



RowanUniversity

CENTER FOR ACCESS,  
SUCCESS & EQUITY

# ANNUAL REPORT

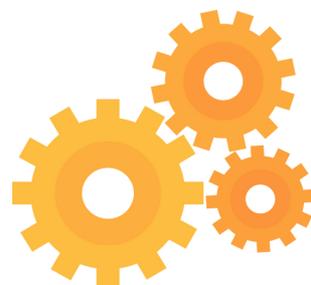
2021-22

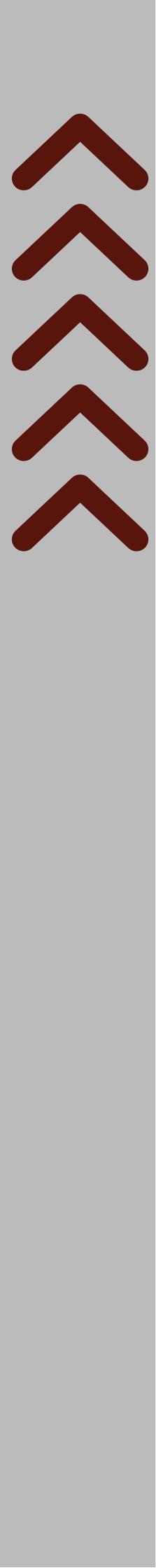
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## Center for Access, Success & Equity (CASE)



# Mission

CASE partners with students, faculty and community members to support research activities, lifelong learning, professional services, community engagement, and to address educational challenges to achieving access, success, and equity in education.

# Vision

CASE will be a national leader in establishing the development of workable solutions towards eliminating barriers to access, success, and equity in education.



Working together to address educational challenges to achieve access, success, and equity in education.



1

**Research**

2

**Professional  
Services**

3

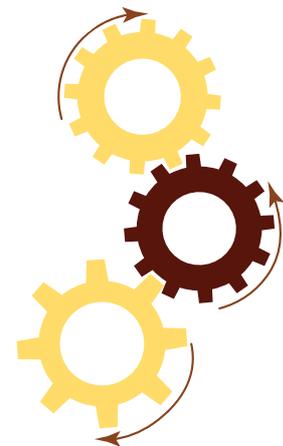
**Policy  
Engagement**



# Rowan University

CENTER FOR ACCESS,  
SUCCESS & EQUITY

## Message from the Director



### **This year was an exciting year for CASE...**

Our Annual Report will highlight the various programs, research, support and partnership engagement led by CASE throughout the academic year. It is our endeavor to provide our college faculty with an opportunity to share their research with members of the university and our external educational partners while serving as an educational resource for the region.

Our signal programs of the year were the CASE Conversations, CASE Forum and the Annual CASE Summit which were focused on critical educational issues facing faculty, administration, professionals, and students in education during this unprecedented time of leading, teaching and providing educational services during a pandemic and other societal challenges.

In closing, I would like to express my thanks to our faculty members who shared their research, the CASE Team and our partner school districts. I hope you will enjoy reading about the work of CASE.

**Dr. Tyrone W. McCombs**  
**Interim Executive Director**

# 2021-22

## CASE Faculty Fellows



### **Dr. Adrian Barnes**

#### ***CASE Summer Faculty Fellow 2021***

Dr. Adrian D. Barnes is an Assistant Professor, and coordinator of the B.A. in Music Education at Rowan University. He began his teaching career in a Title I middle and high school in Bradenton, as a band and orchestra director. Dr. Barnes has worked closely with students from historically marginalized communities, as well as neurodivergent learners. While attending Texas Tech University, Dr. Barnes served as a research assistant on a Promise Neighborhood Grant working in the historic Paul Lawrence Dunbar Neighborhood of East Lubbock, Texas. Dr. Barnes research interests includes collegiate pathway programs that increase the representation of historically marginalized populations into 4-year intuitions of higher education (IHEs) institutional agency and outreach in historically marginalized communities, and the recruitment practices used to recruit Black and Latinx students by music educators at minority serving institutions.

Dr. Barnes was instrumental in planning the CASE agenda and programs for the year. Dr. Barnes conducted research on educational practices during the pandemic which then became the focus of our opening CASE Conversations in September 2021, which featured several school leaders.

