
Florence Chang, Ph.D.

PROFESSIONAL BACKGROUND

Director, Planning and Program Evaluation Data Management, Planning, and Program Evaluation Jefferson County Public Schools (JCPS), Louisville, KY	2016-present
Associate Staff, Education Outreach and Public Engagement College of Life Sciences University of Dundee, Dundee, United Kingdom	2014- 2015
Educational Evaluation Specialist Data Management, Planning, and Program Evaluation Jefferson County Public Schools (JCPS), Louisville, KY	2005-2013
Research Investigator Frank Porter Graham Child Development Institute University of North Carolina at Chapel Hill, Chapel Hill, NC	2004-2005
Post-Doctoral Research Associate Frank Porter Graham Child Development Institute University of North Carolina at Chapel Hill, Chapel Hill, NC	2002-2004

EDUCATIONAL BACKGROUND

University of Louisville, Louisville, KY Ph.D., Experimental Psychology	2000-2002
University of Louisville, Louisville, KY M.A., Experimental Psychology	1998-2000
University of Illinois at Champaign-Urbana B.S., Psychology	1994-1998

**EXPERIENCE IN DISTRICT AND SCHOOL IMPROVEMENT PLANNING/
SCHOOL SUPPORT**

Comprehensive District Improvement Planning (CDIP)/Vision 2015

- Assisted in the alignment of CDIP with JCPS Vision 2015
- Assisted in the monitoring and progress updates of the CDIP

Comprehensive School Improvement Planning (CSIP)

- Assisted the development and editing of the CSIP review rubric
- Reviewer of school CSIPs utilizing the CSIP review rubric

Ford Next Generation Learning (NGL) Master Plan

- Coordinator of Master Plan
- Teamed with Ford NGL leadership, community leaders, and district staff to produce a 3-year tactical plan to increase college and career readiness
- Ensured alignment of Ford Master Plan with CDIP and Vision 2015

JCPS District Support Activities (Selected Examples)

- Coordinator of 13 data system reports for the Superintendent
- District data leader for the Exceptional Child Education department's Corrective Action Plan
- Assisted in Curriculum Management Audit progress updates
- Submitted Kentucky School Board Association Award applications
- Assisted in drafts of District Audit progress reports
- Completed open records and Board of Education requests (e.g., suspensions, early childhood, kindergarten readiness)
- Completed literature reviews (e.g., charter schools, residential schools, 21st century skills)
- Developed surveys (e.g., restorative practice, technology)
- Analyzed student assignment data (e.g., Head of Cluster analysis, transfer analysis, Area A/B analysis)

JCPS Direct School Support Assistance (Selected Examples)

- MAP Assessment Support for 1 high school, 11 middle schools and 4 elementary schools (including 7 Priority schools)
- Iroquois High School- school climate data
- Knight Middle School- teacher attendance data
- Meyzeek Middle School- data reports on ACT Explore
- Gilmore Lane- mobility data
- Young Elementary- academic data analysis

SELECTED EXPERIENCE IN EVALUATION AND GRANT WRITING

International Evaluation and Grants (United Kingdom)

- Community Science Activity for Primary and Secondary Students (2015)
Funding Source: Royal Society of Chemistry
Role: Grant Consultant /Writer
Award: \$3500
- Increasing Secondary Students' Interest and Engagement in Science (2014-present)
Funding Source: University of Dundee (internal)
Role: Researcher

JCPS District Initiatives

- Student Response Teams (2012-2013)
Role: Chair of Data Team and Lead District Evaluator
- Louisville Linked (2012-2013)

- Role: Lead District Evaluator
- Elementary Redesign (2008-2011)
 - Role: Lead District Evaluator
- Care for Kids (Middle and Elementary) (2008-2011)
 - Role: Lead District Evaluator
- Extended Learning (SuccessMaker and Study Island)
 - Role: Co-Lead District Evaluator
- Student Recovery Program
 - Role: Co-Lead District Evaluator
- Alternative School Evaluations
 - Role: Co-Lead District Evaluator

JCPS Grant Experience (externally funded)

