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Educational Administration and Leadership  
Newsletter

Department of Educational Leadership and  
Higher Education

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Spring 2018

### Educational Administration and Leadership Vol 15, No. 1

St. Cloud State University

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#### Recommended Citation

St. Cloud State University, "Educational Administration and Leadership Vol 15, No. 1" (2018). *Educational Administration and Leadership Newsletter*. 18.

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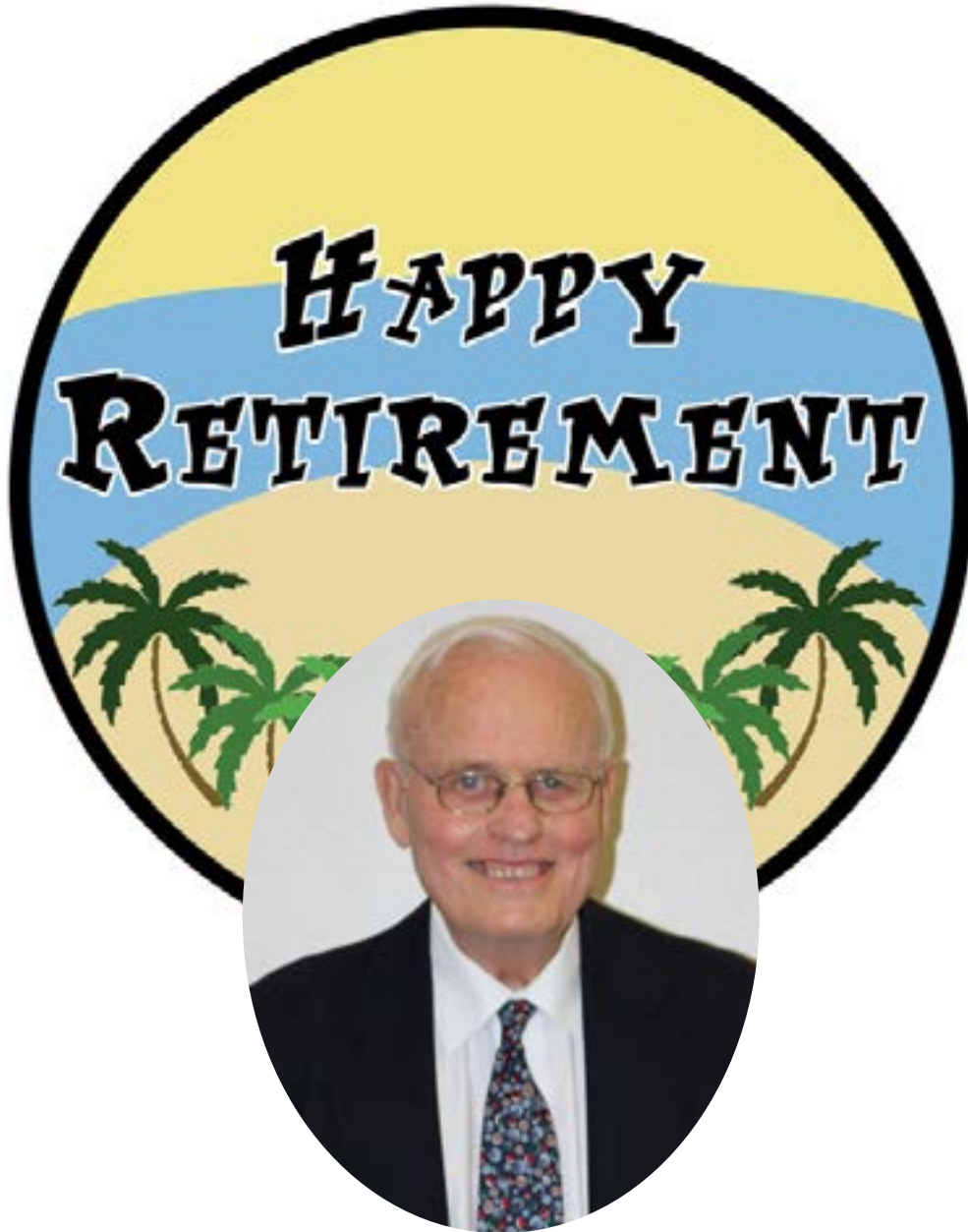


