Sun, J. P., & Ylimaki, R. (2022, November). *Toward equity in successful US schools: Theoretical and empirical positionings and illustrative findings*. Paper presented at the University Council for Educational Administration Convention, Seattle, WA.

Ylimaki, R., Jacobson, S., Johnson, L. Klar, H. W., & Niño, J. (2022, November). *Multiple-perspective case studies of successful principals in the US: Reflections*

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- and implications*. Paper presented at the University Council for Educational Administration Convention, Seattle, WA.
- Klar, H. W., Andreoli, P. A., Roper, C. G., & Paufler, N. A. (2021, April). *Contextually relevant leadership in high-needs schools: A conceptual framework for advancing contextual literacy*. Annual Meeting of the American Educational Research Association, Virtual.
- Klar, H. W., *Andreoli, P. M., Paufler, N. A., & *Roper, C. G. (2020). *Using improvement science to improve high-needs school leaders' contextual literacy*. Paper presented in asynchronous session at the virtual University Council for Educational Administration Convention.
- Harrington, K., Keisu, B., Ahlström, B., Andreoli, P. M., & Klar, H. W. (2020, April). *From the mouths of babes: Policy recommendations from P-12 students* [Paper session]. Annual Meeting of the American Educational Research Association, San Francisco. <https://www.era20.net> (Conference canceled)
- Andreoli, P. M., & Klar, H. W. (2019, November). *Getting better at getting better: An examination of a leadership team learning to lead continuous school improvement*. Paper presented at the University Council for Educational Administration Convention, New Orleans, LA.
- Andreoli, P. M., Klar, H. W., & Dodd, C. (2019, November). *Getting better at getting better: An examination of a principal learning to lead continuous school improvement*. Paper presented at the University Council for Educational Administration Convention, New Orleans, LA.
- Moyi, P., Hardie, S., Dou, J. T., Andreoli, P. M., Ylimaki, R. M., & Klar, H. W. (2019, November). *Theorizing leadership using Bourdieu's thinking tools: An illustrative example from a South Carolina middle school*. Paper presented at the University Council for Educational Administration Convention, New Orleans, LA.
- Moyi, P., Hardie, S., Dou, J. T., Andreoli, P. M., Ylimaki, R. M., & Klar, H. W. (2019, November). *Applying Bourdieu's thinking tools to leadership practices in an urban high needs middle school*. Paper presented at the University Council for Educational Administration Convention, New Orleans, LA.
- Klar, H. W., Huggins, K. S., Andreoli, P. M., & Buskey, F. C., (2019, April). *Developing leaders through transformative leadership coaching: Assessing the impact of a rural, multi-district research-practice partnership*. Paper presented at the Annual Meeting of the American Educational Research Association, Toronto, Canada.
- Moyi, P., Klar, H. W., Ylimaki, R. M., Andreoli, P. M., Buskey, F. C., Dou, J. T., Hardie, S. Karrington, K. L., & Roper, C. (2019, April). *Sociocultural interactions of leaders and students from marginalized communities in the southeastern United States*. Paper presented at the Annual Meeting of the American Educational

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Research Association, Toronto, Canada.

- Andreoli, P. M., & Klar, H. W. (2019, March). *Examining the impact of a research-practice partnership on rural school leadership development*. Paper presented at the South Carolina Educators for the Practical Use of Research Annual Conference, Columbia, SC.
- Klar, H. W., Huggins, K. S., Andreoli, P. M., & Buskey, F. C., (2018, November). *Learning to lead school improvement: An analysis of rural school leadership development*. Paper presented at the University Council for Educational Administration Convention, Houston, TX.
- Hammonds, H., & Klar, H. W. (2018, November). *Continuing the work of the International Successful School Principals Project: A multi-case study of three early college high school principals in North Carolina*. Paper presented at the University Council for Educational Administration Convention, Houston, TX.
- Klar, H. W., Huggins, K. S., Andreoli, P. M., & Buskey, F. C. (2018, April). *An analysis of rural school leadership development: Fostering school leadership capacity through the Leadership Learning Community*. Paper presented at the Annual Meeting of the American Educational Research Association, New York, NY.
- Andreoli, P. M., & Klar, H. W. (2018, February). *A multiple case study of the influence of a Leadership Learning Community (LLC) on rural school leader development*. Paper presented at the South Carolina Educators for the Practical Use of Research Annual Conference, Columbia, SC.
- Klar, H. W., Huggins, K. S., Buskey, F. C., & Andreoli, P. M. (2017, November). *Facilitating leadership coaching: An analysis of a research-practice partnership for rural school leadership development*. Paper presented at the University Council for Educational Administration Convention, Denver, CO.
- Huggins, K. S., Klar, H. W., Buskey, F. C., Desmangles, J. K., & Phelps-Ward, R. (2017, April). *Developing experienced leaders' coaching capacities: A preliminary analysis of a research practice partnership*. Paper presented at the Annual Meeting of the American Educational Research Association, San Antonio, TX.
- Roessler, A. P., & Klar, H. W. (2017, April). *Making informed decisions: A multi-case study of principals' hiring decisions in six high schools*. Paper presented at the Annual Meeting of the American Educational Research Association, San Antonio, TX.
- Klar, H. W., Huggins, K. S., Phelps-Ward, R., Desmangles, J. K., & Buskey, F. C. (2016, November). *Re-envisioning leadership development in rural schools: An examination of social capital development within a research-practice partnership*. Paper presented at the University Council for Educational Administration Convention, Detroit, MI.

