

Shirley A. Johnson
Assistant Professor
Educational Leadership and Counseling
College of Education

Degrees Earned

Ed.D in Educational Leadership	University of Houston	1983
M.Ed in Curriculum	University of Houston	1970
B.S. in Health Studies	University of Houston	1967

Professional Licensure and Certifications

Texas Life Time Provisional Teaching Certification	1967
Texas Mid-Management Certification	1970
Texas Superintendent Certification	1983

Peer-Review Publications and Artistic Performances/Exhibitions

Articles

Busch, S., Johnson, S., Robles-Pina, R., & Slate, J. R. (2009). Principals' response to change in schools and its effect on school climate. *International Journal of Education Leadership Preparation*, 4(3). Retrieved August 19, 2009, from <http://ijelp.expressacademic.org/article.php?autoID=301&issueID=70>

Johnson, S., & Busch, S. (2008). Can public schools match charter school achievements? *National Forum of Educational Administration and Supervision Journal*, 26(1), 97-111. Houston, TX: National Forum Society of Educators.
A nationally distributed and read publication with an 82% rejection rate.

Johnson, S., Busch, S., & Slate, J. (2008). Leadership behaviors of school administrators: Do men and women differ? *International Journal of Educational Leadership Preparation*. <http://ijelp.expressacademic.org>
A nationally distributed and read electronic publication with a 50% rejection rate.

Johnson, S., & Busch, S. (2007- 2008). Principals' leadership awareness and school culture: A case study. *National Forum of Applied Educational Research Journal*, 21(1), 40-54. Houston, TX: National Forum Society of Educators.
A nationally distributed and read publication with an 82% rejection rate.

Busch, S., & Johnson, S. (2007-2008). Self-awareness: A below the surface examination of conflict management. *National Forum of Educational Administration and Supervision Journal*, 24(3), 102-112. Houston, TX: National Forum Society of Educators.
A nationally distributed and read publication with an 82% rejection rate.

Johnson, S., & Busch, S. (2007- 2008). Principals' leadership awareness and school culture: A case study. *National Forum of Applied Educational Research Journal*, 21(1), 40-54. Houston, TX: National Forum Society of Educators.

Busch, S., & Johnson, S. (2007-2008). Self-awareness: A below the surface examination of conflict management. *National Forum of Educational Administration and Supervision Journal*, 24(3), 102-112. Houston, TX: National Forum Society of Educators.

Johnson, S., Busch, S., & Edmonson, S. (2007). Principals' leadership behaviors affecting school climate. In L. Lemasters, & R. Papa (Eds.), *At the tipping point: Navigating the course for the preparation of educational administrator*, (pp. 498-507). Lancaster, PA: DEStech Publications.

Busch, S., & Johnson, S. (2006). Instructional Performance Management System: Streamlining Instructional Management for Success. *Distance Learning*. 3(4), 21-28.

Johnson, S., & Busch, S. (2006). Understanding Leadership Behaviors of Principals. In F. Dembowski & L. K. Lemasters (Eds.), *Unbridled Spirit: Best Practices in Educational Administration. The 2006 Yearbook of the National Council of Professors of Educational Administration* (pp. 321-329). Lancaster, PA: DEStech Publications.

Johnson, S., & Busch, S. (2006). The often overlooked lesson plan. *Texas Study of Secondary Education*. 15 (2), 4-8. Invited publication.

Reed, D., Combs, J., Harris, A., Hines, Johnson, S., Parker, C., & Robles-Pina, R. (2006). Gender equity for at-risk students. *Journal of Education and Human Development*. 1(1). <http://www.scientificjournals.org/articles/1039.htm>.

Johnson, S.A., & Edmonson, S.L. (2005). Internship: Ensuring Practitioner Success. In C. Fulmer, (Ed.), *National Summit on School Leadership: Crediting the Past, Challenging the Present, and Changing the Future. The 2005 Yearbook of the National Council of Professors of Educational Administration* (pp. 171-178). Lanham, VA: Rowman & Littlefield Education.

Johnson, S. & Edmonson, S. (2005, November). Discovering the importance of cognition and its influence on teaching effectiveness. *National Forum of Teacher Education Journal*. 15.

