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Virginia M. Barry, Ph.D.
Commissioner of Education
Tel. 603-271-3144

Paul K. Leather
Deputy Commissioner of Education
Tel. 603-271-3801

STATE OF NEW HAMPSHIRE
DEPARTMENT OF EDUCATION
101 Pleasant Street
Concord, N.H. 03301
FAX 603-271-1953
Citizens Services Line 1-800-339-9900

May 16, 2014

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Authorize the Department of Education to amend a contract with Gibson Consulting Group, Austin, Texas (vendor code 253669), approved by Governor and Council on December 4, 2013 (Item #71), by increasing the FY'15 budget by \$26,205.00 and decreasing the FY'16 budget by \$26,205.00 with the price limitation remaining at \$276,981.00 to annually collect parent involvement surveys from approximately 33,000 parents of students with disabilities and post school outcome surveys from approximately 3,000 special education students one year after they have exited high school, for required reporting in the New Hampshire Department of Education, Bureau of Special Education Annual Performance Report (APR). This contract amendment would be effective from July 1, 2014 or upon Governor & Council approval, whichever is later, through December 30, 2015. 100% Federal Funds.

Funding is available in this account *IDEA Federal Funds* with the authority to adjust encumbrances in each of the State fiscal years through the Budget office if needed and justified, pending legislative approval of the next biennium budget.

06-56-56-562510-4110000-102-500731

		<u>Increase</u>	<u>Decrease</u>	<u>Modified</u>
<u>FY'14</u>	\$ 84,291.00			\$ 84,291.00
<u>FY'15</u>	\$133,010.00	\$26,205.00		\$159,215.00
<u>FY'16</u>	\$ 59,680.00		\$26,205.00	\$ 33,475.00
				\$ 276,981.00

EXPLANATION

The Department of Education would like to amend this agreement with Gibson Consulting in order to provide the up front development of survey administration and collection procedures in the first administration of the annual surveys and the remaining follow up collection of the second administration of the surveys and reporting as the collection process and reporting formulas will already be created in the first eighteen months of the contract. Therefore, the FY'16 budget will be for reporting collected results after the second administration of the survey.

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council

May 16, 2014

Page Two

The goal of this project is to support the New Hampshire Department of Education, Bureau of Special Education with the mandatory federal reporting requirements regarding parent involvement in special education and post school outcomes for students with disabilities who graduate from high school under the Individuals with Disabilities Education Act (IDEA). The purpose of the parent involvement survey is to measure the number of parents of students receiving special education services who report that their schools facilitated parent involvement as a means of improving services and results for students with disabilities.

The purpose of the post school outcomes survey is to measure the percent of youth who are no longer in secondary school, had IEPs in effect at the time they left school and are enrolled in higher education or in some post-secondary education or training program or are competitively employed within one year of exit from high school. Through this contract, Gibson Consulting will disseminate parent involvement surveys to approximately 33,000 parents of students with disabilities in New Hampshire and the post school outcomes survey to 3,000 special education students one year after they have exited high school. Gibson Consulting will also ensure each survey is accessible to students and parents in required languages or formats; as well as develop and disseminate marketing materials to increase awareness of surveys for improved response rates. Gibson Consulting will also be responsible for the collection of completed surveys and data analysis of each survey. This data will be used for reporting on Indicator 8 Parent Involvement Survey and Indicator 14 Post School Outcomes in the New Hampshire Special Education Annual Performance Report (APR) to be submitted to the USDOE Office of Special Education Programs. In addition, this data will also be used to meet the public reporting requirements of IDEA for Indicator 8 and Indicator 14 of the Annual Performance Report.

This project will be evaluated by the Department of Education through the monitoring of the Monthly Summary Reports provided by the contractor. In addition, the vendor will submit an End of Year report to the Department.

In the event that the Federal Funds become no longer available, General Funds will not be requested to support this program.

Respectfully submitted,



Virginia M. Barry, Ph.D.
Commissioner of Education

VMB:BJR
Attachments

**AMENDMENT TO
PROFESSIONAL SERVICES CONTRACT**

Now come the New Hampshire Department of Education, Commissioner’s Office, hereinafter “the Agency,” and Gibson Consulting Group, Inc. of Austin, TX hereinafter “the Contractor”, and, pursuant to an agreement between the parties that was approved by Governor and Council on December 4, 2013 (item #77) hereby agree to modify same as follows:

1. Amendment of contract by increasing the FY15 budget by \$26,205.00 and decreasing the FY16 budget by \$26,205.00 to provide the up front development of survey administration and collection systems in the first administration of the annual surveys and the remaining follow up collection of the second administration of the surveys and reporting as the collection process and reporting formulas will already be created in the first 18 months of the contract. Therefore, the FY16 budget will be for reporting collected results after the second administration of the survey.

2. Modify Exhibit B, Budget by increasing FY15 budget by \$26,205.00 and decreasing the FY16 budget by \$26,205.00 with the contract price limitation remaining at \$276,981.00.