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- Buskey, F. C., Klar, H. W., Desmangles, J. K., Huggins, K. S., Lindle, J. C., & Petersen, G. J. (2015, November). *Spanning boundaries to create action-oriented scholarship: A case study of an innovative research-practice partnership*. Paper presented at the University Council for Educational Administration Convention, Washington D.C.
- Klar, H. W., Buskey, F. C., Della Sala, M., Desmangles, J., K., Lindle, J. C., Knoeppel, R. C., Reese, K. L., Campbell, M. Marion, R., & Wilder, P. (2015, April). *Lessons learned: The evaluation of a university-district professional development program for rural school administrators*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.
- Marion, R. Knoeppel, R. C., Klar, H. W., Savidge, D. Gordon, S., & Cox, A. (2015, April). *Aligning schools for student success: A network analysis of teacher interactions on student test scores*. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.
- Klar, H. W., Huggins, K. S., Hammonds, H. L., & Buskey, F. C. (2014, April). *Dispositions for developing leadership: An examination of principals' capacities for fostering leadership capacity*. Paper presented at the Annual Meeting of the American Educational Research Association, Philadelphia, Pennsylvania.
- Marion, R., Klar, H. W., Christiansen, J., Schreiber, C., Griffin, S., Reese, K. L., & Brewer, C. (2014, August). *A collectivist analysis of adaptive leadership, interaction, and cliques on organizational capacity in education*. Paper presented at the Academy of Management Annual Conference, Philadelphia, Pennsylvania.
- Huggins, K. S., Klar, H. W., Hammonds, H. L., & Buskey, F. C. (2013, November). *Becoming a teacher leader: A study of leadership development in three high schools*. Paper presented at the University Council for Educational Administration Convention, Indianapolis, Indiana.
- Lindle, J. C., Klar, H. W., Knoeppel, R. C., Campbell, M., & Reese, K. L. (2013, November). *Rising above the constraints of time and mandates to empower principals' success: The nexus of performativity, agency, and efficacy*. Paper presented at the University Council for Educational Administration Convention, Indianapolis, Indiana.
- Lindle, J. C., Reese, K. L., Della Sala, M., Klar, H. W., & Knoeppel, R. C. (2013, November). *Confronting persistent challenges through research-based programming for experienced school leaders*. Paper presented at the University Council for Educational Administration Convention, Indianapolis, Indiana.
- Reese, K. L., Lindle, J. C., Knoeppel, R. C., Della Sala, M., & Klar, H. W. (2013, November). *Learning and reflection in the midst of persistent challenges on*

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- practicing school leaders' time*. Paper presented at the University Council for Educational Administration Convention, Indianapolis, Indiana.
- Klar, H. W., Huggins, K. S., & Hammonds, H. L. (2013, February). *Fostering leadership capacity: An exploratory study of distributive leadership for school improvement in high schools*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.
- Della Sala, M. R., Klar, H. W., Lindle, J. C., Reese, K. L., & Knoeppel, R. C., & Campbell, M. (2013, April). *Building leadership capacity: Mentoring mid-career principals to use data for school improvement*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.
- Lindle, J. C., Della Sala, M. R., Reese, K. L., Klar, H. W., & Knoeppel, R. C. (2013, April). *Building capacity for coaching leaders in practice: Addressing an impoverished knowledge base*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.
- Marion, R., Klar, H. W., Griffin, S., Brewer, C. A., Reese, K. L., Schreiber, C., & Christiansen, J. (2013, April). *A network analysis of network density, clustering, and informal leadership on task accuracy in education*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.
- Klar, H. W., Hammonds, H. L., & Huggins, K. S. (2013, February). *Fostering leadership capacity in three South Carolina high schools: An exploratory study*. Paper presented at the Eastern Educational Research Association Annual Conference in Sarasota, Florida
- Klar, H. W., Hammonds, H. L., & Huggins, K. S. (2013, February). *Fostering leadership capacity in three South Carolina high schools: An exploratory study*. Paper presented at the South Carolina Educators for the Practical Use of Research Annual Conference, Columbia, SC.
- Della Sala, M. R., Lindle, J. C., Knoeppel, R. C., Klar, H. W., & Reese, K. L. (2013, February). *Measuring the impact of professional development on principals' learning and organizational change*. Paper presented at the South Carolina Educators for the Practical Use of Research Annual Conference, Columbia, SC.
- Huggins, K. S., Klar, H. W., & Hammonds, H. L. (2012, November). *Fostering leadership capacity in high schools: An exploratory study of distributive leadership for school improvement*. Paper presented at the University Council for Educational Administration Convention, Denver, CO.
- Brewer, C. A., Klar, H. W., Lindle, J. L., & Knoeppel, R. C. (2012, November). *An examination of how leadership matters in challenging contexts: Successful*