Busch, S. & Johnson, S. (2005). Professors' transition to online instruction. *Distance Learning*. 2(5), 29 – 34.

Edmonson, S. & Johnson, S. (2005). Moving instruction to high levels of cognition. *Insight*. 19 (1). Invited publication.

Edmonson, S., Fisher, A., Polnick, B. & Johnson, S. (2005). Administrators: Tools for the trade. *School Leadership Review*. 1(1), 83-90.

Johnson, S. (2003). The leadership profile. Houston, Texas: Birkman International.

Chapters

Reed, D., Fox, L., Andrews, M.L., Betz, N., Evenstad, J.P., Harris, A., Parker, C.H., Johnson, J., Johnson, S., Polnick, B., & Rosser, P. (2007). Gender equity in testing and assessment. In S. Klein, C. Dwyer, L. Fox, D. Grayson, K. Cheris, D. Pollard, & B. Richardson (Eds.), *Handbook for achieving gender equity through education* (pp. 155-169). NJ: Lawrence Erlbaum Associates.

Johnson, S. (2004). Tales for the past: Building small learning communities. In S. Harris (Ed.), *Best Practices of Award-Winning Secondary School Principals* (pp. 83-90). Thousand Oaks, CA: Corwin Press.

Proceedings

Johnson, S. (2009). *Texas high school project pilot high school principal certification program annual review*. An evaluation document submitted to the Texas Communities Foundation in relationship to the annual grant review.

Johnson, S. (2009). Kendleton ISD: 90 Day Report on District Progress. A 90 day reporting document detailing the progress of Kendleton ISD to the Commissioner of Education, Robert Scott. December, 2009.

Johnson, S. & Busch, S. (2008). *Texas high school project pilot high school principal certification program annual review*. An evaluation document submitted to the Texas Communities Foundation in relationship to the annual grant review.

Johnson, S. & Busch, S. (2007). *Texas high school project pilot high school principal certification program annual review*. An evaluation document submitted to the Texas Communities Foundation in relationship to the annual grant review.

Palmer, J. & Johnson, S. (2007). *A update on the progress of Burton ISD*. A report presented to Commissioner of Education, Robert Scott, and his senior cabinet regarding the progress of Burton ISD toward the removal of third year low performing status. Austin, Texas. December, 2007.

Johnson, S. (2006). *Gulf Shores Academy: Summary termination report*. A reporting document used by the Texas Education Agency and the Texas Board of Education to terminate the charter of Gulf Shores Academy. July, 2006.

Research Monographs and Technical Reports

Johnson, S. (2009). *Program report for the preparation of educational leaders: District level leadership*. Revision of the Educational Leadership Constituent Council state licensure requirement for the superintendent certification.

Johnson, S. & Edmonson, S. (2005). Understanding leadership behavior to improve administrative performance. *Women as School Executives Monograph*. 6.

Johnson, S. (2005, November). Creating self awareness among public school personnel. *The Birkman Perspective*. <http://www.birkman.com>. An invited publication.

Johnson, S. (2003). *Faculty Advisement Procedures*, second edition. Sam Houston State University Press: Huntsville, Texas. April, 2004.

Funded External Grants

Johnson, S. (2009 – 2010). *Texas High School Project*. Funding was provided to extend the work of SHSU with the charter school master's program. Funded for \$40,000.

Johnson, S. (2009 – 2010). *Texas High School Project*. Funding was provided to extend the work of SHSU with the charter school master's program. Funded for \$13,000.

Johnson, S., Duffy, J., & Edmonson, S. (2007). Texas High School Initiative Grant. Funded by the Wallace Foundation, Gates Foundation, and the Reader's Digest Foundation for the improvement of Texas high schools. This grant has established a master's program for charter school principals through a collaboration of the Business and Education colleges. The first year of implementation has been completed. Funded for \$400,000 for 2006 – 2009 implementation.

Busch, S. & Johnson, S. (2006 – 2007). *Relationship of Principals' Leadership Behavior, School Climate and Student Achievement*. This grant supported the administration of the Leadership Profile and the Organizational Health Inventory for schools in the Aldine Independent School District. This grant was submitted to the Texas Coalition of Essential Schools. Funded for \$4,000.

