

Fatma Ayyad, Ph.D.

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EDUCATION

- 2011 Ph.D. (Education), Concentration: Evaluation Measurement and Research
Western Michigan University, Kalamazoo, MI
Dissertation title - *Invariance in the Factor Structure of Translated Instruments: Multiple Group Confirmatory Factor Analysis and MIMIC Models*
- 2016 M. Ed. (Education), Adults and Higher Education
Grand Valley State University, MI
- 2016-2017 M. Ed. (Education), Educational Technology
Grand Valley State University, MI
- 1999 M.A. (Education), Concentration: Method of Teaching
Al Quds University, Palestine
- 1995 B. Sc. (Major Chemistry, Minor Biology)
Al Quds University, Palestine

EXPERIENCE

- 2014 - present **Research Analyst for Teacher Education**, College of Education, Grand Valley State University, Grand Rapids, MI
- Taught Research Inquiry and Evaluation (EDF 660) in Fall 2015, a graduate level class.
 - Explore elements of U.S. social and cultural debates
Assist with the development of the co-teaching model
 - Assist in the development of a next generation communication and collaboration model
 - Assist department personnel with data collection and analysis
 - Analyze leading problems set for American education by a diverse and pluralistic society
 - Explore implications of philosophy, policy, curriculum, organization, and governance in the U.S. higher education system.
 - Demonstrate application of several strategies and methods of teaching adults in U.S. higher education
- 2011 - 2014 **Project Manager**, Pinellas County Schools, Largo, FL
- Designed and implemented evaluation and research projects
 - Provided expertise and support to the Pinellas County Schools, learning communities, and district departments in the areas of research and evaluation
 - Manage data processing, analysis and interpretation
 - Prepared reports and made presentations to district staff and external audiences
 - Integrated evolving technologies to perform complex data collection and statistical analysis
 - Assisted district personnel with survey composition and data collection methods
- 2005 – 2010 Research Associate, GEARUP Learning Centers, Western Michigan University, Kalamazoo, MI
- Executed daily operations of planning higher education awareness programs such as school visits, mentoring, and academic coaching programs reaching more than 7,000 middle and high school students yearly
 - Collected, maintained and analyzed quantitative and qualitative data accounting for the evaluation of program
- 2002 – 2004 Training-Lecturer and Chemistry Teacher, Ministry of Education, Jerusalem, Israel
- Prepared more than 100 high schools seniors per year for the state examination using constructivism approaches and other advanced teaching methods including games, critical

thinking, group learning, and laboratory experiences.

- Conducted workshops to instruct teachers on the following topics: how to motivate students to learn science, how to use simple tools to teach science when lacking laboratories, and how to manage students' disruptive classroom behavior
- Presented lectures and led discussions regionally to increase knowledge and vocational competence among new science teachers
- Led programs intended to discourage students and teachers from dropping out
- Led programs intended to improve students' lives by helping students eat healthy and be physically active

- 1999 - 2001 Science Teacher, Al Fatah High School, Jerusalem, Israel
- Taught Physics and Chemistry to high school juniors and seniors (400 + per year) using advanced methods of teaching such as group learning, laboratory experiences and games
 - Managed after school science programs that increased students' success on the state examination from 85% to 100%
 - Facilitated extracurricular activities such as field trips and after school learning programs
 - Supervised and scheduled chemistry laboratory activities for high school students
 - Assisted in the development of the evaluation plan for the regional educational system
- 1996 – 1998 Math and Science Teacher 9-10 grade, Al Dawaha School, Jerusalem, Israel
- Planned curriculum, prepared lessons and materials for Chemistry, Mathematics, Physics and Biology teaching
 - Engaged students in active learning using a wide variety of teaching aids, motivational and implementation strategies

ARTICLES IN PEER REVIEWED JOURNALS

Ayyad, F. (2015). Higher Education and Privilege: 21st Century Issues. *College Student Affairs Leadership Journal*, 2(2), 2332-4430. Grand Valley State University.

Ayyad, F. (2015). Invariance in the Factor Structure of Translated Instruments: Multiple Group Confirmatory Factor Analysis and MIMIC Models. (in progress)

Ayyad, F. (2015). International Student-athletes. *Journal of Student Affairs Leadership*. (in progress)

Kouamé, J., & **Ayyad, F.** (2015). African American religious communities' involvement in HIV/AIDS awareness programs. *Journal of Community Medicine & Health Education* (in progress)

AFFILIATIONS

Member

- American Evaluation Association (2005 – Present)
- The Michigan Academic Advising Association (2015 – Present)
- American Educational Research Association (2015 – Present)

PAPERS IN REFERRED CONFERENCE PROCEEDINGS

Ayyad, F. (2016). Evaluation of Professional Development: How to monitor the implementation and define the impact of professional development. Will be presented at the American Evaluation Association Annual Conference, Atlanta, GA, October 24-29.

