

Amy A. Germuth, Ph.D.

EvalWorks, LLC

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EDUCATION

Certificate in Survey Methodology, May 2008

University of North Carolina at Chapel Hill

Ph.D. Educational Psychology, Measurement, and Evaluation, December 2003

University of North Carolina at Chapel Hill

M.S. Education Administration, May 1997

Tennessee State University

B.S. Mathematics, May 1991

University of North Carolina at Chapel Hill

SUMMARY OF EXPERIENCE

Dr. Amy A. Germuth has 20+ years of experience conducting research and evaluation studies for federal, state, and local governments, colleges and universities, school districts, foundations, and non-profits. She is a nationally recognized expert in evaluating K-higher education STEM initiatives, having conducted multiple NSF and USED evaluations, as well as ones for major foundations. Dr. Germuth has considerable expertise in quantitative and qualitative research methods; the use of mixed-methods and quasi-experimental designs; the analysis of large (multi-state) databases; and survey development and testing. She employs rigorous statistical analysis methods, including multiple and logistic regression, in much of her work, and supports findings through state-of-the-art qualitative data collection methods, including case studies and virtual focus groups. Dr. Germuth is a leader in the data visualization movement in evaluation, having authored a chapter on Data Visualization for New Directions for Evaluation and serving as chair of the Data Visualization and Reporting Topical Interest Group (TIG) of the American Evaluation Association from 2011-13.

RESEARCH & EVALUATION EXPERIENCE

Founder and President, EvalWorks, LLC, Durham (July 2009 – present).

Adjunct Evaluator, Center for Creative Leadership, Greensboro, NC (June 2005 – present).

Founding Member, Compass Consulting Group, LLC Durham (March 2001 – June 2009).

Specialist in Evaluation, Measurement, and Statistics, Evaluation, Assessment, and Policy Connections (EvAP), Chapel Hill (Aug. 2000 – March 2003).

Research Associate, Frank Porter Graham Child Development Center, Chapel Hill (May 1990 – Aug. 1992; June 1997 – Oct. 1997).

TEACHING & ADMINISTRATIVE EXPERIENCE

Instructor, University of Connecticut, School of Education, Virtual (Jan. 2016 – present).

Instructor, Duke University, Duke Certificate Program in Non-Profit Management, Durham (Aug. 2004 – present).

Adjunct Instructor, University of North Carolina at Chapel Hill, Department of Education, Chapel Hill (May 2001 – June 2001; Aug. 2001 – May 2002), Department of Mathematics, Chapel Hill (Aug. 2000 – Dec. 2000).

Principal/Assistant Principal, Hillandale Elementary School, Durham (Aug. 1999 – Aug. 2000),

Assistant Principal, Northern Middle School, Roxboro (Sept. 1997 – Aug. 1999).

Mathematics Teacher, University School of Nashville, Nashville (Aug. 1992 – May 1997).

SELECTED GRANTS & CONTRACTS

- 2023-26 **University Herzing, WI.** Evaluated of a USED Title V grant designed to increase the success of Hispanic students, particularly in their BSN and STEM programs.
- 2023-28 **University of North Carolina at Greensboro, NC.** Evaluated the NSF-supported Mountains to Sea North Carolina Louis Stokes Alliance for Minority Participation Program. This alliance of five UNC System universities: UNC Wilmington, Eastern Carolina University, UNC Greensboro, Western Carolina University, and Appalachian State University will serve more than 100 STEM-interested students annually to increase the number of STEM baccalaureate and graduate degrees awarded to African American, Hispanic/Latino American, American Indian, Alaska Native, Native Hawaiian, and Native Pacific Islander students.
- 2022-27 **Central Carolina Community College, NC.** Evaluated the EARTH (Environmental and nAtural Resources Technology) Center, an NSF grant-supported national center designed to leverage the extensive work of the Consortium partners who are leaders in environmental technologies (ET) and natural resources to create a national ATE Center.
- 2022-25 **North Carolina State University, NC.** Evaluated an NSF ITEST project that engages high school students in math and entrepreneurship by having the design and pitch a solution to various problems (providing medicine in emergency situations, increasing access to clean water, etc.).
- 2021-24 **University of North Carolina at Chapel Hill, NC.** Conducted the evaluation of the Carolina Covenant Scholar's Summer Experience Program meant to provide financial and other support to students seeking summer internships and research experiences related to their career interests.
- 2021-25 **The Rapides Foundation, LA.** Analyzed and created visualizations of data related to PreK – 12 education in CENLA.
- 2021-24 **NC State University, NC.** Evaluated the NSF-supported Alliance in Graduate Education Program (AGEP) designed to increase under-represented minority student retention and completion of STEM PhD programs and interest in academic positions at NC State, UNC-Charlotte, and NCA&T.