Johnson, S. & Busch, S. (2005 – 2007). *The Interrelationships of Teachers and Principals in Providing a Productive Learning Environment*. This two year study was conducted with permission from Aldine High School and Aldine ISD to study the interrelationships of principals and teachers as they work to produce a quality learning environment for students. All participants took the Leadership Profile and data was disaggregated to determine impact on the climate and culture of the high school. Funded by the Texas Coalition of Essential Schools. Funded for \$10,000.

Johnson, S. & Busch, S. (2007 – 2008). *Program Alignment for Leadership Academies Aldine ISD*. Funding was provided by request from the Aldine Independent School District for the alignment and further development of current and future principals in the district. Funded for \$19,000.

Robles-Pina, R., Johnson, S., & Busch, S. (2006 - 2009). *Aldine I.S.D. and SHSU Collaboration Project*. A project intended to determine the underlying attitudes regarding bullying in all middle schools in Aldine I.S.D. The project is funded by Aldine I.S.D. Funded for \$20,000.

Johnson, S. & Busch, S. (2006). *The Relationships Between Principal Behaviors and School Climate*. Faculty Enhancement Grant for Professional Development, Sam Houston State University, funded September, 2005. Data has been drawn in schools from Conroe ISD, Conroe, TX, Aldine ISD, Houston, TX, and Uvalde ISD, Uvalde, TX. The data was drawn and analysis completed during 2006. Funded for \$17,953.

Johnson, S., & Beken, J. (2004 - 2006). A continued grant funding training and support to increase AYP and TAKS scores for Hauke Alternative School. This school year the work the scope and sequence development and differentiated instruction. Funded by the TEA CSR grant. Funded to Hauke Alternative School for \$150,000.

Johnson, S. *Researching the Impact of an Instructional Management System on Instructional Delivery of Schools*. Submitted to Cambridge Knowledge Systems, Houston, Texas. December, 2004. \$114,000. Funded.

Peer-Review Presentations/Posters

Sanders, S., & Johnson, S. (2009). *Emotional intelligence components of educational leadership programs*. A presentation at the UCEA conference in San Diego, California. November, 2009.

Sanders, S., & Johnson, S. (2009). *Emotional intelligence, a necessary component of educational leadership programs, as perceived by professors of educational leadership*. A presentation at the NCPEA summer conference. San Antonio, Texas. August, 2009.

Johnson, S. (2009). *Supporting an effective instructional delivery system*. A presentation to the superintendents and principals of New Mexico regarding improving student performance. New Mexico Education Network Center. Albuquerque, New Mexico. November, 2009.

Johnson, S. (2009). *The evolving graduate program...and the professors too*. The Principal's Symposium. Austin, Texas. July, 2009.

Johnson, S. (2009). *Developing master's programs for charter schools*. A presentation to the Texas High School Project conference for charter schools. Austin, Texas. May, 2009.

Johnson, S. (2009). *Strategies to turn around schools*. An invited presentation by the Commissioner of Education, Robert Scott and the Director of Compliance, Ron Rowell to share strategies for turning difficult low performing campuses with current monitors and conservators. Austin, Texas. May, 2009.

Johnson, S., Busch, S., & Robles-Pina, R. (2008). *Leadership behaviors of school administrators: Do men and women differ?* A paper presented to the University Council of Educational Administration. October/November, 2008.

Johnson, S., Busch, S. & Robles-Pina, R. (2008). *Can principals really change the climate?: The purposeful impact of leader behavior on school climate*. A paper presented to the National Association of Elementary Principals and the National Council of Professors for Educational Administration. Nashville, Tennessee. April, 2008.

Johnson, S. (2008). *Turning schools with years of successive performance problems*. A presentation to the superintendents and principals of New Mexico regarding improving student performance. New Mexico Education Network Center. Albuquerque, New Mexico. November, 2008.

Johnson, S., & Anderson, M. (2008). *Celebrating Success: A review of school turnarounds*. An invited presentation to New Mexico public schools sponsored by the New Mexico Department of Education. Albuquerque, New Mexico. November, 2008.

