

Beverly J. Irby, Ed.D.

Professor & Chair

Educational Leadership and Counseling

College of Education

Sam Houston State University

December, 2007

Degrees Earned

Ed.D. University of Mississippi, 1983, University, Mississippi

M.Ed. University of Mississippi, 1977, University, Mississippi

B.S.E. Delta State University, 1975, Cleveland, Mississippi

Professional Licensure and Certifications

Elementary Teacher, Gifted Education, Educational Diagnostician, School Psychologist, Mid Management (Principal), and Superintendent

Peer-Review Publications and Artistic Performances/Exhibitions

Articles

Perez-Gabriel, A.M., Irby, B., & Lara-Alecio, R. (2007). Federal laws supporting services for gifted Hispanic/Latino/Mexican-American English language learners: Considerations for policy and just practice. *TABE Journal*, 9(2), 136-149.

Brown, G., & Irby, B.J. (2007). Women harnessing the power of the internet. *On campus with women*, 36 (2). Retrieved on November 4, 2007 from http://www.aacu.org/ocww/volume36_2/feature.cfm?section=2.

Esquierdo, J. J., Irby, B., & Lara-Alecio, R. (Submitted August 2007). Giftedness in Hispanic English language learners: Early stages of identification. *The Bilingual Research Journal*.

Esquierdo, J. J., Lara-Alecio, & Irby, B. (Submitted August 2007). Initial screening for gifted and talented programs: Increasing participation of Hispanic English language learners. *TEMPO*.

Tong, F., Lara-Alecio, R., Irby, B., Mathes, P., & Kwok, O. (revision and resubmission). The nature of early academic oral English development: A comparative study of transitional bilingual and structured English immersion models. Manuscript submitted to *American Educational Research Journal*.

Lara-Alecio, R., Tong, F., Irby, J. B., & Mathes, P. (under review). Teachers' pedagogical differences among bilingual and structured English immersion

kindergarten classrooms in a randomized trial study. Manuscript submitted to *Bilingual Research Journal*.

Irby, J. B., Tong, F., Lara-Alecio, R., & Meyer, D. (in press). The critical nature of language of instruction compared to observed practices and high stakes tests in transitional bilingual classroom. Manuscript submitted to *Research in the Schools*.

Ar dovinni, J., Trautman, D., Brown, G., & Irby, B.J. (2006). Validating synergistic leadership theory in education: The importance of including female leadership experiences and behaviors. *Journal of Practical Leadership*, 1 (1), 23-44.

Rodriguez, L., Irby, B. Brown, G., Lara-Alecio, R., & Galloway, M. (2005). An analysis of second grade reading achievement related to pre- kindergarten montessori and transitional bilingual education. *Review of Research and Practice*, 3 (45-65).

Bruhn, R., Irby, B., Lou, M., Thweatt, W.T., & Lara-Alecio, R. (2005). A model for training bilingual school counselors. *Review of Research and Practice*, 3 (145-161)

Lara-Alecio, R., Galloway, M., Irby, B.J., Brown, G., & Gomez, L. (2005). A cost analysis of dual language programs in Texas. *TABE Journal*.

Perez-Gabriel, A., Lara-Alecio, R., & Irby, B.J. (2006). Constitutional rights of gifted Hispanic bilingual students. *Tempo*.

Brown, G., & Irby, B. J. (2004). Women Leaders Creating Equitable Schools. *Delta Kappa Gamma Bulletin*.

Brown, G., Edmonson, S.L., Fisher, A., Irby, B. J (2002). Creative a Collaborative Culture. *Catalyst for Change*.

Irby, B. J., Brown, G., Duffy, J.A., & Trautman, D. (2002). The synergistic leadership theory. *Journal of Educational Administration*.

Brown, G., & Irby, B.J. (2002). The historical beginnings of an on-line professional journal: Lessons learned. *The Journal of Electronic Publishing*.

Brown, G., & Irby, B.J. (2002). Professional development portfolios. *Texas Study*.

Brown, G., Edmonson, S. L., Fisher, A., & Irby, B. J. (2002). Student reflection as a tool for assessing standards. *The International Electronic Journal for Leadership in Learning*," Website: <http://www.ucalgary.ca/~iejll/>.

Brown, G., & Irby, B.J. (Winter, 2002). The application of the synergistic leadership theory. *Journal of Women in Educational Leadership*, 1.

- Lara-Alecio, R., Galloway, M., Irby, B., Gomez, L., & Rodríguez, L. (2004 Spring), Two-way immersion bilingual programs in Texas. *Bilingual Research Journal*, 28(1) pp. 34-55
- Lunenburg, F.C., & Irby, B.J. (2001). Parental involvement: A key to student achievement. *Research in Educational Leadership* [Online]. Available: http://www.shsu.edu/%7Eedu_elc/journal/index.html.
- Marcoux, J., Rodriguez, L., Brown, G., & Irby, B.J. (2001, December). Enhancing teacher quality: How portfolios can help. *Insight*. 24-25.
- Lara-Alecio, R., Bass, J., & Irby, B.J. (2001). Science of the Maya. Teaching ethnoscience in the classroom. *The Science Teacher*. 68, 3. pp 48-51.
- Brown, G., & Irby, B.J. (2001, January/February), Principal evaluation. *Iowa Educational Leadership*, Vol. 3, No. 5, pp. 27-28.
- Brown, G., Irby, B.J., & Iselt, C. (2001, January) Superintendency preparation programs: Gendered perspectives. *Joint Center for the Study of the Superintendency Newsletter*. pp. 2-5. (Invited publication).
- Ritter, C., Michel, C., & Irby, B.J. (1999). Concerning inclusion: Perceptions of middle school. *Rural Special Education Quarterly*.
- Miller, D., & Irby, B.J. (1999, September). An inquiry into the exigency of a beginning doctoral cohort in educational leadership. *College Student Journal*.
- Brown, G., & Irby, B.J. (1999, April). What should be included in a principal's portfolio. *Virginia Association of School Superintendents News*. pp. 9-11. (invited publication).
- Irby, B.J., & Brown, G. (1999, February). Principal portfolio: Uses and benefit. *Virginia Association of School Superintendents News* (pp. 1, 3-5).
- Morales-Aldana, L., Lara-Alecio, R., & Irby, B.J. (1998, October). Enfoques, técnicas y métodos en la enseñanza de la matemática, *Revista Universidad del Valle de Guatemala*.
- Brown, G., & Irby, B.J. (1998). Principal evaluation: Opportunities ahead. *Journal of the Texas Association of Secondary School Principals*. Spring, TX.
- Brown, G. & Irby, B.J. (1998, September). NASSP administrator appraisal system adapts to local needs. *Leadership*. National Association of Secondary School Principals.
- Brown, G., & Irby, B.J. (1998, October). Seven policy considerations for principal appraisal. *The School Administrator*.

- Brown, G., Irby, B.J., & Nuemeyer, C. (In press). Taking the lead: One district's approach to principal evaluation. *NASSP Bulletin: National Association of Secondary School Principals Journal*.
- Irby, B.J. & Brown, G. (1998). An exploratory study of women's support organizations. *AWL Journal*.
- Lara-Alecio, R., Irby, B.J., & Morales-Aldana, L. (1998, November). A mathematics lesson from the Maya civilization. *Teaching children mathematics*.
- Lara-Alecio, R., Parker, R., Mason, S., Avila, C., & Irby, B.J. (1998). Un estudio de evaluación educativa usando manipulativos en el aprendizaje de las matemáticas con estudiantes Hispánicos adquiriendo Inglés académico como segundo lenguaje. *Bilingual Research Journal*.
- Lara-Alecio, R., Irby, B.J., & Ebener, R. (1997). Developing academically supportive behaviors among Hispanic parents: What elementary school teachers and administrators can do. *Preventing School Failure*.
- Irby, B.J., Lara-Alecio, R. & Cannella, G. (1997). Critical wonderings with Freire. *TABOO: The Journal of Culture and Education*.
- Irby, B.J., Lara-Alecio, R. & Walker, M. (1997). The Hispanic, bilingual, gifted student. *Tempo: Journal of Texas Association of Talented and Gifted*.
- Irby, B.J., Lara-Alecio, R. & LeCompte, K. (1997). Building communities through professional development models. *Thought and Action*.
- Irby, B.J. & Brown, G. (1997). Administrator portfolios. *Insights*. Austin, TX: Texas Association of School Administrators.
- Irby, B.J. & Lara-Alecio, R. (1996). Attributes of Hispanic gifted students as perceived by bilingual educators in Texas. *New York State Association of Bilingual Education: Journal of Bilingual Education*.
- Irby, B.J. & Brown, G. (1996). Effectiveness of the career advancement portfolio for women. *Catalyst for Change*, 26, (1), 21-24.
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- Irby, B.J., & Brown, G. (1996). Women in educational leadership: A course for promoting equity. *Renaissance*, 1, (1).
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- Irby, B.J., Mathes, P. & Simmons, D. (1992). Fluency development in children. *Reading research and instruction.*
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- Spicker, H., Southern, T., & Irby, B.J. (1987). The rural gifted child. *Gifted Child Quarterly.*
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Irby, B.J. (1981). Can't we be professionals? *The Mississippi Educator*.