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- leadership in South Carolina*. Paper presented at the University Council for Educational Administration Convention, Denver, CO.
- Marion, R., Klar, H. W., Brewer, C. A., Griffin, S., Reese, K. L., Schreiber, C., & Christiansen, J. (2012, November). *Enhancing schooling in high-poverty schools by strengthening network dynamics*. Paper presented at the University Council for Educational Administration Convention, Denver, CO.
- Jacobson, S. L., & Klar, H. W. (2012, November). *Successful school leadership: Findings from US-based teams in the International Successful School Principals Project (ISSPP)*. UCEA Center for School Site Leadership symposium co-chaired at the University Council for Educational Administration Convention, Denver, CO.
- Klar, H. W., Brewer, C. A., & Whitehouse, M. L. (2012, September). *Adapting core leadership practices to meet challenging contexts: Successful leadership in three South Carolina middle schools*. Paper presented at the European Educational Research Association Conference, Cadiz, Spain.
- Klar, H. W., Lindle, J. C., & Brewer, C. A., (2012, September). *An examination of core leadership practices in challenging contexts: Successful leadership in South Carolina*. Paper presented at the European Educational Research Association Conference, Cadiz, Spain.
- Klar, H.W, Brewer, C.A., Lindle, J.C., & Knoepfel, R.C. (2012, June). *Innovative leadership to transform South Carolina's public schools: The South Carolina Successful School Principals Project*. A presentation to the Innovative Ideas Institute, an annual meeting of the South Carolina Association of School Administrators. Myrtle Beach, South Carolina.
- Klar, H. W., Brewer, C. A., Lindle, J.C., Knoepfel, R. A., Werts, A., Green, E., & Whitehouse, M. (2012, April). *Successful leadership in high-needs schools: An examination of core leadership practices enacted in challenging contexts*. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver, British Columbia.
- Lindle, J.C., Werts, A., Knoepfel, R. A., Klar, H. W., Brewer, C. A., Green, E., & Whitehouse, M. (2012, April). *Knowledge, leadership, and the role of spirituality: An exploration of principal as spiritual leader*. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver, British Columbia.
- Klar, H. W., Brewer, C. A., & Whitehouse, M. L. (2012, February). *An examination of core leadership practices in challenging contexts: Successful leadership in three South Carolina middle schools*. Paper presented at the South Carolina Educators for the Practical Use of Research Annual Conference, Columbia, SC.

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- Klar, H. W., Brewer, C. A., & Whitehouse, M. L. (2011, November). *Successful leadership in high-needs schools: The case of County Line Middle School*. Paper presented at the University Council for Educational Administration Convention, Pittsburgh, PA.
- Klar, H.W. (2011, April). *Fostering distributed instructional leadership: A sociocultural perspective of leadership development in urban high schools*. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
- Klar, H.W. (2010, October). *Principals fostering the instructional leadership capacities of department chairs: A strategy for urban high school reform*. Paper presented at the University Council for Educational Administration Convention, New Orleans, LA.
- Klar, H. W. (2010, October). *Fostering department chair instructional leadership capacity: Laying the groundwork for distributed instructional leadership*. Paper presented at the University Council for Educational Administration Convention, New Orleans, LA.
- Klar, H. W. (2010, April). *Laying the groundwork for distributed instructional leadership in urban high schools: The case of Hollis High School*. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, Colorado.
- Kelley, C. J., Bredeson, P. V., & Klar, H. W. (2010, April). *Building leadership for learning in the urban high school: Leveraging the department chair as instructional leader*. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, Colorado.
- Klar, H. W. (2009, November). *Fostering department chair instructional leadership capacity: The Case of Winchester High School*. Paper presented at the University Council for Educational Administration Convention, Anaheim, California.
- Klar, H. W. (2009, November). *Fostering department chair instructional leadership capacity: The Case of Hollis High School*. Paper presented at the University Council for Educational Administration Convention, Anaheim, California.
- Klar, H. W. (2009, October). *Fostering department chair instructional leadership capacity: A strategy for sustainable urban high school reform*. Paper presented at the Values and Leadership Conference, Penn State University, University Park, Pennsylvania.
- Kelley, C. J., Klar, H. W., & Bredeson, P. V. (2009, June). *Strengthening school leadership in Wisconsin: The Wallace initiative to advance an aligned system of leader development and build leadership for learning in Wisconsin high schools*. Paper presented at the Wisconsin Research Seminar on Improving Educator Quality, Wisconsin Dells, Wisconsin.

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Bredeson, P. V., Klar, H. W., & Johansson, O. (2009, April). *Superintendents as collaborative learners in communities of practice: A socio-cultural perspective on professional learning*. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, California.

Bredeson, P. V., Klar, H. W. & Johansson, O. (2008, October). *Context responsive leadership: How superintendents understand, take action and shape the context of their work*. Paper presented at the University Council for Educational Administration Convention, Orlando, Florida.

Bredeson, P. V., & Klar, H. W. (2008, March). *Context Matters: Lessons learned from successful superintendents about preparation, practice, and professional development*. Paper presented at the Annual Meeting of the American Educational Research Association, New York, New York.

Bredeson, P. V., Klar, H. W., & Johansson, O. (2008, March). *Leadership in context: How superintendents understand, take action and shape the context of their work*. Paper presented at the Annual Meeting of the American Educational Research Association, New York, New York.

