

Vita

Todd A. Gravois

PERSONAL INFORMATION:

Address: University of Maryland
3214 Benjamin Building
College Park, MD 20742
Phone: 301-405-6886
Fax: 301-405-9995
E-Mail: tgravois@umd.edu

ACADEMIC BACKGROUND

Ph.D. (School Psychology) University of Maryland, College Park, 1995
S.S.P. (Specialist, School Psychology) Nicholls State University, 1988
B. A. (Psychology) Nicholls State University, 1985

CERTIFICATIONS AND LICENSES

Supervisor of School Psychological Services, State of Maryland
School Psychologist, State of Maryland
Nationally Certified School Psychologist

PROFESSIONAL EXPERIENCE

2005- Project Director, Experimental Investigation of IC Teams, Department of Counseling and Personnel Services, University of Maryland, College Park, MD.
1999- Research Associate and Co-Director of the Laboratory for Instructional Consultation Teams, Department of Counseling and Personnel Services, University of Maryland, College Park, MD.
1993-1999 School Psychologist Resource Specialist for Instructional Consultation. Howard County Public Schools, Ellicott City, MD
1992-1995 Adjunct Instructor. University of Maryland, College Park, MD
1991-1993 School Psychologist. Howard County Public Schools, Ellicott City, MD
1989-1991 Graduate Research Assistant. Center for Research in Human Development and Education: Temple University, Philadelphia, PA/ University of Maryland, College Park, MD
1988-1989 Instructor. Nicholls State University, Thibodaux, LA
1987-1989 School Psychologist. Terrebonne Parish Public Schools, Houma, LA
1986-1987 Counselor. Terrebonne Alcohol and Drug Abuse Clinic, Houma, LA
1985-1987 Undergraduate Academic Advisor. Nicholls State University, Thibodaux, LA

HONORS AND CITATIONS

2003 Council of Chief State School Officers Panel of Experts for work with low performing schools.
1988 Exemplary Service Award, University of Maryland Center for the Study of Troubling Behavior

- 1993 Educator of the Year, Howard County Chamber of Commerce
1988 Psi Chi Honor Society in Psychology

PUBLICATIONS

Books

- Rosenfield, S., & Gravois, T.A. (1996). *Instructional consultation teams: Collaborating for change*. N.Y.: Guilford Press.
(2nd Edition under contract, expected publication, 2008)

Chapters

- Rosenfield, S. & Gravois, T. (1993). Educating consultants for applied clinical and educational settings. In (J. Zins, S. Elliott, and T. Kratochwill, Eds.) *Handbook of Consultation Services for Children* (pp. 373-393). San Francisco: Jossey-Bass.
- Rosenfield, S. & Gravois, T. (1999). Working with teams in the school. In C. R. Reynolds & T. B. Gutkin (Eds.) *Handbook of School Psychology (3rd Edition)* (pp. 1025-1040). New York: John Wiley & Sons.
- Gravois, T., & Gickling, E. (2002). Best practices in curriculum-based assessment. In A. Thomas & J. Grimes (Eds.) *Best Practices in School Psychology- Volume Four*. (pp 885-898). Washington, D.C.: National Association of School Psychologists.
- Gravois, T. Groff, S., & Rosenfield, S. (in press). Team-based services as value added consultation. In C. R. Reynolds & T. B. Gutkin (Eds.) *Handbook of School Psychology (4th Edition)*, New York: John Wiley & Sons.
- Rosenfield, S., Silva, A., & Gravois, T. (in press). Bringing instructional consultation to scale: Research and development of IC and IC Teams. In W. Erchul & S. Sheridan (Eds.) *Handbook of Research in School Consultation: Empirical Foundations for the Field*. Mahwah, NJ: Lawrence Erlbaum.
- Gravois, T., & Gickling, E. (in press). Best practices in instructional assessment. In A. Thomas & J. Grimes (Eds.) *Best Practices in School Psychology- Volume Five*. Washington, D.C.: National Association of School Psychologists.