- 2020-23 **Alaska Department of Education, AK.** Provided overall evaluation of the Alaska Comprehensive Literacy Development Project impacts on K-12 literacy across seventeen districts/partnerships in Alaska.
- 2020-25 **EvaluATE, MI.** Served as an evaluation coach with EvaluATE to increase the quality of proposed and ongoing evaluation of ATE grant programs.
- 2020-25 **Charleston College, WV.** Conducted the evaluation of an NSF S-STEM grant designed to attract and engage STEM students in their major, increase graduation of STEM majors at the university, and increase the number of STEM majors pursuing doctoral degrees in a STEM field.
- 2019-23 **The Orchard Foundation, LA.** Evaluated a USED Teacher Quality Partnership grant to support the development and implementation of a teacher residency program to serve schools in the nine parishes surrounding Alexandria, LA.
- 2019-24 **University of North Carolina at Chapel Hill, NC.** Evaluated the newly funded STEM Center for Children 0-5 led by persons at the Frank Porter Graham Child Development Institute through a USED OSEP grant.
- 2019-24 **Louisiana State University, LA.** Served as the evaluator of LSU's new NSF LSAMP grant designed to increase the enrollment and retention of minorities in STEM.
- 2019-24 **SERVE, NC.** Evaluated the National Center for Homeless Education outreach and support efforts to train State Coordinators on McKinney-Vento requirements and processes to support homeless students in the US.
- 2019-24 **Appalachian State University, NC.** Evaluated an NSF S-STEM grant designed to attract and engage STEM students in their major, increase graduation of STEM majors at the university, and increase the number of STEM majors pursuing doctoral degrees in a STEM field.
- 2019-22 **Wake County Public School System, NC.** Provided evaluation and data analysis services to the SEFEL team which focuses on PreK students' social and emotional learning via a teacher coaching model..
- 2019-22 **University of Washington, WA.** Served as the evaluator for UW's NSF ATE Research grant to study and scale-up data-informed improvements to technical education programs.
- 2019-22 **North Carolina State University, NC.** Evaluated an NSF ITEST project that engages middle school students in math and entrepreneurship by having the design and pitch a solution to various problems (providing medicine in emergency situations, increasing access to clean water, etc.).
- 2018-24 **University of North Carolina at Greensboro, NC.** Evaluated the NSF S-STEM grant designed to support qualified STEM students' education including undergraduate research and mentoring experiences.
- 2018-24 **Forsyth Tech Community College, NC.** Evaluating an NSF grant titled BETA Skills around the development of standards and skills for technicians at the interface of biotechnology and medical devices.
- 2018-21 **University of North Carolina at Greensboro, NC.** Evaluated an NSF ITEST grant "BRIDGES" designed to engage middle school students in STEM through hands-on projects around an environmental problem (Stormwater runoff).
- 2017-24 **University of Oregon, OR.** Evaluated an NSF Noyce Scholars program designed to increase college students' interest in teaching STEM at the K-12 level.

- 2017-19 **University of North Carolina at Chapel Hill, NC.** Conducted the evaluation of the DaSy center developed by the Frank Porter Graham Child Development Institute at UNC-CH and Westat to support States' data collection related to educational settings and interventions for children 0-5.
- 2016-21 **North Carolina A&T University, NC.** Evaluated a USED Teacher Quality Partnership grant to support the development and implementation of a rural teacher residency program and an NSF Noyce grant to increase minority STEM students' interest in teaching in a high-needs public K-12 school.
- 2016-19 **Excelsior College, NY.** Evaluated an IES First in the World project related to improving adult students' success in college through the development and deployment of the Diagnostic Assessment and Achievement of College Skills (DAACS).
- 2013-19 **U.S. Education Department, Office of Special Education Programs (OSEP), DC.** Subcontracted with Westat to develop logic models and support formative evaluations of select OSEP grants as part of the Center for Improving Program Performance.
- 2015-18 **North Carolina A&T University, NC.** Evaluated a Department of Defense grant to develop the Center for Testing, Evaluation and Control of Heterogeneous Large-scale Autonomous Vehicles (TECHLAV), including assessing the degree to which it prepares a diverse cadre of undergraduate and graduate students for subsequent research and industry work in this field.
- 2015-18 **Kokopelli Associates, NM.** Conducted statistical analyses of Child and Adult Care Food Program (CACFP) Sponsor and Provider surveys as part of a study of characteristics of current sponsors and providers and the services they offer.
- 2014-18 **University of North Carolina at Chapel Hill, NC.** Evaluated a IES First in the World project related to increasing the academic success and graduate rates of specific student populations, including first generation college students, transfer students, American Indians, and African-American males.
- 2016-17 **Chapel Hill-Carrboro City Schools, NC.** Conducted a comprehensive review of the district's School Counselor Program to include focus groups and surveys of counselors, central office staff, school administrators, teachers, students, and parents as well as an audit based on the Association of School Counselor Standards and NC School Counselor Standards.
- 2016-17 **WakeEd Partnership, NC.** Served as the evaluator for the STEM grants initiative whereby teachers in Wake County Public Schools propose and then initiate STEM-focused grants to change their practice and improve their students' engagement and learning in STEM and SummerSTEM professional development designed to train teachers how to use problem-based learning with their classes.
- 2016-17 **Wake County Public Schools, NC.** Evaluated a Burroughs Welcome grant designed to improve K-8 students' engineering knowledge and skills via afterschool programming.
- 2014-17 **Forsyth Technical Community College, NC.** Evaluated an NSF ATE project related to increasing community college faculty's knowledge of biotechnology, the biotech industry in NC, and biosciences lab skills.
- 2012-17 **Elon University, NC.** Evaluated the impact of an NSF Noyce grant on students' decisions to go into teaching and their preparation to be a teacher.
- 2015-16 **Wake County Public Schools, NC.** Conducted the evaluation of The Renaissance School Plan, which targeted four low-performing elementary schools to increase student achievement.

