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Educational Foundations and Special Education  
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## **EDUCATION**

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2005          Doctorate of Philosophy in Human Development, Virginia Tech

1992          Educational Specialist in School Psychology, Radford University

1991          Masters of Science in School Psychology, Radford University

1987          Bachelors of Science in Family and Child Development, Virginia Tech

## **EMPLOYMENT EXPERIENCE**

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2016 -          *Director*  
Center of Excellence in Early Childhood Learning and Development  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee

2019-          *Associate Professor*  
Educational Foundations and Special Education  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee

2018-2021      *Clinical Associate Professor*  
Pediatrics, Quillen College of Medicine  
East Tennessee State University, Johnson City, Tennessee

2018-2019      *Senior Associate Dean*  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee

2016-2018      *Associate Dean of Assessment and Accreditation*  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee

2014-2016      *Interim Associate Dean*  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee

2014-2019      *Associate Professor*

- Early Childhood Education, Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee
- 2013-2015 *Response to Instruction and Intervention (RTI<sup>2</sup>) Consultant*  
Tennessee Department of Education
- 2008-2014 *Assistant Professor*  
Early Childhood Education  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee
- 2008-2020 *Coordinator*  
Reach Out Read Early Literacy Program  
ETSU Pediatrics Clinic, Quillen College of Medicine, Johnson City, Tennessee
- 2007-2008 *Assistant Research Faculty*  
Center of Excellence in Early Childhood Development and Learning  
Clemmer College of Education  
East Tennessee State University, Johnson City, Tennessee
- 2005-2007 *School Psychologist*  
Roanoke City Public Schools, Roanoke, Virginia
- 2003-2005 *Graduate Assistant*  
Center of Excellence in Undergraduate Teaching  
Virginia Tech, Blacksburg, Virginia
- 2001-2003 *Graduate Teaching Assistant*  
Department of Human Development  
Virginia Tech, Blacksburg, Virginia
- 2001-2002 *Adjunct Faculty*  
School of Teacher Education and Licensure  
College of Education and Human Development  
Radford University, Radford, Virginia
- 1995-1996 *Adjunct Faculty*  
Department of Psychology  
College of Humanities and Behavioral Sciences  
Radford University, Radford, Virginia
- 1992-2001 *School Psychologist*  
Roanoke County Public Schools, Roanoke, Virginia
- 1991-1992 *School Psychologist*  
Mississippi Bend Area Education Agency, Bettendorf, Iowa

## **EXTERNALLY FUNDED PROJECTS**

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- 2020-2025 *Technical Assistance and Data Analysis of Surveys of Families Receiving Part B Services* (PI). Tennessee Department of Education, \$345,812.
- 2020-2023 *Technical Assistance and Data Analysis of Surveys of Families Receiving Part C Early Intervention Services in Tennessee* (PI). Tennessee Department of Intellectual and Developmental Disabilities, \$130,802.
- 2020-2021 *Expanding Horizons Early Intervention Project* (PI). Tennessee Department of Intellectual and Developmental Disabilities, Tennessee Early Intervention Services, \$586,589.
- 2019-2022 *The EDI Project: Building Regional Capacity to Improve the Development and Educational Readiness of Children in Northeast Tennessee* (Co-PI). Blue Cross Blue Shield of Tennessee Health Foundation, \$50,000. D. Wood, Co-PI.
- 2019-2022 *The EDI Project: Building Regional Capacity to Improve the Development and Educational Readiness of Children in Northeast Tennessee* (Co-PI). Washington County Tennessee, \$20,000. D. Wood, Co-PI.
- 2019-2022 *The EDI Project: Building Regional Capacity to Improve the Development and Educational Readiness of Children in Northeast Tennessee* (Co-PI). Washington County Schools, Tennessee, \$20,000. D. Wood, Co-PI.
- 2019-2022 *The EDI Project: Building Regional Capacity to Improve the Development and Educational Readiness of Children in Northeast Tennessee* (Co-PI). City of Johnson City, Tennessee, \$40,000. D. Wood, Co-PI.
- 2019-2020 *Expanding Horizons Early Intervention Project* (PI). Tennessee Department of Education, Tennessee Early Intervention Services, \$575,000.
- 2019-2024 *East Tennessee State University - Expanding Horizons Program* (PI). Tennessee Department of Education, Tennessee Early Intervention System, \$3,511,500. *All solicitation decisions rescinded by the Commissioner of Education, Tennessee Department of Education.*
- 2018-2022 *Supporting Low-Income College Students with Young Children* (PI). U.S. Department of Education, Office of Post-Secondary Education, \$784,000.
- 2015-2020 *Healthy Tomorrows Partnership for Children Program: ReadNPlay for a Bright Future in Appalachia Tennessee* (Co-PI). Health Resources and Services