Articles (Refereed Journals)

- Gravois, T., Rosenfield, S., & Greenberg, B. (1992). Establishing reliability for coding implementation concerns of school-based teams from audiotape. *Evaluation Review*, 16, 562-569.
- Gravois, T.A., Rosenfield, S., & Vail, P.L. (1999). Achieving effective and inclusive school settings: A guide for professional development. *Special Services in the Schools*, 15, 145-170. (Co-published simultaneously in S. I. Pfeiffer & L.A. Reddy (Eds.). *Inclusion Practices with Special Needs Students: Theory, Research, and Application* (pp. 145-170). Binghamton, NY: Haworth Press.

- Gravois, T. A., Babinski, L., & Knotek, S. (2002). Educating practitioners as consultants: Development and evaluation of the instructional consultation team consortium. *Journal of Educational and Psychological Consultation*, 13, 113-132.
- Gravois, T.A., & Rosenfield, S. (2002). A multidimensional framework for evaluation of instructional consultation teams. *Journal of Applied School Psychology*, 19, 5-29.
- Knotek, S., Rosenfield, S., Gravois, T.A., & Babinski, L. (2003). The process of fostering consultee development during instructional consultation. *Journal of Educational and Psychological Consultation*, 14, 303-328
- Gravois, T.A., & Rosenfield, S. (2006). Impact of instructional consultation teams on the disproportionate referral and placement of minority students in special education. *Remedial and Special Education*, 27, 42-52.

Manuscripts in Progress:

- Gravois, T., Kaiser, L., Groff, S., Huang, S., & Signor, S. Confirmatory Program Evaluation of Instructional Consultation Teams.
- Kaiser, L., Rosenfield, S., & Gravois, T. Impact of instructional consultation on teacher satisfaction, skill development, and skill application.

MONOGRAPHS, REPORTS AND EXTENSION PUBLICATIONS

Other Publications

- Gravois, T. A., Fudell, R., & Rosenfield, S. A. (1996). *Instructional Consultation Teams Level of Implementation Scale- Revised*. Authors.
- Gravois, T.A., Gickling, E.E., & Rosenfield, S. A. (1999). *Instructional Consultation Teams: Training Manual*. Authors.
- Vail, L., Gravois, T. A., & Rosenfield, S. A. (1999). *Instructional Consultation Teams: Team Facilitator Training Manual*. Authors.

Technical Reports

- Gravois, T. A. (1996) *1995-96 End of year progress report*. Howard County Public Schools.
- Gravois, T. A. (1997) *1996-97 End of year progress report*. Howard County Public Schools
- Gravois, T. A., Vail, L., & Rosenfield, (1997) *1996-97 End of Year Progress Report - IC Team Project (Baltimore City and Howard County Public Schools)*. Howard County Public Schools and Baltimore City Public Schools.

- Vail, L., & Gravois, T. (1998) *1997-98 End of year progress report*. Baltimore City
- Coffee, M., Rosenfield, S., & Gravois, T. (1999) *1998-99 End of Year Progress Report*. Baltimore City Public Schools.
- Gravois, T. A. (1999) *1998-99 IC Team progress report*. Howard County Public Schools
- Gravois, T. A. (2001) *2000-01 Goals 2000 year 1 IC Team program evaluation report: Baltimore City, Anne Arundel, Calvert, Charles, Kent, and St. Mary's Counties*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A. (2003) *2002-03 End of IC Team year progress report: Eastern shore consortium*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A. (2003) *2003-04 End of year progress report: Delaware IST (Phase 1)*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A., Masterson, M., LaFleur, A. (2004) *2003-04 End of Year Progress Report - Western Maryland Phase 1*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A. , & Smith, J. (2004) *2003-04 End of year progress report: Eastern shore (Phases 1 & 2)*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A., & Vail, L. (2004) *2003-04 End of year progress report: North Carolina (Phase 1)*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A., & Huang, S. (2005) *2004-05 End of year progress report: Michigan IC Team Consortium (Phase 2)*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T.A., Kaiser, L., & Signor, S. (2005) *2004-05 End of year progress report: Delaware (Phases 1 & 2)*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T. A., Kaiser, L., & Signor, S. (2005) *2004-05 End of year progress report - Western Maryland (Phases 1 & 2)*, Laboratory for Instructional Consultation Teams, University of Maryland.
- Gravois, T.A., Vail, L., & Huang, S. (2005) *2004-2005 End of year progress report: North Carolina (Phases 1-3)*, Laboratory for Instructional Consultation Teams, University of Maryland.