Irby, B.J. (1978). Innovations can help pupils learn. *The Mississippi Educator*.

Books

Irby, B.J. & Edmonson, S. (2008 projected publication date). *Qualitative research for leaders*. Lancaster, PA: Pro>Active Publications.

Schiller, P., Lara-Alecio, R., & Irby, B.J. (2008). *Bilingual book of songs, stories, rhymes, and fingerplays (2nd Edition, Revised)*. Beltsville, MA: Gryphon House.

Lunenburg, F. C., & Irby, B. J. (2008 publication date). *How to write a successful dissertation*. Thousand Oaks, CA: Corwin Press.

Edmonson, S., & Irby, B.J. (2007). *Ten tips for producing a top qualitative research study*. Upper Saddle River, NJ: Pearson.

Lunenburg, F. C., & Irby, B. J. (2005). *The principalship: Theory to action*. Belmont, Ca: Thomson.

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Creighton, T., Nie, Y., Lunenburg, F.C., & Irby, B.J. (2003; 2004). *Educational administration directory*. Huntsville, TX: Sam Houston Press. (former Lane directory)

Schiller, P., Lara-Alecio, R., Clements, D., Samara, J., Irby, B.J., Moore, T., Gomez, L., Rodriguez, R., & Galindo, M. (2003). *SRA-McGraw-Hill's DLM early childhood curriculum series*. Columbus, OH: SRA McGraw-Hill.

Schiller, P., Lara-Alecio, R., & Irby, B.J. (2003). *The DLM Early Childhood Express Teacher Resource Anthology*. Columbus, OH: SRA McGraw-Hill.

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- Brown, G., & Irby, B.J. (2001). *The principal portfolio* (Second Edition). Thousand Oaks, CA: Corwin Press.
- Irby, B.J., & Brown, G. (2000). *The career advancement portfolio*. Thousand Oaks, CA: Corwin Press.
- Lunenburg, F.C., & Irby, B.J. (1999). *High expectations: An action plan for implementing goals 2000*. Thousand Oaks, CA: Corwin Press.
- Brown, G., Irby, B.J., Buckner, K., & Lammel, J. (1997). *The administrator appraisal system: Manual for trainers*. Reston, VA: National Association of Secondary School Principals.
- Brown, G., & Irby, B.J. (1997). *The principal portfolio*. Thousand Oaks, CA: Corwin Press.
- Mathes, P.G., & Irby, B.J. (1993). *Teen pregnancy and parenting handbook*. Champaign, IL: Research Press.
- Mathes, P.G., & Irby, B.J. (1993). *Leader's guide: Teen pregnancy and parenting handbook*. Champaign, IL: Research Press.

Children's Book Author:

- Lara-Alecio, R., & Irby, B.J. (2003). *The cowboy mouse*. Columbus, OH: SRA McGraw-Hill.
- Lara-Alecio, R., & Irby, B.J. (2003). *El raton vaquero*. Columbus, OH: SRA McGraw-Hill.
- Irby, B.J., & Lara-Alecio, R. (2003). *Little rabbit's journey*. Columbus, OH: SRA McGraw-Hill, (2002)
- Irby, B.J., & Lara-Alecio, R. (2003). *El conejo visitante*. Columbus, OH: SRA McGraw-Hill.

Book Contributing Editor:

Davies, M. (Editor), & Irby, B.J. (Contributing Editor) (2002). *Developing the effective principal*. Gaithersburg, MD: Aspen Publishers.

Orozco, L. (Editor), & Irby, B.J. (Contributing Editor) (1997). *Perspectives: Educating diverse populations*. Boulder, CO: Coursewise Publications.

Chapters

Shakeshaft, C., Brown, G., Irby, B.J., Grogan, M., Ballenger, J., & Hackney, C. (2007). Educational leadership and gender equity. In S. Klien (Ed.), *Handbook of gender equity in education*. Mahwah, NJ: Lawrence Erlbaum Associates.

Bruhn, R., Irby, B.J., Lou, M., Thweatt, W.T., & Lara-Alecio, R. (2005). A model for training bilingual school counselors. In V. Gonzelez & J. Tinajero (Eds.) *Review of research and practice*. Mahwah, NJ: Lawrence Erlbaum Associates.

Rodriguez, L., Irby, B.J., Brown, G., Lara-Alecio, R., & Galloway, M. (2005). An análisis of second grade reading achievement related to prekindergarten Montessori and transitional bilingual education. In V. Gonzelez & J. Tinajero (Eds.) *Review of research and practice*. Mahwah, NJ: Lawrence Erlbaum Associates.

Brown, G., & Irby, B. J. (2005). Early childhood assessment: A gendered perspective. In J. Koch & B. J. Irby (Eds.) *Women and education series: Gender equity in early childhood education*. New York: Infoage Publishing.

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- Brown, G., & Irby, B.J. (1998). Getting the first school executive position. In B. J. Irby and G. Brown (Eds.), *Women leaders: Structuring success*. Dubuque, Iowa: Kendall/Hunt Publishing Company.
- Brown, G., & Irby, B.J. (1997, August). A new construct for administrator evaluation. In L. Wildman (Ed.), *School administration*. Lancaster, PA: Technomic, Inc.
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- Irby, B.J. (1996). Women in educational leadership: A research-based model for course design. In J. Burdin (Ed.), *Prioritizing Instruction*. Lancaster, PA: Technomics, Inc.
- Irby, B.J., & Brown, G. (1996). Theory development in educational leadership inclusive of women. In P. Bredin (Ed.), *The Professoriate: Challenges and promises*. Lancaster, PA: Technomics, Inc.
- Irby, B.J. & Lara, R. (1995). Bilingual education and multicultural education: A symbiotic relationship. In P. Larke, (Ed.), *Multicultural Education Issues and Practices*. Association of Teacher Education.
- Irby, B.J. & Brown, G. (1995). The first five years of teaching. In G. Slick, (Ed.), *Field Experience Series, Book 3*. Corwin Press.
- Brown, G., & Irby, B.J. (1995). U.S. requirements for student teaching. In G. Slick, (Ed.), *Field Experience Series, Book 4*. Corwin Press.
- Irby, B.J., Brown, G. & Smith, C. (1993, July). Transforming the system: Women in educational leadership. In G. Brown and B. Irby, (Eds.), *Women as school executives: A powerful paradigm*. Sam Houston Press & Texas Council of Women School Executives.
- Irby, B.J. & Gordon, M. (1992). Site-based decision making on an emotional level: Restructuring the principal paradigm. *Supervision and site-based decision-making: Roles, relationships, responsibilities, and realities*. Austin, TX: Texas Association of Supervision and Curriculum Development.

Research Monographs and Technical Reports

- Irby, B.J. (1996, 1997, 1998, 1999, 2000.). *Camino al exito*. Title VII, Evaluation Report, Houston, TX: Cypress-Fairbanks ISD.
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- Irby, B.J. (1999, 2000, 2001, 2002, 2003). *Aiming high*. Title VII, Evaluation Report. Houston, TX: Aldine ISD.
- Irby, B.J. (1999, 2000, 2001, 2002, 2003). *Estamos listos*. Title VII, Evaluation Report. Houston, TX: Aldine ISD.
- Irby, B.J. (2002, 2003, 2004). *Camino al exito*. Title VII, Evaluation Report. Houston, TX: Aldine ISD, 2002.
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- Irby, B.J. (2000, 2001, 2002, 2003). *BESI*, Title VII, Evaluation Report, Richmond, TX; Lamar Consolidated ISD.
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- Irby, B.J. (2001) *SAMMI, Eisenhower math/science project*, Evaluation Report. Huntsville, TX: Department of Curriculum and Instruction, College of Education and Applied Science, Sam Houston State University.
- Irby, B.J. (2001) *SMILE, Eisenhower math/science project*. Evaluation Report. Huntsville, TX: Department of Curriculum and Instruction, College of Education and Applied Science, Sam Houston State University
- Irby, B.J. (1998, 1999, 2000). *Project SMILE, Academics 2000*. Evaluation Report, Mendel Elementary. Houston, TX: Aldine ISD.
- Irby, B.J. (1998, 1999). *Academics 2000*. Evaluation Report, Carroll Academy. Houston, TX: Aldine ISD.
- Irby, B.J., & Brown, G. (2000). *Title IX evaluation report*, Livingston, TX: Livingston ISD.
- Irby, B.J. (1998, 1999, 2000). *Educator preparation evaluation report*. Huntsville, TX: College of Education and Applied Science, Sam Houston State University.

Irby, B.J. (1998, 1999, 2000) *Connecting math and science, Eisenhower math/science project*. Evaluation Report. Huntsville, TX: Department of Curriculum and Instruction, College of Education and Applied Science, Sam Houston State University.