# 2021-22

## CASE Faculty Fellows



### **Dr. Hajime Mitani**

#### ***CASE Faculty Fellow 2021-22***

Dr. Hajime Mitani is Assistant Professor of Educational Leadership at Rowan University. Professor Mitani uses large-scale data sets and statistical techniques to study issues at the intersection of educational policy and educational leadership. He is interested in policies and programs affecting school and district leaders, leadership practices that enhance organizational performance, leadership skill development, and leadership skill requirements for school and district leadership. Some of his ongoing research projects investigate leadership skills and practices, online course behaviors of EdD and MSA students, and performance-based compensation systems. His research interests also include test score gaps, higher order thinking skills, engaging instructional practices, teacher labor markets, and international and comparative education.

An integral part of Dr. Mitani's work with CASE focused on identifying faculty members whose research aligned with the mission and vision of CASE. Dr. Mitani developed a survey tool which gathered current and future research projects, and accomplishments from our College of Education faculty. As a result, CASE was able to better identify and highlight ongoing research throughout the academic year. Our CASE Conversations in May 2022 featured upcoming research on equity and inclusion from College of Education Faculty.

# CASE Annual Fall Forum

## Race & Education

### November 2021

CASE in partnership with the **Provost Teaching Fellows** presented CASE Annual Fall Forum on Wednesday, November 10, 2021, featuring keynote speaker Dr. Charles Dew, author of "The Making of a Racist", and faculty keynote speaker Dr. Adam Alvarez.

*"Our CASE Forum this year focused on the impact of race on all aspects of education including pedagogy and organizational structure. The forum also examined race as it impacts our students, teachers, educational leaders and members of our communities. We hope this CASE Forum provided our educational partners with greater insight and valuable resources in relation to race."*

*- Dr. Tyrone McCombs*



## Dr. Charles Dew

**Guest Keynote Speaker**

**Author of "The Making of a Racist"**



Our guest speaker was Dr. Charles Dew, Ephraim Williams Professor of American History, Emeritus, at Williams College, author of "The Making of a Racist: A Southerner Reflects on Family, History, and the Slave Trade". We were enlightened and also greatly challenged by his words, presentation and sharing of his personal experience and journey. As it was mentioned throughout the event, "...the power of the story..." had a tremendous impact on all of our participants.

Some attendees received a free copy of Dr. Dew's book "The Making of a Racist", courtesy of the Office of the Provost, and an opportunity to attend a special private session with the author to further discuss his book.



## CASE ANNUAL FALL FORUM

NOVEMBER 10, 2021

CASE Annual Fall Forum took place virtually via Zoom.

*Pictured here are: Dean Gaetane Jean-Marie, Dr. Adam Alvarez, Dr. Charles Dew, Dr. Tyrone McCombs, Dr. Zalphia Wilson-Hill, Dr. Brianne Morettini, and Dr. Stephanie Abraham.*

Dr. Adam Alvarez was our faculty keynote speaker. Dr. Alvarez is Assistant Professor of Urban Education in the Department of Language, Literacy, and Sociocultural Education, College of Education, Rowan University, and the 2021 Recipient of American Educational Research Association's (AERA) Review of Research Award. The title of his presentation was "Race, Trauma and Education". His critical research served as a great resource for many of our Pk-20 partners, and continues to help many educators to refocus and re-examine our practices and methods.

The College of Education Provost Teaching Fellows: Dr. Zalphia Wilson-Hill, Dr. Brianne Morettini and Dr. Stephanie Abraham shared on their professional development sessions throughout the year on the following topics:

- Humanizing Remote Pedagogies in a Pandemic
- Pedagogical Insights from Children's Encounters with Race

# 2022 ANNUAL CASE SUMMIT

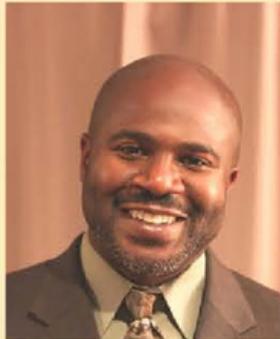
## Critical Race Theory – Why Now?