Ayyad, F. (2016). *How to Establish Factorial Invariance for Validating Measure Across Groups or Across Time*. Will be presented at the American Evaluation Association Annual Conference, Atlanta, GA, October 24-29.

Ayyad, F. (2016). *How Does the Co-teaching Model Influence Teaching and Learning? Using Collaborative Evaluations to Improve School Co-teaching Programs*. Will be presented at the American Evaluation Association Annual Conference, Atlanta, GA, October 24-29.

Ayyad, F. (2016). Critical Issues in Higher Education: Qualitative Method to Evaluate Higher Education System. Will be presented at the American Evaluation Association Annual Conference, Atlanta, GA, October 24-29.

Ayyad, F. (2015). *The effect of translation on evaluation instruments: Multiple group confirmatory factor analysis and MIMIC models outcomes*. Presented at the American Evaluation Association Annual Conference, Chicago, IL, November 9-14.

Rodriguez-Campos, L., & **Ayyad, F.** (2015). *What difference do we make? Using collaborative evaluations to improve school counseling programs*. Presented at the American Evaluation Association Annual Conference, Chicago, IL, November 9-14.

Kouamé, J., & **Ayyad, F.** (2015). *Using collaborative evaluation to assure utilization of evaluation findings*. Presented at the American Evaluation Association Annual Conference, Chicago, IL, November 9-14.

Ayyad, F. (2015). *Critical issues in higher education*. Presented at MIACADA, Rochester, MI. May 8.

Ayyad, F. (2014). *Factorial invariance and mimic model for validating measure across groups or across time*. Public demonstration at the American Evaluation Association Annual Conference, Denver, CO, October 15-18.

Ayyad, F. (2014). *Evaluation of professional development: how to monitor the implementation and define the impact of professional development*. Paper presented at the American Evaluation Association Annual Conference in Denver, CO, October 15-18.

Ayyad, F. (2013). *How to establish factorial invariance for validating measures across groups or across time*. Public demonstration at the American Evaluation Association Annual Conference, Washington, DC, October 14-19.

Kouame, J., **Ayyad, F.** (2012). *A guideline for Constructing a Cross Institutional Evaluation Checklist*. Paper Presented at the American Evaluation Association Annual Conference in Minneapolis, MN, October 22-27.

Ayyad, F. (2011). *Evaluation after the facts: Tips and alternative designs*. Paper presented at the American Evaluation Association Annual Conference in Anaheim, CA, Oct 31-Nov 5.

Ayyad, F. (2011). *How can social theory influence an evaluation design: discussion of Marxism, post-positivism and constructivism*. Paper presented at the American Evaluation Association Annual Conference in Anaheim, CA. Oct 31-Nov 5.

Ayyad, F. (2010). *The effect of translation on evaluation instruments: Multiple group confirmatory factor analysis and multiple indicators, multiple causes (mimic) models*. Paper Presented at the American Evaluation Association Annual Conference in San Antonio, TX. November 8-13.

Ayyad, F. (2009). *Evaluation of translated instruments: cross cultural invariance of multiple group confirmatory factor analysis and multiple indicators, multiple causes (MIMIC) models*. Paper presented at the American Evaluation Association Annual Conference in Orlando, FL. November 9-14.

Ayyad, F. (2008). *Creating a want to continue education*. Paper presented at the American Evaluation Association Annual Conference in Denver, CO. November 5-8.

Ayyad, F., Kouame, J (2007). *African American religious communities' involvement in HIV/AIDS awareness programs*. Paper presented at the American Evaluation Association Annual Conference in Baltimore, MA. November 7-10.

Ayyad, F., Cannel, M. (2008). *Creating a want to continue education for at risk students*. Paper presented at the GEAR UP Annual Conference in Washington, DC. July.

Ayyad, F. (2006). *Evaluating needs for youth centered-program: Teaming up parents, youth and youth centered program*. Paper presented at the American Evaluation Association Annual Conference in Portland, OR. November 1-4.