EDUCATIONAL ADMINISTRATION  
AND LEADERSHIP  
ST. CLOUD STATE UNIVERSITY

# NEWS

Volume 15, Issue 1  
Spring 2018

## CELEBRATING PROFESSOR ROGER WORNER'S RETIREMENT



### In this Edition:

- Celebrating Prof. Worner Retirement P.1
- Meet a Doctoral Candidate P.6
- Learning from Others P. 11

# CELEBRATING PROFESSOR ROGER WORNER'S RETIREMENT

...Roger Worner has made a difference in the lives of  
hundreds of school leaders

...  
...we will miss his joyful spirit, smile and willingness to  
always help out. He is truly a great professor

...

Our much loved and esteemed faculty member, Dr Roger Worner, has decided to retire the end of summer from St. Cloud State University. In this Spring edition of the newsletter, we celebrate and honor his achievements and contributions to the SCSU the Educational Administration and Leadership program.

Dr. Roger Worner received a BA from North Dakota State University in 1965; MS from North Dakota State University in 1966; and PhD. from New York University in 1969. He joined St.Cloud State as an associate professor in 2009.

His work experience included service as an Assistant Superintendent (14 years) and Superintendent of schools(13 years); a consultant to school districts (19 years) and an associate professor at St. Cloud State University (9 years). He held school administrative positions in Fargo, ND, Kanawha County, WV, White Bear Lake, Mason City, IA, Iowa, Roseville, Glencoe-Silver Lake, MN, and Centennial, MN school districts, the latter four as Superintendent.

After a successful career as a school superintendent, he delivered fundamental contributions to the profession through teaching, mentoring, and advising students in the St.Cloud State K-12 licensure programs and the doctoral program.

Over his nearly 50 years in education as a teacher or administrator, he authored two books, wrote numerous articles, was selected twice as Executive Educator 100, and consulted with over 350 school districts which were dealing with facilities, planning, budgeting and/or organizational issues.

While his retirement will be effective the end of summer, his extremely positive and treasured contributions will continue to impact our University and our program well into the future. We are sad to see such a dear instructor and extraordinary colleague leave St.Cloud State, but we are pleased and excited that he will now have the opportunity to pursue many personal interests in his retirement. We will miss his joyful spirit, smile and willingness to always help out. He is truly a great professor.

# CELEBRATING PROFESSOR ROGER WORNER'S RETIREMENT

His colleagues have many wonderful memories and have the following to say about the retirement of this esteemed senior faculty member.

“ Dr. Roger Worner came to SCSU already established as a very talented and successful school leader. His credibility in the field of leadership is recognized not only in Minnesota but throughout the country. His experiences in leadership, scholarship and consulting are very valuable. Dr. Worner is able to combine theory and experience in his preparation of his students. It is obvious that Dr. Worner is a brilliant scholar who demands much from his students.

Although it is very clear Dr. Worner is an expert in his field, that is not what sets him apart from other professors. His affective skills make him very special. He genuinely cares about his students. He shows his love and respect for them. He dedicates many extra hours to helping doctoral students with their dissertations. He diligently plans each of his classes so that his information is current and helpful. He is loyal to those with whom he works. Dr. Worner goes out of his way to help his students, department and university. I have long respected his total commitment to each and everyone of his students. Roger Worner has made a difference in the lives of hundreds of school leaders. He simply is the very best in our profession.”

Dr. Nick Miller



Dr. Worner advising a Cohort 8 member.

# CELEBRATING PROFESSOR ROGER WORNER'S RETIREMENT

“A renaissance man, skilled in all aspects of leadership, a true servant leader, a marvelous sense of humor and a heart of empathy and kindness are a few descriptors of Dr. Roger Worner. His interactions with students and colleagues are based on a bedrock of integrity, honor, and trust.

