

Steven D. Busch
Assistant Professor of Education
Department of Education Leadership and Counseling

Degrees Earned

University of Houston, Houston, Texas; Ed.D. Educational Leadership; 2003

Stephen F. Austin University, Nacogdoches, Texas; M.Ed. Administration
Supervision-Management; 1986

Texas State University, San Marcos, Texas; B.S. Biology; Minor-Psychology;
1978

Professional Licensure and Certifications

Texas Teaching Certificate, Science, 6-12, 1978

Midmanagement, State of Texas, 1986

Supervision, State of Texas, 1986

Research/Grant Funding

Competitive research grants from outside organizations

Johnson, S. & Busch, S. (2007). *Aldine ISD: Principal Succession Development*. This proposal was written for the Aldine Independent School District to support the realignment and development of the succession plan for quality administrators. This grant was submitted to the Broad Foundation. **\$2,916,202, Not Funded.**

Robles-Pina, R., Johnson, S., & Busch, S. (2006-2007). *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., Kirby, S., Reed, E., Busch, S., Kavanaugh, J., & Cox, J. (2006). *School Leadership Pilot Program*. A proposal submitted to the Texas Education Agency in answer to a proposal request to train 300 Texas principals of schools that are Academically Unacceptable. Additionally, the proposal will provide a master's degree for aspiring principals that may assume a leadership position of one of the targeted 300 schools. This is a collaboration of SHSU, Communities Foundation of Texas, Educational Service Center XIII and MGT of America. **\$3,500,000 for the grant implementation for two years. Not funded.**

Johnson, S. & Busch, S. (2005 – 2006). *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.**

University Grant

Johnson, S. & Busch, S. (2005-2006). *The Relationships Between Principal Behaviors and School Climate*. Faculty Enhancement Grant For Professional Development, Sam Houston State University, funded Spring 2005. Total amount funded: **\$17,953.00**. Data has been drawn in schools from Conroe ISD, Conroe, TX, Aldine ISD, Houston, TX, and Uvalde ISD, Uvalde, TX. Analysis of data has begun soon to be followed by documents explaining findings.

Noncompetitive grants and Non-Funded reserach Activities

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.**

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. (2006 – 2007). *The Interaction of Principal and Teacher Behavior on School Climate*. A research project examining principal and teacher behaviors as measured by the Leadership Profile and the Organizational Health Inventory in fifteen schools in Aldine ISD.

Busch, S. & Johnson, S. (2006 – 2007). *An Examination of Principal Behavior Between Schools with a History of Organizational Health Inventory Data and Schools with no Climate Data*. A research project examining the difference of principal behavior in school that have a history of climate survey data and those schools with no history. This data is drawn from Conroe ISD and Aldine ISD.

Busch, S., & Johnson, S. (2006 – 2007). *An Examination of Principal Behavior Between Schools with a History of Organizational Health Inventory Data and Schools with no Climate Data*. A research project examining the difference of principal behavior in school that have a history of climate survey data and those schools with no history. This data is drawn from Conroe ISD and Aldine ISD.

Johnson, S., & Busch, S. (2006 – 2007). *The Interaction of Principal and Teacher Behavior on School Climate*. A research project examining principal and teacher behaviors as measured by the Leadership Profile and the Organizational Health Inventory in fifteen schools in Aldine ISD.

Johnson, S., Busch, S. & Edmonson, S. (2005). Comparison of Principals' Behaviors, Faculty Perceptions of the Principals' Behaviors, and School Climate. Data was drawn from three similar elementary schools in Alief ISD with the permission for the schools and the Alief School Board teacher focus groups were conducted to determine faculty perceptions; principals were interviewed; principals were given the Leadership Profile; and scores, from the schools' climate survey, SEARCH Institute, gathered. All interviews and focus groups data was entered into Qualrus and coded according to the components of the Leadership Profile and the factors from the climate survey. The Data was analyzed, written into formal paper, and presented at conferences.

Publications

Refereed

Macneil, A., Prater, D., & Busch, S. (2007, October).
The effects of school culture and climate on student achievement.
International Journal of Leadership in Education: Theory and Practice, 10(1), 1-12, from
<http://dx.doi.org/10.1080/13603120701576241>.