Irby, B.J., & Brown, G. (1998). *Program evaluation design, department of educational leadership and counseling*, Huntsville, TX: Sam Houston State University.

Irby, B.J., Parker, R., & Lara-Alecio, R. (1996). *Queremos Triunfar*, Title VII, Assisted with Evaluation Report, Sammons Elementary, Houston, TX: Aldine ISD.

Irby, B.J. (1995). *Rural parent education report*, Shepherd, TX: Shepherd ISD.

Irby, B.J., & Henderson, D. (1995). *Statewide gifted education program evaluation*. Austin, TX: Texas Association of Gifted/Talented.

Funded External Grants

Lara-Alecio, R., Irby, B.J., Mathes, P.G. (2003-2007). Longitudinal experimental research grant. IES funded. English language acquisition. Project ELLA. \$7,000,000.

Irby, B.J., & Lara-Alecio, R. *A Validation Study Using the Hispanic Bilingual Gifted Screening Instrument and the Naglieri Nonverbal Ability Test*. Aldine ISD. This scale consists of 78 items in eleven Clusters. It has taken six years to develop. Today the scale is being used in Georgia, Texas, Florida, and Colorado school districts with high concentrations of Hispanic Bilingual Students. Continued work is being done with this scale with the development of a computer-scoring program and with revisions for use with PK levels. (\$2500 federal grant funds were used for this research initiative.)

Lara-Alecio, R., Irby, B.J., & Rodríguez, L. (1999-2004). *Aiming High and Targeting Excellence. Proposal Submitted jointly with Keeble Early Childhood/Pre-Kindergarten Center and five elementary campuses*, Aldine ISD Houston, Texas. Office of Bilingual Education, Title VII, USDOE. \$575,000.00. Funded.

Lara-Alecio, R., Irby, B.J., & Rodríguez, L. (1999-2004). *Educating for the Future Millennium: We Are Ready*. Proposal submitted jointly with Keeble Early Childhood/Pre-Kindergarten Center, Aldine ISD Houston, Texas. Office of Bilingual Education, Title VII, USDOE. \$525,000.00. Funded.

Lara-Alecio, R., Irby, B.J., & Rodríguez, L. (1997-2002). *Lideres del Futuro*, Carroll Academy, Aldine ISD, Houston, Texas. Office of Bilingual Education, Title VII, USDOE. \$1,324,000.00. Funded.

Lara-Alecio, R., Irby, B.J., & Marion, D. (1995-2000). *Camino al Exito*. Office of Bilingual Education and Minority Language Affairs, Title VII, USDOE. \$525,000. Funded.

Bruhn, R., & Irby, B.J. (1999-2004). *Preparando los Consejeros Para los Niños*. Assisted with writing of this Title VII grant for training bilingual counselors at Sam Houston State University, five-year training grant. \$920,398. Funded.

- Irby, B.J. (July 1997). *Academics 2000*, TEA Grant, funded four schools in Aldine Independent School District, \$600,000. Funded.
- Irby, B.J., & Brown, G. (1997). *Vocational Gender Equity Grant*. TEA funded grant, with Region VI ESC and Genevieve Brown. \$69,000. Funded.
- Irby, B.J. (1999-2002). *Bilingual Doctoral Fellow Grant*, Title VII OBEMLA, USDOE, \$148,000). Funded.
- Irby, B.J., & Poindexter, J. (2000). *Academics 2000*, Grant for Livingston ISD, TEA \$125,000. Funded.
- Irby, B.J., & Brown, G. (2001-2004). *Project FAME*, Title VII Bilingual Principal Grant, OBEMLA, US Dept. of Education, \$800,000. Funded.
- Irby, B.J., & Fisher, A. (2001-2004). *Project CONNECT*, Trio Grant, U.S. Dept. of Education. \$750,000. Funded.
- Irby, B.J., & Brown, G. (2002-2007). Project Triad, Title III Professional Development Grant, OELA, US. Dept. of Education, \$1,400,000. Funded.
- Irby, B.J., & Brown, G. (2002-2005). Project PEARL. ESEA. U.S. Dept. of Education, \$1,000,000. Not funded.
- Lara-Alecio, R., Irby, B.J., Mathes, P., & Creighton, T. (2003-2007). Project ELLA. National Institute for Education Science. USDOE, \$7,000,000. Co-PI
- Brown, G., & Irby, B. J. (2002-2004). Title VII Grant. Teachers and Personnel Training Grant, USDOE, \$7,000,000. not funded.
- Brown, G., & Irby, B. J. (2001-2004). Title VII Grant. Bilingual Principal Grant, OBEMLA, \$800,000. not funded
- Brown, G., & Irby, B. J. (2000). Title VII Grant. Teachers and Personnel Training Grant, USDOE, \$7,000,000. not funded.

Peer-Review Presentations/Posters

- Tong, F., Lara-Alecio, R., & Irby, B. (2008, March). Promoting Bilingualism and Biliteracy: Programmatic Difference between One-way Dual Language and Transitional Bilingual Programs. Paper to be presented at the annual meeting of National Association of Bilingual Education, Tampa, FL.
- Tong, F., Cox, K., Trevino, E., Lara-Alecio, R., Irby, B., & Mathes, P. (2007, October). Accelerating Language and Literacy: A Longitudinal Comparison of Hispanic Male and Female 2nd Grade Bilinguals. Paper presented at the annual meeting of Research on Women Education, San Antonio, TX.
- Cox, K., Tong, F., Guerraerro, C., Lara-Alecio, R., Irby, B., & Mathes, P. (2007, October). Empowering Struggling Readers: The Impact of Small Group Direct Instruction on Second Grade Hispanic Females. Paper presented at the annual meeting of Texas Association of Bilingual Education, San Antonio, TX.

Tong, F., *Cox, K., *Trevino, E., Lara-Alecio, R., Irby, B., & Mathes, P. (2007, October). Gender Difference on Language/Literacy Acquisition among 2nd Grade Hispanic English Learners. Paper presented at the annual meeting of Texas Association of Bilingual Education, San Antonio, TX.

*Cox, K., Tong, F., Guerrerro, C., Lara-Alecio, R., Irby, B., & Mathes, P. (2007, October). Empowering Struggling Readers: The Impact of Small Group Direct Instruction on Second Grade Hispanic Females. Paper presented at the annual meeting of Research on Women Education, San Antonio, TX.

Lara-Alecio, R., McNamara, J., Hoyle, J., & Irby, Beverly. (July 2006). *Doctoral program issues: Commentary on companion dissertation program*. Paper presented to the Annual National Council of Professors in Educational Administration. Lexington, Kentucky.

Lara-Alecio, R., & Irby, B.J. (April 2006). *Pre-kindergarten Montessori education: A gendered perspective*. Symposium on gender and schooling in the early years. American Educational Research Association Conference. San Francisco, CA

Lara-Alecio, R., Irby, B., & Mathes, P. (April 2006). *Project ELLA: English language/literacy acquisition*. Symposium on experimental investigations of instruction and the language of instruction with Spanish-speaking English language learners. American Educational Research Association Conference. San Francisco, CA.

Zulmaris, D., Mahadevan, L., Lara-Alecio, R., & Irby, B. (April 2006). *Bilingual/ESL preservice teachers: The challenge to meet the demand of the 21st century*. Paper discussion. Bilingual Education Research Paper Discussion. American Educational Research Association Conference. San Francisco, CA.

Lara-Alecio, R., & Irby, B. (November, 2005). *Research on second language acquisition: A democratic educational concept*. Paper presented to the Annual University Council for Educational Administration (UCEA) Conference. Gaylord Opryland Resort & Conventional Center, Nashville, Tennessee.

Brown, G., Irby, B.J., & Lynch, J. (2005, April). ASCD. Orlando, Florida.

Irby, B.J., Shakeshaft, C., Grogan, M., Brown, G.E., Hackney, C., Grayson, D., Brunner, C.C., & Hale, R. (2005, April). Increasing gender equity in educational leadership. SID-Research on Women and Education. Montreal, Canada.

Brown, G., Irby, B.J., & Trautman, D. (2005, February). Are females principals limiting their chances of advancement: A progressive picture of female leadership. A keynote for the Southwest Educational Research Association. New Orleans, Louisiana.

Irby, B.J., & Lara-Alecio, R. (2004, October). Hispanic bilingual gifted screening instrument. A keynote for the Gifted SIG for the Texas Association of Bilingual Education. El Paso, Texas.

Brown, G., & Irby, B.J. (2003, January 21). *The synergistic leadership theory*. An invited presentation for the Delta Kappa Gamma, Huntsville, TX.