- Enhancing Education through Technology (2011)
 - Funding Source: Kentucky Department of Education
 - Role: Evaluation Consultant/Writer
 - Award: \$157,00
- Project Prevention Assessment and Counseling for Elementary Students (2009-2012)
 - Funding Source: U.S. Department of Education
 - Role: Lead District Evaluator
 - Evaluation Budget: \$93,600
- Teaching American History (2007-2009)
 - Funding Source: U.S. Department of Education
 - Role: Lead District Evaluator
 - Evaluation Budget: \$55,900
- Foreign Language Assistance Program (2007-2009)
 - Funding Source: U.S. Department of Education
 - Role: Lead District Evaluator
 - Evaluation Budget: \$29,250
- Zeroing in on Alcohol Prevention (2007-2009)
 - Funding Source: U.S. Department of Education
 - Role: Lead District Evaluator
 - Evaluation Budget: \$77,025
- Lincoln Foundation Multi-Project Evaluation (2005-2007)
 - Funding Source: Lincoln Foundation
 - Role: Lead Evaluator on 5 projects
 - Evaluation Budget: \$10,075

University of North Carolina- Chapel Hill

- [Multi-State Study of Pre-Kindergarten (2002-2005)
 - Role: Post-Doctoral Research Associate
- State Wide Early Education Programs (2003-2005)
 - Role: Post-Doctoral Research Associate
- Quality Interventions for Early Care and Education (2004-2005)
 - Role: Research Investigator

PUBLICATIONS

- NGL Community Leadership Team. (2014). Ford Next Generation Learning. <http://www.jefferson.kyschools.us/Projects/Ford/Ford.pdf>. Louisville, KY: Jefferson County Public Schools.
- Berman, S., **Chang, F.**, & Barnes, J. (2012). The district superintendent's role in supporting prosocial education. In P. M Brown, M. W. Corrigan, & A. Higgins-D'Alessandro (Eds.), *Handbook of prosocial education*. Blue Ridge Summit: Rowman & Littlefield.
- Muñoz, M., & **Chang, F.**, & Ross, S. (2012). No Child Left Behind and tutoring in reading and mathematics: Impact of Supplemental Educational Services on large scale assessment. *Journal of Education for Students Placed At-Risk*, 17 (3).
- Keaster, R., **Chang, F.**, & Russell, M. (2011). Character education and the change process. *2011 SRCEA Yearbook*, 37-46.
- Chang, F.**, Muñoz, M., & Koshewa, S. (2008). Evaluating the impact of departmentalization on elementary school students. *Planning and Changing*, 39, 131-145.
- Muñoz, M., & **Chang, F.** (2007). The elusive relationship between teacher characteristics and student academic growth: A longitudinal multilevel model for change. *Journal of Personnel Evaluation in Education*, 20, 147-164.
- Chang, F.**, & Muñoz, M. (2007). Educating the whole child: Impact of character education on teacher and student attitudes and outcomes. *Journal of Personnel Evaluation in Education*, 19, 35-49.
- Chang, F.**, Crawford, G., Early, D., Bryant, D., Howes, C., Burchinal, M., Barbarin, O, Clifford, R., & Pianta, R. (2007). Spanish speaking children's social and language development in pre-kindergarten classrooms. *Early Education and Development*, 18 (2), 243-269.
- Harris, R., Robinson, J. B., **Chang, F.**, & Burns, B. (2007). Characterizing children's attention regulation in parent-child interactions: The role of effortful control and motivation. *Journal of Applied Developmental Psychology*, 28, 25-39.
- Davis, D. W., **Chang, F.**, & Burns, B. (2006). Temperament in children with very low birth weight. *Journal of Early Childhood and Infant Psychology*, 2, 181-199.
- Clifford, R. M., Barbarin, O., **Chang, F.**, Early, D., Bryant, D., Howes, C., Burchinal, M., & Pianta, R. (2005). What is pre-kindergarten? Characteristics of public prekindergarten programs. *Applied Developmental Science*, 9, 126-143.
- Chang, F.**, Early, D., Winton, P. (2005). Early childhood teacher preparation in special education at 2- and 4- year institutions of higher education. *Journal of Early Intervention*, 27, 110-124.

Chang, F. & Burns, B. (2005). Attention in preschoolers: Associations with effortful control and motivation. *Child Development*, **76**, 1-17.