Roger has shared his extensive national and state network with students presenting opportunities for employment, ongoing education and access to educational leaders. He came to our Educational Leadership Department with a wealth of experience as a scholar, an experienced and valued school leader, and a sought after consultant for schools and organizations seeking his expertise in strategic planning and organizational management. Roger is a friend, loyal, supportive, and true blue to colleagues, to students and his family. We lament his departure from EDAD, but celebrate his new journey and exploration of how he will continue to make his mark on this world and leave it in a better place.”      Dr. Janine Dahms-Walker



Dr. Worner in one of his classes.



# GRADUATE STUDENT WRITER'S RETREAT

## Graduate Student Writer's Retreat

### STRUGGLING TO FIND TIME TO WRITE YOUR THESIS OR DISSERTATION?

Resources provided to overcome writing challenges and obstacles.

Access to writing, library, and statistics experts

Strategies to get and stay on track

Dedicated writing time - no more excuses or distractions!

Resources to utilize after Writer's Retreat is completed

JUNE 25-29, 2018

8:00 A.M. TO 5:00 P.M.

MILLER CENTER ROOM 114 / 115

COST \$125 (INCLUDES FOODS AND SNACKS)

\$25 REFUND FOR FULL RETREAT PARTICIPATION



ST. CLOUD STATE  
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MINNESOTA STATE

St. Cloud State University  
a member of Minnesota State

St. Cloud State University is  
committed to legal affairs,  
the ethical, equal opportu-  
nity, access and diversity of  
its members, community  
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Register now! Apply by May 1st.

[https://mnsu.rschooldtoday.com/public/costoption/class\\_id/60544/public/1/sp/](https://mnsu.rschooldtoday.com/public/costoption/class_id/60544/public/1/sp/)

Elia Burgman is currently a Doctoral student in the EDAD program and holds a position as a Special Assistant to the Commissioner at the Minnesota Department of Education (MDE). Below she shares the inspirational story of her life and her involvement in the EDAD program.



## 1. Tell us something about yourself and your previous and current career.

I was born in Las Mesas, Mexico, and my father was a migrant worker under the Bracero Program. Currently, I live in Sleepy Eye, Minnesota and work in the Twin Cities. My husband and I have 4 children and 6 grandchildren.

I started my career in education as a paraprofessional and then enrolled at Minnesota State University, Mankato (MNSU-Mankato) and graduated with a BS Degree in Spanish and Business Education. I taught Spanish and business education courses in St. James, MN. I returned to college to obtain my Master's degree and Secondary Principal license. I became the High School Principal at Sleepy Eye Public Schools. I have taught courses in Education Leadership at MNSU-Mankato and worked at Shattuck St. Mary's Preparatory School as an Academic Dean.

In 2011, I was appointed Assistant Commissioner at the Minnesota Department of Education (MDE) by Education Commissioner Brenda Cassellius. In 2015 I worked for Minneapolis Public Schools as the District Deputy Education Officer. I returned to MDE in March 2017 and currently hold position as a Special Assistant to the Commissioner. I work in collaboration with the MDE team on special projects, such as programs under ESSA (Every Student Succeeds Act) on Educator Quality and Equity in Access, as well as growing teacher diversity in Minnesota so that school districts and charter schools will create equitable access plans to ensure low-income students of color and American Indian students are not disproportionately taught by inexperienced, ineffective or out-of-field teachers. In addition, we are working to improve student access to teachers of color and American Indian teachers in Minnesota schools, as well as other projects and collaboration requested by the Commissioner.

## 2. What made you enroll in the EDAD Doctoral Program?

I always wanted to pursue a Doctoral Degree, and St. Cloud State University offers the flexibility and innovation, as well as access to robust courses, guided research, and peer collaboration in a program that fits my schedule. I am hoping to do international work in the near future and a Doctoral Degree will certainly be an asset to have!