Johnson, S. (2008). *Strategies to turn around schools*. An invited presentation by the Commissioner of Education, Robert Scott and the Director of Compliance, Ron Rowell to share

strategies for turning difficult low performing campuses with current monitors and conservators. Austin, Texas. August, 2008.

Johnson, S., & Busch, S. (2008). *Use of the exhibition for project LEAD*. An invited presentation to the Texas High School Project winter meeting. Austin, Texas. January, 2008.

Busch, S., Johnson, S., & Robles-Pina, R. (2007). *The manner in which Principals respond to change in schools and its effect on school climate*. A paper presented to the University Council of Educational Administration. November, 2007.

Johnson, S., Busch, S., & Slate, John. (2007). *Leadership behaviors of school administrators: Do men and women differ?* A paper presented to the Research on Women in Education. San Antonio, Texas. October, 2007.

Barth, R., Johnson, S., & Perlmeter, R. (2007). *School leadership: Building great leaders from within your organization*. An invited panel discussion presented to the 7th National Charter School Conference. Albuquerque, New Mexico. April, 2007.

Johnson, S., Busch, S., & Robles-Pina, R. (2007). *The impact of school principals deliberate emphasis on improving school climate*. A paper presented to the NASSP/NCPEA Convention. Las Vegas, Nevada. February, 2007.

Johnson, S., & Anderson, M. (2007). *Strategies to assist failing public schools*. An invited presentation to New Mexico public schools sponsored by the New Mexico Department of Education. Albuquerque, New Mexico. May, 2007.

Busch, S., Johnson, S., & Robles-Pina, R. (2007). *School improves significantly when principals consistently address the climate over time*. A paper presented at the 2007 annual meeting of the Southwest Educational Research Association. San Antonio, Texas. February, 2007.

Busch, S., & Johnson, S., (August, 2006). *Self-Awareness: A Below the Surface Examination of Conflict Management*. A paper presented to the National Council of Professors of Educational Administration at the August national convention. Lexington, Kentucky.

Johnson, S., & Busch, S. (April, 2006). *Understanding Leadership Behaviors of Principals*. A paper presented to the American Educational Research Association. Education Research in the Public Interest. San Francisco, California.

Johnson, S., & Busch, S. (August, 2006). *Organizational Control and its Impact on Climate*. A paper presented to the National Council of Professors of Educational Administration at the August national convention. Lexington, Kentucky.

Johnson, S., Busch, S., & Robles-Pina, R. (November, 2006). *The Relationships between Principal Behaviors and School Climate*. A paper presented to the University Council for Educational Administration during the November convention. San Antonio, Texas.

Klinker, J., Hartmeister, F., Hunt, J., (Texas Tech University); Shoho, A., Barnett., (University of Texas at San Antonio); Hudson, J., Brooks, J., Byrd, J., (University of North Texas); Berg, J.,

(Discussant, Wallace Foundation); Coulter, N., Garcia, J., (University of Texas at Austin); Johnson, S., Busch, S., (Sam Houston State University); Kirby, S., (chair). (November, 2006) *Symposium: Texas High School Project: Pilot Principal Certification Programs for Urban High Schools*. A symposium presented to the University Council for Educational Administration explaining the work of the six university awarded grants by the Texas High School Project. San Antonio, Texas.

Johnson, S., & Busch, S. (July, 2005). *The Relationship Between Principals' Behavior and School Climate*. A paper presented to the NCPEA Summit on Preparation of School Leaders. Washington, D.C.

Edmonson, S., Martin, J., & Johnson, S. (November, 2005). *The Importance of Ethical Leadership at the Campus Level*. A paper presented to the UCEA Convention 2005. Nashville, Tennessee.

Edmonson, S., Fisher, A., & Johnson, S. (February, 2005). *Seven Strategies for Successful Aspiring Superintendents*. A paper presented to the American Association for School Administrators. San Antonio, Texas.

Johnson, S., & Anderson, M. (March, 2005). *Understanding Campus Interactions that Build Teamwork*. A presentation to the Deming ISD principals and superintendents. Sponsored by New Mexico Education Network. An invited presentation.

Johnson, S., & Anderson, M. (November, 2005). *Building Your Administrative Team*. A presentation for the New Mexico Education Network Fall Share. Albuquerque, New Mexico. An invited presentation.