Early, D., Barbarin, O., Bryant, D., Burchinal, M., **Chang, F.**, Clifford, R., Crawford, G., Weaver, W., Howes, C., Ritchie, S., Kraft-Sayre, M., Pianta, R., & Barnett, W., S., (2005). *NCEDL's Multi-State Study of Pre-Kindergarten Study of State-Wide Early Education Programs (SWEEP)*. NCEDL Working Paper. The University of North Carolina, FPG Child Development Institute, NCEDL.

Davis, D. W., **Chang, F.**, Burns, B. M., Robinson, J., & Dossett, D. (2004). Low lead exposure and attention regulation in children from Head Start. *Developmental Medicine and Child Neurology*, **46**, 825-831.

Chang, F. & Burns, B. (2002). Attention strategies in a memory task and pre-reading ability in children from Head Start. [Abstract] *Proceedings from the 6th Head Start Research Conference*, Washington, DC.

MEDIA PRESENTATIONS/ BOARD PRESENTATIONS

- December 2014- The Dundee Evening Telegraph. “*Student engagement in science*”
- October 2013- *Equity Score Card*, Jefferson County Board of Education Work Session presentation
- June 2013- *Louisville Linked*, Jefferson County Board of Education presentation
- October 2009- *CARE for Kids*, Jefferson County Board of Education presentation
- February 2005- NBC news local affiliate (Charlotte) “*Attention and Motivation in Children from Low-Income Backgrounds*”
- February 2005- University Gazette “*Motivation, temperament and attention*”
- March 2005- FPG Press Release “*Preschoolers’ motivation, temperament relate to attention skills, study finds*”

CONFERENCES AND PRESENTATIONS

Das, S. & **Chang, F.** (2014, August). Increasing science engagement in secondary students. Presentation at Baldrigon Academy. Dundee, Scotland.

Rodosky, R., **Chang, F.**, & Dossett, D. (2013, November). Developing and implementing a behavior dashboard for schools. Presentation at the Council of Great City Schools Annual Fall Conference. Albuquerque, NM.

Chang, F. (2013, February). Louisville Linked. Invited presentation to the Louisville College Access Network. Louisville, KY.

Hess, G. & **Chang, F.** (2012, October). From teacher-centered to a caring community of learners. Paper presented at the National Forum on Character Education. Washington, DC.

Hess, G. & **Chang, F.** (2011, October). Creating a respectful environment. Paper presented at the

- National Forum on Character Education. San Francisco, CA.
- Muñoz, M., & **Chang, F.** (2011, October). No Child Left Behind and tutoring in reading and mathematics: Impact of Supplemental Educational Services on large scale assessment. Paper presented at the annual meeting of the National Evaluation Institute. Oxford, MS.
- Lewis, T., **Chang, F.**, Vanderhaar, J., & Winsch, B. (2010, October). The role of school climate data in assessment and accountability. Poster presented at the annual meeting of the National Evaluation Institute. Williamsburg, VA.
- Chang, F.**, Lewis, T., & Peabody, L. (2009, October). Assessing a whole-child approach to student learning. Poster presented at the annual meeting of the National Evaluation Institute. Louisville, KY.
- Chang, F.**, Dossett, D., Muñoz, M., & Winsch, B. (2007, October). How will you know your program really works? Workshop presented at the annual meeting of the National Dropout Prevention Network Conference. Louisville, KY.
- Muñoz, M., & **Chang, F.** (2007, October). Analyzing the relationship between teacher characteristics and student literacy growth: A longitudinal multilevel model for change in schools. Paper presented at the annual meeting of the National Evaluation Institute. Orlando, FL.
- Chang, F.**, Harris, R. C., & Burns, B. M. (2007, April). Characterizing motivation orientation in middle and low income children. Poster presented at the biennial meeting of the Society for Research in Child Development. Boston, MA.
- Winders, D. W., Harris, R. C., Brown, D. D., **Chang, F.**, Snyder, E. H., Robinson, J. B., & Burns, B. M. (2007, April). Attention networks and self-regulated attention in preschool children from Head Start. Poster presented at the biennial meeting of the Society for Research in Child Development. Boston, MA.
- Chang, F.**, & Muñoz, M. (2006, July). Character education and student outcomes. Paper presented at the annual meeting of the National Evaluation Institute. Dallas, TX.
- Chang, F.**, Taylor, K., Bryant, D., Fenson, C., & Wesley, P. (2006, March). Education and professional development of early childhood teachers. Presentation at the biennial meeting of the Conference on Human Development. Louisville, KY.
- Chang, F.**, Crawford, G., Early, D., Bryant, D., & Howes, C. (2006, March). Teacher-child interactions and social skills in Spanish-speaking pre-kindergarten children. Presentation at the biennial meeting of the Conference on Human Development. Louisville, KY.
- Chang, F.**, Robinson, J., Snyder, E., Weatherholt, T., & Burns, B. (2005, April). Cumulative risk factors, effortful control, and attention regulation in children from low-income backgrounds. Poster presented at the biennial meeting of the Society for Research in Child Development. Atlanta, GA.
- Chang, F.**, Crawford, G., Early, D., Bryant, D., & Howes, C. (2005, April). Teacher-child second