An internationally distributed and read publication with an 80% rejection rate.

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.

A nationally distributed and read publication with an 80% 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.

Read nationally and has an 82% rejection rate.

Busch, S., & Johnson, S. (2007). 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.

Read nationally and has an 82% rejection rate.

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. A nationally distributed and read publication with a 80% rejection rate.

Busch, S., & Johnson, S. (2006). Instructional performance management system: Streamlining instructional management for success. *Distance Learning*. 3(4), 21-28. Published and read worldwide with a 40% rejection rate.

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

Busch, S., & Johnson, S. (2005). Professor's transition to online learning. *Distance Learning*, 2(5), 29-34.

Busch, S., MacNeil, A., & Edmonson, S.(2005). Student achievement improves when principals focus on school culture and climate. *Texas Study of Secondary Education*, 14(2), 17-19.

Creighton, T., MacNeil, A., Busch, S., & Waxman, H. (2005). Establishing the knowledge base to narrow the disconnect existing between universities education administration preparation programs and practicing school leaders. *NCPEA Education Leadership Review*, 6(1), 1-7.

Professional Presentations

National/International/Regional

- 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.
- 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.
- 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.A., Busch, S. D., & Edmonson, S. L. (July 2005). *Principal Leadership That Makes A Real Impact: Self-Awareness*. A paper presented at the National Council of Professors of Educational Administration (NCPEA). Washington, D.C.
- 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.

Busch, S.D. & Edmonson, S.L. (2005, February). A Comparison of Exemplary, Recognized, and Acceptable Schools As Rated On The Texas Assessment of Academic Skills and School Climate. A paper presented at the 28th Annual Meeting of the Southwest Educational Research Association (SERA). New Orleans, LA.

Busch, S.D., Mac Neil, A.J., & Prater, D.L. (2004, February). Principals' Need to Focus on School Culture to Create Successful Schools. A paper presented at The 136th Annual Meeting of the American Association of School Administrators (AASA). San Francisco, CA.

Busch, S.D., Mac Neil, A.J., & Prater, D.L. (2003, February). A Comparison Of School Ratings and Principals Performance Measured by School Climate. A paper presented at the 135th Annual Meeting of the American Association of School Administrators (AASA). New Orleans, LA.

State/Local

Johnson, S., Busch, S., & Robles-Pina. (2007). *Aldine I.S.D. and SHSU Collaboration Project.* A presentation to the Senior Cabinet and Superintendent of Aldine ISD. Houston, Texas. February, 2007.

Johnson, S., & Busch, S. (January 25, 2006). Cognition and Knowledge in lesson Planning. Workshop presented to high school principals at the University of Houston; A+ Challenge. Houston, Texas.

Johnson, S., Busch, S., & Edmonson, S. (February, 2006). *Principals' Leadership Awareness and School Culture.* A paper presented to the Southwest Educational Research Association during the annual meeting. San Antonio, Texas

Johnson, S., Brown, G., Irby, B., Duffy, J., Sower, V., & Busch, S. (November 16, 2006). *Master's Program for Charter School Directors.* A presentation of the progress by the departments of Business and Education toward the development of the master's program for charter school directors. Austin, Texas.

Johnson, S., & Busch, S. (March 2, 2006). *The Leadership Profile Feedback.* Feedback for the Leadership Profile was provided to the principals in the magnet feeder pattern in Aldine ISD. This was part of our research agenda. Aldine ISD. Houston, Texas.