Administration, U.S. Department of Health and Human Services, \$250,000. K. Schetzina, PI.

2015 *Teaching Writing Skills in Low-SES Rural Classrooms: The Impact of Evidence-Based Practices on Teacher Pedagogy and Student Achievement* (Co-PI). Tennessee Board of Regents, \$39,984. T. Hudson, PI.

2014 *Using E-Readers to Actively Engage and Motivate Reluctant 3<sup>rd</sup> Grade Readers* (Co-PI). Century Link Teachers and Technology Mini-Grant Program, \$5,000. N. Miles, Co-PI.

2012 *Supporting an early literacy program at ETSU Pediatrics* (PI). Target Community Grant, \$2,000.

2010 *Supporting Pediatricians and a Reach Out and Read Program* (PI). Target Community Grant, \$2,000.

2009-2012 *Positive Behavior Support Initiative* (Co-Director). Tennessee Department of Education, \$357,000. J. Fox, PI.

2008-2009 *Training Tennessee School Psychologists in the RTI Framework* (PI). Tennessee Department of Education, \$18,000.

## **UNDER REVIEW**

2020-2026 *Combined Application for Early Head Start – Child Care Partnership and Early Head Start Expansion – Tennessee* (Key Personnel). Administration for Children and Families US Department of Health and Human Services, \$1,920,135. T. Jaynes PI - Upper East Tennessee Human Development Agency.

## **UNFUNDED PROJECTS**

Not funded *Emotionally Responsive Practices with Early Head Start Teachers and Parents* 2018 (Co-PI). Substance Abuse and Mental Health Services Administration US Department of Health and Human Services, \$2,403,114. K. Johnson, Co-PI.

Not funded *National Center for Research on Rural Education-2 (R2Ed2) Improving Rural Education* 2018 (Key Personnel). US Department of Education Institute of Education Sciences Education Research and Development Center Program, \$10,000,000. S. Sheridan, PI.

Not funded *National Center for Research on Rural Education-2 (R2Ed2) Improving Rural Education* 2017 (Key Personnel). US Department of Education Institute of

Education Sciences Education Research and Development Center Program, \$10,000,000. S. Sheridan, PI.

Not funded *Building Strong Brains – ACES Initiative* 2016 (Co-Investigator), Tennessee Department of Children’s Services, \$165,184. K. Schetzina & J. Polaha, Co-PIs.

Not funded *Family Learning in Appalachia* 2015 (Co-PI). Toyota Family Learning, \$175,000. K. Schetzina, Co-PI.

### **INTERNALLY FUNDED PROJECTS**

2019 *Provider and Parent Training in Shared Book Reading* (Co-PI). Department of Pediatrics, East Tennessee State University, \$5,000. K. Schetzina, PI.

2016 *Maternal and Child Health: Biology, Behaviors, and Environments – Resilience to Poor Health Outcomes* (Co-PI). Large RDC Interdisciplinary Grant, East Tennessee State University, \$50,000. C. Kozinetz, PI.

2014 *Examining Northeast Tennessee Teacher Knowledge and Perceptions of Response to Intervention* (Co-PI). Research and Development Small Grants Program East Tennessee State University, \$1,500. T. Hudson, Co-PI.

2011 *Creating a Sense of Community through Common Books* (Co-PI). Instructional Development Grant East Tennessee State University, \$5,000. A. Malkus, Co-PI.

2009 *Raising the Assessment Bar for ETSU Pre-Service Teachers* (Co-PI). Instructional Development Grant East Tennessee State University, \$4,050. A. Watson, Co-PI.