FY14 Budget – no changes - Total \$84,291.00

FY15 Budget

	FY15 Budget		FY15 Revised Budget	
Line Items	07/01/14-06/30/15	Increases	07/01/14-06/30/15	
Amie Rapaport, Project Director	22,785.00	9,765.00		32,550.00
Marshall Garland, Lead Analyst	17,640.00	5,600.00		23,240.00
Eric Booth, Analyst	15,930.00			15,930.00
Ali Taylan, Chief Technology Officer	9,000.00	600.00		9,600.00
Cheyenne Rolf, Research Associate	8,690.00	9,240.00		17,930.00
Subtotal	74,045.00	25,205.00		99,250.00
Photocopying/ Printing	10,565.00			10,565.00
Postage	43,017.00			43,017.00
Travel	2,000.00	1,000.00		3,000.00
Scanning returned surveys	2,323.00			2,323.00
Translations & other services	1,060.00			1,060.00
Subtotal	58,965.00	1,000.00		59,965.00
TOTAL COST	133,010.00	26,205.00		159,215.00

FY16 Budget

	FY16 Budget		FY15 Revised Budget
Line Items	07/01/15 - 12/31/15	Decreases	07/01/15 - 12/31/15
Amie Rapaport, Project Director	12,000.00	(2,400.00)	9,600.00
Marshall Garland, Lead Analyst	19,865.00	(11,165.00)	8,700.00
Eric Booth, Analyst	16,940.00	(8,540.00)	8,400.00
Ali Taylan, Chief Technology Officer	9,300.00	(3,100.00)	6,200.00
Cheyenne Rolf, Research Associate	575.00		575.00
Subtotal	58,680.00	(25,205.00)	33,475.00
Photocopying/ Printing			
Postage			
Travel	1,000.00	(1,000.00)	0.00
Scanning returned surveys			
Translations & other services			
Subtotal	1,000.00		0.00
TOTAL COST	59,680.00	(26,205.00)	33,475.00

FY14 Total budget = \$ 84,291.00
 FY15 Revised budget = \$159,215.00
 FY16 Revised budget = \$ 33,475.00

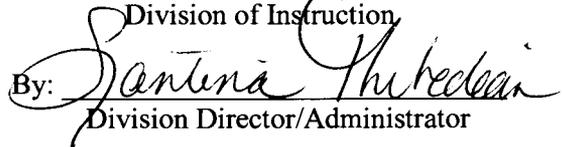
Total Contract = \$276,981.00

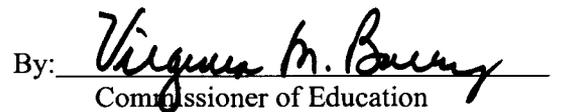
- 3. All other provisions of the contract shall remain in effect.
- 4. This modification shall be effective on the date of approval by Governor and Council.

This modification of an existing agreement is hereby incorporated by reference to the existing agreement by the parties and must be attached to the said agreement.

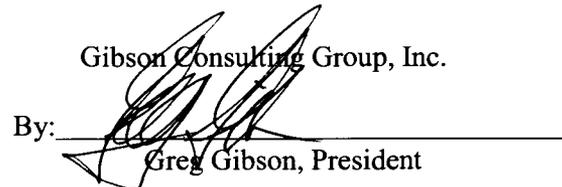
IN WITNESS WHEREOF, the parties, hereto have set their hands as of the day and year first above written.

THE STATE OF NEW HAMPSHIRE
 Department of Education
 Division of Instruction

By: 
 Division Director/Administrator

By: 
 Commissioner of Education

Gibson Consulting Group, Inc.

By: 
 Greg Gibson, President

STATE OF Texas

County of Travis

On this the 01 day of May 2014 before me, Cheyenne Rolf, the undersigned officer, personally appeared Erag Gibson who acknowledged himself/herself to be the President of Gibson Consulting Group, Inc. and that he/she, as such President, being authorized so to do, executed the foregoing instrument for the purposes therein contained, by signing the name of the corporation by himself/herself as Erag Gibson, President, Gibson Consulting Group, Inc.

In witness whereof I hereto set my hand and official seal.



Cheyenne Rolf
Notary Public/Justice of the Peace

Approved as to form, substance and execution by the Attorney General this 2nd day of June, 2014.

Division of Attorney General Office

By: [Signature]

Approved by the Governor and Council this _____ day of _____, 2014

By: _____

State of New Hampshire Department of State

CERTIFICATE

I, William M. Gardner, Secretary of State of the State of New Hampshire, do hereby certify that Gibson Consulting Group Inc. a(n) Texas corporation, is authorized to transact business in New Hampshire and qualified on October 8, 2013. I further certify that all fees and annual reports required by the Secretary of State's office have been received.



In TESTIMONY WHEREOF, I hereto set my hand and cause to be affixed the Seal of the State of New Hampshire, this 17th day of April, A.D. 2014

A handwritten signature in black ink, appearing to read "William M. Gardner".