- 2015-16 **Arizona State University, AZ.** Evaluated the impact of a Research Experiences for Undergraduates (REU) grant related to autonomous driving vehicles to understand how it affected participants' desire to attend graduate school.
- 2014-16 **National Council for Women and Information Technology (NCWIT), CO.** Consulted with universities/colleges to increase their efforts and success in recruiting and retaining women in computing, computer science, and computer engineering programs.
- 2014-16 **Alaska Humanities Forum, AK.** Evaluated the second version of a USED grant "Creating Cultural Competence in Rural Early Career Teachers Using the Educator Cross-Cultural Immersion Model (C3 Project)".
- 2014-16 **University of North Carolina at Greensboro, NC.** Evaluated UBEATS: A BioMusic STEM Intervention for ESL Students in Guilford County to assess how activities increased students' engagement and view of the relevancy of STEM in their lives.
- 2014 **Wake County Public Schools, NC.** Served as the evaluator for a US Education Department School Improvement Grant to improve the quality of support provided to students at an alternative high school.
- 2013-16 **North Carolina Smart Start, NC.** Evaluated the ABCD Project, designed to increase developmental and autism screening and appropriate referrals among children 0-5 in NC.
- 2013-15 **Duke University, NC.** Evaluated the Boeing Grand Challenge K12 Outreach Fellows Program that pairs college engineering students with K-12 schools to implement activities around the Grand Challenges and increase K-12 students' interest in STEM and awareness of engineering.
- 2012-15 **North Carolina A&T University, NC.** Served as the evaluator for two NSF projects: CREST Bioenergy Center and Research Experiences for Undergraduates (REU).
- 2012-15 **University of North Carolina at Chapel Hill, NC.** Conducted an evaluation of a NIH SEPA project designed to interest students in science through the development of a planetarium fulldome show "Grossology," which explored the 'science of gross things' and for REACH NC, a web portal designed to connect researchers and others across the various universities in NC to promote collaboration and economic development.
- 2012-15 **NEA Foundation, DC.** Evaluated NEAF's programmatic efforts related to the Closing the Achievement Gaps Initiative and Institute for Innovation in Teaching and Learning.
- 2012-15 **Philander Smith College, AR.** Evaluated an NSF Research Experiences for Undergraduates (REU) project designed to better prepare students in computing.
- 2011-15 **Wake County Public Schools, NC.** Served as the evaluator for a US Education Department Teacher Incentive Fund (TIF) Program designed to improve teacher recruitment and retention, school culture, and student achievement.
- 2010-15 **Appalachian State University, NC.** Evaluated an NSF Transforming Undergraduate Education in the Sciences (TUES) grant designed to support students' understanding of and success with coding via tablet-based "code magnet" exercises.
- 2009-15 **University of North Carolina at Greensboro, NC.** Conducted the evaluation of two NSF projects: 1) a GK12 grant program designed to support graduate students' involvement in K-12 science education and 2) HERPS, an Informal Science Education (ISE) grant program to share information and experiences related to herpetology with populations underserved in the sciences.

- 2013-14 **University of Virginia, VA.** Evaluated the impact of the Commonwealth Engineering Design Academy on student science achievement, whereby science teachers incorporate engineering design into their classes and work with students to utilize 2D and 3D manufacturing technologies for rapid prototyping of their computer-aided designs.
- 2012-14 **University of Illinois, Urbana-Champaign, IL.** Evaluated an NSF ATE Research grant studying the evolution and impact of Applied Baccalaureate degrees.
- 2012-14 **Center for Creative Leadership, NC.** Evaluated student and instructor activities related to Southern Methodist University's Hart Center for Engineering Leadership in a beginning engineering class at NCA&T.
- 2011-14 **The Rapides Foundation, LA.** Evaluated the impact of the STEM-CTE Initiative across nine parishes in central Louisiana on student and teachers' perceptions of support and student achievement.
- 2010-14 **North Carolina A&T University, NC.** Served as the evaluator for two NASA projects: Integrating NASA Science, Technology, and Research into Undergraduate Tier in Science (INSTRUCT) and Effective Global Climate Change Education and Research for Minorities.
- 2009-14 **Kenan Institute for Engineering, Technology & Science, NC.** Evaluated the Kenan Fellows Program and the Kenan Master Teaching Fellows, a STEM teacher development and retention fellowship program supported by two NSF grants.
- 2011-14 **Alaska Humanities Forum, AK.** Evaluated for the Rose Urban Rural Exchange Educator Cross-Cultural Immersion, Take Wing Alaska, Sister School Exchange, and Creating Cultural Competence in Rural Early Career Teachers Using the Educator Cross-Cultural Immersion Model (C3 Project). All programs supported by the US Education Department grants.
- 2010-13 **Guilford County Schools, NC.** Evaluated a NASA K12 CAN grant "Enhancing Earth System Science Education in Guilford County Schools Central Region Secondary Schools" to ascertain changes in teachers' science teaching practices.
- 2009-13 **U.S. Education Department, Office of Special Education Programs, DC.** Subcontracted with Westat to develop logic models and conduct summative evaluations of select OSEP grants as part of the Center for Improving Program Performance.
- 2008-12 **New Teacher Center, CA.** Provided survey design and research services to the Teacher Working Conditions survey as it was deployed in multiple states and as part of The Bill and Melinda Gates Foundation Measuring Effective Teachers (MET) initiative.
- 2007-12 **Cumberland County Public Schools, NC** Evaluated a US Education Department Teacher Incentive Fund (TIF) project designed to increase teacher recruitment and retention, school culture, and student achievement.
- 2006-12 **U.S. Education Department, Institute for Education Sciences, DC.** Subcontracted with Westat to provide technical assistance and training in evaluation to USED programs as part of the Data Quality Initiative.
- 2009-10 **University of North Carolina at Greensboro, NC.** Evaluated UBEATS: Universal Bio-Music Education Achievement Tier in Science, an NSF-supported program designed to help teachers integrate science and music in the K-5 classroom.
- 2006-10 **Cumberland County Public Schools, NC.** Conducted an evaluation and cost analysis of Cumberland County's US Education Department Transition to Teaching program and its