- language interactions and social skills in Spanish-speaking pre-kindergarten children. Poster presented at the biennial meeting of the Society for Research in Child Development. Atlanta, GA.
- Harris, R., **Chang, F.**, Robinson, J., & Burns, B. (2005, April). Relation of negative affect, motivation, and parent-child interactions to attention regulation in children from low-income backgrounds. Poster presented at the biennial meeting of the Society for Research in Child Development. Atlanta, GA.
- Crawford, G., **Chang, F.**, Howes, C., & Bryant, D. (2005, April). Early education and Spanish-speaking children. Paper presented at the annual meeting of Society for Applied Anthropology. Santa Fe, NM.
- Burns, B., **Chang, F.**, Snyder, E., Robinson, J., Davis, D. W., Weatherholt, T., Strother, S., Harris, R., Brown, D. (2005, March). Research to practice for children of poverty. Poster presented at the annual meeting of the Kentucky Innovation and Enterprise Conference. Louisville, KY.
- Chang, F.** & Burns, B. (2004, June). Contribution of temperament and motivation characteristics to attention regulation. Poster presented at the National Head Start Research Conference. Washington, DC.
- Robinson, J., **Chang, F.**, & Burns, B. (2004, June). The influence of maternal anxiety on attention regulation in children attending Head Start: A longitudinal study. Poster presented at the National Head Start Research Conference. Washington, DC.
- Early, D. M., Winton, P., & **Chang, F.** (2004, May). Early childhood teacher preparation at 2- and 4- year institutions of higher education. Poster presented at the T.E.A.C.H. Early Childhood Technical Assistance and Quality Assurance Center National Conference. Chapel Hill, NC.
- Harris, C., **Chang, F.**, and Burns, B. (2004, April). Relation of child temperament and self-regulation to parent-child interactions. Poster presented at the Human Development Conference. Washington, DC.
- Robinson, J., Dossett, D., **Chang, F.**, Davis, D., Snyder, E., Weatherholt, T. & Burns, B. (2003, April). Scaffolding attention regulation in children at risk. Poster presented at the Society for Research in Child Development Meeting. Tampa, FL.
- Chang, F.** & Burns, B. (2003, April). Temperament and attention regulation in children from economically-deprived families Poster presented at the Society for Research in Child Development Meeting. Tampa, FL.
- Bryant, D. & **Chang, F.** (2003, February). What is pre-kindergarten? Findings from NCEDL's Multi-State Study of Pre-kindergarten. Paper presentation at the Kentucky Consortium Meeting. Frankfort, KY.
- Burns, B., Robinson, J., **Chang, F.**, & Johnson, K. (2002, August). Incorporating service learning into Undergraduate Psychology Courses. Poster presented at the Somerset Community College, Somerset, KY.