Bredeson, P. V., Klar, H. W., & Johansson, O. (2007, November). *Context-responsive leadership: A study of superintendent leadership in action*. Paper presented at the University Council for Educational Administration Convention, Washington, D.C.

Klar, H. W. (2002, October). *Encouraging self-directed learning in high school preparation students using language learning journals*. Paper presented at the Education Australia Conference, Canberra, Australia.

Other Research Presentations

Andreoli, P. M., & Klar, H. W. (2018, April). *Getting better at getting better: Using the Structured Action Research Cycle (SARC) in a networked improvement community*. Poster presented at the Clemson University, College of Education Research Forum, Clemson, SC.

Desmangles, J. K., Klar, H. W., Buskey, F. C., & Huggins, K. S. (2017, April). *Coaching, leadership, and learning communities: Increasing rural school leadership capacity through a research-practice partnership*. Poster presented at the Clemson University, College of Education Research Forum. Clemson, SC.

Hammonds, H. L., Klar, H. W., & Huggins, K. S. (2013, Spring). *Fostering leadership capacity in South Carolina high schools: An exploratory study*. Presentation at the College of Health, Education and Human Development Faculty Research Forum, Clemson University, Clemson, South Carolina.

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Klar, H. W., Lindle, J. C., Knoeppel, R., & Reese, K. L. (2012, October). *Leadership 2.0: A new approach to helping principals improve data use in schools*. Presentation at the College of Health, Education and Human Development Faculty Research Forum, Clemson University, Clemson, South Carolina.

Lindle, J. C., Reese, K. L., Knoeppel, R., Klar, H. W., & Della Sala, M. (2012, October). *Leadership 3.0: Coaching leaders in practice*. Presentation at the College of Health, Education and Human Development Faculty Research Forum, Clemson University, Clemson, South Carolina.

Klar, H. W., Knoeppel, R., Whitehouse, M., Lindle, J. C., Brewer, C. A., Campbell, M., Fowler, J., Werts, A., & Green, E. (2011, Fall). *Illustrating successful leadership in South Carolina's high-needs schools: Case study methodologies in the study of educational leadership*. Presentation at the College of Health, Education and Human Development Faculty Research Forum, Clemson University, Clemson, South Carolina.

Lindle, J. C., Green, E., Klar, H. W., Knoeppel, R., Brewer, C. A., Campbell, M., Fowler, J., Werts, A., & Whitehouse, A. (2011, Fall). *Successful leadership in high-needs schools: An examination of leadership in challenging circumstances*. Presentation at the College of Health, Education and Human Development Faculty Research Forum, Clemson University, Clemson, South Carolina.

Klar, H. W. (2010, Fall). *Laying the groundwork for distributed instructional leadership in urban high schools*. Presentation at the College of Health, Education and Human Development Faculty Research Forum, Clemson University, Clemson, South Carolina.

Invited Presentations

Klar, H. W. (2023, October). What do state policy leaders need to know about school leadership in rural districts. Presented at the Chief State School Officers' School Leadership Development and Supports Collaborative Meeting, Jacksonville, FL.

Klar, H. W. (2021, January). *Rural schools, leadership development, and partnerships: Unstacking a research agenda*. Presented at the Clemson University College of Education Researcher, Educators and Leaders (REAL) Lunch Series.

Klar, H. W. (2018, April). *Fostering principal professional learning through transformational leadership coaching*. Presented at the Swedish National Superintendents Seminar, Stockholm, Sweden.

Klar, H. W. (2013, June). *A festschrift for Paul V. Bredeson*. Presented at the University of Wisconsin-Madison Educational Leadership and Policy Analysis Festschrift, Madison, Wisconsin.

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Klar, H. W. (2005, March). *Implementing bi-lingual programs: Issues for school administrators*. Presented at the Zha Bei District Bi-lingual Education Conference, Shanghai, China.

Klar, H. W. (2003, November). *Encouraging a love of learning early in life*. Presented at the International Principal's Forum on Elementary Education and Child Development, Shanghai, China.

Conference Session Chair, Facilitator and Discussant

Utilizing JCEL cases in preparation programs and district-level professional development. (2022, November). Panel discussion at the University Council for Educational Administration Convention, Seattle, WA.

Clark Scholar Seminar Mentor. (2020, April). *Mentor and session facilitator at Clark Seminar* at the Annual Meeting of the American Educational Research Association, San Francisco, CA.

Developing Leaders, Organizations, and Market: How Principals Respond. (2019, November). Session facilitator at the University Council for Educational Administration Convention, New Orleans, LA.

Navigating the Challenges of Rural Educational Leadership. (2019, April). Session Chair at the Annual Meeting of the American Educational Research Association, Toronto, Canada.

Successful Strategies for Reforming Failing Schools. (2017, November). *Chair and Discussant of a paper session* at the University Council for Educational Administration Convention, Detroit, MI.

A Tribute to Paul V. Bredeson. (2016, November). Co-Chair, with Carolyn Kelley, of a tribute to the late Paul Bredeson at the University Council for Educational Administration Convention, Detroit, MI.

Clark Scholar Seminar Mentor. (2016, April). *Mentor and session facilitator at Clark Seminar* at the Annual Meeting of the American Educational Research Association, Washington, D.C.