### KEYNOTE SPEAKERS



**Dr. Adrienne Dixon**

*Professor, Co-Editor of "CRT in Education: All God's Children Got a Song"*



**Dr. Josue Falaise**

*CEO, GOMO Educational Services, LLC*

### OTHER SPEAKERS



**Dr. Carol Thompson**  
*Associate Professor*



**Felicia Crockett**  
*Ph.D. Candidate*

### MODERATORS



**Dr. Hajime Mitani**



**Nertila T. Cana**



**Jordyn Dulski**



**Dr. Melisa Wooten**  
*W. T. Grant Foundation*



**Dr. Jenny Irons**  
*W. T. Grant Foundation*

### **Dr. Adrienne D. Dixon, Keynote Speaker**

Dr. Adrienne Dixon is a Professor of Education Policy, Organization and Leadership at University of Illinois Urbana-Champaign. Her research primarily focuses on how race, class and gender intersect and impact educational equity in urban schooling contexts. She locates her research within two theoretical frameworks: Critical Race Theory (CRT) and Black feminist theories. Dr. Dixon and her colleague, Celia K. Rousseau-Anderson, edited *CRT in Education: All God's Children Got a Song* (2006, Routledge), which was one of the first book-length texts on CRT in education. She is also a co-editor of the *Handbook of Critical Race Theory and Education*. Most recently, Dr. Dixon is interested in how educational equity is mediated by school reform policies in the urban south. Specifically, she is interested in school reform in post-Katrina New Orleans, how local actors make sense of and experience those reform policies, and how those policies become or are "racialized." Dr. Dixon is the recipient of multiple awards and honors for her research on CRT. In 2021, she was inducted as a Fellow in the American Educational Research Association.

# CASE Annual Summit

## Critical Race Theory: Why Now?

March 2022

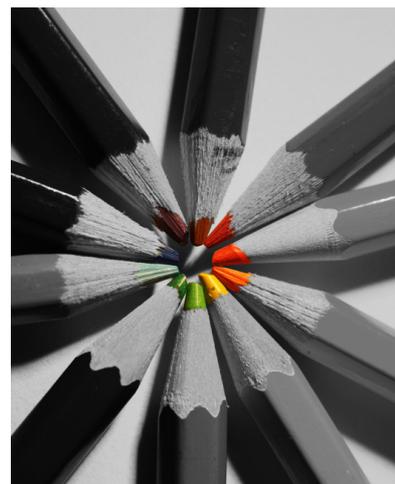


### Dr. Josué Falaise, Keynote Speaker

Dr. Josue Falaise is the founder and CEO of GOMO Educational Services. He is a former teacher, principal, assistant superintendent/chief academic officer with experience from suburban and urban school districts. His kindergarten through twelfth grade experience spans over 20 years. During those years, he was a devoted servant-leader, engineering programs that would level the playing field for his students, building the capacity of staff and fostering inimitable relationships that he maintains with former staff, students and colleagues today.

Most recently, Dr. Falaise was the director of the Rutgers Institute for Improving Student Achievement (RIISA) at the Rutgers University Graduate School of Education (RGSE). During his time at RGSE, Dr. Falaise traveled the globe working with over 100 school district/organizational leadership teams and higher education institutions to help them design systems of addressing equity. District/organization leaders and their teams participated in short-term and long-term growth opportunities like conferences, network opportunities, keynote presentations and perennial in-district/organizational training across the US to review, critique and redesign systems, policies, procedures and practices for equity and equal access/opportunity for all students and clientele.

Dr. Carol Thompson, Associate Professor of Educational Services and Leadership, and Felicia Crockett, a PhD candidate, offered a presentation based on their research on "Race, Repair, and Youth Participatory Action Research in a Rural School".



# CASE Conversations

One of the primary services of the Center for Access, Success and Equity is facilitating, connecting research, and catalyzing conversations that empower practitioners and scholars in the field of education, and inspire everyone to address educational challenges and continue working towards CASE mission.



Pictures above are from CASE Conversations on September 29, 2021. This was a hybrid in-person and online event. The conversations invited participants to think deeply about education during the pandemic and to uncover new challenges for students and educators across the region as we transitioned back to in-person instruction. Panelists included:

- Dr. Cory Dixon, Associate Professor in the Department of Science, Technology, Engineering, Art, and Math Education (STEAM)
- Dr. Mark Silverstein, Superintendent of Glassboro Public Schools
- Dr. Zenaida Cobian, Superintendent of Penns Grove and Carneys Point Regional School District

Panel moderator was Dr. Adrian Barnes, Summer 2021 CASE Fellow and Coordinator of BA in Music Education.

# CASE Conversations

CASE Conversations on May 4, 2022, highlighted some of the research on equity and inclusion from College of Education Faculty based on the feedback from a survey conducted during the academic year.