- Thomas, M., Whittle, M., **Chang, F.**, & Mervis, C. B. (2002, July). Acquisition of concrete and relational vocabulary by children with Williams syndrome. Poster presented at the 23rd Annual Symposium on Research in Child Language Disorders. Madison, WI.
- Burns, B., **Chang, F.**, & Dossett, D. (2002, June). Maternal anxiety and attention regulation in children from Head Start. Poster presented at the Head Start National Research Conference. Washington, D.C.
- Burns, B., Davis, D. W., **Chang, F.**, & Dossett, D. (2002, June). Low lead exposure and attention regulation in children from Head Start. Poster presented at the Head Start National Research Conference. Washington, D. C.
- Chang, F.** & Burns, B. (2002, June). Attention strategies in a memory task and pre-reading ability in children from Head Start. Poster presented at the Head Start National Research Conference. Washington, D. C.
- Burns, B., **Chang, F.**, Snyder, E., Robinson, J. & Weatherholt, T. (2002, June). Attention regulation in children at risk. Paper presentation at Psychology Department, George Mason University, Washington, DC.
- Burns, B., Robinson, J., **Chang, F.**, & Johnson, K. (2002, May). Incorporating service learning into Developmental Psychology. Poster presented at the Conference of Learning Initiatives, Council on Post-Secondary Education. Louisville, Kentucky.
- Chang, F.**, Dossett, D., & Burns, B. (2002, April). Attentional strategies in a memory task and phonemic awareness in children from Head Start. Poster presented at the Conference on Human Development. Charlotte, NC.
- Davis, D. W., **Chang, F.**, Dossett, D., & Burns, B. (2002, April). The relation of low lead exposure to preschoolers' attention during a parent-child problem solving task. Poster presented at the Conference on Human Development. Charlotte, NC.
- Burns, B. & **Chang, F.** (2002, April). The impact of maternal anxiety on a parent-child interaction task. Poster presented at the Conference on Human Development. Charlotte, NC.
- Burns, B. and **Chang, F.** (2001, Nov.) Lead poisoning and children's attentional processes. Presentation in the Department of Toxicology, University of Louisville Medical School, Louisville, KY.
- Chang, F.** & Burns, B. (2001, June). Incorporating service learning into Applied Developmental Psychology. Poster presented at the Seventh Annual National Gathering of the Invisible College. Indianapolis, IN.
- Chang, F.**, Dossett, D. & Burns, B. (2001, April). Attentional strategy use and temperament in children from Head Start. Poster presented at the Society for Research in Child Development Conference. Minneapolis, MN.
- Whittle, M. B., **Chang, F.**, & Mervis, C. B. (2001, April). Acquisition of concrete and

- relational vocabulary by children with Williams syndrome. Poster presented at the Society for Research in Child Development Conference. Minneapolis, MN.
- Dawson, T. E., **Chang, F.**, Pani, J. R., & Fell, R. D. (2001, April). Relation of spatial ability to academic performance in histology. Poster presented at the spring academic conference of the Kentucky Psychological Association, Louisville KY. Winner for best graduate poster presentation (1st Place).
- Strange, C., **Chang, F.**, Phillips, K., Matheny, A. P., & Burns, B. (2000, November). Relation between maternal judgments and teacher judgments of children's temperament. Poster presented at the fall academic conference of the Kentucky Psychological Association, Louisville, KY.
- Chang, F.**, Crouch, J., Dossett, D., Watson, G., & Burns, B. (2000, November). Relation of maternal anxiety to parent-child interaction. Poster presented at the Annual Kentucky Psychological Association Meeting. Louisville, KY
- Burns, B., **Chang, F.** & Dossett, D. (2000, Sept) Individual differences in attention and temperament among children in Head Start: Implications for ADHD. Paper presented at the Occasional Temperament Conference. Westbrook, CT.
- Whittle, M. B., **Chang, F.**, & Mervis, C. B. (2000, July). Acquisition of concrete and relational vocabulary by children with Williams syndrome. Poster presented at the Williams Syndrome National Conference. Detroit, MI.
- Dossett, D., **Chang, F.**, & Burns, B. (2000, April). Attentional strategies and strategy utilization deficiencies in children from Head Start. Poster presented at the Human Development Conference. Memphis, TN.
- Meredith, A., Weatherholt, T., **Chang, F.**, & Burns, B. (2000, April). Examining the relation of attentional strategies and pre-reading abilities in children from Head Start. Poster presented at the University of Louisville Undergraduate Research Day. Louisville, KY.
- Miller, J., **Chang, F.**, & Burns, B. (2000, April). Relating attention strategy use to pre-reading abilities in kindergartners. Poster presented at the University of Louisville Undergraduate Research Day. Louisville, KY.
- Whittle, M. B., **Chang, F.**, Klein, B. P., & Mervis, C. B. (1999, November). Development of concrete and relational lexicon by children with Williams Syndrome. Poster presented at the Kentucky Psychology Association, Louisville, KY. Winner of the Paul Hager award for graduate research project, 1st place.
- Whittle, M. B., **Chang, F.**, Klein, B. P., & Mervis, C. B. (1999, April). Relationship between lexical and relational vocabulary by children with Williams Syndrome. Poster presented at the Society for Research in Child Development Conference, Albuquerque, NM.
- Martin, L. J., Dossett, D., **Chang, F.**, & Burns, B. (1998, May). Developmental changes in conceptions of intelligence in children of poverty. Poster presented at the 10th Annual Convention of the American Psychological Society. Psi Chi Session. Washington, D. C.