## 3. Reflecting on your study life, what are three things that you would consider outstanding in this experience?

The program provides access to very experienced professors who have worked in the area of education. I certainly enjoy the discussions and team collaboration to research current topics presently in the education field. The support the program offers is great!

## 4. What challenges do you experience in this program?

I am satisfied with the way the program is developed. The topic I am researching is on migration patterns of Mexican people to the United States with destination to Minnesota and the barriers their children encounter as migrants in the school system. Furthermore, I am also researching what these families are experiencing in the area of deportation to Mexico and the barriers they are encountering in the Mexican education system.

## 5. In your opinion, what more could be done in this program to improve your quality of life?

It would be great if more recruitment could be done with people of color to enroll them into educational leadership and administration. Our K-12 system and higher education need more diversity in Minnesota. Cultural and global competence needs to be expanded in the course work, and diverse people enrolled in the program bring rich perspectives to the conversation.

## 6. You are actually in your second year. By the end of this year, you may want to concentrate on the dissertation project. How do you feel about it?

The support I have received from the faculty is amazing—especially Kay Worner. The cohort I am enrolled for the doctoral program is great, and I can always reach out to my colleagues in the cohort when needed. So I am feeling pretty well about continuing with work on my dissertation.

## 7. Do you have any major concerns so far?

No concerns—just need to keep working on the research for my dissertation topic. I am thankful to have access to the faculty at SCSU.

## 8. Where do you see yourself in three years?

In three years I see myself working internationally, perhaps consulting in order to improve the education of migrant workers and improve Migrant Education.

## 9. Any additional comment?

Diversity and inclusion are top priorities in Minnesota. Demographics in the State of Minnesota are changing; therefore, equity, diversity and inclusion should be topics of conversation that need to be expanded in the program. As educators, I believe we are always learning, and we continue to build on our work and life experiences. Personally, globalization is very important to me, and I feel that I still have much to learn about our diverse students, diverse communities, and our multiethnic, multilingual, and multicultural world in order to be prepared for global and cultural competence, even though I am bilingual, Latina--I am a person of color.



# HUSKY OFFICE DECORATING COMPETITION

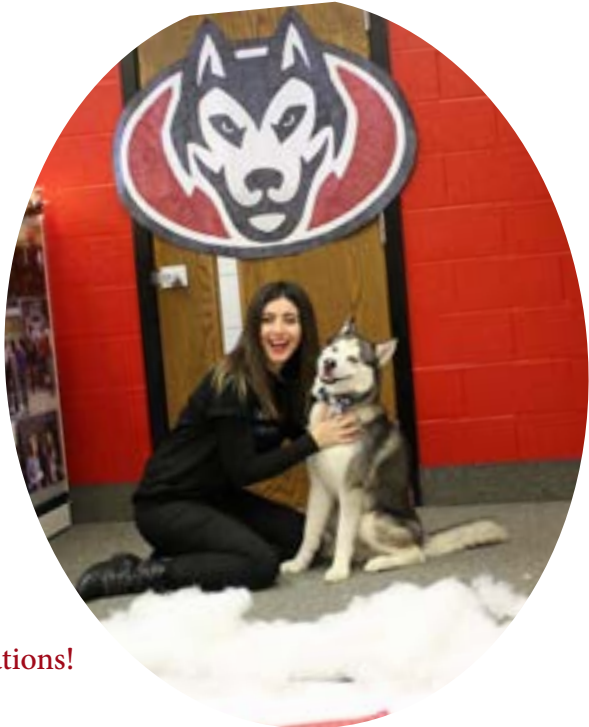
CENTER FOR DOCTORAL STUDIES GOES HUSKIES AND WON THIRD PLACE



**With the hockey rink and REAL LIFE husky.**



Great job. Congratulations!



