

Curriculum Vitae

SHANNON NATASHA RADER, PH.D.

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EDUCATION

- Ph.D. UNIVERSITY OF MINNESOTA, Minneapolis, MN
2013 Department of Educational Policy and Administration, College of Education and Human Development. Concentration: Evaluation Studies
Thesis: Standards-based reform in early childhood education: An exploratory study of implementation.
- M.A. UNIVERSITY OF MINNESOTA, Minneapolis, MN
2003 Department of Work, Community and Family Education, College of Education and Human Development. Concentration: Parent and Family Education. Minor: Program Evaluation
Thesis: Evaluation of parent education program in the workplace
- B.A. MACALESTER COLLEGE, St. Paul, MN
1996 Anthropology Major/Early Childhood Education Licensure

CERTIFICATIONS

Pre-Kindergarten (birth-5 years) license, Minnesota Department of Education
Parent and Family Education, license, Minnesota Department of Education

PROFESSIONAL and TEACHING EXPERIENCE

- 8/2019-present **Early Childhood Teacher/Parent Educator**
Hopkins Public Schools Early Childhood Family Education Program
Taught classroom, virtual, and outreach classes as early childhood teacher and parent educator.
Collaborated with early childhood special education staff to identify children needing services.
Member of Program Leadership Team
Member of Student Assistance Team
- 8/2016-6/2018 **Executive Director, Early Childhood Center**
Sabes Jewish Community Center
Supervised and mentored 30 teaching staff.

Collaborated with Inclusion department to develop a partnership to identify, support, and refer over 10 children needing additional services.
 Ensured safe, timely evacuation, relocation, and reunion of 150 children and staff after bomb threat.
 Collaborated with building security and security management consultants to institute ongoing safety and security protocols; ensured protocols were implemented.
 Developed and facilitated professional development workshops for staff.
 Instituted a professional development program focusing on equity.
 Managed a budget of over \$2 million; in FY 17 budget had a surplus of over \$10,000 that was put to needed program improvements.

8/2014- 5/2016

Assistant Professor, Child and Family Studies

St. Cloud State University

Taught online and face-to-face classes in child development, diversity, early childhood education, and parent education.
 Supervised over 25 student teachers in both parent and early childhood education.
 Coordinated parent education licensure program, including recruitment and advising; submitted licensure to PERCA.
 Advised over 20 graduate students in family studies and parent education; guided M.S. students through thesis completion.
 Member of School of Education Strategic Planning Team; SCSU Child and Family Studies liaison to Greater St. Cloud Thrive Initiative Coalition and St. Cloud Salvation Army Homelessness project.

6/2013 –
8/2014

Early Childhood and Family Education Coordinator

Eden Prairie Public Schools

Coordinated Early Childhood Family Education (ECFE), School Readiness, and Preschool programs serving over 900 families per year with a budget close to \$2 million annually.
 Hired, trained, and supervised over 30 staff. Coordinated TACSEI (social-emotional development/challenging behaviors) and Minnesota Reading Corps project implementation.
 Developed and implemented professional development for staff focused on integrating early literacy and behavioral support initiatives into the classrooms.
 Developed new full-day class offerings to add to current ECFE and part-time preschool classes.
 Led staff Professional Learning Communities, curriculum implementation aligned with K-12 core curriculum, and technology integration into pre-K classrooms.

Spring 2013 & 2021

Teaching Specialist, Department of Family Social Science, University of Minnesota

Taught FSoS 5946 Assessment and Evaluation in Parent Education, online course.

2000-2013

Early Childhood Teacher/Parent Educator

Hopkins Public Schools Early Childhood Family Education Program

Taught classroom and outreach classes as early childhood teacher and parent educator.
Collaborated with early childhood special education staff to identify children needing services.
Facilitated staff discussions about formative and summative program evaluation that resulted in end-of-year program evaluation used for Q-Comp purposes.

2012-2013

Evaluation Consultant

Anoka Head Start

Analyzed quantitative data from early childhood assessments (Teaching Strategies Gold™) across the program; wrote reports and designed and delivered professional development related to data use.