impact on recruitment and retention of hard-to-find teachers (math, science, special education) in high need schools.

- 2009-10 **University of North Carolina at Chapel Hill, NC.** Evaluated LEARN NC's efforts to improve its professional development and web-based services.
- 2005-09 **New York State Education Department, NY.** Conducted a statewide evaluation of New York State Mathematics Science Partnership (MSP) Program, supported by the US Education Department, and provided evaluation technical assistance to local MSP project evaluators.
- 2007-09 **The Bill and Melinda Gates Foundation, WA.** Developed evaluation guides, instruments, and a theory of change for the foundation's NC investments (\$40 million).
- 2004-09 **U.S. Education Department, Office of Special Education Programs, DC.** Subcontracted with Westat to assist in a five-year evaluation of the quality and effectiveness of states' IDEA Parts B (K-16) and C (0-preK) monitoring and improvement practices.
- 2007-08 **The Pew Charitable Trust, PA.** Conducted a policy evaluation of a pre-kindergarten initiative (PreK for All) to ascertain its effects on state Pre-K funding and policies.
- 2006-09 **Piedmont Technical Community College, SC.** Evaluated NSF's ATE Remote Lab project to assess the degree to which it increased enrollment and graduation rates and the diversity (racial, gender, and geographic) of enrolling students.
- 2006-08 **NC Rural Economic Development Center, NC.** Evaluated Project New Start's impact on placing displaced workers in new jobs and increasing their job-related skills.
- 2007 **Wake County Public Schools, NC.** Conducted focus groups with multiple stakeholders as part of a curriculum audit of the Wake County Public Schools.
- 2006-07 **John Rex Foundation, NC.** Conducted a cost study and qualitative study to compare the effectiveness of ECHO-2 Community Health Outreach Program to that of traditional clinic care in Wake County, NC.
- 2005-07 **Cumberland County Public Schools, NC.** Conducted an evaluation and cost analysis of the Steps to Success Alternate Licensure Teacher Training Program.
- 2005-07 **Institute for Advanced Learning and Research, VA.** Conducted an evaluation of a STEM teacher professional development program and related student science camps.
- 2003-07 **Virginia Tech, VA.** Conducted a 5-year evaluation of the NIH SEPA-supported Partnership for Research in Education Program (PREP) outreach program to high school biology teachers and students, which engaged them in real research of effects of soil, water, and other conditions on *Arabidopsis*.
- 2006 **North Carolina Teacher Academy, NC.** Evaluated over thirty different teacher professional development programs.
- 2006 **University of North Carolina at Chapel Hill, NC.** Developed, pilot tested, and assessed the reliability and validity of the Teacher Survey of Principal Leadership Behaviors as part of an evaluation of the NCDPI Disadvantage Student Supplemental Fund.
- 2004-06 **The Center for Teaching Quality, CA.** Developed, pilot tested, and assessed the reliability and validity of the Teacher Working Conditions Survey and analyzed Teacher Working Conditions Survey results from NC and SC.
- 2005 **Teacher Support Network, NC.** Conducted an evaluation of telephone counseling and support service for K-12 school employees.

- 2005 **All Kinds of Minds, NC.** Investigated teachers' implementation of Schools Attuned in their classrooms to document their fidelity and understand the impact of implementation.
- 2004-05 **The Evaluation Center, MI.** Evaluated NSF's Advanced Technology Education community college program influences on local businesses.
- 2003-05 **Forsyth County Early Childhood Partnership, NC.** Evaluated the impact of Smart Start services on school readiness in Forsyth County, NC.
- 2003-05 **Dayton Charter Schools, OH.** Conducted an evaluation of Dayton Charter schools' impacts on student achievement.
- 2003-04 **Horizon Research, NC.** Worked with Horizon to conduct regression and multi-level analyses of NSF Local Systemic Change Initiative teacher questionnaire data.
- 2003-04 **Kamehameha Schools, HI.** Worked with The Evaluation Center to collect, analyze, and report data and results of a longitudinal study of the quality and impacts of preschools throughout Hawai'i.
- 2003-04 **Frank Porter Graham Child Development Institute, NC.** Worked on the Cost of Public Pre-kindergarten: A Multi-State Study to collect financial data regarding labor costs, facility costs, and program costs of pre-k programs as part of a multi-state study funded by the U.S. Department of Education, the National Institute for Early Education Research at Rutgers University, and the National Pre-Kindergarten Center at FPG.
- 2003 **Davidson County Partnership for Children, NC.** Evaluated the impact of Smart Start early childhood services on school readiness (EvAP).
- 2002-03 **First Five-LA, CA.** Conducted a multi-site evaluation of Los Angeles' early childhood initiative, "First Five", and its impacts on children and families (EvAP).
- 2002-03 **NC Department of Public Instruction, NC.** Analyzed NC charter school achievement data as part of the first NC Charter School Study (EvAP).
- 2002-03 **Ashe County, NC.** Provided evaluation design, support, and technical assistance to Ashe County's Even Start Literacy Program.
- 2001-03 **Smart Start Partnerships, NC.** Provided evaluation services and technical assistance to Smart Start Partnerships in multiple counties (EvAP).