William M. Gardner
Secretary of State

GIBSON

CONSULTING GROUP

Certificate of Authority

I, Beth Frank, Secretary of Gibson Consulting Group, Inc. do hereby certify that :

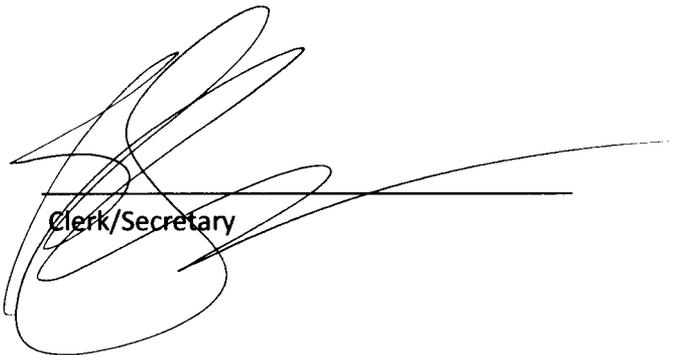
- (1) I maintain and have custody of and am familiar with the seal and minute books of the corporation;
- (2) I am authorized to issue certificates with respect to the contents of such books and to affix such seal to such certificate;
- (3) The following is a true and complete copy of the resolutions adopted by the board of directors of the corporation at a meeting of that board on October 24, 2013, which meeting was held in accordance with the law of the state of incorporation and the by-laws of the corporation:
- (4) The foregoing resolution is in full force and effect, unamended, as of the date hereof; and
- (5) The following person(s) lawfully occupy the office(s) indicated below:

Greg Gibson, Chairman

Beth Frank, Secretary

IN WITNESS WHEREOF, I have hereunto set my hand as the Clerk/Secretary of the Corporation this 5th day of June, 2014.

(Corporate Seal if any)


Clerk/Secretary

GAC #71
12-4-13



Virginia M. Barry, Ph.D.
Commissioner of Education
Tel. 603-271-3144

Paul K. Leather
Deputy Commissioner of Education
Tel. 603-271-3801

STATE OF NEW HAMPSHIRE
DEPARTMENT OF EDUCATION
101 Pleasant Street
Concord, N.H. 03301
FAX 603-271-1953
Citizens Services Line 1-800-339-9900

November 1, 2013

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Authorize the Department of Education to enter into a contract with Gibson Consulting Group of Austin, Texas (vendor code 253669), to annually collect parent involvement surveys from approximately 33,000 parents of students with disabilities and post school outcome surveys from approximately 3,000 special education students one year after they have exited high school, for required reporting in the New Hampshire Department of Education, Bureau of Special Education Annual Performance Report (APR). The twenty-four month contract will be in effect from January 1, 2014 or Governor & Council approval, whichever is later, through December 30, 2015; in the amount not to exceed \$276,981.00 pending legislative approval of the next biennium budget. These are 100% Federal Funds.

Funding is available in this account as follows with the authority to adjust encumbrances in each of the State fiscal years through the Budget office if needed and justified.

Funding is available in account *IDEA Federal Funds* as follows:

	<u>FY 14</u>	<u>FY15</u>	<u>FY16</u>
06-56-56-562510-4110000-102-500731	\$84,291.00	\$133,010.00	\$59,680.00

EXPLANATION

The goal of this project is to support the New Hampshire Department of Education, Bureau of Special Education with the mandatory federal reporting requirements regarding parent involvement in special education and post school outcomes for students with disabilities who graduate from high school under the Individuals with Disabilities Education Act (IDEA). The purpose of the parent involvement survey is to measure the number of parents of students receiving special education services who report that their schools facilitated parent involvement as a means of improving services and results for students with disabilities.

The purpose of the post school outcomes survey is to measure the percent of youth who are no longer in secondary school, had IEPs in effect at the time they left school and are enrolled in higher education or in some post-secondary education or training program or are competitively employed within one year of exit from high school. Through this contract, Gibson Consulting will disseminate parent involvement surveys to approximately 33,000 parents of students with disabilities in New Hampshire and the post school outcomes survey to 3,000 special education students one year after they have exited high school. Gibson Consulting will also ensure each survey is accessible to students and parents in required languages or formats; as well as develop and disseminate marketing materials to increase awareness of surveys for improved response rates. Gibson Consulting will also be responsible for the collection of completed surveys and data analysis of each survey. This data will be used for reporting on Indicator 8 Parent Involvement Survey and Indicator 14 Post School Outcomes in the New Hampshire Special Education Annual Performance Report (APR) to be submitted to the USDOE Office of Special Education Programs. In addition, this data will also be used to meet the public reporting requirements of IDEA for Indicator 8 and Indicator 14 of the Annual Performance Report.

The Request for Proposals (RFP) "*Statewide Parent Involvement and Post School Outcomes Surveys*" was advertised in the Manchester Union Leader, July 13, 2013, July 15, 2013, and July 16, 2013, and posted to the New Hampshire Department of Education website.

Five (5) proposals were received by the deadline of August 5, 2013: Piedra Data Services, Panorama Education, Gibson Consulting Group, Glen Martin Associates and Measurement Incorporated. A review committee of four (4) reviewed all proposals and recommend a contract with Gibson Consulting Group who had the highest overall score (rubric attached). Gibson Consulting was selected based on their ability to commit five highly qualified staff for the administration of the surveys, and analysis of collected data, they can offer both surveys as scanable surveys, and most importantly they will provide web-based data visualization tools to assist us in sharing the survey results with school districts in an easy to understand format.

The Department of Education, Bureau of Special Education would like to contract with Gibson Consulting who has done similar work for the Kentucky, Texas, Oregon, Florida and Colorado Departments of Education. Gibson Consulting excels at working with State Education Agencies and other educational organizations to collect, analyze, and report data. They have worked with over 250 school systems in 21 different States during the past 21 years and are committed to public education by providing services exclusively in the educational market.