PRESENTATIONS

Invited:

Instructional consultation teams: A model and process for school change. Keynote Address at Louisiana School Psychologists Association Annual Meeting, Lafayette, LA, November, 1999.

Instructional consultation teams: Collaborating for change. Keynote Address for 8th Annual Conference for Nevada School Psychologists, February, 2003.

Key roles for school psychologists: Timing is everything. Keynote Address for National Association of School Psychologists Critical Issues in School Psychology Summer Conferences, Las Vegas, NV, July, 2005.

RTI: Response to... intervention or instruction. Does the "I" in RTI matter? Invited general session for National Association of School Psychologists Critical Issues in School Psychology Summer Conferences, Atlantic City, NJ, July, 2006.

Refereed Conference Proceedings (National):

A theoretical overview of project link. Paper presentation, the Northeastern Educational Research Association Meeting , New York, October, 1990.

With S. Rosenfield, & B. Greenberg. *Establishing reliability for coding audiotapes of pre-implementation concerns of school-based support teams.* Research roundtable, American Education Research Association Meeting, Chicago, IL, April, 1991.

With G. Ross-Reynolds. *Applying the skills and techniques of virginia satir to school-based consultation.* Mini-skills workshop presented, National Association of School Psychologists Meeting, Nashville, TN, March, 1992.

With S. Rosenfield. *Essential facilitator skills for implementing school-based problem solving teams.* Research roundtable presented, American Education Research Association Meeting, San Francisco, CA, April, 1992.

With G. Jones. *Restructured schools means restructured school psychological services.* Paper presentation, National Association of School Psychologists Meeting, Washington, DC, April 1993.

With E. Krebs, S. Rosenfield, G. Jones, & J. Koch. *A blueprint for developing instructional consultation teams.* Mini-skills workshop, Maryland School Psychology Association Spring Conference, Baltimore, May 1993.

With K. Moore-Roby. *Instructional consultation teams.* Symposium at Promising Practices in Educating Students with Troubling Behaviors, Center for the Study of Students with Troubling Behaviors, University of Maryland, College Park, March, 1994.

Assessing the Level of Implementation of IC-Teams. Paper presentation, American Psychological Association Meeting, New York, August, 1995.

With S. Rosenfield. *Becoming a change facilitator for consultation team services.* Mini-Skills workshop, National Association of School Psychologists Meeting, Chicago, March, 1995.

School psychologists as leaders of change: essential skills and practices for facilitating consultation team services. Mini-Skills workshop, National Association of School Psychologists Meeting, Atlanta, March, 1996

Innovative School Psychology Training: Do We Gain from Field Experience? Symposium, American Psychological Association Meeting, Toronto, August, 1996.

with S. Bartels. *Developing coordinated and integrated student support services using instructional consultation*. Paper presentation, National Association of Middle Schools, Indianapolis, November, 1997.

With S. Rosenfield and others. *Designing evaluation to improve instructional consultation services in schools*. Symposium presentation, National Association of School Psychologists Meeting, Orlando, FL, April, 1998.

With S. Rosenfield. Comprehensive program evaluation of school-based, problem-solving teams. Paper presentation, American Educational Research Association Meeting, San Diego, April, 1998.

With J. Klyap. *Facilitating consultation based services in a middle school*. Paper presentation, National Association of School Psychologists Meeting, Las Vegas, NV, April, 1999.