PUBLICATIONS

Editors of Special Journal Edition

Martinez-Rubin, N., Germuth, A., and Feldmann, M. (Ed.) (2019). Independent Evaluation Consulting: Approaches and Practices from a Growing Field. *New Directions for Evaluation*, 164(2).

Journal Articles (Peer-Reviewed)

Gray, P., Germuth, A., MacNair, J., Simpson, C., Sowa, S., van Duin, N., and Walker, C. (2019). A new paradigm for STEM learning and building STEM identity in English Language Learners: Science translation as interdisciplinary, multi-modal inquiry. *Journal of Interdisciplinary Teacher Leadership*, 4(1).

Huffling, L., Benavides, A., Ash, M., Germuth, A., Matthews, C., Carlone, H. (2018). Promoting equitable access to STEM in a summer herpetology fieldwork program. *Connected Science Learning*.

Stawiski, S. Yarborough, P., Germuth, A. (2017). Infusing 21st century skills into engineering education. *Journal of Business and Psychology*. 32(3), 335-336.

Azzam, T., Evergreen, S., Germuth, A., Kistler, S. (2013). Data visualization and evaluation. *New Directions for Evaluation*, 139, 7-32.

Germuth, A. (2010). Advances in evaluating evaluation theory. *American Journal of Evaluation*, 31(3), 418-420.

Select Technical Reports

Germuth, A. (2017). Findings from the review of Chapel Hill Carrboro City Schools' school counseling program. Durham, NC: EvalWorks, LLC.

Germuth, A. (2017). Project Bountiful: Findings from interviews with church pastors and retreat and home teams. Durham, NC: EvalWorks, LLC.

Germuth, A. (2016). Analysis Plans for Randomized Control Trials for IES FIPSE First in the World Grants. Durham, NC: EvalWorks, LLC.

Germuth, A. (2016). IES FIPSE First in the World Year 2 Evaluation Report: The Finish Line Project at University of North Carolina at Chapel Hill. Durham, NC: EvalWorks, LLC.

Germuth, A. (2015). Evaluation of NCA&T's general engineering course. Greensboro, NC: Center for Creative Leadership.

Germuth, A. (2015). Gross Labs: Innovative, revolutionary, disgusting, *and compelling!* Findings from the Evaluation of *Gross Labs*. Durham, NC: EvalWorks, LLC.

Germuth, A. (2014). Evaluation of the Fab@Lab Designer Software. Durham, NC: EvalWorks, LLC.

Germuth, A. & Cope, D. (2014). Creating cultural competence of rural early career teachers using the educator cross-cultural immersion model (C3 Project) Evaluation Report 2011-14. Durham, NC: EvalWorks, LLC.

Germuth, A. (2014). The HERP Project: Findings from parent and student follow-up surveys. Durham, NC: EvalWorks, LLC.

Germuth, A., Stawiski, S., Yarborough, P. (2013). Hart Center for Engineering Leadership 2012-13

Cizek, G., Germuth, A., & Schmid, L. (2013). A checklist for evaluating licensure and certification testing programs. Kalamazoo, MI: The Evaluation Center.

Cizek, G., Schmid, L., & Germuth, A. (2012). A checklist for evaluating k-12 assessment programs. Kalamazoo, MI: The Evaluation Center.

Miron, G. and Germuth, A. (2012). Evaluation of the closing the achievement gaps initiative and the institute for innovation in teaching and learning. Washington, DC: NEA Foundation.

Miron, G. and Germuth, A. (2012). Evaluation of the measures of academic progress assessment. Honolulu, HI: Kamehameha Schools

Hirsch, E., Sioberg, A., Germuth, A. (2010). Final report on the Vermont Teaching and Learning Conditions Survey. Durham, NC: New Teacher Center.

Hirsch, E., Sioberg, A., Germuth, A. (2010). TELL Colorado: Creating supportive school environments to enhance teacher effectiveness. Durham, NC: New Teacher Center.

Germuth, A. (2010). Results of the 2010 Survey of the LEARN NC Website. Chapel Hill, NC: LEARN NC.

Germuth, A. (2009). Case study of White County High School: Use of the Technology Gateway Curriculum for dropout prevention. Florence, SC: South Carolina Advanced Technology Education Center for Excellence.