- Irby, B.J., & Lara-Alecio, R. (2002, November 21). *Identifying and serving the young gifted child*. An invited presentation for SRA McGraw-Hill, National Association for the Education of Young Children, New York.
- Irby, B.J., & Lara-Alecio, R. (2002, November 22). *Family school connections*. An invited presentation for SRA McGraw-Hill, National Association for the Education of Young Children, New York.
- Brown, G., & Irby, B.J. (2002, November 15). *The SLT: A gender equitable leadership theory*. An invited paper presented to the National Board of the Association for Gender Equity and Leadership, San Antonio, TX.
- Irby, B.J., & Brown, G. (2002, October 19). *The Synergistic Leadership Theory*. An invited paper presentation for the Fall Conference, University of Houston, Driving through the Maze of Leadership, Texas Council of Women School Executives Region IV Chapter, Houston, TX.
- Irby, B.J., & Lara-Alecio, R. (2002, July). *Integrated dual language curriculum for the PK classroom..* SRA DLM Annual Summer Conference. Dallas, TX.
- Irby, B.J., & Lara-Alecio, R. (2002, July). *Performance assessment for dual language PK classrooms.* SRA DLM Annual Summer Conference. Dallas, TX.
- Brown, G., Irby, B.J., Ballard, C., Byrd, M.R., & Truslow, K. (2002, June). *Leadership issues*. Texas Council of Women School Executives, Austin, TX.
- Gomez, L., Lara-Alecio, R., Irby, B.J., Galloway, M., & Gonzalez, E. (2002, May). *The Texas twoway dual language network*. Dual language Conference. South Padre Island, TX.
- Irby, B.J., & Lara-Alecio, R. (2002, May). *Integrated dual language curriculum for the PK classroom*. Dual language conference. South Padre Island, TX.
- Lara-Alecio, R., Irby, B.J., Galloway, M., & Rodriguez, L. (2002, April). *A study of high stakes testing in third grade bilingual classrooms in Texas*. American Educational Research Association, New Orleans.
- Irby, B.J., & Brown, G. (2002, April). *Title VII evaluation methodology: A rural athletic program evaluation*. American Educational Research Association, New Orleans.
- Slater, J., Brown, G., & Irby, B.J. (2002, April). *An evaluation of a ninth grade initiative using web-based courses*. American Educational Research Association, New Orleans.
- Brown, G., Irby, B.J., & LeBlanc, J. (2002, April). *An evaluation of a discipline management system*. American Educational Research Association, New Orleans.
- Lara-Alecio, R., Irby, B.J., Galloway, M., & Rodriguez L. (2002, March). *State of the art research and best practices in bilingual/ESL education*. 31st Annual International Bilingual/Multicultural Education Conference. Philadelphia, PA.
- Irby, B.J., & Rodriguez, L. (2002, March). *Performance assessment for dual language classrooms*. Literacy conference, University of Texas Brownsville, South Padre Island, TX.

- Irby, B.J. (2002, March) *How to conduct research with language minority students. Mentoring graduate student symposium*. 31st Annual International Bilingual/Multicultural Education Conference. Philadelphia, PA.
- Irby, B.J. (2002, March). *Lunch with scholars*. 31st Annual International Bilingual/Multicultural Education Conference. Philadelphia, PA.
- Marxcoux, J., Rodriguez, L., Irby, B., & Brown, G. (2002, March 9). *Performance assessment for administrators and teachers*. American Association of Curriculum and Supervision Development. San Antonio, TX.
- Lara-Alecio, R., Irby, B.J, Galloway, M., Sánchez, C., & Perez G., A. M. (February 8, 2002). *Research in bilingual education*. The 7th Annual Educational Research Exchange Conference, Texas A&M University. College Station , TX.
- Brown, G., & Irby, B.J. (2001, October). *Developing the profesional portfolio: Advancing your career*. Workshop presented at Advancing Women's" Women and Technology, the New Path to Profits" Conference. San Antonio, TX.
- Edmonson, S., Brown, G., & Irby, B.J. (2001, August). *Creating a cultural work environment*. National Association of Professors of Educational Administration, Houston, TX.
- Lara-Alecio, R., Irby, B.J., Meyer, J. D., & Rodriguez, L. (2001, April). *A study addressing Two Components of the National Bilingual Research Agenda*. American Educational Research Association, Seattle, Washington.
- Lara-Alecio, R., Irby, B.J., Cavazos, G., & Rodriguez, L. (2001, February). *Research addressing three components of the 1997 national bilingual research agenda for English language learners on high stakes sssessment*. 30th Annual International Bilingual/Multicultural Education Conference. Phoenix, Arizona.
- Lara-Alecio, R., Irby, B.J., Galloway, M. & Sanchez, C. (2001, Febuary). *Preliminary results of an evaluation of 102 bilingual classrooms in an urban school setting*. 30th Annual International Bilingual/Multicultural Education Conference. Phoenix, Arizona.
- Brown, G., Irby, B.J. (2001, April 6). *The synergistic leadership theory: Theory development*. Texas A&M Qualitative Inquiry Colloquium. College Station, TX.
- Irby, B.J. (2001, February). *Leading bilingual education scholars. A luncheon with scholars*. 30th Annual International Bilingual/Multicultural Education Conference. Phoenix, Arizona.
- Brown, G., & Irby, B.J. (2001, May 15 & September 19). *Mentoring women for career advancement in education*. A two-part national broadcast for Star Net Professional Development, Abilene, TX.
- Lara-Alecio, R., Irby, B.J., Cavazos, G., & Rodriguez, L. (2000, April). *Research addressing three components of the 1997 national bilingual research agenda for English language learners on high stakes assessment*. American Educational Research Association, New Orleans, LA.

- Lara-Alecio, R. Cavazos, G., Irby, B.J., Meyer, D., Mixon, D., Parker, R., Rodriguez, L. (2000, February). *Components of the national bilingual research agenda for English language learners on high stakes assessment*. 29th Annual International Bilingual/Multicultural Education Conference. San Antonio, Texas.
- Irby, B.J. (2000, February). *Brown Bag Lunch with Scholars* 29th Annual International Bilingual/Multicultural Education Conference. San Antonio, Texas.
- Brown, G., Irby, B.J., Duffy, J., & Trautman, D. (2000, August 10). *The Synergistic Theory of Leadership: A Feminine-Inclusive Theory*. National Council of Professors of Educational Administration, Ypsilanti, Michigan.
- Brown, G., Irby, B.J., & Fisher, A. (2000, August 9). *Academic Electronic Portfolios in Graduate Leadership Programs*, National Council of Professors of Educational Administration, Ypsilanti, Michigan.
- Brown, G., & Irby, B.J. (2000, March 26). *Preparing leaders: Portfolio assessment*, The Association for Supervision and Curriculum Development, New Orleans, Louisiana.
- Brown, G., & Irby, B.J. (2000, March 4). *Powerful strategies for career advancement for women*, American Association of School Administrators, San Francisco, California.
- Irby, B.J., Brown, G., & Neumeyer, C. (2000, March 3). *Administrators appraisal: Learning what works*, American Association of School Administrators, San Francisco, California.
- Irby, B.J., & Brown, G., (2000, March 2). *Academic portfolios*, Annual Meeting of the International Academy of Leaders, Nashville, TN.
- Brown, G., & Irby, B.J. (2000, July, 11). *Teacher portfolios*. Aldine ISD, Houston, Texas,
- Brown, G., & Irby, B.J. (2000, June 16). *Portfolio development*. McNeese State University, Lake Charles, Louisiana.
- Brown, G., Irby, B.J., & Lara-Alecio, R. (1999, August). *Electronic career advancement portfolios*. National Council of Professors of Educational Administration. Jackson Hole.
- Irby, B.J., & Brown, G. (1999, October 21). *Publishing On-line*. American Educational Research Association, Research on Women and Education Annual Fall Conference, Long Island, New York.
- Brown, G., Irby, B.J., Duffy, J., & Trautman, D. (1999, October 22). *Investigating androcentric bias: An analysis of 22 leadership theories*. American Educational Research Association, Research on Women and Education Annual Fall Conference, Long Island, New York.
- Brown, G., & Irby, B.J. (1999, August 11). *Electronic career advancement portfolios*, PAnnual Meeting of the National Council for Professors of Educational Administration, Jackson Hole, WY.
- Brown, G., & Irby, B.J. (1999, August 12). *Toward a feminine inclusive theory of leadership*. Annual Meeting of the National Council of Professors of Educational Administration, Jackson Hole, WY.