Comprehensive restructuring of services using school-based problem-solving: three models (PA IST, Chicago problem-solving teams; instructional consultation teams). Symposium Presentation, National Association of School Psychologists Meeting, New Orleans, LA, March, 2000.

Demonstrating the efficacy of instructional consultation services in schools. Paper presentation, National Association of School Psychologist Meeting, New Orleans, LA, March, 2000.

with M. Coffey-McFadden, A. Gillespie, & K. Moore-Roby. *The Maryland instructional consultation team Consortium. A coordinated effort to provide systematic support to Maryland students*. Paper presented at 4th Annual Conference on Exploring Disproportional Representation of Culturally and Linguistically Diverse Students in Special Education in Maryland. Baltimore, MD, March, 2001

With L. Costas, & S Rosenfield. *School professionals' perceptions of instructional consultation: A qualitative analysis*. Poster session, American Psychological Association Meeting, San Francisco, August, 2001.

Here today, here tomorrow: Program evaluation as a means to sustain effective teaming in schools. Paper presentation, National Association of School Psychologists, Chicago, IL, March, 2002.

With S. Knotek, L. Babinski, & S. Rosenfield, *The process of orderly reflection and conceptual change during instructional consultation*. Poster, American Psychological Association Meeting, Chicago, August, 2002.

With L. Costas, & S. Rosenfield. *Impact of instructional consultation on teacher satisfaction and skill development*. Poster, American Psychological Association Meeting, August, 2003. (Poster received AGS award as one of three best student involved poster submissions)

With S. Rosenfield. *Impact of intervention teams' upon the disproportionate referral and placement of minority students into special education*. Paper presentation, American Educational Research Association Meeting, San Diego, April, 2004.

With J. Smith, & C. Horin. *Using curriculum based assessment to enhance academic achievement*. Mini-skills presentation, National Association of School Psychologists Meeting, Dallas, April, 2004.

With S. Striegle, & L. Costas. *Relationship between teachers' perceptions of outcomes and student goal attainment*. Poster, National Association of School Psychologists Meeting, Dallas, April, 2004.

With S. Rosenfield. *Consultee-centered consultation as a vehicle for knowledge diffusion and use*. Paper symposium, American Psychological Association Meeting, Washington, D.C., August, 2005.

With S. McKenna & S. Rosenfield. *Validation of the Instructional Consultation Level of Implementation Scale-Revised*. Poster presented at a symposium, American Psychological Association Meeting, Washington, D.C., August, 2005.

Working smarter: The positive impact of IC teams on disproportional placements in special education. Paper presentation at 55th Annual NC DPI Conference on Exceptional Children, Greensboro, NC, November, 2005.

The role of assessment in achieving quality teaching and learning. Paper presentation at 55th Annual NC DPI Conference on Exceptional Children, Greensboro, NC, November, 2005.

Refereed Conference Proceedings (International):

With S. Rosenfield. *Instructional Consultation*. Paper presentation, 24th Annual International School Psychology Association Colloquium, Dinon, France, July 2001.

With S. Rosenfield, *Instructional Consultation Teams*. Mini-skills workshop, 26th Annual International School Psychology Colloquium, Exeter, England, July, 2004.

WORKSHOPS/ CONFERENCES

Instructional Consultation and Team Presentations:

- Instructional Consultation.* Howard County Public Schools, Ellicott City, MD. June, 1991.
- IC Teams.* Brimfield Elementary School, Brimfield, MA., July, 1995.
- Instructional consultation teams.* Maryland School Psychology Association. Hunt Valley, MD, April, 1997.
- With W. Quinn. *Instructional consultation teams.* Maryland Association of Elementary Administrators/ Assistant Administrators. Waldrop, MD, November, 1997.
- With M. Pfeiffer. *Developing coordinated and integrated support services using instructional consultation.* Maryland Associations of Boards of Education. Gaithersburg, MD, October, 1997.
- School psychologists as instructional consultants.* Montgomery County School Psychologists Association, Rockville, MD November, 1998.
- Instructional consultation teams.* St. Mary's County Public Schools Department of Pupil Services Staff, Leonardtown, MD, February, 1999.
- IC Teams.* Brandywine (DE) School District/ State of Delaware Department of Education, Wilmington, DE, July 1999.
- Instructional consultation teams: a model and process for school change.* Workshop, National Association of School Psychologists, New Orleans, March, 2000.
- Instructional Consultation.* Prince Georges County Public Schools Department of Pupil Services, May, 2000.
- Instructional Consultation Teams.* Early Intervention Project, Middletown, CT. June, 2000.
- Instructional consultation as a model of service delivery.* Delaware Association of School Psychologists, Rehoboth Beach, DE, May, 2000.
- Instructional consultation and school psychology.* Bucknell University School Psychology Conference., Lewisburg, PA, March, 2001.
- With S. Rosenfield. *Advanced Workshop in Instructional Consultation.* Workshop, National Association of School Psychologists Meeting, Atlanta, GA. March, 2005.
- With S. Rosenfield. *Instructional consultation teams: A model for ensuring teacher and student success.* Workshop, NASP Critical Issues in School Psychology Summer Conferences. Las Vegas, NV. July, 2005.
- Instructional support using instructional consultation teams.* Delaware Department of Education, Dover, DE, October, 2005.
- IC Teams and the role of school psychologists.* Chicago Public Schools Office of Special Services, Unit of Psychological Services and Comprehensive Student Support. Chicago, IL, October, 2005.
- Advanced workshop on instructional consultation and teaming in schools.* Workshop, National Association of School Psychologists. Anaheim, CA, March, 2006.
- Instructional support using instructional consultation teams.* Delaware Association of School Psychologists, Rehoboth Beach, DE., May, 2006.
- Instructional consultation teams: a model of teacher and student support.* Michigan Association of Administrators of Special Education, Lansing, MI, June, 2006.

Instructional consultation teams: A model for ensuring teacher and student success.
Workshop, NASP Critical Issues in School Psychology Summer Conferences.
Atlantic City, NJ, July, 2006.

Additional Workshops:

Coping with change: changing roles and functions. (1990). Bucks County Intermediate Unit, Doylestown, PA., June, 1990.

Collaborative problem-solving and teaming. Baltimore City Schools, Baltimore, MD, May, 1995.

Communicating with parents. Baltimore City Public Schools, Baltimore City, MD, November, 1996.

Framework for supporting students with challenging behaviors. Center for the Study of Troubling Behavior, University of Maryland, College Park, MD, May, 1998.

Practices that work: Instructional support to address disproportionality. Mid-South Regional Resource Center's Disproportionality & Closing the Gap Meeting. Nashville, TN, March, 2002.

Addressing disproportionate placement of minority students through quality instruction. 4th Institute on Disproportionality: Pre referral intervention strategies. Council for Exceptional Children, Tampa, FL, December, 2002.

Curriculum based assessment. Baltimore County Public Schools., Baltimore, MD, February, 2003.

Collaborative problem solving as a support to early prevention of school failure. Conference for the Early Prevention of School Failure, Novi, MI, August, 2003.

Response to intervention: Getting from here to there. Michigan Intermediate School Districts, Howell, MI, November, 2005.

CONTRACTS/ GRANTS (Current total: \$4,509,976):

With S. Rosenfield. LEA Instructional Consultation Grants from Carroll County Public Schools, St. Mary's County School District; Queen Anne's County Public Schools; Anne Arundel County School District (\$30,000).

With S. Rosenfield. Instructional Support Team Model. Brandywine (DE) School District. (July, 1999- 2004). Funded by Delaware State Dept. of Education and Brandywine School District. (\$119,940).

With S. Rosenfield. Virginia Instructional Support Team Initiative. (November, 1999-present) Funded by Virginia State Department of Education.. (\$310,555/ continuing).

With S. Rosenfield. Schools for Success/ Goals: Maryland Instructional Consultation Team Consortium (April, 2000- September, 2002). Funded by Maryland State Department of Education/ Goals 2000. (\$409,929/ final).