- Germuth, A. (2009). Evaluation of the Remote Lab Learning Initiative: 2006-2009. Durham, NC: Compass Consulting Group, LLC.
- Germuth, A. (2008). A Report to the North Carolina Rural Economic Development Center: Project New Start - Phase II Final Evaluation Report. Durham, NC: Compass Consulting Group, LLC.
- Molnar, A., Miron, G., & Germuth, A. (2008). Evaluation of the Pew Pre-K Now Advocacy Campaign. Washington, DC Pew Charitable Trust.
- Germuth, A. (2007). Steps to Success cost analysis. Durham, NC: Compass Consulting Group, LLC.
- Germuth, A., Page, B., & D'Agostino, A. (2007). Report of the New York State Math Science Partnership Statewide Evaluation. Durham, NC: Compass Consulting Group, LLC.
- Germuth, A. (2007). Technical report for the Partnership for Research and Education in Plants (PREP) Student Assessment. Durham, NC: Compass Consulting Group, LLC.
- Germuth, A. (2006). The role of the State Evaluator: Providing assistance to Math Science Partnerships. Durham, NC: Compass Consulting Group, LLC.
- D'Agostino, A., Heinemeier, S., & Germuth, A. (2006). Final report of the Education, Community Health Outreach (ECHO) two project evaluation and cost benefit analysis. Raleigh, NC: J. Rex Foundation.
- Germuth, A. (2006). Technical report for the Teacher Survey of Principal Leadership for the Evaluation of the Disadvantaged Student Supplemental Fund. Durham, NC: Compass Consulting Group, LLC.
- Germuth, A. (2006). Usability testing of websites using a mixed-methods approach. Durham, NC: Compass Consulting Group, LLC.
- Germuth, A. (2005). Guide to policies and procedures on student assessment for Fordham-sponsored charter schools. Washington, DC: Thomas B. Fordham Foundation.
- Germuth, A. & Baenen, N. (2004). Fast ForWord evaluation report. Raleigh, NC: Wake County Public Schools System.
- Germuth, A. & Banilower, E., (2004). Results of the 2002-2003 structural equation model study of Local Systemic Change Initiative teacher questionnaire and classroom observation data. Chapel Hill, NC: Horizon Research, Inc.
- Germuth, A. & Banilower, E., (2004). Results of the 2002-2003 study of the impact of the Local Systemic Change Initiative on student achievement. Chapel Hill, NC: Horizon Research, Inc.
- Germuth, A., Gullickson, A., Lawrenz, F., & Hanssen, C. (2004). Assessing the value added by NSF's ATE Program: Business & industry perspectives cross-site analysis report. Kalamazoo, MI: The Evaluation Center.
- Germuth, A. (2003). The state testing program for Ohio and how it works: A primer for charter schools. Washington, DC: Thomas B. Fordham Foundation.
- Germuth, A. & Banilower, E., (2003). Test-retest reliability of the NSF Local Systemic Change Initiative Teacher Questionnaire. Chapel Hill, NC: Horizon Research, Inc.
- Berry, B., Germuth, A., & Hirsch, E. (2003). A report to Governor Easley: Teacher working conditions survey follow up. Chapel Hill, NC: The Southeast Center for Teaching Quality.
- O'Sullivan, R., Faircloth, B., Germuth, A., Heinemeier, S., Hill, A., Kubasko, D., Lin, C., Nimkoff, T., Page, B. & Orsini, M. (2001). Case study of a learning organization: Wake County Cooperative Extension Center - 'pinions, pain, and personal life. Raleigh, NC: Wake County Cooperative Extension.

Germuth, A. A. (2001). 1997-00 Report of NC Charter School achievement. Chapel Hill, NC: UNC, Evaluation, Assessment, & Policy Connections.

D'Agostino, A. F. & Germuth, A. A. (2001). The relationship between Smart Start Participation and kindergarten readiness. Chapel Hill, NC: UNC, Evaluation, Assessment, & Policy Connections.

O'Sullivan, R. & Germuth, A. (2001) Assessing kindergarten readiness: The importance of a comprehensive sampling frame. Chapel Hill, NC: UNC, Evaluation, Assessment, & Policy Connections. *Winner of the 2001 NCARE Distinguished Paper Award*

WORKSHOPS

Germuth, A. (2016, 2011, 2010, 2009, 2008, 2007, June) Improving Survey Quality: Assessing and Increasing Survey Reliability. AEA CDC Summer Evaluation Institute, Atlanta, GA.

Germuth, A. (2010, July) Evaluating Visitor Studies Programs: Designing Data Collection Instruments and Analyzing Data. National Visitor Studies Association Meeting, Phoenix, AZ.

Germuth, A. (2009, 2010) Logic Modeling for Communication, Planning, Improvement, and Evaluation. Duke University Certificate Program in Non-Profit Management, Durham, NC.

Germuth, A. (2009, September) Improving Survey Quality: Assessing and Increasing Survey Reliability to Improve Quality of Evidence. Australasian Evaluation Society Annual Conference, Canberra, NSW, AU.

Germuth, A. (2010, 2009, 2008, 2007, 2006) Designing Quantitative and Qualitative Data Collection Instruments. Duke University Certificate Program in Non-Profit Management, Durham, NC.

Germuth, A. (2007, 2006, 2005) Evaluation 101. Duke University Certificate Program in Non-Profit Management, Durham, NC.