Examining the Influences of Teacher Collaboration and Socialization on Instructional Practices. (2014, April). Chair and Discussant at the Annual Meeting of the American Educational Research Association, Philadelphia, Pennsylvania.

Individual and Organizational Teacher Leadership: A Continuum of Contrasting Conceptualizations. (2012, November). Panelist of a Critical Conversation at the University Council for Educational Administration Convention, Denver, CO.

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Maximizing the Doctoral Program Experience While Maintaining a Balance in Your Life. (2012, November). Discussant of a graduate student seminar at the University Council for Educational Administration Convention, Denver, CO.

Summit Mentor Session. (2012, November). Discussant of a graduate student seminar at the University Council for Educational Administration Convention, Denver, CO.

Critical Issues in School Leadership: Lessons for Preparation. (2011, November). Discussant of four papers presented at the University Council for Educational Administration Convention, Pittsburgh, PA.

Rethinking the Purposes of Leadership. (2008, November). Discussant of four papers presented at the University Council for Educational Administration Convention, Orlando, Florida.

Research Projects, Funded

South Carolina Commission on Higher Education, Leading Educational Administrator Development for Excellent Rural Schools (LEADERS) Center of Excellence. Requested \$390,000 (February 2022- August 2024). Principal Investigator.

US Department of Education, Office of Elementary and Secondary Education. Clemson University's STEM Teacher Learning Progression (CU-TLP). Requested \$3,068,160. (Fall 2020 to Fall 2023). Senior Personnel.

National Science Foundation *CT-STEM Pop-Ups4All: An RPP for agile learning.* Requested \$944,104 (Fall 2020- Summer 2023). Advisory Board Member

Clemson University, College of Education, Associate Dean Research Grant. *Advancing contextually relevant leadership practices in high needs schools: A systemic and equitable approach to improvement.* Requested \$21,761. (Fall 2020 to Fall 2021). Principal Investigator.

Clemson University Research Grant Committee. *The school leadership development initiative: Improving education through leadership learning communities (LLC).* Requested \$2,992 (January – May 2016). Principal Investigator.

College of Education Associate Dean for Research. *The Leadership Learning Community Initiative (LLC): Off-Site professional development, summer 2016.* Requested \$5,000 (May- August 2016). Principal Investigator.

College of Education Associate Dean for Research. *The Leadership Learning Community Initiative (LLC): On-Site professional development.* Requested \$5,000 (September - December 2016). Principal Investigator.

International Research and Exchanges Board (IREX). *International Leaders in Education Program for 2015.* Requested \$290,445 (January - May 2015). Co-Investigator.

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International Research and Exchanges Board (IREX). *International Leaders in Education Program for 2014*. Requested \$314,880 (January - May 2014). Co-Investigator.

International Research and Exchanges Board (IREX). *International Leaders in Education Program for 2013*. Requested \$265,993 (January - May 2013). Co-Investigator.

International Research and Exchanges Board (IREX). *International Leaders in Education Program for 2012*. Requested \$279,137 (January - May 2012). Co-Investigator.

College of Health, Education and Human Development, Clemson University. *Network enhancement to improve school and school-community dynamics*. Requested \$94,907 (August 2011 –July 2013). Co-Investigator.

Clemson University Research Council, *South Carolina successful school principals' project*. Requested \$9,906 (January 1, 2011 - June 30, 2011). Principal Investigator.

Research Projects, Not Funded

Spencer Foundation. Research-Practice Partnership Grant. ID#10022207. *Rural innovative school leadership research practice partnership network*. Requested \$399,547 (September 2020 – August 2022). CO-PI

Clemson University, CU SEED Tier 1. *Assessing the impact of a rural, multi-district research practice-partnership*. Requested \$5,000. (February to August 2019). Principal Investigator.

Institute of Education Sciences. *Teacher residency: Immersion, inquiry, and innovation (CU-TRI3)*. Requested \$2,705,762. (October 1, 2017–September 30, 2020). Co-Investigator.

Clemson University, College of Education, Associate Dean, Research Grant. *Year two of the Leadership Learning Community Initiative (LLC): A partnership to develop leadership capacity in 12 rural South Carolina school districts*. Requested \$6,953. (January 1, 2017 – June 30, 2017). Principal Investigator.

Clemson University, College of Education, Associate Dean, Research Grant. *Race, poverty, and achievement: Beating the odds in South Carolina*. Requested \$6,988 (January 1, 2017 – June 30, 2017). Co-Investigator.

The Spencer Foundation, Research-Practice Partnership Program. *Coaching, leadership, and learning communities: Increasing rural school leadership capacity through a research-practice partnership*. Requested \$327,000 (January 1, 2017 – December 31, 2019). Principal Investigator.

National Science Foundation. *Leveraging mathematics and science teacher communities for equitable praxis*. (August 1, 2016 – July 31, 2020) \$2,993,064. Co-PI.

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Institute of Education Sciences (IES) IES 84.305H. *Improving educational outcomes in rural school districts through leadership coaching communities: A researcher-practitioner partnership*. Requested \$398,362 (July 1, 2016 – June 30, 2018). Principal Investigator.

William T. Grant Foundation. *Utilizing network dynamics to enhance community support and policy development for education*. Requested \$485,000 (January 2012-December 2015). Co-Investigator.