2009-2013

Evaluation Consultant

Center for Early Education and Development, University of Minnesota

Collaborated with the Principal Investigator and primary stakeholders to develop and implement a 3-year mixed-methods evaluation for the Children's Theater Company Early Bridges project.

Conducted literature review regarding the relationship between theatre arts, play and education.

Assisted in choosing and designing data collection tools.

Collected data from children and teachers; analyzed qualitative and quantitative data and wrote reports in collaboration with the Principal Investigator.

2009-2011

Q-Comp Master Teacher Observer

Hopkins Public Schools Early Childhood Family Education Program

Observed five early childhood teachers using a rubric based on Charlotte Danielson's work and wrote corresponding evaluation reports.

Spring 2011

Early Childhood Teacher/Parent Educator, Long-Term Substitute

Bloomington Public Schools Early Childhood Family Education Program

2008-2009

Research Associate

Center for Early Education and Development, University of Minnesota

Minnesota Early Learning Foundation Evaluation.

Managed classroom literacy assessments for 7 classrooms.

Lead on team that developed partnership survey; collected and analyzed data from over 150 individuals in 4 partnerships.

Conducted focus groups and interviews; analyzed qualitative data. Entered, coded, and analyzed quantitative survey data using SPSS.

Developed, coordinated, and implemented evaluation plans for innovation grantee programs.

Collaborated with diverse research institutions to create a universal measurement model of child, parent, and program assessment.

Wrote and presented reports in diverse formats for stakeholders in collaboration with Principal Investigators.

2007-2008	Graduate Research Assistant Center for Early Education and Development, University of Minnesota <i>Minnesota Early Learning Foundation Evaluation</i> . Assisted with development of evaluation and data collection.
2005-2008	Graduate Research Assistant Center for Applied Research and Educational Improvement, University of Minnesota Managed student literacy assessments for 6 classrooms; trained and supervised 3-4 assessors. Conducted on-site student assessments and classroom observations. Entered, coded, and analyzed quantitative data using SPSS. Conducted interviews with key staff and focus groups with parents; analyzed qualitative data. Wrote interim and final reports in collaboration with project manager. Presented data to teachers, school boards, and program managers in formal and informal formats to facilitate the strategic use of data for program improvement.
2002-2004	Evaluation Intern Muller Associates Collaborated with 13 school districts and Minnesota Department of Children, Families, and Learning in state-wide evaluation of parent involvement outcomes in Early Childhood Family Education (ECFE) programs. Authored literature review on parent involvement included in final report. Piloted and revised survey instrument.
2001-2004	Graduate Assistant/Coordinator, Parent Education Licensure Program Family Education Program, University of Minnesota
Summer 2002	Early Childhood Teacher, Summer Program Edina Public Schools Early Childhood Family Education Program
5/1996 -10/1997; 12/1998 -6/1999	Early Childhood Toddler Teacher St. Paul Jewish Community Center
Spring 1995	Nursery Nurse (Early Childhood Assistant) Astley Grange Nursery, Edinburgh, Scotland

RELEVANT COMMUNITY SERVICE

2013 - 2017	Member Early Childhood Family Education 2.0 group
2003 - 2017	Co-founder and Member, Board of Directors Minnesota Association for Family and Early Education, Minneapolis, MN

2014 – 2016	Member, Leadership Team; Member of New Coordinator Search Committee Greater St. Cloud Area Thrive Initiative
2015 - 2016	Member, St. Cloud State Leadership Team St. Cloud Salvation Army Homlessness project (SMART Kids), St. Cloud, MN.
2013-2015	Member, Minnesota Association for Family and Early Education Representative MinneMinds Advisory Council
2010 – 2011	Chair, Board of Directors Minnesota Association for Family and Early Education
2005 - 2017	Member, Conference Committee Minnesota Association for Family and Early Education
2003 - 2009	Secretary, Board of Directors Minnesota Association for Family and Early Education
2003 - 2006	Member, Professional Development Committee Minnesota Association for Family and Early Education
2003 – 2005	Member, Board of Directors Minnesota Council on Family Relations
2003	Secretary, Board of Directors Minnesota Council on Family Relations
2001-2002	Member ECFE around the Block Advisory Group

SELECTED PUBLICATIONS/TECHNICAL REPORTS

Susman-Stillman, A. & **Rader, S.** (2011). *Final report for the Children's Theatre Company's Early Bridges Evaluation*. St. Paul, MN: Center for Early Education and Development.