2008 *Experimental Analysis of Effects of a Videotape Training program to Teach Parents Dialogic Reading with Young Children At-Risk for Reading Failure* (Co-PI). Research and Development Grant East Tennessee State University, \$6,399. J. Fox, Co-PI.

### **PEER-REVIEWED NATIONAL AND INTERNATIONAL PRESENTATIONS**

2019 *Creating Emotionally Responsive Early Head Start Inclusive Classrooms*. Competitively selected poster presentation at the 20<sup>th</sup> International Conference on Autism, Intellectual Disability, and Developmental Disabilities. Maui, HI. Laura Martin, Gabriel Guyton, Pamela Mims, Co-Presenters.

2016 *Data-based Decision-making in the Development of an RTI Certificate Program for Pre-Service Teachers*. Peer-reviewed presentation at the 29<sup>th</sup> Annual Conference on Teacher Education Division Council for Exceptional Children. Lexington, KY. T. Hudson, Co-Presenter.

- 2016 *Racing to Excellence: Using Squishy Books in Literacy Outreach Programs.* Peer-reviewed presentation at the 29<sup>th</sup> Annual Conference on Teacher Education Division Council for Exceptional Children. Lexington, KY. C. Galyon, Co-Presenter.
- 2016 *The High-Stakes Literacy Game: Improving Literacy of Children with Disabilities with the Use of Squishy Books.* Peer-reviewed presentation at the American Council on Rural Special Education National Conference, Las Vegas, Nevada. C. Galyon, Co-Presenter.
- 2016 *Investigating Rural Teachers' Experiences with the Implementation of Response to Intervention.* Peer-reviewed presentation at the American Council on Rural Special Education National Conference, Las Vegas, Nevada. T. Hudson, Co-Presenter.
- 2013 *Sustainably Transforming Learning and Teaching Through Using ICTs Venue: What Is Good Practice?* Peer-reviewed presentation at the 12<sup>th</sup> Pacific Science Inter-Congress Science for Human Security and Sustainable Development in the Pacific Islands & Rims, University of the South Pacific, Laucala Campus, Suva, Fiji. P. Evanshen, Co-Presenter.
- 2013 *Using Book Discussion Events to Create Community Across Teacher Education Programs.* Peer-reviewed presentation at the International Education Conference, Waikiki, HI. A. Malkus, Co-Presenter.
- 2011 *Working Together to Promote Literacy One Book and One Child at a Time: Promising Practices from Research.* Peer-reviewed presentation at the National Council on Family Literacy. Louisville, KY.

## **INVITED PRESENTATIONS**

Noland, B., Clements, A., Bernard, J., McCook, J., & **Hale, K.** (2018, September). *Moving From Understanding to Implementing Trauma-Responsive Services.* SAMHSA Forum. Johnson City, TN.

**Hale, K.** (2018, April). *Steps to Establishing a Reach Out and Read Early Literacy Program in Your Pediatric Clinic.* ReadNPlay Project ECHO. Pediatrics, East Tennessee State University, Johnson City, TN.

Wood, D., **Hale, K.**, & Ryans, L. (2017, August). *Improving Development and Educational Readiness of Children in Northeast Tennessee.* All Children Thrive Network Design Meeting, Cincinnati, OH.

**Hale, K.** (2017, March). *Talking it up with Intention: Strengthening Parents' Knowledge of Language and Early Literacy*. Keynote address. SW Virginia Early Childhood Summit. Big Stone Gap, VA.

**Hale, K.** & Pullen, P. (2017, March). *Language and Literacy Development: Overcoming the Effects of Poverty and Empowering Parents*. ETSU Maternal and Child Health Research Symposium.

Haddow, D., & **Hale, K.** (2016, October). *Primary Partnership, the Changing Landscape, and Maximizing Teacher Potential*. Tennessee Department of Education LEAD Conference. Nashville, TN.

Hudson, T., & **Hale, K.** (2016, March). *Investigating Rural Teachers' Experiences with the Implementation of Response to Intervention*. Research presentation at the American Council on Rural Special Education, Las Vegas, NV.