Germuth, A. (2007, 2006, 2005) Evaluation for Grant Writing. Duke University Certificate Program in Non-Profit Management, Durham, NC.

PRESENTATIONS

Germuth, A. (2013, Oct.) Data Visualization: Implications for Evaluation. American Evaluation Association Annual Conference, Washington, DC.

Germuth, A. (2013, Oct.) Results of the Survey of Independent Consultants. American Evaluation Association Annual Conference, Washington, DC.

Germuth, A. (2013, March). The Future of Evaluation. RTP Evaluators Meeting, Durham, NC.

Germuth, A. (2012, Nov.) Evaluating Informal Science Education Programs: Lessons Learned from HERPS (Herpetology Education in Rural Places and Spaces). American Evaluation Association Annual Conference, Minneapolis, MN.

Germuth, A. (2011, Nov.) Starting and Succeeding as an Independent Consultant. American Evaluation Association Annual Conference, Anaheim, CA.

Germuth, A. (2010, Nov.) Evaluation Postmortems. American Evaluation Association Annual Conference, San Antonio, TX.

Germuth, A. (2010, Aug.) Survey Questions and Responses: Art and Research in Survey Design. RTP Evaluators Meeting, Durham, NC.

Germuth, A. (2010, Jan.) The Fantastic Five Checklist: Questions for Improving Survey Reliability: Writing Better Questions. AEA Coffee Talk Webinar.

Germuth, A. (2009, Nov.) Advances in Evaluating Evaluation Theory. American Evaluation Association Annual Conference, Orlando, FL.

Germuth, A. (2009, Nov.) Becoming an Independent Consultant. American Evaluation Association Annual Conference, Orlando, FL.

Germuth, A. (2009, Nov.) Evaluation of Federal Programs in the Bush Era. Association for Public Policy Analysis and Management, Washington, DC.

Germuth, A. (2008, Nov.) Expanding the Evaluator's Toolbox: First Forays into Using Economic Data. American Evaluation Association Annual Conference, Denver, CO.

Germuth, A. (2008, Nov.) Evaluating Math Science Partnership Projects in New York State: Finding Evidence and Documenting Results. American Evaluation Association Annual Conference, Denver, CO.

Germuth, A. (2008, Nov.) Becoming an Independent Consultant. American Evaluation Association Annual Conference, Denver, CO.

Germuth, A. & Heinemeier, S. (2007, Nov.) Cost Benefit Analyses in and of Evaluation. American Evaluation Association Annual Conference, Baltimore, MD.

Germuth, A. (2007, Nov.) Documenting Math Science Partnership Projects in New York State. American Evaluation Association Annual Conference, Baltimore, MD.

Germuth, A. (2007, Nov.) Becoming an Independent Consultant. American Evaluation Association Annual Conference, Baltimore, MD.

Germuth, A. (2007, Oct.) Program Evaluation: Doing with Less and Having More Impact. NC Local Arts Council Executive Directors Institute, Asheville, NC.

Germuth, A. (2007, April) Improving the Quality and Utility of Equity Assistance Center Evaluations. Equity Assistance Center Annual Program Meeting, Ft. Lauderdale, FL.

Germuth, A. (2007, Feb.) How to Measure Teacher Content Knowledge in Mathematics. USED Math Science Partnership Program, Dallas, TX.

Germuth, A. (2006, Dec.) How to Access and Use State Student Achievement Data from State Testing for GPRA Purposes. USED Math Science Partnership Program, Washington, DC.

Germuth, A. (2006, Dec.) How to Measure Teacher Content Knowledge in Mathematics. USED Math Science Partnership Program, Washington, DC.

Germuth, A. (2006, Nov.) Balancing Business Decisions: The Consequences of Evaluation and the Goal of American Evaluation Association's Guiding Principles. American Evaluation Association Annual Conference, Portland, OR.

Germuth, A. (2006, Nov.) The Role of the State Evaluator: Providing assistance to Math Science Partnerships. American Evaluation Association Annual Conference, Portland, OR.

Germuth, A. (2006, Nov.) Assessing Collaboration within Partnerships Using an Online Survey: NCLB's Math Science Partnerships. American Evaluation Association Annual Conference, Portland, OR.

Germuth, A. (2006, Nov.) Becoming an Independent Consultant. American Evaluation Association Annual Conference, Portland, OR.

Germuth, A. (2005, Nov.) Usability Testing of Websites Using a Mixed-Methods Approach. American Evaluation Association Annual Conference, Toronto, ON, CA.

Germuth, A. (2005, Nov.) Straddling the Line between the Business of Evaluation and the Goal of AEA's Guiding Principles. American Evaluation Association Annual Conference, Toronto, ON, CA.

Germuth, A. (2005, Nov.) Consulting Skills for Beginning Evaluators. American Evaluation Association Annual Conference, Toronto, ON, CA.

Germuth, A. & Heinemeier, S. (2004, Nov.) Defining Value-Added: Definitional Constraints and Impact on Interpreting Evaluation Findings. American Evaluation Association Annual Conference, Atlanta, GA.

Germuth, A. (2004, Nov.) Consulting Skills for Beginning Evaluators. American Evaluation Association Annual Conference, Atlanta, GA.

Germuth, A. (2003, Nov.) Evaluating Teacher Effectiveness: Comparing Results of Value-added Hierarchical Linear Modeling (HLM) and Ordinary Least Squares (OLS) Models. American Evaluation Association Annual Conference, Reno, NV.