The contract will include, but not be limited to, the following activities:

- On-going communication and collaboration with the Department of Education, school districts and key stakeholder agencies and representatives;
- Survey Administrations;
- Data Collection, Entry and Management;
- Data Analysis; and,
- Reporting

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
November 1, 2013
Page Three

This project will be evaluated by the Department of Education through the monitoring of the Monthly Summary Reports provided by the contractor. In addition, the vendor will submit an End of Year report to the Department.

In the event that the Federal Funds become no longer available, General Funds will not be requested to support this program.

Respectfully submitted,

Virginia M. Barry, Ph.D.
Commissioner of Education

VMB:BJR
Attachments

Principal Staff Working on the Project
Statewide Parent Involvement and Post School Outcomes Surveys

Amie S. Green-Rapaport
Marshall W. Garland
Eric A. Booth
Ali Taylan
Cheyanne Rolf

Financial Statements

Gibson Consulting Group, Inc. Annual Revenue 2011-1st Quarter 2014

Year	Total Revenue
2011	\$3,132,719.77
2012	\$1,706,729.08
2013	\$2,379,325.33
1 st Quarter 2014	\$856,765.07

Gibson Consulting Group, Inc. Annual Profit and Loss Statement 2011-1st Quarter 2014

	2011	2012	2013	1st Quarter 2014
Revenues				
Consulting Revenue	3,132,658.11	1,706,715.08	2,379,325.33	856,765.07
Miscellaneous Revenue	61.52	14.00	0.00	0.00
Total Revenues	3,132,719.63	1,706,729.08	2,379,325.33	856,765.07
Expenses				
Cost of Sales	2,778,448.77	1,550,570.96	1,992,375.02	638,472.06
Operating Expenses	270,906.63	227,795.17	287,863.61	82,445.77
Bank/CC Fees	5,451.19	5,098.11	14,940.67	3,604.71
LOC Fees	1,078.26	2,546.95	3,186.81	954.79
Total Expenses	3,055,924.85	1,786,011.19	2,298,366.11	725,477.33
Net Ordinary Income	76,794.78	(79,372.11)	80,959.22	13,287.74
Other Income/Expense				
Other Income	0.00	16,756.00	0.00	0.00
Total Other Income	0.00	0.00	0.00	
Other Expenses				
Interest Expense	0.00	0.00	447.73	85.84
Total Other Expenses	0.00	0.00	447.73	85.84
Net Other Income (Expense)	0.00	16,756.00	(447.73)	(85.84)
Net Income	76,794.78	(62,616.11)	80,511.49	13,201.90

Gibson Consulting Group, Inc.
Annual Balance Sheet 2011-1st Quarter 2013

	2011	2012	2013	1st Quarter 2014
ASSETS				
Current Assets				
Checking/Savings	7,199.95	45,846.22	41,704.30	52,980.16
Accounts Receivable	408,627.04	418,023.53	414,612.51	727,359.08
Other Current Assets	79,008.17	132,118.12	155,930.81	149,858.13
Total Current Assets	494,835.16	597,579.87	613,839.62	931,789.37
Fixed Assets	53,067.69	46,864.21	45,676.44	49,081.95
TOTAL ASSETS	547,902.85	642,852.08	657,924.06	979,279.32
LIABILITIES & EQUITY				
Liabilities	121,108.23	289,736.97	224,297.46	414,450.82
Equity	426,794.62	353,115.11	433,626.60	564,828.50
TOTAL LIABILITIES & EQUITY	547,902.85	642,852.08	657,924.06	979,279.32

Board of Directors

Gibson Consulting Group, Inc. has a sole board member, Greg Gibson. Mr. Gibson is President and a full-time employee of Gibson Consulting Group.

Personnel Information

Amie Rapaport, PhD

Project Director

Dr. Amie Rapaport earned her doctorate degree in social psychology from New York University with a concentration in quantitative statistics. She has over 10 years of research experience in education and psychology. Dr. Rapaport served as project director for several recently completed survey projects, including the senior exit survey for Arlington Independent School District, surveys of adult education students for the THECB, and the community-wide survey of parent and student perspectives on school choice for Lee County Public Schools in Florida. Dr. Rapaport has also directed other large-scale district-wide survey projects, including statewide surveys of parents and schools regarding Supplemental Educational Services for Texas and Kentucky. She also conducted the NCSEAM survey administration and analysis process for Leander Independent School District in Texas.

Prior to coming to Gibson, Dr. Rapaport led the Texas Education Agency's Program Evaluation Unit, supervising the development and execution of over 30 large-scale, statewide program evaluation projects. Rapaport has extensive experience guiding research, identifying key objectives, developing methodological designs, creating surveys and other instruments, pinpointing and resolving methodological and statistical limitations, applying appropriate statistical methods, and interpreting and communicating results to diverse audiences. She is an expert in hierarchical linear modeling (HLM), structural equation modeling, multiple regression, analysis of variance, and qualitative research methods.

Marshall Garland, ADB

Lead Analyst

Mr. Marshall Garland has earned all but his dissertation towards a doctorate in Political Science, Comparative Politics, and Research Methodology from Texas Tech University. He has almost 10 years of research experience, extensive training in research design and econometrics, as well as advanced training in categorical and limited dependent variable models from the University of Essex, UK. Mr. Garland serves as statistician and lead analyst on multiple projects providing guidance and execution of sophisticated data analysis techniques, including analytic work examining student growth models for the Virginia Department of Education.