# MEET GRADUATE ASSISTANT, SANGETTA



“Twenty years from now, we will be more disappointed by the things we didn’t do than by the ones we did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sail. Explore. Dream. Discover.” Mark Twain

Setting forth from what we have possessed, achieved and attained so far is the most difficult decision we ever have to make. Nevertheless, when we desire to acquire the wisdom of the world far beyond what we know, we set off for the lifelong expedition of realization leaving everything that once we believed we cannot live without. Thus, I decided to embark on the journey to St. Cloud State University leaving behind my darling kids, my loving husband, and, of course, my wonderful job in Nepal. The journey to St. Cloud State University was my passion to acquire further knowledge and understanding of the US education system. Joining this university as a doctoral scholar was not an impromptu decision; rather I took this decisive action after extensive research on US universities offering doctoral programs.

In the course, I learned that St Cloud State University offers various in-demand programs with a holistic approach and plays a significant role in developing future leaders. With excellent facilities, outstanding faculties, and affordable tuition fee, it has been successful in creating an aca-

demical environment that prepares competent professionals in the 21st century.

I have always been concerned about the enormous role educational development plays in improving the quality of life. My seventeen years of experience as an educator in various schools and colleges have reinforced in me a profound interest and inspiration for serving students as well as in school development. Throughout my tenure in the education field in Nepal, I have identified that there is a need for executing a student centered learning paradigm and implementing a curriculum that is based on

## EDUCATIONAL ADMINISTRATION AND LEADERSHIP PROGRAMS:

### GRADUATE CERTIFICATE

- DIRECTOR OF COMMUNITY EDUCATION

### MASTER OF SCIENCE

- EDUCATIONAL ADMINISTRATION

### POST MASTER’S GRADUATE CERTIFICATE

- K-12 PRINCIPAL
- DIRECTOR OF SPECIAL EDUCATION
- SUPERINTENDENT

### DOCTOR OF EDUCATION

- EDUCATIONAL ADMINISTRATION

Visit

<https://www.stcloudstate.edu/elhe/programs/edad.aspx>

## MEET GRADUATE ASSISTANT, SANGETTA

I believe it is indispensable for authorities to work on the proper formulation and implementation of appropriate policies for overcoming the challenges the Nepalese school system is facing. Hence, I intend to expand my knowledge in the area of education and develop constructive attributes and attitudes of a leader so that I can facilitate as a central contributor school development and the professional and personal development of educators.

Today, St. Cloud State University has become my companion as I walk my dream path.

The serene environment of the university, the warm, welcoming and ever smiling university staff, the thoughtful and the nice people I meet around the city have become the paramount source of my happiness. What's more, the faculties are compassionate, exceptional, resourceful, committed and are prepared to furnish students' needs and support their learning employing new ideas, new resources, and innovative methods to improve them as individuals.

Before I came to St. Cloud State University, indeed, I had fears that concerned me deeply; fear of getting lost, fear of pain, fear of obscurity, fear of the unknown, fear of failure. However, once I stepped onto the campus, located in a serene and gorgeous land of lakes, I was surrounded by wonderful faculties and staffs who have always been there to lend me their helping hands. Moreover, they have facilitated the students with opportunities for exposure to wide ranges of knowledge and experiences and encouraged them to be critically persistent, confident and faithful to themselves so that they do not let fear stop them at any cost.





# LEARNING FROM OTHERS: THE CANADIAN EXPERIENCE

Learning from others: The Canadian Experience:

In the EDAD doctoral program, the students were engaged in an examination of important local and regional studies that directly impact education here in the USA. This spring, cohort 8 members had to research possible causes of PISA disparities in different countries as part of their course, EDAD 821. The PISA is a worldwide assessment intended to evaluate educational systems by measuring 15-year-old school pupils' scholastic performances on mathematics, science, and reading. The assessment is conducted by the organisation for Economic Cooperation and Development (OECD) and has been repeated every three years since 2000.

*Educational Achievement, Student Learning, and Program Development(EDAD 821) is one of the courses taught by Dr. Roger Worner . The course syllabus challenges students to examine practices that cause American schools to leak achievement.*

Divided into three groups, the EDAD 821 members examined the educational performances of three top countries in the global education rankings, Finland, Korea and Canada. The groups attempted to answer the questions: what are the differences between US and others educational systems, and how do the students measure up? In order to answer these questions, the group assessed how the students fared in relation to their American counterparts, as well as internationally, by looking at the results of the Programme for International Student Assessment (PISA).