Godber, Y., & **Rader, S.** (2009). *Final report for the Joyce Preschool evaluation*. St. Paul, MN: Center for Early Education and Development.

Rader, S., & Susman-Stillman, A. (2009). *Final report for the Caring for Kids Initiative evaluation*. St. Paul, MN: Center for Early Education and Development.

Hornbacher, J., **Rader, S.**, & Jordan, K. (2008). *Bloomington / Richfield Early Reading First / Get Ready Centers of Excellence: Final report*. Minneapolis, MN: Center for Applied Research and Educational Improvement.

Mueller, M. R. (with Armson, R., & **Rader, S.**). (2003). *Parent involvement in kindergarten and third grade education: What former participants in Early Childhood Family Education (ECFE) and other parents report*. Minneapolis, MN: Minnesota Center for Survey Research.

PEER REVIEWED CONFERENCE PRESENTATIONS

Rader, S., Benning S., & Harrison, M. (Nov 2016). *Embedding Infant Mental Health Core Principles in Pre-Service Programs*. National Council on Family Relations Conference, Minneapolis MN.

Rader, S. (April 2016). *Parent Education and Professional Learning Communities: Where Do We Go From Here?* Presentation for the Minnesota Association for Family and Early Education Leadership Conference, St. Cloud, MN.

Rader, S. (April 2015). *Parent Education and Professional Learning Communities (PLCs): Possibilities and Challenges*. Presentation for the Minnesota Association for Family and Early Education Leadership Conference, St. Cloud, MN.

Susman-Stillman, A., & **Rader, S.** (July 2010). *Ready for Life: Theater Programming for Children Two through Five*. Paper presented at the International Theatre for Children and Young Peoples Researchers and Critics Forum, Buenos Aires, Argentina.

Godber, Y. & **Rader, S.** (November 2009). *Guiding the fleet: Applying an overarching evaluation framework to unify a set of loosely collected studies*. Paper presented at the annual meeting of the American Evaluation Association, Orlando, FL.

Rader, S. (April 2009). *Reaching underserved populations: Lessons learned from Minnesota Early Learning Foundation grantees*. Panel presentation for the Minnesota Association for Family and Early Education Leadership Conference, St. Cloud, MN.

Cooke, B., **Rader, S.**, Stoner, S., & Yokom, B. (May 2005). *Evaluating parent education programs*. Presentation for the Parent Education Institute IV, St. Paul, MN.

Mueller, M., **Rader, S.**, Cooke, B., Christensen-Adams, M, & Langenfeld, M. (May 2003). *Parent involvement in kindergarten and third grade education: What former participants in Early Childhood Family Education (ECFE) and other parents report*. Early Childhood Administrators Conference, St. Cloud, MN.

GRANT ACTIVITIES

Minnesota Department of Education
Pathway II Early Learning Scholarships

May 2014

Provide early learning scholarships to qualified families and children in Eden Prairie Schools to ensure children have a quality preschool experience. (\$27,000).

Role: Coordinator

Eden Prairie Community Foundation April 2014
Gym equipment to ensure appropriate implementation of a comprehensive physical education curriculum for early childhood students. (\$3,750)
Role: Coordinator

Minnesota Department of Education September 2013
Pathway II Early Learning Scholarships
Provide early learning scholarships to qualified families and children in Eden Prairie Schools to ensure children have a quality preschool experience. (\$27,000).
Role: Coordinator

Otto Bremer Foundation 2004-2005
Minnesota Association for Family and Early Education Strategic Planning Initiative.
(\$25,000)
Role: Coordinator

HONORS

2004 **President's Student Leadership and Service Award**
University of Minnesota

CORE VALUES

Families are the fabric of our world
All voices are important
Evaluation is social justice