Prior to joining Gibson, Mr. Garland worked for the Texas Schools Project at the University of Texas at Dallas. As a research scientist, he assembled longitudinal databases spanning 15 years and more than 60 million records. He used these databases to statistically examine questions related to students' academic growth, teacher effectiveness, and the impact of professional development on student achievement, persistence, and graduation. Mr. Garland also served as a program evaluator at Austin Independent School District, where he evaluated a number of initiatives, including the federal Title IV Safe and Drug-Free Schools and Communities grant. He led the High School Exit Survey project, which Austin ISD administered annually to approximately 4,000 high school seniors. He received recognition for his work on this project by the American Educational Research Association in 2009 with a Division H "Outstanding Publication for Advances in Methodology" award.

Eric Booth, ABD

Analyst

Mr. Eric Booth possesses graduate level training focused on advanced statistical methodology, survey design, and education policy analysis. He received additional statistical and econometrics training at the University of Michigan and the University of Texas. Booth has nearly 10 years of experience in the design and analysis of surveys in education settings. His recent survey work includes overseeing administration and sampling design for the statewide Texas School Survey of Drug and Alcohol Use for the Texas Department of State Health Services, the Developmental Education Demonstration Project Survey of faculty and staff for the Texas Higher Education Coordinating Board, the Waco ISD Discipline Survey of Teachers, Parents, and Students for the Texas Office of the Governor, the Texas High School Project Survey of Teachers and Principals for Texas Education Agency and SRI International, and the Teacher Incentive Pay Staff and Principal Survey for Round Rock Independent School District. He has also served as a principal investigator for the "Aging Texas Well" Statewide Survey for the Texas Department of Aging and Disability Services, the targeted survey of the Maternal and Child Health population across Texas for the 5-Year MCH Title V Needs Assessment for the Texas Department of State Health Services, and a GEAR UP College-bound Student Survey for IDEA Public Schools.

Prior to coming to Gibson, Eric Booth held a dual appointment at Texas A&M University as Senior Research Associate at the Public Policy Research Institute and Lecturer in Graduate Research Methods in the Department of Health Policy and Management. He has regularly taught graduate courses on research methodology and complex survey design. He is an expert in advanced statistical methods including multilevel, longitudinal, time-series, and survival analysis. His peer reviewed publications include articles at the Journal of Applied Research on Children, Party Politics, and Health Services Research, and his education research has been featured in various media outlets including the New York Times, NPR, Washington Post, Houston Chronicle, and the Austin American-Statesman.

Ali Taylan, MBA

Chief Information Officer

Mr. Taylan has 20 years of experience in technology and management information systems and has extensive experience in creating, developing and implementing solutions using a wide array of technologies and tools. Mr. Taylan is also experienced in the development and implementation of business intelligence tools. He was responsible for creating and delivering an interactive data visualization of Jefferson County Public Schools' employee satisfaction survey data and Lee County Public Schools' community survey data. Mr. Taylan combines business and user requirements with available source data elements to develop data models. He then creates custom solutions that use these data models with various analysis and visualization tool sets. Clients can use these solutions to analyze their data and make informed decisions. He has created solutions for performance-based budgeting, statewide peer district analysis, and statewide financial and staffing analysis.

Cheyenne Rolf

Research Associate

Ms. Rolf has over six (6) years of experience as an associate consultant at Gibson on a wide variety of projects (e.g., survey research, program evaluation, efficiency reviews, cost savings, performance measures). She has worked closely with senior consultants on all facets of survey research projects, including developing and administering surveys, analyzing survey data, conducting focus groups, and writing statistical reports. Current projects include the survey development projects for the THECB and the evaluation of SES in Kentucky. Ms. Rolf plays an integral role in survey development and deployment, and is highly skilled in employing innovative survey efforts that result in high response rates.

Total Years Experience
10 years

Education

- Doctor of Philosophy, Social and Personality Psychology, New York University
- Master of Arts, General Psychology, New York University
- Bachelor of Arts, Psychology, American University

Professional Affiliations

- American Educational Research Association
- American Psychological Association

Summary of Qualifications

Dr. Rapaport has over ten years of research experience, with rigorous training in quantitative methods and statistics from New York University. Currently Dr. Rapaport serves as Project Director of statewide and district-level evaluation projects, and leads the quantitative and qualitative analysis components of all program evaluation projects. Dr. Rapaport also provides expert consultation on survey development and administration on projects across all company practice areas, and provides statistical consulting to clients seeking additional support on research projects.

Prior to Gibson Dr. Rapaport led the Texas Education Agency's Program Evaluation unit, supervising the development and execution of over 30 large-scale, statewide program evaluation projects. She has extensive experience guiding research, developing research instruments, pinpointing and resolving methodological and statistical limitations, applying appropriate statistical methods, and interpreting and communicating results. She is an expert in Hierarchical Linear Modeling, Structural Equation Modeling, Multiple Regression, Analysis of Variance, and qualitative analysis methods. She is skilled in using SPSS, SAS and NVivo software packages to meet her analytic needs, and is able to effectively translate complex statistical findings into understandable, succinct research findings with actionable recommendations.