**Hale, K.**, & Hudson, T. (2015, October). *Examining Northeast Tennessee Teacher Knowledge and Perceptions of Response of Instruction and Intervention*. Tennessee Department of Education LEAD Conference. Nashville, TN.

**Hale, K.** (2014, November). *Developmental Trajectories, Experiences, and Reading: You know More Than You Think*. Mid-South Conference for Psychology in the Schools. Chattanooga, TN.

Casha, C., Evanshen, P., **Hale, K.**, & Miles, N. (July 2013). *Common Core and Early Learning Standards: How They Work Together*. Early Childhood Education Conference, Johnson City, TN.

Fox, J., Wheeler, J. J., **Hale, K.**, Mims, P. J., Galyon Keramidas, C., & Michal, M. (July, 2012). *Issues in Early Childhood Education/Early Childhood Special Education: Questions, Answers, and Discussion Forum*, Early Childhood Education Conference, Johnson City, TN.

**Hale, K.** (2012, July). *Building Trust: The Recipe for Success*. Northeast Tennessee Special Education Conference, Gatlinburg, TN.

**Hale, K.**, & Fox, J. (2009, March). *Tier 2 Assessment & Interventions for Reading and Behavior Challenges: The ETSU Positive Behavior Support Initiative*. Northeast Tennessee Special Education Conference, Gatlinburg, TN.

**Hale, K.**, Deberry, D., & White, T. (2009, February). *School Psychologists Embracing RTI – How We Do It*. Tennessee Special Education Conference, Nashville, TN.

**Hale, K.** (2008, March). *Beginning Teachers Need Your Support: A "How To" Guide*. Ohio Early Child Care Conference, Columbus, OH.

**Hale, K.** (2008, March). *Supporting New Teachers in the Field of Early Childhood Education*. Southern Early Childhood Association Annual Conference, Covington, KY.

**Hale, K.** & Deberry, D. (2008, February). *The School Psychologist's Role in Response to Intervention*. Tennessee Special Education Conference, Nashville, TN.

**Hale, K.** & Bush, J. (2007, September). *Response to Intervention (RTI): What Is It and What Can It Do for Your School?* Virginia Association of Elementary School Principals Annual Conference, Williamsburg, VA.

**Hale, K.** (2007, July). *What Can You Do for Young Children with Special Needs?* Early Childhood Education Conference, Johnson City, TN.

## **PUBLICATIONS**

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Hale, K. (2013). University Students Provide Literacy Support in a Pediatric Clinic. *The Tennessee Reading Teacher*, 40 (1), 46-53.

## **TEACHING**

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### **COURSES TAUGHT**

HDAL 2310 Developmental Psychology (Fall 2019, Spring 2020)  
SPED 4470 Assessment of Exceptional Learning Needs (Fall 2018)  
ECED 7990 Readings and Research (Fall 2012, 2013, 2015)  
ECED 7000 Apprenticeship in Research (Spring 2011, 2012)  
ECED 6600 Processes of Language and Literacy (Spring 2009, 2010, 2012, 2014)  
ECED 6200 Typical and Atypical Development of Young Children (Fall 2013)  
ECED 5356 Language and Literacy Development in Young Children (Fall 2009)  
ECED 5335 Assessing and Evaluating Young Children (Fall 2010)  
ECED 5332 Designing an Early Childhood Environment (Summer 2011, 2012, 2013)  
ECED 5210 Advanced Child Development (Fall 2012)  
ECED 4237 Mentoring in Early Childhood Education (Spring 2008)  
ECED 4010 Observing and Assessing Young Children (Fall 2018, 2009, 2010, 2011, 2012, Spring, 2009, 2010, 2011, 2013)

## **PROFESSIONAL SERVICE**

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### **STATE**

2020-2021 *Member*  
Tennessee Early Intervention Resource Agency Committee Department of the Intellectual and Developmental Disabilities

2019-2020 *Co-Chair*  
Higher Education Research Sub-Committee  
Association of Infant Mental Health in Tennessee