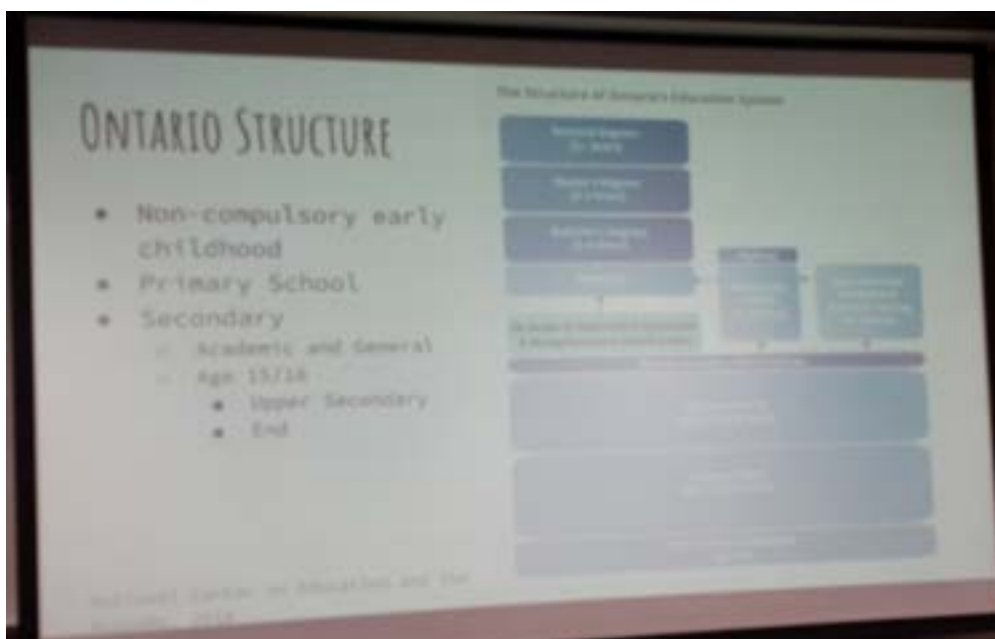


Group Presenters, Jill, Michelle, Marcia, and Sarah(Left to right)

# LEARNING FROM OTHERS: THE CANADIAN EXPERIENCE

In this edition, we would like to share with you highlights of the lessons that we learned from the Canadian educational experience as presented by one of the EDAD 821 groups:

- Results from PISA 2015 Canadian Report revealed that Canadian students are top performers internationally in reading, math and science.
- The US and Canadian public education systems are fundamentally very different in their structure, policy and funding. The US model operates with a primarily centralized model, run by the US Department of Education.
- The Canadian public education system is decentralized. The territorial Ministries of Education set standards, define curriculum, and allot funding and teacher certification.
- The provincial governments are responsible for establishing the curriculum for their schools
- Learning focus on child centered learning. Methods include: open plan schools, team teaching and use of visual aids
- There is no tracking of students into different levels of academic course work
- The class size is limited by law – no larger than 21.
- No standardized testing- one exam only at the end of high school
- Parental involvement is pivotal for the success of children throughout their school year and beyond
- Special needs students are taught and supported by qualified special needs teacher and assistants.
- Focus on critical thinking
- No federal mandates on testing , no national curriculum
- Longer school year
- Low attrition rate
- Teachers position valued





## EDAD Alumni and Current Students Are Making Career Strides

**Tanya Tacker**, who completed her Director of Special Education license at SCSU, recently accepted the position of Special Education Director for the Rum River Special Education Cooperative. Congratulations, Tanya.

**Christina Benboom** accepted the position of Director of Special Services for Eden Prairie Schools . She finished licensure as Special Education Director. Congratulations, Christina.