**VIRTUAL**  
**CASE RESEARCH SPOTLIGHT**  
*Highlighting Research on Equity & Inclusion from College of Education Faculty*  
**Wed. May 4, 2022 | 1 PM - 2:30 PM**

**Free Event**  
**Zoom link to join:**

**Dr. Tyrone McCombs**  
*CASE Interim Director*

**Dr. Hajime Mitani**  
*CASE Faculty Fellow*

**Dr. Cecile Sam**  
*Assistant Professor*

**Dr. Cathy Brant**  
*Assistant Professor*

**Dr. Brianne Morettini**  
*Associate Professor*

**Dr. Alicia Drelick**  
*Lecturer, Coordinator*

**Dr. Kenzo Sung**  
*Assistant Professor*

**Dr. Michelle Damiani**  
*Assistant Professor*

[education.rowan.edu/case](http://education.rowan.edu/case) | [case2@rowan.edu](mailto:case2@rowan.edu)

## Featured Research Presentations:

- Exploring the Practice of Responsible Leadership Through the Lens of Teachers With Disabilities - Dr. Cecile Sam and Dr. Michelle Damiani
- Fostering Inclusive Attitudes: The Impact of Coursework on Teacher Candidates' Attitudes Toward Inclusive Practices - Dr. Alicia Drelick, Dr. Brianne Morettini, and Dr. Justin Freedman
- Goodbye Mammy, Hello Mom: Head Start, Black Motherhood... - Dr. Kenzo Sung
- Teacher Educator LGBTQ Self-efficacy - Dr. Cathy Brant

# CASE Conversations

CASE Conversations series concluded with a presentation from Dr. Hajime Mitani in June 2022. Dr. Mitani served as the CASE Faculty Fellow for the academic year 2021-22.

**Rowan University**  
CENTER FOR ACCESS,  
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**CASE CONVERSATIONS**

Wed. June 8, 2022 | 1-2 PM

*Free Event - Virtual*  
*Zoom Link to Join*



**FEATURING DR. HAJIME MITANI**  
*CASE FACULTY FELLOW*

**"Financial Incentives and  
School Principal Job Performance"**

[education.rowan.edu/case](https://education.rowan.edu/case) | [case2@rowan.edu](mailto:case2@rowan.edu)

Dr. Mitani's presentation titled "Financial Incentives and School Principal Job Performance" addressed the inequitable distribution of principal quality in the U.S. education system, which can be a roadblock to successful school improvement. Given the role of school principals in school improvement efforts, redressing this issue is critical for advancing our student learning experiences and narrowing achievement and opportunity gaps among various student subgroups. To this end, many states and districts have implemented performance-based compensation systems (PBCS) for school principals with little empirical evidence on their effectiveness. In this study, Dr. Mitani examined the effect of PBCS on principal job performance using longitudinal administrative data and detailed school- and district-level PBCS information. Dr. Mitani found that PBCS improved school principals' overall evaluation scores. He also found strong evidence that PBCS substantially raised average teacher evaluation scores. On the other hand, PBCS did not affect principals' teacher retention and recruitment efforts.

This research is funded by the AERA-NSF Research Grants program.

# School Districts - CASE Outreach



Atlantic City Public Schools  
Camden City School District  
Cherry Hill Public Schools  
Chesterfield Township School District  
City of Burlington Public Schools  
Clayton Public Schools  
Collingswood Public Schools  
Delsea Regional School District  
East Orange School District  
Eastern Camden County Regional School District  
Egg Harbor City Community School  
Egg Harbor Township BOE  
Elizabeth Public Schools  
Englewood Public School District  
Folsom School District  
Franklin Township Public Schools  
Freehold Township School District  
Glassboro Public Schools  
Glen Ridge School District  
Merchantville School District  
Middlesex Borough Public Schools  
Millburn Township Public Schools  
Millville Public Schools  
Monmouth County Vocational School District  
Newark Public Schools  
Paulsboro Public Schools  
Penns Grove-Carneys Point Regional School District  
Piscataway Township Schools  
Pittsgrove Township School District  
Plainfield Public School District  
Roselle Park School District  
Swedesboro Woolwich School District  
Wallington Public Schools  
Winslow Township Schools  
Woodbury City Public Schools  
Woodstown-Pilesgrave Regional School District

# Looking Ahead



- Fall 2022 - CASE Forum
- Spring 2023 - CASE Annual Summit
- Academic year 2022-23 - Monthly CASE conversations featuring research from College of Education Faculty

For updates visit our website  
[education.rowan.edu/case](https://education.rowan.edu/case)