Relevant Experience

Statewide Program Evaluations

- *Texas Education Agency*
 - o 21st Century Community Learning Centers
 - o Texas Ninth Grade Transition and Intervention grant program
- *Kentucky Department of Education* - Kentucky Supplemental Educational Services
- *Oregon Department of Education* - Oregon Statewide System of Supports
- *Education Research Center, University of Texas Dallas* - Teacher Professional Development Programs
- *Texas Legislative Budget Board* - Texas Early Education Model

- *Education Service Center Region 13*
 - o Texas Supplemental Educational Services
 - o Texas Turnaround Initiative

District-wide Program Evaluations

- *Amarillo Independent School District*
 - o Small Learning Communities grant program
 - o Vision 2020, Virtual Learning Strand grant program
- *Austin Independent School District* - District Supports for School Leaders
- *Fort Worth Independent School District* - Special Interest Programs – Review and Recommendations
- *Harris County Department of Education, Laureate Higher Education Group* - Harris County Principal Certification Academy
- *Uplift Education* - Target Tech in Texas grant program,
- *Vanderbilt University (and the Round Rock Independent School District)*- Implementation of Round Rock ISD’s Teacher Compensation Pilot Program

Other Program Evaluation Experience

- Supervised evaluations of:
 - o Afterschool programs
 - o Charter schools
 - o Intensive reading interventions
 - o Comprehensive school reform programs
 - o Teacher incentive programs
 - o School redesign programs
 - o Professional development programs

Survey Projects

- *Humanities Texas* – Professional Development Feedback Survey
- *Jefferson County Public Schools* - Employee Satisfaction Survey
- *Lee County Public Schools* - Community Survey on School Choice
- *The Texas Education Service Center Curriculum Collaborative* - CSCOPE User Survey
- *Texas Charter Schools Association* - Customer Survey
- *Texas Higher Education Coordinating Board* – Assessment of GradTX and Degree Completion Programs.

Statistical Consulting

- *Vanderbilt University's National Center on Performance Incentives* - New York City's School-wide Performance Bonus Program
- Review of the Special Education Department, *Leander Independent School District* (Parent Survey)
- Teacher Value-Added Scores in Metro-Nashville Public Schools, *Vanderbilt University's National Center on Performance Incentives* (Statistical Consulting)

Management and Organization Consulting

- Development of Shared Services Arrangement Training Guide, *Region 16 Education Service Center*
- *IDEA Public Schools* - Performance Management Assessment
- *Uplift Education*
 - o Performance Management Assessment
 - o Software Systems Maximization Assessment

Publications

Methodological studies comparing biases in self-report data when collected via paper questionnaires or electronic PDAs. (Daily diary research, hierarchical linear modeling, longitudinal studies, self-report bias):

- Green, A.S., Rafaeli, E., Bolger, N., Shrout, P.E., & Reis, H.T. (2006). Paper or plastic: Data equivalence in paper and electronic diaries. *Psychological Methods*, 11 87-105.
- Bolger, N. Shrout, P.E., Green, A.S., Rafaeli, E., & Reis, H.T. (2006). Paper or plastic revisited: Let's keep them both. *Psychological Methods*, 11,123-125.

Longitudinal studies of couples coping with stress: (Social support and coping, hierarchical linear modeling, structural equation modeling, daily diary methods, close relationships):

- Rafaeli, E., Cranford, J.A., Green, A.S., Shrout, P.E., & Bolger, N. (2008). The good and bad of relationships: How social hindrance and social support affect relationship feelings in daily life. *Personality and Social Psychology Bulletin*, 34, 1703-1718.
- Green, A.S. (2006). How does coping work? A random effects analysis of the influence of coping on day-to-day anxiety. Dissertation manuscript.
- Burke, C.T., Green, A.S., Shrout, P.E., & Bolger, N. (2005). "What doesn't kill you makes you a lawyer: Anxiety in preparation for the bar exam." Poster presented at the Society for Personality and Social Psychology Annual Conference, New Orleans, L.A.

Other methodological studies, reports, and presentations

- Green, A.S. (2005). Predicting pass rates on the bar examination: Anxiety level versus change and its impact on actual performance. Talk given at the Four-College Conference (Princeton University, Yale University, Columbia University, New York University). Princeton, NJ.
- Bolger, N., Shrout, P. E., Iida, M., Green, A. S., & Burke, C. T. (2005). Methodological issues in studying couples over time. Talk given at Advances in couples' coping and stress research: Psychosocial and clinical perspectives, Catholic University, Milan, Italy.
- Seidman, G.S., Green, A.S., Shrout, P.E., & Bolger, N. (2004). "Can a statistical artifact make conflict appear good for marital satisfaction?" Poster presented at the Society for Personality and Social Psychology Annual Conference, Austin, TX.

Other peer-reviewed publications

- McKenna, K.Y.A. and Green, A.S. (2002). "Virtual Group Dynamics." *Group Dynamics*, 6, 116-127.
- McKenna, K.Y.A., Green, A.S., and Gleason, M.E.J (2002). "Relationship Formation on the Internet: What's the Big Attraction?" *Journal of Social Issues*, 58, 9-31.
- McKenna K.Y.A.; Green A.S.; and Smith P.K. (2001). "Demarginalizing the sexual self." *Journal of Sex Research*, 38, 302-311.