Germuth, A. (2002, Nov.) Evaluating Kindergarten Readiness: A Comparison of Evaluation Methods and Findings from Two Smart Start Counties in North Carolina. American Evaluation Association Annual Conference, Washington, DC.

Germuth, A., D'Agostino, A., Page, B., Masina, P., O'Sullivan, R. & Heinemeier, S. (2002, Nov.) Collaborative Evaluation of Los Angeles County's First Five Childcare Initiatives. American Evaluation Association Annual Conference, Washington, DC.

Germuth, A., D'Agostino, A., & Heinemeier, S. (2002, April) Evaluating State Charter School Programs: Reconciling Charter School Needs with State Goals. American Educational Research Association Annual Conference, New Orleans, LA.

Germuth, A. (2002, April) Charter Schools, Student Achievement, and the Minority Achievement Gap. American Educational Research Association Annual Conference, New Orleans, LA.

Heinemeier, S. & Germuth, A. (2002, February) Policy Intersections: The State of Kindergarten Readiness Assessment and Early Childhood Personnel Preparation. Eastern Educational Research Association Annual Conference, Sarasota, FL.

Germuth, A. (2002, February) Using a Collaborative Approach in Evaluation of a Professional Development School. Eastern Educational Research Association Annual Conference, Sarasota, FL.

Germuth, A. (2001, November) Using Collaborative Evaluation with Distance Education Programs. American Evaluation Association Annual Conference, St. Louis, MO.

Germuth, A. (2001, July) Integrating Technology into the Curriculum: Evaluating UNC's RN/BSN Distance Learning Project. CREATE Conference, Hilton Head, SC.

Germuth, A. (2001, March) Jump Start Summer 2000. North Carolina Association for Researchers in Education, Charlotte, NC.

O'Sullivan, R. & Germuth, A. (2001, March) Assessing Kindergarten Readiness: The Importance of a Comprehensive Sampling Frame. North Carolina Association for Researchers in Education, Charlotte, NC.

Faircloth, B., Germuth, A., Heinemeier, S., Hill, A., Kubasko, D., Lin, C., Nimkoff, T., & Page, B. (2001, March). Anatomy of Conducting a Qualitative Case Study. North Carolina Association for Researchers in Education, Charlotte, NC.

Germuth, A. (2001, February) Parent Satisfaction in Public Schools: A Case Study. Eastern Educational Research Association, Savannah, GA.

Brown, S., Clemmons, L., Cleveland, D., Faircloth, B., Germuth, A., & Nimkoff, T. (2000, March). Schools Attuned: Teachers' Perceptions of Effectiveness. Poster session presented at the North Carolina Association for Researchers in Education, Chapel Hill, NC. *Winner of the 2000 NCARE Poster Award*

Germuth, A. (1996, October). Introducing Chaos Theory and Fractals into the Middle and High School Mathematics Classroom. Tennessee Association of Independent Schools, Nashville, TN.

HONORS

- 2016 Received Institute of Education Sciences scholarship to attend Center for Benefit-Cost Studies of Education CBCSE Methods Training
- 2007 Received Spencer Foundation scholarship to attend a workshop on quasi-experimental design
- 2005 Policy Fellow, Institute for Educational Leadership
- 2002 NSF Summer Evaluation Institute Participant - Math, Technology, Science (MTS) Project, The Evaluation Center, Western Michigan University
- 2002 Received Institute of Education Sciences scholarship to attend AERA Institute on Statistical Analysis for Educational Policy
- 2002 Received AERA Distinguished Paper Award
- 2001 Received NCARE Distinguished Paper Award
- 2000 Received NCARE Poster Award

PROFESSIONAL MEMBERSHIPS & ACTIVITIES

Reviewer, National Science Foundation

- Division in Undergraduate Education (DUE) – Engineering Collaboratives - 2018
- Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) - 2016
- Computing Education for the 21st Century (CE21) - 2014
- Innovative Technology Experiences for Students and Teachers (ITEST) - 2009, 2013
- Discovery Research K-12 (DRK12) - 2010, 2011, 2012

Site Visitor, Broadening Participation in Computing - Alliances, National Science Foundation, 2012

Reviewer, United States Education Department

- Teacher Incentive Fund - 2010

American Evaluation Association, 2000 - present

- Chair, Data Visualization and Reporting Topical Interest Group 2011-13
- Co-chair, Data Visualization and Reporting Topical Interest Group 2010-11
- Chair, Publications Committee 2009-11
- Member, Recruitment Task Force 2009-12
- Publications Committee, 2008-09
- Chair, Independent Consultant Topical Interest Group 2007-2008
- Co-Chair, Independent Consultant Topical Interest Group 2004-2007
- Reviewer, K-12 TIG and IC TIG, 2004 – present

Reviewer, American Journal of Evaluation 2008-present

Book Reviewer, American Journal of Evaluation, Vol. 27 No. 3, September 2006

Associate Member, Joint Committee on Standards for Educational Evaluation, 2007 – 2011

Reviewer, Joint Committee on Standards for Educational Evaluation 2004-2007

American Educational Research Association, 2000 – present

Research Triangle Evaluators, 2000 – present

President, 2010-2014