With S. Rosenfield. Eastern Shore Instructional Consultation Team Consortium (July, 2002- June, 2005). Funded by Maryland State Department of Special Education and Eastern Shore Consortium Districts. (\$300,000/final).

With S. Rosenfield. North Carolina IC Team Consortium (July, 2003- present) Funded by North Carolina Department of Instruction. (\$311,652/ continuing).

With S. Rosenfield. Western Maryland IC Team Consortium. (July, 2003- present). Funded by Western Maryland School District Consortium. (\$319,918/ continuing).

With S. Rosenfield. Michigan IC Team Consortium. (August, 2003- present). Funded by Michigan School District Consortium. (\$382,800 / continuing).

Instructional Support Team Training. (September, 2003-June, 2005) Funded by Prince William County Public Schools (\$104, 000).

with S. Rosenfield. Instructional Support Team Initiative. (October, 2003- present) Funded by Delaware State Department of Education (\$381,304/ continuing).

S. Rosenfield & G. Gottfredson, Co-PI's; T. Gravois, Project Director. (June, 2005- July, 2009) An Experimental Study of the Effectiveness of Instructional Consultation Teams. Funded by IES Field Initiated Research Grant (\$1,869,878/ continuing)

EDITORIAL BOARDS

Journal of Educational and Psychological Consultation. 2002-Present.

Guest Reviewer: *Journal of School Psychology* 1996-1997

TEACHING/ MENTORING/ ADVISING

Courses Taught (last five years):

Consultation I & II (EDCP 635 & 636) Department of Counseling and Personnel Services, University of Maryland, College Park.

Instructional Consultation (EDCP 499) Department of Counseling and Personnel Services, University of Maryland, College Park.

Course/ Curriculum Development:

Instructional Consultation Summer Institute (EDCP 499). Two credit consultation course

for school practitioners. Includes week- long summer institute and semester-long on-line coaching experience. (An approved Continuing Professional Development course through the Maryland State Department of Education).

With S. Rosenfield & E. Gickling. Instructional Consultation Team Consortium. A comprehensive training and technical support process for scaling-up and disseminating IC Teams.

SERVICE

Professional:

KEYS Training Project, Contributor/ Reviewer, National Education Association, University of Maryland, April, 2002.

Unified System of Quality Services- Identification, Prevention and Instructional Support. Invited panelist at National Governors' Association and Council of Chief State School Officers Joint workgroup on IDEA Reauthorization. Washington, D. C., February 2002.

Implementing ESEA requirements for students with disabilities. Invited participant at Council of Chief State School Officers (CCSSO) Division of States Services and Technical Assistance Initiative to Improve High Poverty Schools, Albuquerque, NM, May, 2002.

Response to Intervention/ Early Intervention Services: Policy Forum. Invited participant at Office of Special Education Programs/ National Association of State Directors of Special Education. Alexandria, VA, October 2006.

Consultancies:

Anne Arundel County Public Schools. Annapolis, MD. 1999-2000
Elmira City School District, Elmira, NY. Instructional Support and CIMS. 1999-2000.
Fort Worth Independent School District. Restart Project. 1999-2000
Green Valley AEA, Creston, IA Early Interventions Services Model., 2002-2003.
Northville Public Schools, Northville, MI IST Program Implementation 2000-2005.
Arlington Independent School District, Arlington, TX. Restart Project Implementation and Evaluation. 2000-
Greenville Independent School District, Greenville, TX. SST Initiative 2006-

Campus (Departmental):

Thesis Committee Member (1999-) :

Completed:

Marcie McMahan

Allison LaFleur

Megan Masterson

Aimie Kandelman

Mary Beth Streigel
Lauren Costas
Ricia Weiner

Dissertation Committee Member (1999-)

Completed:
Grace Jones
Kate Cramer
Deborah Nelson
Allison Weintraub
Sonja McKenna
Lindsay Vail
Celia Schuchman

Rev. 06/06