- Irby, B.J., & Lunenburg, F. (1999, August 11). *Goals 2000: A national study*, Paper presented at the Annual Meeting of the National Council of Professors of Educational Administration, Jackson Hole, WY.
- Irby, B.J., & Brown, G. (1999, April 30). *Issues in women's leadership*. Paper presentation to Doctoral Students and Faculty at Texas A&M University, Women in Science and Engineering, College Station, TX.
- Irby, B.J., & Brown, G. (1999, April 22). *Gendered dichotomy in reflections in professional development portfolios among doctoral students*. Annual Meeting of the American Educational Research Association, Montreal, Canada.
- Irby, B.J., & Brown, G. (1999, March 6). *Professional development portfolios for administrators*. Paper presented at the Association of Supervision and Curriculum Development Annual Conference, San Francisco, CA.
- Irby, B.J., Brown, G., & Craycraft, K. (1999, February 25). *Supporting women and gender issues through programming in educational leadership – A national award winning program*. Meeting of the American Association of Colleges of Teacher Education, Washington, DC.
- Brown, G., & Irby, B.J. (1999 February 24). *Portfolios for principals*, A Distance Learning Presentation for Faculty and Graduate Students at Trinity University, San Antonio, TX.
- Brown, G., & Irby, B.J. (1999 February 22). *Appraising administrators*, American Association of School Administrators, New Orleans, LA.
- Irby, B.J., & Brown, G. (1999 February 16). *Research on women's issues*, An Address given to Delta Kappa Gamma Monthly Meeting, Huntsville, TX
- Irby, B.J., Brown, G., & Nuemeyer, C. (1999 February 28). *The administrator appraisal system*, National Association of Secondary School Principals, New Orleans, LA.
- Brown, G., & Irby, B.J. *Principal assessment and academic portfolios*, A Workshop presented to the Winter Meeting of the Texas Professors of Educational Administration, Austin, TX.
- Irby, B.J. (1999 January 28). *Lunch with scholars*, (Invited National Scholars in the Field of Bilingual Education), National Association of Bilingual Education Meeting.
- Irby, B.J., Lara-Alecio, R., & Rodriguez, L. (1999 January 28). *A program evaluation of lideres del futuro, comprehensive grant*, National Association of Bilingual Education Meeting.
- Irby, B.J., Bernal, E., Castellano, J., Gonzalez, V., Hewlett-Gomez, M., Lara, R., Malave, L., Peña, S., Seidner, M., Rodriguez, L., & McArthur, F. (1999 January 29). *A Vision of Bilingual education: Linking research to practice in bilingual education*, (Symposium), National Association of Bilingual Education Meeting.
- Lara-Alecio, R., Irby, B.J., & Garcia Marion, D. (1999 January 30). *Involving parents in education in an urban school district*, National Association of Bilingual Education Meeting.
- Irby, B.J., Lara-Alecio, R. (1999 January 30). *Complimenting the assessment of gifted bilingual students with the hispanic bilingual gifted screening instrument*, (Invited Address), National Gifted Education Institute, National Association of Bilingual Education Meeting.

- Irby, B.J., & Lara-Alecio R. (1999 January 21). *Assessing bilingual classrooms using the TBOP*, Aldine ISD Administrators, Houston, TX.
- Irby, B.J., & Lara-Alecio, R. (1998 December 3). *Mayan Geometry: A lessso ethnomathematics*, Eisenhower Grant Fellows, Sam Houston State University, Huntsville, TX.
- Irby, B.J., & Brown, G. (1998 November). *Development of a theory of leadership inclusive of the female perspective*, (Invited Address), Women in Science and Engineering (WISE), Texas A&M University, College Station, TX.
- Irby, B.J., & Strandel, K. (1998 November). *A title IX evaluation of the Livingston ISD's athletic program*, Invited Presentation to the School Board.
- Irby, B.J., Brown, G., & Iselt, C. (1998 October). *Gender differences in superintendents' perceptions of their preparation for the superintendent certification in Texas*, American Educational Research Association, Research on Women in Education Fall Meeting, Michigan State University, East Lansing, MI.
- Brown, G., & Irby, B.J. (1998 October). *The authentic leadership assessment/development institute*, Hallsville ISD Administrator Academy, Hallsville, TX.
- Irby, B.J., & Brown, G. (1998 October). *The administrator appraisal system*, National Association of Secondary School Principals National Directors' Meeting, Louisville, KY.
- Irby, B.J. (1998 October). *Institutional linkages nationally and internationally: Instruction, interaction, and professional growth*, (Keynote Address) Teacher Education Council of State Colleges and Universities Conference Proceedings, Charleston, SC.
- Irby, B.J. (1998 October). *Supportive programs at the university level for promoting women in educational leadership*, MS Leadership Academy and MS Association of Colleges and Universities, (Invited Address) Decatur, MS.
- Irby, B.J. (1998 September). *Assessing bilingual classrooms*, Project UPBEAT, Conroe ISD, Conroe TX.
- Irby, B.J. (1998). *Career advancement portfolios*, National Council of Professors of Educational Administration Annual Meeting, Juneau, AK.
- Irby, B.J. (1998 August). *Using a team approval in the evaluation and revision of educational leadership programs*, National Council of Professors of Educational Administration, Juneau, AK.
- Irby, B.J. (1998 July). *Gender equity and sexual harassment*, National Women and Leadership Conference, San Antonio, TX.
- Brown, G., & Irby, B.J. (1998 June). *Aspiring administrators academy*, (Coordinated). Texas Council of Women School Executives Summer Conference.
- Irby, B.J., & Brown, G. (1998 June). *The ultimate game: Academy for aspiring administrators*, Texas Council of Women School Executives Summer Conference.
- Irby, B.J., & Brown, G. (1998 April). *A demonstration of electronic career advancement portfolios and the report of a qualitative exploratory study of perceptions of preservice Administrators Regarding Traditional*

Versus Electronic Career Advancement Portfolios, American Educational Research Association Annual Meeting, San Diego, CA.

Irby, B.J., & Brown, G. (1998 April). *The recent developments in the use of career advancement portfolios for administrators: Implications for leadership preparation programs*, American Educational Research Association Annual Meeting, San Diego.

Irby, B.J., & Brown, G., Calabrese-Barton, A., Cooper, J., Glasscock, G., Liu, P., Lock, R., McCormick, T., Tonso, K., (1998 April). [On-line] *Professional publishing for women*, American Educational Research Association Annual Meeting, San Diego.

Lunenburg, F., & Irby, B.J. (April, 1998). *Goals 2000 Integrated technology: A national data report*, American Educational Research Association Annual Meeting, San Diego.

Irby, B.J., Lara, R., (1998 April). *A program evaluation of a title VII comprehensive bilingual grant, camino al exito,*" American Educational Research Association Annual Meeting, San Diego.

Irby, B.J., Lara, R., (1998 April). *Manipulatives-based math tasks as alternative assessment methodology for the young Hispanic limited english proficient student*, American Educational Research Association Annual Meeting, San Diego.

Irby, B.J., (1998 April). *Issues in rural education: Information and communication technology in rural education in the UK; A distance learning model for rural teachers: Education technology and professional development; The role of supervision in rural school reform,*" invited discussant of the above research studies. American Educational Research Association Annual Meeting, San Diego, CA.

Irby, B.J., Lara, R., (1998 March). *Manipulatives and the Hispanic LEP student*, 24th Annual Bilingual Conference, Texas A&M, Kingsville.

Irby, B.J., Marion, D., Lara, R., (1998 February). *Manipulatives and the Hispanic LEP student*, 24th A Second Year Program Evaluation of Camino Al Exito," National Association of Bilingual Education, Dallas, TX.

Irby, B.J., Marion, D., Lara, R., (1998 February). *An action research study on LEP students' language development and technology*, National Association of Bilingual Education, Dallas, TX.

Irby, B.J., Marion, D., Lara, R., (1998 February). *An evaluation of a non-traditional parent involvement program*, National Association of Bilingual Education, Dallas, TX.

Irby, B.J., & Brown, G. (1998 February). *Research on women's issues*, Delta Kappa Gamma,

Irby, B.J., & Brown, G. Czaja, M., Lowe, J., Lunenburg, F., Merchant, J. (1998 January). *Evaluation and review of the educational leadership program at SHSU*, Texas Professors of Educational Administration, Austin, TX.

Irby, B.J., & Brown, G. (1997 November). *The study of the effectiveness of a woman in educational leadership course based upon women's needs and concern*, American Educational Research Association, Research on Women in Education National Fall Meeting, Ames, Iowa.