- 2017-2018 Tennessee Department of Education State Site Visit Review Committee
- 2015-2017 Tennessee Department of Education Implementation Working Group
- 2015-2017 *Lead and Member*  
Inaugural Network for Educator Preparation Partnerships  
Office of Educator Licensure and Preparation  
Tennessee Department of Education
- 2013-2017 *RTP<sup>2</sup> Consultant for the 1<sup>st</sup> Tennessee Region*  
Tennessee Department of Education

## UNIVERSITY

### University

- 2019- *Member* Strong Brain Institute
- 2019- *Member* Child and Family Health Institute
- 2019 *Member* Opioid Research Consortium of Central Appalachia (ORCA)
- 2018 *Member* Search Committee, Academic Success Specialist  
Gatton School of Pharmacy
- 2015-2017 *Member* Sherrod Library Faculty Advisory
- 2015-2017 *Member* ETSU Budget Redesign Committee
- 2015-2016 *Member and ETSU Representative* Healthy Children and Families Steering  
Committee Mountain States Health Alliance

### College

- 2016 *Chair and Member* Search Committee, Director of Teacher Education and Field  
Placement
- 2015 *Member* Search Committee Academic Advisor
- 2014-2018 *Chair and Member* Council for Accreditation of Educator Preparation (CAEP)
- 2015-2018 *Chair and Member* CCOE Implementation Work Group, Teacher Education  
Programs
- 2014-2017 *Chair and Member* CCOE Recognition Committee
- 2014-2017 *Chair and Member* CCOE Scholarship Committee

## **PROFESSIONAL AND COMMUNITY SERVICE**

### *University, LEAs, and Head Start Inservice*

- 2019-2020 Early Language and Literacy Development and Dialogic Reading Strategies.  
Workshops for medical students and medical residents in the Quillen College of  
Medicine, Pediatrics and Family Medicine.
- 2019 Washington County and City of Johnson City Schools. Workshops for K-teachers  
on the topics of population health measures, reliability, internal and external  
validity, bias, and completion of the EDI instrument for the EDI project.

- 2017 Elizabethton City Schools. Workshop for teachers on the basics of Response to Instruction and Intervention (RTI<sup>2</sup>)
- 2016 Telamon Head Start. Workshop for Head Start teachers on the basics of the Brigance-III Screening Tool.
- 2016 Gilbreath Reading Council. Spreading the news of 3 literacy initiatives in our community: Reach Out and Read, ReadNPlay, and MSHA Reading Buddies.
- 2015-2017 Mommy and Me. Monthly workshops for mothers of young children and medical students regarding parenting, child development topics, and evidence-based activities to promote early language and literacy development.
- 2015 Professional Learning Community for School Psychologists: A focus on Response to Instruction and Intervention (RTI<sup>2</sup>). Lead for monthly PLC workshops for school psychologist in the 1st region of Tennessee.
- 2013-2014 Response to Instruction and Intervention (RTI<sup>2</sup>). A series of workshops for ETSU pre-service teachers and faculty focused on Tennessee' RTI implementation in elementary and middle schools.
- 2011-2012 Assessment, differentiated instruction, and workstations. A series of professional development for elementary and middle school teachers in northeast Tennessee.
- 2008 Using positive guidance strategies & promoting language and literacy development in the early childhood classroom. Workshop presented to Head Start teachers, Telamon Corporation Migrant and Seasonal Head Start

*Professional Service*

- Advisory Board, Telamon Migrant and Seasonal Head Start, Unicoi, Tennessee  
 Advisory Board, Telamon Early Head Start, Elizabethton, Tennessee  
 Advisory Board, ETSU Tennessee Early Childhood Training Alliance  
 Advisory Board, ETSU Early Childhood Conference  
 Advisory Board, Children's Resource Center, Niswonger Children's Hospital  
 Advisory Board, Safe Kids Coalition Northeast Tennessee  
 Member, Healthy Children and Families Committee, MSHA & Wellmont Hospital Systems

**PROFESSIONAL AFFILIATIONS**

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- American Psychological Association  
 Association of Infant Mental Health in Tennessee  
 National Association for the Education of Young Children  
 National Association of School Psychologists  
 National Coalition of Campus Children's Centers

Tennessee Association of School Psychologists  
Zero to Three Organization