Invited Lectures/Speakers

- University of Texas at Austin, Department of Human Development and Family Sciences

Employment History

- Gibson Consulting Group, Inc. – Senior Research and Evaluation Consultant (2008 – Present)
- Texas Education Agency – Assistant Director for Program Evaluation (2006 – 2008)
- New York University – Research Scientist and Lab Director (2001 – 2006)
- Statistical Consulting – Freelance
 - o Mt. Sinai School of Medicine (2003 – 2006)
 - o University of Texas (2005 – 2006)
 - o Temple University (2003)

Total Years Experience

5 years

Education

A.B.D. Political Science,
Comparative Politics, Research
Methodology
Texas Tech University,
Lubbock, Texas

Masters of Arts in
International Relations, St.
Mary's University, San
Antonio, TX

Bachelors of Arts, Political
Science, French, University of
Texas at San Antonio, San
Antonio, TX

Professional Affiliations

American Education Research
Association (AERA)

Society for Research on
Educational Effectiveness
(SREE)

Summary of Qualifications

Mr. Garland has over five years of applied research experience. He has extensive training in research design and econometrics from Texas Tech University, as well as advanced training in categorical and limited dependent variable models from the University of Essex, UK.

Prior to joining Gibson, Mr. Garland was an evaluator at Austin Independent School district, where he served as the secondary and primary evaluator for a number of initiatives undertaken by the Gates Foundation-funded High School Redesign Initiative. He was also the project lead for the Postsecondary Transition research project, which employed advanced statistical techniques to understand AISD graduates' post-graduation pathways. His work on this project was recognized by the American Educational Research Association (AERA) in 2009. After AISD, Mr. Garland worked at the Texas Schools Project at the University of Texas at Dallas. There, he assembled longitudinal databases spanning 15 years and more than 60 million records to address questions related to students' academic growth, teacher effectiveness, the impact of professional development on student achievement, and student persistence and graduation. Mr. Garland is an expert in hierarchical linear modeling (HLM), panel data analysis techniques, and quasi-experimental research designs and methods. He is an advanced Stata programmer and intermediate SPSS user, and is able to discuss the details of research design, statistical methods, and results using nontechnical language to ease comprehension for a diverse audience.

Relevant Experience

Program Evaluation Projects – State Clients

- Teacher Professional Development Programs, University of Texas Dallas – Education Research Center
- Teacher for America (TFA) Statewide Evaluation, University of Texas Dallas – Education Research Center
- Texas 21st Century Community Learning Centers Evaluation – Gibson Consulting Group

Program Evaluation Projects – District Clients

- Evaluation of the First Things First High School Reform Model, *Austin Independent School District*
- Title IV Safe and Drug Free Schools and Communities Evaluation, *Austin Independent School District*
- Math Improvement Initiative Evaluation, *Austin Independent School District*
- Professional Learning Communities Evaluation, *Austin Independent School District*

Other Program Evaluation Experience

- Aspire High School Success (HSS) Grant Program, *AT&T Foundation*

Research Projects

- Blueprint for Educational Change, *E3 Alliance*
- College and Career Readiness Initiative, *Virginia Department of Education*
- Postsecondary Transition Project, *Austin Independent School District*

Publications

Evaluation Reports

- ❖ University of Texas at Dallas Education Research Center, Gibson Consulting Group, Inc., Learning Point Associates (an affiliate of American Institutes for Research), and ICF International. (2010). *Rider 42 Report Professional Development Research Study*. Report prepared for the Texas Education Agency.
- ❖ Alderete-Looby, Karen and Marshall W. Garland. (2009). *Student Advisory Evaluation, 2007-2008*. (DPE Publication 07.72). Austin, TX: Austin Independent School District.
- ❖ Garland Marshall W. (2008). *2007-2008 First Things First Evaluation: Year One Implementation*. (DPE Publication 07.79). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). *What are the Postgraduation Employment Outcomes of Members of the AISD Class of 2006?* (DPE Publication 07.52). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). *Title V, Part A Summary Report: 2007-2008*. (DPE Publication 07.67). Austin, TX: Austin Independent School District.
- ❖ Alderete-Looby, Karen and Marshall W. Garland. (2008). *Math Improvement Initiative: Algebra I Summary, 2007-2008*. (DPE Publication 07.69). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). *The Determinants of Postsecondary Enrollment: Evidence from the AISD Class of 2007*. (DPE Publication 06.36). Austin, TX: Austin Independent School District. (Winner of the 2009 AERA Division H Publication Award for Advances in Methodology.)

- ❖ Garland, Marshall W. (2008). Postsecondary Enrollment Summary Report: Classes of 2002-2007. (DPE Publication 07.48). Austin, TX: Austin Independent School District.
- ❖ Christian, Cinda and Marshall W. Garland (2008). Title IV Safe and Drug Free Schools and Communities Evaluation, 2005-2006 Through 2006-2007. (DPE Publication 06.50). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2008). SAT and Postsecondary Enrollment. (DPE Publication 07.42). Austin, TX: Austin Independent School District.
- ❖ Christian, Cinda and Marshall W. Garland (2007). State Compensatory Education Evaluation Report, 2005-2006. (DPE Publication 05.15). Austin, TX: Austin Independent School District.
- ❖ Garland, Marshall W. (2007). Title V, Part A Summary Report: 2006-2007. (DPE Publication 06.36). Austin, TX: Austin Independent School District.