- Irby, B.J., & Brown, G. (1997 November). *national training in the administrator appraisal system institute*, National Association of Secondary School Principals, Reston, VA, November, 1997. (Trained 30 national trainers in the system).
- Irby, B.J. (1997 October). *Women's support organizations -- A national study*, Keynote Address, AASA Women's Caucus Meeting, San Antonio, TX,
- Irby, B.J., & Brown, G. (1997 October). *Career advancement for women*, National Women's Conference, University of Nebraska, Lincoln, NE.
- Irby, B.J., & Brown, G. (1997 August). *The effectiveness of a course, women in educational leadership*, National Council of Professors of Educational Administration, Vail, Colorado.
- Irby, B.J., & Brown, G. (1997 August). *A formative evaluation of the administrative portfolio evaluation system*, National Council of Professors of Educational Administration, Vail, Colorado.
- Irby, B.J., Lara, R., (1997 August). *Early childhood learning centers for multicultural classrooms*," Carroll Academy.
- Irby, B.J., & Brown, G. (1997 July). *15 career strategies that work*, Women and Leadership, Balancing Your Life, National Conference, San Antonio, Texas.
- Irby, B.J., & Brown, G. (1997 June). *Career advancement techniques for women*," A Preconference at the Texas Council of Women School Executives, Austin, Texas.
- Irby, B.J., & Brown, G. (1997 March). *Support structures for women in educational administration*, American Education Research Association, Chicago, IL.
- Irby, B.J. (1997 March). *Hispanic gifted student identification and services*, Project UPBEAT
- Irby, B.J., Lara, R. (1997 March). *An evaluation of a title VII comprehensive grant program*, American Education Research Association, Chicago, IL.
- Irby, B.J. (1997 March). *A parent involvement program evaluation*," Annual Conference for Bilingual Education, Kingsville, TX.
- Irby, B.J., Lara, R. (1997 February). *An evaluation of a pedagogical model in bilingual classrooms*," National Association of Bilingual Education, Albuquerque, NM.
- Irby, B.J., Brown, G., LeCompte, K. (1996 November). *Female leadership characteristics in preservice teachers*, American Education Research Association, Research on Women and Education SIG, San Jose, CA.
- Irby, B.J., Brown, G. (1996 November). *Gender equity research*, American Education Research Association, Research on Women and Education SIG, San Jose, CA.
- Irby, B.J. (1996 November). *Teen pregnancy program evaluation report for Texas*," Texas Association for Supervision and Curriculum Development, El Paso, TX.

- Irby, B.J., Brown, G. (1996 November). *Book talk: women as school executives*, Texas Association for Supervision and Curriculum Development, El Paso, TX.
- Irby, B.J., Brown, G. Papalewis, R., Abbott, G. (August, 1996). *Research on gender equity as it relates to policy*, National Association of School Administrators, Corpus Christi, Texas.
- Irby, B.J., Brown, G. (1996 August). *Administrative portfolios for career advancement*, National Association of School Administrators, Corpus Christi, Texas.
- Irby, B.J., Brown, G. (1996 July). *Evaluation of women in educational research course*, Texas Council of Women School Executives, Austin, Texas.
- Irby, B.J., Brown, G. (1996 April). *Gender equity policy research*, American Education Research Association, New York, NY.
- Irby, B.J. (1996 March). *The Hispanic gifted identification, follow-up*, National Association of Bilingual Education Research and Program Evaluation Symposium, Orlando, FLA.
- Irby, B.J., Lara, R. (1996 March). *Language acquisition through mathematics - A program development model*, National Association of Bilingual Education, March, 1996. Orlando, FLA.
- Irby, B.J., Lara, R. (1996 March). *Research in reading assessment in bilingual classrooms*, Annual Spring Bilingual Conference, Texas A&M University at Kingsville, Kingsville, TX.
- Irby, B.J., Lara, R. (1996 March). *A three-year program evaluation of a transitional bilingual summer program*, Annual Bilingual Conference, Kingsville, TX
- Irby, B.J. (1996 March). *Female leadership characteristics: Identifying leadership in undergraduate teachers*, East Texas State University Women's Conference.
- Irby, B.J. (1996 March). *Gender equity in schools policy and perception analysis*, Renaissance Group Conference, Georgia Southern University, GA.
- Lara-Alecio, R., & Irby, B.J. (1996 February). *Aprendiendo a leer cantando*, Houston area association of Bilingual Education, Houston, TX.
- Irby, B.J. (1996 February). *Math strategies that work -- Queremos triunfar curriculum development project*, Houston Area Association of Bilingual Education, Houston, TX.
- Irby, B.J. (1995 November). *An assessment of a school-university partnership for teen pregnancy and parenting programs*, National Organization for Adolescent Parenting and Pregnancy Prevention, in conjunction with the University of Arizona Medical School, Mesa, Arizona.
- Irby, B.J. (1995 November). *A content validation of the Hispanic gifted identification scale*, Texas Association of Gifted and Talented, Houston, TX.
- Irby, B.J. (1995 November). *Steel magnolias*, Luncheon Keynote, American Education Research Association's Women and Research SIG Annual Conference, Birmingham, ALA.

- Irby, B.J. (1995 November). *Gender equity in schools,*" American Education Research Association's Women and Research SIG Annual Conference, Birmingham, ALA.
- Irby, B.J. (1995 October). *Validation research on the rural gifted identification scale,*" National Rural Education Association, Salt Lake City, UT.
- Irby, B.J. (1995 July) *Administrative portfolios,* TCWSE Summer Conference, Austin, TX.
- Irby, B.J. (1995 July) *Perceptions of leadership effectiveness,*" TCWSE Summer Conference, Austin, TX.
- Irby, B.J. (April, 1995). *Women in education: A research project,* American Education Research Association, San Francisco, CA.
- Irby, B.J. (April, 1995). *Symposium on women's issues,* American Education Research Association, San Francisco, CA.
- Irby, B.J. (April, 1995). *Rural education research on student achievement -- Discussant of four papers,* American Education Research Association, San Francisco, CA.
- Irby, B.J. (1995 March). *Program development in math and technology for bilingual students,* Houston Area Association of Bilingual Education, Houston, Texas.
- Irby, B.J. (1995 March). *Career paths, aspirations, networking and mentoring of special education administrators,* American Council of Rural Special Education, Las Vegas.
- Irby, B.J. (1995 February) *Hispanic gifted identification,*" National Association of Bilingual Education, Phoenix, Arizona.
- Irby, B.J. (1995 January). *Decision-Making,* A Workshop for Pregnant and Parenting Teens. Nimitz High School, Houston, TX.
- Irby, B.J. (1994 November). *Theory needed for women executives,* Research on Women and Education Conference, Division of American Education Research Association, St. Paul, MN
- Irby, B.J. (1994 November). *Research on women's perceptions of leadership,* Research on Women and Education Conference, Division of American Education Research Association, St. Paul, MN
- Irby, B.J. (1994 November). *Gifted research in Texas -- A sampler,* Texas Association of Gifted and Talented, Ft. Worth, TX.
- Irby, B.J. (1994 August). *Needed-- A theory on women school executives,* National Association of Professors of School Administration, Palm Springs, CA,
- Irby, B.J. (1994 July). *Research on perceptions of women executives,* Texas Council of Women School Executives, Austin, TX.
- Irby, B.J. (1994 April). *The identification of the Hispanic gifted child -- Research Study,* American Education Research Association, New Orleans, LA

- Irby, B.J. (1994 April). *Locus of control and mathematics achievement in Hispanic at-risk language minority students exiting from elementary school*, American Education Research Association, New Orleans, LA.
- Irby, B.J. (1994 March). *Teacher developed technology supporting language acquisition through mathematics*, Tenth Annual Bilingual/ESL Spring Conference, University of North Texas, Denton, TX.
- Irby, B.J. (1994 March). *Establishing partnerships among women executives in rural school districts*, The American Council on Rural Special Education Annual Conference, Austin, TX.
- Irby, B.J. (1994 March). *Needed: A theory including women executives in the rural culture*, " A Conference Pre-session Hot Topic, The American Council on Rural Special Education Annual Conference, Austin, TX.
- Irby, B.J. (1994 March). *Effective assessment for language minority students*, Twentieth Annual Spring Bilingual Conference, Texas A&M University- Kingsville, TX.
- Irby, B.J. (1994 March). *A transitional mathematics program for Hispanic LEP students* Fifth Annual Multilingual Conference, Houston, TX.
- Irby, B.J. (1994 March). *Integrated parent involvement packets*, " Spring Potpourri Campus-Based Conference, Sammons Elementary, Aldine ISD, Houston, TX.
- Irby, B.J. (1994 March). *The Hispanic gifted*, Spring Potpourri Campus-Based Conference, Sammons Elementary, Aldine ISD, Houston, TX.
- Irby, B.J. (1994 February). *Problem solving software development*, A Working Session, Sammons Elementary, Aldine ISD, Houston, TX.
- Irby, B.J. (1994 February). *Integrated curriculum and parental involvement*, Sam Houston Area Reading Council, Huntsville, TX.
- Irby, B.J. (1993 December). *Higher order thinking in mathematics - A language acquisition approach*, Sammons Elementary, Aldine ISD, Houston, TX.
- Irby, B.J. (1993 November). *Identification of gifted Hispanic children*, Texas Association of Gifted and Talented Annual Conference
- Irby, B.J. (1993 November). *Identification of gifted children through product differentiation*, Texas Association of Gifted and Talented Annual Conference.
- Irby, B.J. (1993 November). *Queremos triunfar program*, Southwest Educational Development Laboratories Regional Conference, Austin, TX.
- Irby, B.J. (1993 November). *Problem solving and technology for language acquisition*, Sammons Elementary, Aldine ISD.
- Irby, B.J. (1993 November). *Extension centers in the bilingual classroom*, Sammons

Elementary, Aldine ISD.

Irby, B.J. (1993 November). *Authentic instruction in the middle school*, Royal Middle School, Royal ISD, Brookshire, TX.