- Johnson, S., & Busch, S. (March 10, 2006). *Cognition and Lesson Planning I*. A presentation to the Holland Middle School faculty regarding using cognition in lesson planning. Holland Middle School. Houston ISD. Houston, Texas.
- Johnson, S., & Busch, S. (March 24, 2006). *Cognition and Lesson Planning II*. A presentation to the Holland Middle School faculty regarding using cognition in lesson planning. Holland Middle School. Houston ISD. Houston, Texas.
- Johnson, S., & Busch, S. (August 9, 2006). *Growing as a Team in the University*. A feedback session presented to the department of Educational Leadership regarding the results of their Organizational Health Inventory. Educational Leadership. Sam Houston State University. Huntsville, Texas.
- Johnson, S., & Busch, S. (September 6, 2006). *Growing as a Team in the University*. A feedback session presented to the department of Health and Kinesiology regarding the results of their Organizational Health Inventory. Health and Kinesiology. Sam Houston State University. Huntsville, Texas.
- Johnson, S., & Busch, S. (September 21, 2006). *Department Chair Feedback for the Organizational Health Inventory Survey*. Dr. Busch and I assisted Marvin Fairman in providing feedback to the department chairs.
- Johnson, S., Busch, S., & Harris, A. (September 22, 2006). *What is it like to be a Sam Houston State University Student*. A presentation to the 8th grade class of the Southwest campus of Yes, Preparatory Academy. Sam Houston State University. Huntsville, Texas.
- Johnson, S., & Busch, S. (October 4, 2006). *Growing as a Team in the University*. A feedback session presented to the department of Curriculum and Instruction regarding the results of their Organizational Health Inventory. Curriculum and Instruction. Sam Houston State University. Huntsville, Texas.
- Johnson, S., Busch, S., & Robles-Pina, R. (October 17, 2006). *A Proposal for Bullying Research in Aldine Middle Schools*. A presentation of a research proposal to the senior staff of Aldine ISD.
- Fairman, M., Johnson, S., & Busch, S. (August 21, 2006). *Individual Feedback Sessions for Department Chairs*. Dr. Busch and I assisted Dr. Fairman in providing feedback to selected department chairs in the College of Education.
- Busch, S.D. (November 13, 2004). School Climate and Culture Presentation to Students In Sam Houston State University Accelerated Internship Program.
- Busch, S.D. (June 3, 2005). Presentation made to doctoral students at the University of Houston: The dissertation Process: How to Get Started and Pitfalls.
- Busch, S., & Johnson, S. (November 17, 2005). Blackboard Basics. Presented Blackboard instructional techniques during a Brown Bag Session.

Johnson, S.A., & Busch, S.D. (October 19, 2005). Presentation to Assistant Principals of the Aldine ISD Magnet Schools. Leadership Profile Feedback Session.

Johnson, S.A., Busch, S.D. (November 26, 2005). Aldine High School: Journey To Instructional Improvement. Texas Coalition of Essential Schools. Presentation to academic faculty of Aldine High School.

Johnson, S.A., & Busch, S.D. (July 2005). Presentation to Principals of the Aldine ISD Magnet Schools: Leadership Profile Feedback Session.

Academic Positions

Assistant Professor, Sam Houston State University; Huntsville, Texas; August 2004-present. NCATE accredited.

Principal, Timberwood Middle School, Humble Independent School District; Humble, Texas; 1998-2004

Principal, Riverwood Middle School, Humble Independent School District; Humble, Texas 1995-1998

Associate Principal, Kingwood High School, Humble Independent School District; Humble, Texas; 1994-1995

Assistant Principal, Kingwood High School, Humble Independent School District; Kingwood, Texas; 1988-1994.

Assistant Director of Transportation, Humble Independent School District; 1985-1988

Biology and Algebra Teacher, Kingwood High School, Humble Independent School District; Kingwood, Texas; 1980-1985.

Professional Memberships

National Association of Secondary School Principals
 Texas Association of Secondary Curriculum Development
 Phi Delta Kappa
 Texas Council of Professors of Educational Administrations
 National Council of Professors of Educational Administrations
 Southwest Educational Research Association

Honors

Nominated for Doctoral Student of the Year, Department of Educational and Leadership studies. University of Houston, Houston, Texas. Spring 2002.

Selected by the Superintendent of Humble ISD to attend the 2003-2004 Region IV Education Service Center's Aspiring Superintendent's Academy. Houston, Texas. 2003-2004 academic school year.

Approved for Regular Graduate Faculty Status, December 13, 2005.

Invited to address the Doctoral Cohort students at the University of Houston, June 2005.

Invited by the Dean of the College of Education at Sam Houston State University to administer the Organizational Health Inventory and provide strategic feedback to all academic departments within the College of Education, Fall 2006.