Institute of Education Sciences (IES). IES LOI 2012. *Building leadership capacity to use data in school improvement planning*. Limited Submission. Co-Investigator.

The Spencer Foundation. *Adapting leadership practices to foster organizational learning in high-poverty high schools*. Requested \$40,000 (July 1, 2012- December 31, 2012). Principal Investigator.

Institute of Education Sciences (IES). CFDA 84.305, A Topic 10, Goal 5. *Assessing school leader performance: A career perspective*. Requested \$938,958 (July 1, 2011- June 30, 2015). Co-Investigator.

Institute of Education Sciences (IES). *Collective community responsibility for career/college readiness (CCR)²*. Requested \$938,180 (July 1, 2011 – June 30, 2014). Co-Investigator.

Awards and Fellowships

Journal of Educational Administration 2015 **Highly Commended Award** for *Successful leadership in a rural, high-poverty school: The case of County Line Middle School*

Eugene T. Moore School of Education **Excellence in Service Award** (Awarded 2013)

Eugene T. Moore School of Education **Excellence in Research Award** (Awarded 2011)

Leadership for School Improvement Special Interest Group **Dissertation of the Year Award**, (2011)

American Educational Research Association, Division A **Dissertation of the Year Award Finalist** (2011)

David L. Clark National Graduate Student **Research Fellow** (2009)

Wisconsin Spencer Doctoral Research Program **Member** (2007-2009)

Advising and Service Activities

Advising- Doctoral Committees Chaired

Darian Byrd, PhD, *Navigating crises in education: A study of communication strategies in PK-12 public school districts* (Completed August 2024)

John Grig Sawyer, PhD, *Opportunities to learn in rural South Carolina schools: Rurality, place, and passion* (Completed August 2024)

Diane Sigmon, EdD, *Equipping Educational Leaders to Lead Data Democracies: A Case Study* (Completed May 2024)

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- Marueen Tiller, EdD, *Making the Move Toward Meaningfulness in Learning Activities: Enhancing Teacher Self-Efficacy in Student Engagement Through an Instructional Coaching Approach in Improvement Science* (Completed December 2023)
- Jennifer Gnann, EdD, *The Use of the South Carolina School Improvement Model-Quick Cycles in Sixth-Grade Science Classrooms* (Completed December 2023)
- Parker Andreoli, PhD, *“The Elephant in the Room:” An Explorator Multiple Case Study of Principals’ Perceptions of Opportunity Gaps, Their Leadership Practices, and Access to Advanced Course Placement Coursework for Marginalized Students* (Completed August 2023)
- Particia Gosnell, PhD, *Bridging the Gap Between High-Stakes Testing and 21st Century Skills* (Completed August 2023)
- Roberto Flores, PhD, *Understanding the Factors Affecting Expatriate Teacher Retention in a Cross-Cultural Setting: A Case Study of an American International School in Panama* (Completed May 2023)
- Leverett Bruner, PhD, *A Multi-Agent Modeling Socioal Network Analysis of Cooperative Learning Groups within a Simulated Adult Education Classroom Learning Environment* (Completed May 2023)
- Rob Rhodes, PhD, *The Perceived Role of School Counselors in RAMP and Non-RAMP Schools* (Completed May 2023)
- Timothy Kewon (Co-Chair), PhD, *A Narrative Inquiry of Selected Women’s Career Pathways to State-Level Leadership in Agriculture* (Completed May 2023)
- Christie Shealy, EdD, *Increasing Classroom Teachers’ Use of Linguistically Responsive Strategies to Support English Language Learners: A Mixed-Methods Study* (Completed December 2022)
- Charlotte Bruner, PhD, *The Relationships between College and Career Readiness Assessments* (Completed December 2022)
- Jeremy Spielman, EdD, *Developing and Advancing the Listening Lift Program to Improve how Leaders Listen as a Means to Communicate More Effectively* (Completed December 2022)
- Keneisha Harrington, PhD, *Black Families Matter: Exploring the Sociocultural Impacts of Race and Class on Parental Engagement* (Completed August 2022)
- Kyle Whitfield, PhD, *Perceptions of Secondary School Principals Regarding the Effectiveness of the Program of Alternative Certification for Educators (PACE) in South Carolina* (Completed August 2022)
- Julia McClanahan, PhD, *How Transformative Leaders Break Down Barriers to Increase Access to Arts Integration for Black and Hispanic Students: A Multiple Case Study* (Completed May 2022)
- Lori Corley, PhD, *Principals’ Contributions to Instructional Coaches’ Leadership Capacity Development in Virtual Learning Environments* (Completed December 2021)