Irby, B.J. (1993 November). *Successful interviewing tips*, Sam Houston State University EXCEL Program.

Irby, B.J. (1993 October). *Extending Learning through Centers*, Sam Houston Area Reading Council, Woodlands, TX.

Irby, B.J. (1993 October). *Parent involvement packets*, Sam Houston Area Reading Council, Woodlands, TX.

Irby, B.J. (1993 September) *Authentic instruction for language minority children*, Sammons Elementary, Aldine ISD, Houston, TX.

Irby, B.J. (1993 July). *Women in educational leadership-- A course*, Texas Council of Women School Executives Annual Conference, Austin, TX.

Irby, B.J. (1993 March). *The bilingual gifted child and identification*, North Texas State University, Denton, TX.

Irby, B.J. (1993 March). *Identifying and programming for the bilingual gifted child*, Texas A&I University, Kingsville, TX.

Irby, B.J. (1993 March). *Identifying the bilingual gifted*, National Association of Bilingual Education Annual Conference, Houston, TX.

Irby, B.J. (1993 February). *The state of gifted education in Texas-- Research group*, Southeastern Research Education Association, Austin, TX.

Irby, B.J. (1992 November). *The identification of the rural gifted child*, National Rural Education Association Conference, Traverse City, Michigan.

Irby, B.J. (1992 November). *The Texas identification scale for rural gifted children*, Texas Association of Gifted and Talented, Austin, TX.

Irby, B.J. (1992 November). *The winner's edge -- The interview*, Sam Houston State University Leadership Series.

Irby, B.J. (1992 November). *The state of gifted education in Texas-- Results of statewide survey*, Texas Association of Gifted and Talented, Austin, TX.

Irby, B.J. (1992 July). *The winning interview*, Texas Council of Women School Executives, Austin, TX.

Irby, B.J. (1992 June) *Nature and nurture of the gifted*, Region IV, Houston, TX.

Irby, B.J. (1992 June) *Identification of the gifted*, Region IV, Houston, TX.

- Irby, B.J.(1992 March). *Women in educational leadership*, American Council of Rural Special Education, Savannah, GA.
- Irby, B.J. (1992 February). *The short form of the stanford binet for gifted identification*, Esther Katz Rosen Symposium, University of Kansas.
- Irby, B.J. (1992 February). *The Texas identification scale for rural gifted, esther katz rosen symposium*, University of Kansas.
- Irby, B.J. (1992 January) *Curriculum modifications for the gifted*, Region IV, Houston, Texas
- Irby, B.J. (1992 January) *Developing centers for the gifted*, Conroe ISD.
- Irby, B.J. (1991 November) *Early identification research*, University Network, TAGT, Dallas, TX.
- Irby, B.J. (1991 November) *The Texas identification scale*, TAGT, Dallas, TX.
- Irby, B.J. (1991 November) *Automated assessment reporting*, Houston Metropolitan Diagnosticians Association, Houston, Texas.
- Irby, B.J. (1991 November) *Identification of the gifted*, Parents of Gifted Association Meeting, Conroe ISD.
- Irby, B.J. (1991 November) *Identification of the gifted*, Parents of Gifted Association Integrating Language Arts into the Content Reading Areas," SHARC, Woodlands, Texas.
- Irby, B.J.(October, 1991) *Parent-teacher conferences*, Kappa Delta Pi, Sam Houston State University.
- Irby, B.J (1991 September) *College life*, Wesley Foundation, Sam Houston State University,
- Irby, B.J (1991 August) *Differentiation in gifted education*, Conroe ISD
- Irby, B.J (1991 June). *Alternatives to retention: The nongraded way*, School Administrators Workshop, Sam Houston State University,
- Irby, B.J. (1991 April). *A community-based approach to science education*, Kaleidoscope Middle School Conference, Sam Houston State University
- Irby, B.J. (1991 February) *Statistics and research for the mathematically gifted*, Conroe ISD, Conroe, Texas
- Irby, B.J. (1991 February) *Problem solving for "The Gully,"* Lincoln Junior High Eighth Grade,.
- Irby, B.J. (1991 April). *Program evaluation - How to do it so the board will listen*, Sam

Houston Area Reading Conference, Huntsville, Texas.

Irby, B.J. (1991 April). *Student motivation*, Student Teacher Conference, Sam Houston State University.

Irby, B.J. (1991 April). *The five "W's" of the mathematically gifted*, Math Reigns Conference, Willis, Texas.

Irby, B.J. (1991 February) *The Texas identification scale for rural gifted*, Special Populations Conference, Del Lago, Texas.

Irby, B.J. (1991 May) *Effective modifications for the at-risk student*, International Special Education Conference, Milwaukee, Wisconsin.

Irby, B.J. (1991 February) *Alternatives to punishment*, Raising Kids Isn't Easy Parenting Course, Coldspring ISD and Texas Agricultural Extension Center, Coldspring, TX.

Irby, B.J. (1990 November) *Modification management for the secondary teacher*, Sam Houston Area Reading Conference, Huntsville, TX.

Irby, B.J. (1990 October). *Shared resources for at-risk students*, Association of Compensatory Educators Fall Conference, El Paso

Irby, B.J. (1990 September) *Shared resources for at-risk students*, Texas Association of School Boards Fall Conference, Houston, TX.

Irby, B.J. (1990 September) *Help, my child is gifted*, Houston Area G/T Consortium Parents Conference, Houston, Texas.

Work or Professional Experiences

August, 1995-present
Professorship

SAM HOUSTON STATE UNIVERSITY
Huntsville, TX
Professor, 96-present (Department of Educational Leadership and Counseling)
Associate Professor Tenured, 95-96 (Department of Curriculum & Instruction)

August, 1996-present
Administrative

SAM HOUSTON STATE UNIVERSITY
Huntsville, TX
Chair, May, 2002- present
Director of the Center for Research and Doctoral Studies in Educational Leadership 99-present
Co-Director and Co-Principal Investigator, Four U.S. Department of Education Grants, 99-present
Director, Title VII Bilingual Doctoral Fellowship 98-2003
Coordinator of Research for Doctoral Program and Department 96-99

August, 2001-present

TEXAS A&M UNIVERSITY, College Station
Visiting Professor, Department of Educational Psychology,

Bilingual Education Program

- December, 2000
UNIVERSIDAD IBEROAMERICANA
Visiting Professor, Course taught: Comparative
Higher Education Analysis, U.S. and Mexico
Universidad Iberoamericana, Golfo Centro, Puebla, Mexico
- August, 1999
UNIVERSIDAD MARIANO GALVEZ
Visiting Professor, Course taught: Research Methods
Universidad Mariano Galvez, Guatemala City, Guatemala
- August, 1990 - 1995
Professorship
SAM HOUSTON STATE UNIVERSITY
Huntsville, TX
Assistant Professor (Department of Curriculum & Instruction)
- August, 1990-1991
Associate Graduate Faculty, Sam Houston State University
- August, 1991-present
Graduate Faculty, Sam Houston State University
- August, 1991-1994
Administrative
SAM HOUSTON STATE UNIVERSITY
Huntsville, TX
Director of Student Teaching & Field Experiences
- August, 1995-1996
Coordinator of Title VII Grant at Sammons Elementary
Aldine ISD, 1995-1996- joint appointment with SHSU
& Aldine ISD
- Fall, 1995
Approved Adjunct Faculty: University of Arizona
Medical School & Texas A&M University (Fall, 1995)
- August, 1990-present
Educational Consultant: for administrative evaluation
and curriculum issues, parent involvement, program
evaluation, grant writing, teen pregnancy and parenting,
science/math education, bilingual/ESL methods, gifted education
- 1988 - 1990
COLDSPRING - OAKHURST C.I.S.D.,
Coldspring, TX
Positions: Superintendent,
Assistant Superintendent for Curriculum and Instruction,
Elementary Principal
- 1987 – 1988
SAN JACINTO COUNTY SPECIAL SERVICE
COOPERATIVE, Coldspring, Texas
Position: Director of Special Education
- 1985 - 1987
KATY INDEPENDENT SCHOOL DISTRICT,
Katy, Texas
Positions: Special Education/Inclusion/ Teen

Pregnancy/Homebound Supervisor

Spring, 1985 HOLMES JUNIOR COLLEGE, GRENADA CAMPUS,
Grenada, MS
Position: Adjunct Professor of Child Psychology

1981 - 1985 GRENADA PUBLIC SCHOOLS
Position: Director of Special Education and
Gifted/Talented Education (K-12)

1978 - 1981 GRENADA PUBLIC SCHOOLS
Position: Teacher - gifted and talented, grades 2 - 6

Summer 1978 NORTH MISSISSIPPI RETARDATION CENTER,
Highway 7, Oxford, MS
Position: School Psychology Internship, Diagnostic and
Evaluation team

1977 - 1978 GRENADA PUBLIC SCHOOLS, Grenada, MS
Position: Teacher - Chapter I, remedial math,
grades 2 - 5 (included special education mainstreamed
students in classes)