**Amanda Cook**, completed her director license and accepted the position of Assistant Director of Special Education, Intermediate 287. Congratulations, Amanda.

**Suzanne Gikas** completed her director license and accepted a position as Assistant Professor of Special Education at Augsburg College. Good Job ,Suzanne

**Jill Doherty**, completed her director license and was selected as the new Special Education Lead at Centennial High School. Congratulations, Jill

**Abby Lyon** completed her director license and accepted the position of Intake/ Transition Coordinator, Voyagers Program, Benton Stearns Education District, Sartell. Congratulations, Abby

**Lauren Whiteford** was hired by the Cannon Valley Special Education Cooperative as the Special Education Coordinator for their setting 4 SUN Program (students with unique needs, which is a k-12 autism program. Lauren completed her special education director license at SCSU. Awesome work, lauren

**Tony Pierce**, Assistant Director of Special Services in Grand Rapids, has been selected as the Director of Special Education in Mahtomedi beginning July 1, 2018. Congratulations, Tony.

**Lisa Otte** is the new Director of Special Education at Athlos Academy in St Cloud. Lisa completed her director license at SCSU. Congratulations, Lisa

**Heidi Hahn**, current Director of Special Education at the Paul Banyan Special Education Co-op, has accepted the assistant superintendent position in the Brainerd Public Schools. Outstanding, Heidi.

**Karl Nohner**, completed his post-masters program, and was selected as the principal for Sauk Rapids-Rice High School. Congratulations, Karl

# SUCCESSFUL DISSERTATION DEFENSES: SPRING 2018

## Doctoral Graduates for Spring 2018 and their

### Dissertation Titles

**Todd Tetzlaff:** Teacher Evaluation - Study of Minnesota Secondary School Principals Related to the Amount of Time Necessary to Implement Common Teacher Evaluation Models

**Jean Duffy:** Leadership Implications for Implementation of RTI/MTSS: A Case Study

**Michael Scott:** Study of Select Secondary School Principals' Perceptions of Standards-Based Grading Implementation in Minnesota Secondary Schools

**Durwin Hermanson:** Using IDI Guided Development to Increase Intercultural Competence

We look forward to celebrating their graduations with them on May 4th.

Access these and other electronic copies of SCSU dissertations and M.S. culminating projects that are stored at *The Repository* by clicking here [repository.stcloudstate.edu](http://repository.stcloudstate.edu)

## SUMMER-2018 GRADUATION DEADLINES

### Final Defense

June 30, 2018

### Submit for Format Review

July 21, 2018

### Graduation -December

August 4, 2018

Visit SCSU graduation deadlines at <https://www.stcloudstate.edu/graduatestudies/students/completing-program.aspx>

## Fall & Summer 2017 Post Master Graduates:

Essig II, Robert Allan

Jordan, Amy L

Lyon, Abby Lynn

Parks, Jolene Annette

Thurston, Orion L

Tool, Ryan James

Baron, Ryan Wayne

Brever, Melisa Shawn Avelsgard

Dimond, Benjamin Michael

Gjerde, Karl L

Hanson, Melissa Anne

Phan, Quyen Thi

Redmann, Kristie Dee

Rowe, Michael Sydney

Whiteford, Lauren Nichole

# CONGRATULATIONS TO EDAD GRADUATES!

## Fall 2017 Doctoral Graduates:

**Dr. Xinming Ren**

**Dr. Emily Rustman**

**Dr. Anne Chelin-Anderson**

**Dr. Bryan Bass**

**Dr. Patty Held**

**Dr. Heather Hanson**

**Dr. Kelly Haws**

**Dr. Randy Smasal**

**Dr. Dave Wedin**

**Dr. Frank Herman**



## Fall & Summer 2017 Master of Science Graduates:

**Maine, Maggie Ann**

**Rahn, Lisa**

**Rasik, Kendra M**

**Demuth, Taylor Jo**

**Doudin, Mariam Mohammed**

**Olsen, Deborah K**

**Wu, Jinyi**



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