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- Lashia Bowers, PhD, *None but ourselves: An Afrocentric case study examining examciplinary practices within three Afro-centric schools* (Completed May 2021)
- Jacquelyn Williams, PhD, *“It comes with the job”: A mixed methods study on teacher mental health, the school environment, and school leader practices* (Completed May 2021)
- Muri Mata Howle, PhD, *Principal Support of Inclusive Educational Practices: A Multi-Case Study* (Completed May 2019)
- Clifford Lee, PhD, *Understanding the Bridging Social Capital of Latinx Immigrant Students in the American Southeast* (Completed December 2019)
- Anna Wages, PhD, *A Case of Arts Coordination in a Rural School District: A Distributed Perspective* (Completed December 2019)
- Anna Brink, PhD, *An Examination of Principal Professional Learning through Transformative and Sociocultural Learning* (Completed August 2019)
- Deborah Bishop, PhD, *Principals’ Influences on Culturally Responsive Teaching Self-Efficacy: A Multiple Case Study* (Completed May 2019)
- Brittany Neely, PhD, *Understanding the Impact of Racism and Sexism on the Transition Experiences of Black Women Principals from the Classroom to the Secondary School Principalship* (Completed December 2018)
- Seth Young, PhD, *School Leaders’ Levels of Political Engagement with the Policy Environments Surrounding their Professional Roles* (Completed August 2018)
- Julie K. Desmangles, PhD, *An Analysis of the Readiness Perceptions of Head Start Participants, Teachers, and Center Leaders in Early Childhood Education* (Completed December 2017)
- Kristin Schulze, PhD, *Instructional Coaches and the Development of Relational Trust* (Completed December 2016)
- Amy Roessler, PhD, *Making Informed Decisions: A Multi-Case Study of Principals’ Hiring Decisions in Six High Schools* (Completed August 2015)
- Hattie Hammonds (Co-Chair), PhD, *Early College High School Principals as Democratic, Socially Just, and Culturally Responsive Leaders* (Completed August 2015)

Advising-Doctoral Committee Member

- Clayton Porter, PhD, *Barriers to postsecondary education for Latinx students using future Time perspective theory* (Completed December 2024)
- William Dyer, EdD, *How school leaders can increase teacher satisfaction in a rural fringe high school in South Carolina* (Completed August 2024)
- Andrew Brandt, EdD, *Improvement Cycles in the Wake of a Crisis: A school leadership team’s approach to the unknown* (Completed August 2024)
- Alvilda Graham, EdD, *Factors Affecting Teacher Retention in a Selected South Carolina School District: Perspectives of Administrators and Teachers* (Completed May 2024)
- Ashley Vaughn, EdD, *Using Improvement Science and a Co-Teaching Model to Increase the Effects of Evidence-Based Reading Instruction for High School Students Reading Below Grade Level Proficiency* (Completed May 2024)

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- Tennille Woodward, EdD, *Leveraging Professional Learning to Impact Leadership of Technology Integration* (Completed December 2023)
- Michael Timko, EdD, *Implementation of an Early College Design in a Rural High School: Empowering Place-Conscious Leadership to Affect Change and Overcome Barriers to Innovation* (Completed August 2023)
- Betty Bagley, PhD, *My Superintendent Journey from Educator to Activist: An Autoethnography Across Three Decades* (Completed May 2023)
- Virginia Perry, EdD, *Use of Vocabulary Strategies to Aid English Language Learning in a General Education Biology Classroom* (Completed May 2023)
- James Allen, EdD, *The Effects of the AVID Program on Rural Student Growth in Middle School Mathematics* (Completed December 2022)
- Kelli Jo Lowe, EdD, *The Impact of Funds of Knowledge on Elementary Multilingual Learners' Perceptions of Their Connection to Their Teacher and the Classroom* (Completed December 2022)
- Lindsey Skirtich, EdD, *Building Teachers' Cultural Capital in the Classroom: Using Funds of Knowledge to Support Multilingual Learners* (Completed December 2022)
- Kedralyn Folk, EdD, *Rural Teachers' Experiences Implementing Personalized Learning* (Completed August 2022)
- Jennifer Anderson, EdD, *Inverted Pyramid Servant Leadership: An Exploratory Study of Developing Leaders with Improvement Science in a Southeastern Public School District* (Completed August 2022)
- Natasha Harvin-Wright, EdD, *Personalized Professional Development Using Improvement Science: Induction Teachers' Sense of Self-Efficacy* (Completed August 2021)
- Madeline Jurek, PhD, *Value creation stories: Professional learning experiences of artist-teachers* (Completed December 2020).
- Mary Hanna, PhD, *Investigating new CTE teachers' training and how it influences teacher efficacy* (Completed August 2020).
- Jason Bailey, PhD, *"How Do I Shrink Myself?" A Veteran Assistant Principal's Micropolitical Experiences in an Unfamiliar Rural School* (Completed August 2020)
- Donald Lawrimore Jr., PhD, *School-Based Instructional Leadership and Problem Solving: Principals' Descriptions of Shared Issue Resolution* (Completed May 2020)
- Alexander McCafferty, PhD, *Using Activity-Based Costing to Inform Resource Allocation* (Completed December 2019)
- Ikenna Ezealah, PhD, *The Role of Self-Reflection in the Spiritual Quest to Make Meaning of Experiences* (Completed December 2019)
- Sheila Hilton, PhD, *Selected South Carolina School Leaders' Experiences in Addressing Cyberbullying* (Completed July 2018)
- Candice Moore, PhD, *Exploring First-Year Teacher Support within a Support Team Structure in an Alternative Certification Program: A Multi-Case Study* (Completed May 2018)
- Angela Cox, PhD, *Preparing Education Leaders to Meet Diverse School Needs: A Cross-Case Analysis of Principal Preparation Programs* (Completed December 2017)
- Elizabeth Haun, PhD, *Getting Connected: Understanding How Digital Tools Support the Collaborative Practices of Elementary Teachers* (Completed December 2017)