Spring 1977 DAVIS JUNIOR HIGH, GREENWOOD PUBLIC
SCHOOLS, Greenwood, MS
Position: Teacher - Departmentalized, math,
grades 7 – 8 ; middle school math

Fall 1976 HORNLAKE ELEMENTARY, DeSOTO COUNTY
SCHOOLS, Hornlake, MS
Position: Teacher - Open concept, grade 1

Summer 1976 EDUCARE, Millbranch Drive, Memphis, TN
Position: Teacher – PK-Kindergarten

1975 - 1976 GRENADA PUBLIC SCHOOLS, P.O. Box 878,
Grenada, MS
Position: Teacher - Self-contained, grade 1

TEACHING and ADMINISTRATION

Graduate Courses:

Department of Educational Leadership and Counseling:

ASE 668	Instructional Leadership I
ASE 579	Methods of Research
CNE 579	
ASE 662	Practicum in Administration
ASE 672	Practicum in Supervision
ASE 587	Women in Educational Leadership

ASE 587	Independent Research Studies
ASE 694	Instructional Leadership II
ASE 587	Leadership in Literacy

Doctoral Level Research Strand

EDL 762	Methods of Educational Research
EDL 772	Qualitative Research Methodology
EDL 761	Accountability & Measurement for Contemporary Education (Program Evaluation)
EDL 763	Doctoral Internship (International)
EDL 787	Women in Educational Leadership
CNE 772	Qualitative Research Methodology
EDL 763	Application of Educational Research
EDL 833	Doctoral Dissertation
EDL 710	Doctoral Seminar

Department of Curriculum & Instruction:

EED 584	Elementary Curriculum
EED 594	Secondary Curriculum
EED 667	Induction and Mentoring of the First Year Teacher
SED 667	Induction and Mentoring of the First Year Teacher
EED 587	Case Study Method for Improved Instruction: A Course for Beginning Teachers
SED 587	Case Study Method for Improved Instruction: A Course for Beginning Teachers
EED 587	Independent Studies and Theses
EED 435	Elementary Methods in Science (Field-based program; Student Teaching Supervision Child Psychology (Holmes Community College))

Department of Language, Literacy, and Special Populations:

SPD 632	Elementary Methods for Teaching the Gifted
SPD 634	Research and Program Development in Gifted Education
SPD 661	Practicum in Gifted Education

Department of Educational Psychology, Texas A&M

EPSY 697	Qualitative Research in Bilingual Education
EPSY 697	Curriculum Research in Bilingual Education
EPSY 689	Seminar in Research for Bilingual Education

Public School Courses:

<u>Elementary:</u>	Gifted Education 2-6
	Remedial Math 2-6
	First Grade
	Kindergarten (private school)

Middle/Junior High School:

Mathematics

University Administration:

Chair, Educational Leadership and Counseling
Director of Center for Research and Doctoral Studies in
Educational Leadership
Coordinator of Research
Director of Field Experiences
Administrator of 12 grants, one related to gifted education,
seven to bilingual education, one to gender equity, one
to student recruitment/retention, and one to leadership theory
Coordinator of eight Grants at the University
PDS Liaison for Urban School District Site

Public School Administration:

Superintendent
Assistant Superintendent
Elementary Principal
Director of Special Education
Director of Gifted Education
Special Education Supervisor
School Psychologist/Educational Diagnostician
Administrator of all federal, state, local funds for
Special and Gifted Education
Administrator of \$7,000,000 budget
Coordinator of Title VII Grant, 1995-1996, Sammons
Elementary, Aldine ISD, Houston, Texas (two-course
buy-out and field-based on that campus with
courses—spent majority of time on this campus)

Honors and Awards

*UCEA David Clark Scholar Mentor, 2008. AERA, New York.

*UCEA Plenary Representative, 2005-2007. Appointed by the Dean of the College of Education. Only one representative per university is appointed and participates in this governance body of UCEA.

*The Diana Garcia Marion Citizen Award, May, 2007. One award given for the support and improvement of second language learners in Texas. Suburban Houston Area Bilingual Education Association.

*Willystine Goodsell Award. 2005. American Educational Research Association. Research on Women & Education SIG, Women Educators and SAGE.

*College of Education, Sam Houston State University, Research Award, 2004. First award given by the College.

* Outstanding Paper Award for Collaborative Research at the Educational Research Exchange Program. Texas A&M University, College Station, Texas, February 8, 2002

*Piper Professor Nominee for Sam Houston State University, 2001-2002.

*Dissertation Co-Chair of National Award Winning Dissertation, Trautman, D. (December 2000). *A validation of the synergistic leadership theory: A gender-inclusive leadership theory*. Morphet Award, National Council of Professors of Educational Administration.

*Named Researcher of Year, 2001, American Biographical Institute.

*Invited by Corwin Press to have a book signing at the Association for Supervision and Curriculum Development, Boston, MA, March 19, 2001.

*Invited with Genevieve Brown to conduct a distance education professional development 6 hour session on Career Advancement Portfolios for StarNet, a national professional development training program, July, 2000 (aired 2000-2001).

*Elected Chair of the American Educational Research Association's Research on Women and Education SIG, 2000-2001.

*Awarded AERA, Women Educators, Advocate of the Year, with Genevieve Brown, 2000.

*Elected Chair for the National Bilingual Education Association, at the Annual International Conference for Bilingual/Multicultural Education, Denver, Colorado, Research and Evaluation Division. 2000-2001.

*Invited to be a member of the International Academy of Educational Leaders, January, 2000 (This is a small group of 30 educational leaders throughout the country who form a think-tank; membership is by nomination and invitation only.)

*Certificate of appreciation for excellence in grant seeking in collaboration with Aldine ISD. Aiming High and Targeting Excellence Grant. Houston, Texas, 1999

*Certificate of appreciation for excellence in grant seeking in collaboration with Aldine ISD. "Estamos Listos" (We are ready!). Houston, Texas, 1999

*Plaque in appreciation for her dedication love, concern and help expressed to the children of Aldine ISD. Houston, Texas, 1999.

*Certificate of Appreciation for excellence in grant seeking in collaboration with Aldine Independent School District, Houston, Texas July 20, 1999 *Bilingual Education: Field Initiated Research Program. A Study Addressing Three Components of the National Bilingual Research Agenda for English Language Learner On High Stakes Assessment.*

**Selected as the 1999, Sam Houston State University's Excellence in Research Award (a university-wide competitive award – first woman to receive this award in its history; as of 2007- still the only female to receive this award.)*

*On Corwin Press's Best Seller List for *The Principal Portfolio*, Fall, 1998 & Winter, 1999.

*Elected Chair for the National Bilingual Education Association, at the Annual International Conference for Bilingual/Multicultural Education, Denver, Colorado, Research and Evaluation Division. 1999-2000.

*Selected for the Distinguished Panel of Jurors, *Bilingual Research Journal*, Fall, 1998.

*Elected to the Sam Houston State University Faculty Senate, Spring, 1998.

Selected for Advisory Board of the UCEA Joint Center for the Study of the Superintendency, University of Wisconsin, Madison, WI, Fall, 1998 Aided the Department of Educational Leadership and Counseling in receiving the National Award for the promotion of Women's Equity Issues, awarded by the American Association of Colleges of Teacher Education, February, 1998.

Other Competencies

Additional Professional Studies: Spanish Language and Culture, Instructional Leadership, Teacher Appraisal, Effective Schools Research, Staff Development, Cooperative Learning, Dupont Leadership, Discipline Management, Behavior Disorders; Bilingual Education, Multicultural Education, and Technology Innovations, Hierarchical Linear Modeling

Bilingual in Spanish and English

ELCC Reviewer

Journal Editor, *Advancing Women in Leadership*

Software:

Moss, D., Moss, R., Harper, M., & Irby, B.J. (1989-1994). *Psychometrica plenteous, The assessment report writer*, Greenwood, MS: MicroSped.

Irby, B. J., & Lara-Alecio, R. (2003-present). *The Hispanic bilingual gifted screening instrument*, Inline Resources. <http://www.inlineresources.com/tools/hscreen/> (www.teachbilingual.com)

Journal Editorial Board

Educational Administration Quarterly, 2004- present.

NCPEA Section Editor, Special Programs/Populations. *CONNEXIONS*. Rice

University.

Bilingual Research Journal, December, 1998 – present, Invited member of the Distinguished Panel of Jurors.

Contemporary Issues in Educational Leadership, February, 1999 – present, Invited member of the Editorial Board.

Issues in Counseling, 2000 – present, Invited member of Editorial Board.

The Journal of At-Risk Issues, 2002 present, Invited member of Editorial Board.

Journal of Research and Practice, 2002-present, member of Associate Editor and Online Editor, sponsored by the National Association of Bilingual Education.

Journal of Women in Leadership, 2005-present

Reviewer for AERA Papers for 15 SIGs and Divisions