Johnson, S., & Edmonson, S. (June, 2005). *Understanding Leadership Behavior to Improve Schools*. A presentation to the TCWSE Summer Conference. Austin, Texas.

Johnson, S., & Edmonson, S. (June, 2005). *A Model of Community Practice*. A presentation to the Texas Association of Secondary Principals. Austin, Texas.

Johnson, S., Reed, D., & Smith, Karen. (June, 2004). *Beyond the University Classroom...Identifying Behaviors that Affect Leadership Performance*. A paper presented to the Texas Association of Secondary Principals.

Johnson, S., Smith, K., & Reed, D. (August 3-6, 2004). *Understanding Behaviors Affecting Leadership*. A paper presented to the 58th Annual Summer Conference of the National Council of Professors of Educational Administration.

Reed, D., Ballard, C., Johnson, S., & Smith, K. (August 3-6, 2004). *In Search of the Effective Principal...Processes Used by Superintendents to Select Principals*. A paper presented to the 58th Annual Summer Conference of the National Council of Professors of Educational Administration.

Johnson, S., & Anderson, M. (February 20 -23, 2004). *Understanding the Behavior Underlying Leadership Skills*. A three day workshop and paper presented to the Northern New Mexico principals and superintendents. Sponsored by the LEAD New Mexico Center. An invited presentation.

Johnson, S. (May, 2004). *Team Building Using the Leadership Profile*. A workshop presented to New Mexico Education Network Center and the Educational Leadership professors of the University of New Mexico. An invited presentation to New Mexico superintendents and principals.

Johnson, S. (June, 2004). *TREK: Discovering the Energy and Direction for Our School*. A week long workshop presented to principals and teacher teams from the Northern New Mexico districts to develop the future direction of their schools. Sponsored by the LEAD New Mexico Center for Education. An invited presentation.

Johnson, S. (June, 2004). *Building Effective Administrative Teams*. A three day seminar in identifying effective leadership behavior and learning to work as an effective team. Sponsored by the New Mexico Education Network Center. An invited presentation.

Johnson, S., & Anderson, M. (November, 2004). Presented two seminars for the New Mexico Education Network Fall Share. *Leadership Behavior in the Principalship and Teachers as Leaders*. Albuquerque, New Mexico. An invited presentation.

Work or Professional Experiences

University Experience

2003 - present Assistant Professor, Sam Houston State University

2002 - 2003 Clinical Professor, Sam Houston State University

1999 - 2002 Adjunct Lecturer, Sam Houston State University

Administrative Experience

1998 - retired Assistant Superintendent, Curriculum and Instruction, Willis ISD

1996 - 1998 Assistant Superintendent, Curriculum, Instruction, Assessment, Houston ISD

1989 - 1996 Principal, Westbury High School, Houston ISD

1988 - 1989 Principal, Somerset Secondary Schools, Somerset ISD

1986 - 1988 Principal, Seguin High School, Seguin ISD

1985 - 1986 Executive Director for Program Development and Evaluation, Katy ISD

1983 - 1985 Instructional Dean, Mayde Creek High School, Katy ISD

1979 - 1982 Instructional Coordinator, Fort Bend ISD

Teaching Experience

1996 - 1998 Principalship Academy, Houston ISD, Principalship, Instructional Leadership

1983 Houston Community College, Instructional Effectiveness

1982 - 1986 University of Houston, Instructional Supervision I and II

1979 - 1982 Rice Teacher Education, Summer Teacher Education Program

1975 - 1979 Bellaire High School, Houston ISD

1967 - 1975 Sam Houston High School, Houston ISD

Honors and Awards

College of Education Grantsmanship Award recipient 2007

1998 Annenberg Fellow

1997 Danforth Fellow

1996 Paul Harris Fellow

1996 Thomson Fellow

1996 Hometown Hero Recognition
1993 - 1997 Texas High School Mentor
1994 - 1996 Principal of the Pew Foundation Five Schools Project
1993 Southwest Houston Woman of 1993
1993 1993 Houston Woman on the Move
1983 Charter Member of the Coalition of Essential Schools