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Ellen Hampshire, PhD, *Collective Sensemaking about the Implementation of Multi-Tiered Systems of Support: A Comparative Case Study of Two Selected Elementary School Teams* (Completed May 2016)

Rory Tannenbaum, PhD, *Exploring the Associations Preservice Social Studies Teachers Make Between Discussion as a Pedagogical Approach and Democratic Education: A Multi-Case Study* (Completed March 2015)

William Kerns, PhD, *Demonstrating Reflection: A Content Analysis of Reflection that English Teacher Candidates Demonstrate in Writing after Conducting Classroom Inquiry* (Completed May 2014)

Kenyae Reese, PhD, *Exploring Doctoral Student Experiences from the Perspectives of Mid-Career Professionals in Educational Leadership Using Photo-Elicitation* (Completed May 2014)

Amy Young, PhD, *A Structural Equation Model of Leader Attributes in the Principalship* (Completed November 2010)

Doctoral Advisee Awards

David L. Clark Graduate Research Seminar
Parker Morse Andreoli (2020)
Jacquelyn Williams (2019)

Barbara L. Jackson Scholars
Keneisha Harrington (2019-20)
Lashia Bowers (2017-18)
Julie Desmangles (2015-16)

Southern Regional Educational Board (SREB) State Scholars
Keneisha Harrington
Julie Desmangles
Hattie Hammonds

Service to Department of Educational & Organizational Leadership Development

New Faculty Mentor (2016-17, 2017-18, and 2019-2020)
Chair, Tenure-Track Search Committees (2016-17 and 2018-19)
Chair, Elections Committee (Fall 2018 to Present)
Tenure, Promotion, and Reappointment Committee (Fall 2017 to Present)
School of Education Research Support Committee Member (Spring 2014)
LCH Department Chair Evaluation Committee Member (Spring 2014)
Clemson University representative to UCEA (Fall 2013 to Spring 2016)
EDL Program Coordinator (January 2012- December 2013)
Member, LCH Advisory Committee (January 2012- December 2013)
Member, MEd and EdS Curriculum Committee (August 2010- present)
Member, PhD Steering Committee (August 2010- present)
New Faculty Mentor (2016-17)
Faculty Mentor, International Leaders in Education Program (ILEP) (Spring 2011)

Service to College and University

Equitable TPR Review Training Facilitator (2020 to present)
TIGERS Advance Executive Faculty Mentor (2020-21)
Chair, Elections Committee (Fall 2018 to May 2021)

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Member Grant Coordinator Search Committee (Fall 2019)
Member, Associate Provost for Finance and Operations Search Committee (Spring, 2015)
Member, International Services Coordination Committee (2014-16)
Member, Strategic Planning Process. Phase 2 of 2020Forward: Recruiting and Retaining
Top Faculty/Mentoring Junior Faculty Committee (Spring 2015)

Service to Field- Scholarly Focused

Leadership and Policy in Schools Editorial Board Member (Nov 2019 to Present)
Journal of Cases in Educational Leadership Editorial Board Member (Nov 2019 to Present)
David L. Clark Graduate Student Seminar Faculty Mentor (2020 and 2016)
AERA Division A, Section 2 Program Chair (2013-14)
Executive Committee Chair, AERA Leadership for School Improvement SIG (2016-17).
Executive Committee Member, AERA Leadership for School Improvement SIG, Program
Chairperson (2015-16).
Executive Committee Member, AERA Leadership for School Improvement SIG,
Secretary & Treasurer (2014-15).
Executive Committee Member, AERA Leadership for School Improvement SIG,
Dissertation of the Year Committee Chairperson (2013-14).
Editorial Committee Member of *UCEA Review* and Editor of Innovative Programs
Column, (April 2011- May 2014)
UCEA Plenum Session Representative for Clemson University (2013-16)
External reviewer for promotion to associate professor (four times)

Service to Field-Practitioner Focused

Greenville County Schools, Wallace Foundation Principal Pipeline Self-Study Committee
Member (January 2019)
Aiken County School District, Wallace Foundation Principal Pipeline Self-Study
Committee Member (December 2019)
Served as member of PADEPP Coordinator Interview Panel for SC DoE (March 2015)
National Dropout Prevention Center Evaluation Review Team Member (2014-15)
External evaluator for the School District of Pickens County technology grant application
(2014-15)
Provided professional development to local high school's ninth-grade academy (2010-11)

Manuscript Reviewer for the Following Journals

Educational Administration Quarterly
High School Journal
International Journal of Leadership in Education
Journal of Educational Administration
Journal of Educational Cases
Journal of Educational Research
Journal of Professional Capital and Community
Journal of Research on Leadership Education
Journal of School Leadership
Leadership and Policy in Schools
School Leadership and Management Review

Hans W. Klar
Curriculum Vitae

Regular Reviewer of Conference Proposals for the Following Associations

American Educational Research Association

University Council of Educational Administration Convention

Memberships

American Educational Research Association Member

CPED Improvement Group (CIG)- Improvement Science

International School Leadership Development Network

International Successful School Principalship Project Network

Leadership for School Improvement Special Interest Group

Rural Education Special Interest Group