SELECTED EVALUATION AND RESEARCH PROJECTS

January 2011 – June 2014	<p>Evaluation of the implementation and effectiveness of state-wide program Race to the Top – Program Funded by the U.S. Federal Government</p> <p>School based intervention intended to improve students' performance. The program was granted to the Pinellas County School District to build new data system, revise professional development system, and develop new teachers' assessment system. (Largo, FL).</p>
June 2013 and June 2014	<p>Evaluation of Pinellas County Schools' Professional Development System-Race To The Top (Formative and Summative Evaluations)</p> <p>Qualitative evaluation intended to assess the development of the new Professional Development System in Pinellas County Schools. (Largo, FL).</p>
Dec 2012	<p>Evaluation of the Lastinger Program</p> <p>A partnership program initiated by the Pinellas County Schools and the University of Florida. The program is funded by the Teacher Quality State Grant (Title II), School Improvement grants (SIG), University of Florida, Helios Foundation and W.K. Kellogg Foundation. The partnership aimed to improve: (1) students' achievement in the partner schools; (2) teachers' effectiveness in the partner schools; (3) the leadership and inquiry based professional development; and to support the parent/community engagement. (Largo, FL).</p>
June 2012	<p>Evaluation of the Appraisal System for Teachers in Pinellas County Schools</p> <p>Evaluated the development and the implementation of new appraisal system. (Largo, FL).</p>

- Dec 2012 **Evaluation of Lesson Study in Pinellas County School – Evaluated the Fidelity of the implementation of Lesson Study**
Lesson Study is an ongoing professional development process utilized within Professional Learning Communities to provide teacher the opportunity to create a model for high quality instructional practices. (Largo, FL).
- Fall 2006 **Evaluation of Youth Centered-Program: Teaming up Parents, Youth and Youth Centered Program**
Community initiative funded by local congregations. The initiative is an after school program that intends to provide students from low income families with educational and physical support. (Kalamazoo, MI).

INVITED TALKS

- Ayyad, F.** (2014). *Assessment and Evaluation in Adult Education*. Graduate level course - Adult Learning Theory, Grand Valley State University. Grand Rapids, MI.
- Ayyad, F.** (2013). *Program evaluation: Lessons learned*. Presented to Doctoral students. Program Evaluation, University of South Florida. Tampa, FL.
- Ayyad, F.** (2010). Science and education: Cross cultural views. Presented to grade eight students. Richland Middle School. Richland, MI.
- Ayyad, F.** (2009). Arabic language and culture. Presented to grade eleven students. Vicksburg High School. Vicksburg, MI.
- Ayyad, F.** (2008). Science and education: Cross cultural views. Presented to undergraduate students. Class of Cultures, Kalamazoo Valley Community College. Kalamazoo, MI.
- Ayyad, F.** (2007). *Program evaluation: Lessons learned*. Presented to Doctoral students. Class of Program Evaluation, Western Michigan University. Kalamazoo, MI.
- Ayyad, F.** (2006). Science and education: Cross cultural views. Presented to grade six students. Atlanta Elementary Schools. Atlanta, GA.

BOOK REVIEW

- Ayyad, F. (2005) *Collaborative Evaluations Step-by-Step* first edition by Liliana Rodriguez-campus.

PROPOSALS REVIEW

- Ayyad, F. (2013) American Evaluation Association Conference proposals: Internal Evaluation TIG.
- Ayyad, F. (2015) American Evaluation Association Conference proposals: K-12 TIG.
- Ayyad, F. (2016) American Evaluation Association Conference proposals: Internal Evaluation TIG.
- Ayyad, F. (2016) American Evaluation Association Conference proposals: K-12 TIG.
- Ayyad, F. (2016) American Evaluation Association Conference proposals: Higher Education TIG.

SKILLS AND LICENSE

- Language**
- Arabic – Native Speaker
 - English – Excellent foreign language competence
 - French- Beginner
- Computer**
- Proficiency with PC's, MS Office Suite (Word, Excel, PowerPoint), and statistics analysis software (SPSS, SAS, Mplus, BilogMG)

Teaching

- Florida State Eligibility for Teaching Chemistry (Grades 6 - 12)

ACADEMIC HONORS

2015	Travel grant for research (Grand Valley State University)
2005 – 2011	Doctoral Associateship (GEAR UP Learning Center, Kalamazoo, MI)
2009	Graduate student travel grant for research (Western Michigan University)
1999	Recipient of the Studienhaus Wiesneck fellowship for Peace and Democracy (Institute of political education at Baden-Württemberg, Germany)
1996-1999	Arab Thought Forum scholarship (Honor student scholarship)

PROFESSIONAL DEVELOPMENT

1999	Trained to support farmers to: analyze soil and water, use biological control instead of chemicals, and improve crops and seed production (<i>Palestinian Ministry of Agriculture and the Bethlehem University</i>)
2011 – 2012	Trained to teach teachers to write items (Pearson and Pinellas County Schools)
2012 – 2013	Trained to evaluate Professional Development plans, implementation, effectiveness and impact (Mid-continent Research for Education and Learning (McREL) and Florida Department of Education)
2012 – 2013	Trained to evaluate training programs (The Evaluators' Institute)