Winner of the 1998 American Psychological Society National Convention Research Award.

Martin, L. J., **Chang, F.**, Dossett, D., & Burns, B. (1998, March). Evolving ideas about intelligence in children of poverty. Poster presented at the Women in Psychology Conference. Psi Chi Conference. Louisville, KY.

Chang, F., Martin, L. J, Dossett, D., Schlewitt, L., & Burns, B. (1997, November). Conceptual understanding of intelligence in children of poverty: A developmental perspective. Poster presented at Kentucky Psychology Association, Louisville, KY.

Martin, L. J., **Chang, F.**, Dossett, D., Schlewitt, L., & Burns, B. (1997, October). Children's theories of intelligence. Paper presented at Indiana Academy of Science. Indiana.

Chang, F. (1997, July). The development of poverty children's theories of intelligence. Research presentation for the Summer Research Opportunities Program at the University of Louisville. Louisville, KY.

TEACHING AND WORKSHOP EXPERIENCE

Exploring Behavior Data- Fall 2013

A series of professional development workshops for JCPS staff that taught participants how to use classroom and school data to better assess the culture and climate of classrooms and schools. Included review of behavior data resources, dashboard review, research trends, and effective communication of data.

How will you know your program really works? – October 2007

Workshop presented at the annual meeting of the National Dropout Prevention Network Conference. Louisville, KY.

Graduate Teaching Assistant (Spring 2001)

Applied Developmental Psychology (Psych 352)
Life Span Developmental Psychology (Psych 363)
Department of Psychological and Brain Sciences
University of Louisville

SELECED PROFESSIONAL ACTIVITIES/ SERVICE

Dundee, United Kingdom

- Dundee Chinese School, Consultant, Board of Trustees
- School Improvement Planning Team Member, Blackness Primary School

Jefferson County Public Schools

- Reviewer, Comprehensive School Improvement Plans
- Data Chair, Student Response Team
- Chair of School Culture and Climate Subcommittee, Equity Score Card
- Data Lead, Exceptional Child Education Corrective Action Plan
- Team Member, AdvancED Accreditation, Standard 4- Resources & Support

- Team Member, AdvancED Accreditation, Standard 5- Using Results for Continuous Improvement
- Advisory Member, Code of Conduct Committee
- Advisory Member, Comprehensive Survey Committee
- Advisory Member, Anti-Bullying Committee
- Advisory Member, Early Childhood Taskforce
- Advisory Member, Reading Panel Workgroup
- Member, JCPS Behavioral Systems Committee
- Member, JCPS Technology Software Programs Committee
- Accountability and Quality Control Team Member
- Every1Reads Tutor
- Middle School Connections Participant

University of North Carolina-Chapel Hill

- Advisory Member, FPG Diversity Committee;
- Advisory Member, FPG Program Evaluation Committee

University of Louisville

- Experimental Graduate Student Representative, University of Louisville
- Graduate Student Representative on the Ethnic Minority Recruitment and Retention Committee

ADDITIONAL INFORMATION

Awards: 2014 Ford Next Generation Learning Award for Leadership and Commitment to Jefferson County Public Schools; 2002 Guy Stevenson Award for Best Graduate Student at the University of Louisville; 2001-2002 University of Louisville Grawemeyer Fellow; 2001 KPA Graduate Research Award, 1st place; 1999 Paul Hager Graduate Research Award, 1st place; 1998-2002 University Fellow

Journal Reviewer (Ad-Hoc): *Child Development; Journal of Personnel Evaluation in Education; NHSA Dialog: A Research-to-Practice Journal for the Early Intervention Field; Educational Assessment, Evaluation, & Accountability*

Professional Memberships: National Association for the Education of Young Children (NAEYC); American Evaluation Association (AEA)

Proficiency: SPSS, Prezi, Infinite Campus, Microsoft Word, Excel, Access, Powerpoint,