Academic Publications

- ❖ Marshall W. Garland and Glen Biglaiser. (2009). Do Electoral Rules Matter? Political Institutions and Foreign Direct Investment in Latin America. *Comparative Political Studies*, 42, 224.
- ❖ Jeffrey Edwards and Marshall W. Garland. (2007). An Evaluation of the Effects of Major Trading Partner Growth using a GMM System" *Applied Economics Letters*, 1.
- ❖ Jeffrey A. Karp and Marshall W. Garland. (2007). Ideological Ambiguity and Split Ticket Voting. *Political Research Quarterly*, 60, 722-732.

Employment History

- Gibson Consulting Group, Inc. (2012) – Research and Evaluation Consultant
- Edvance Research – Research Specialist (2011 - 2012)
- University of Texas at Dallas Texas Schools Project – Research Scientist (2010 - 2011)
- Austin Independent School District – Evaluation Analyst (2006 - 2010)

Total Years Experience
10 years

Education

- Master of Arts, Political Science, Texas Tech University
- Bachelor of Arts, Political Science and English, Midwestern State University

Additional Statistical Training

- University of Texas, UT Summer Statistics Institute, 2012: Bayesian Statistics Hierarchical Linear Modeling
- Texas A&M University, TAMU Summer Institute for Quantitative Methods, 2009: Selection Models, Structural Equation Models
- University of Michigan, Interuniversity Consortium for Political and Social Research, 2005 and 2005 Advanced MLE, Advanced Regression, Timeseries, Programming with R

Summary of Qualifications

Mr. Booth has nearly 10 years experience in the analysis and evaluation of education programs and policies, including a focus on analyzing statewide, archival education databases. He is the author of over 20 packages for the statistical package *Stata* that focus the analysis or management of large-scale data. His recent analysis and data management projects include the following: (1) the analysis of all the individual-level student records linked with all juvenile justice records in Texas from 1999 to 2010 in a report that received national attention called "Breaking Schools' Rules" (2) overseeing administration and sampling design for the statewide Texas School Survey of Drug and Alcohol Use for the Texas Department of State Health Services (3) evaluation of the Developmental Education Demonstration Project for the Texas Higher Education Coordinating Board (4) analysis of Waco ISD discipline and academic outcomes data for the Texas Office of the Governor (5) an analysis of staff and student performance and growth for a Teacher Incentive Pay grant with Round Rock ISD, and (6) a GEAR UP program evaluation for IDEA Public Schools.

Prior to coming to Gibson, Eric Booth held a dual appointment at Texas A&M University as Senior Research Associate at the Public Policy Research Institute and Lecturer in Graduate Research Methods in the Department of Health Policy and Management. He has regularly taught graduate courses on data management with *Stata*, research methodology and complex survey design. His peer reviewed publications include articles at the *Journal of Applied Research on Children, Party Politics, and Health Services Research*, and his education research has been featured in various media outlets including the *New York Times, NPR, Washington Post, Houston Chronicle, and the Austin American-Statesman*.

Eric Booth possesses graduate level training focused on advanced statistical methodology and education policy analysis. He received additional statistical and econometrics training at the University of Michigan and the University of Texas. He is an expert in advanced statistical methods including multilevel, longitudinal, time-series, and survival analysis.

Relevant Experience

- *Evaluation of the Developmental Education Demonstration Project Colleges and Universities in Texas (Texas Higher Education Coordinating Board)*
- *A Statewide Study of Factors Determining School Dropout: Rethinking the Campus Role in Student Success (Office of Juvenile Justice and Delinquency Prevention)*
- *A Statewide Study of Factors Determining Student Discipline in Texas (Council of State Governments)*
- *Evaluation of the Federal Teacher Incentive Fund Round Rock Independent School District (Department of Education)*
- *Evaluation of the Federal GEAR UP grant for IDEA Public Schools (Department of Education)*
- *Study of the Texas Mental Health Crisis Services Redesign (CSR) (Texas DSHS)*
- *Texas Title V Maternal and Child Health Block Grant 5-Year Needs Assessment (Texas DSHS)*
- *Evaluation of the Round Rock ISD "Safe Schools / Healthy Students" Initiative (Dept of Education)*
- *Evaluation of the Texas High School Project (THSP) (SRI, Bill and Melinda Gates & Dell Foundations, TEA)*
- *Texas Demonstration to Maintain Independence and Employment (UT Addiction Research Institute)*
- *Study of Texas School Discipline Outcomes (Council of State Governments)*
- *Study of Disproportionate Minority Contact in the Juvenile Justice System in 5 Texas Counties (Texas Criminal Justice Division of the Governor's Office)*
- *Evaluation of the Federal Student Mentoring Grant for the Round Rock Independent School District (Department of Education)*

Publications

Articles and Book Chapters

- (forthcoming) Marchbanks, Trey, Booth, Eric A., Blake, Jamilia, Carmichael, Dottie, and Tony Fabelo. "The Cost of Exclusionary Discipline and Juvenile Justice Involvement for Texas Students." Center for Civil Rights Remedies at UCLA Edited Volume (*title TBA*).
- (forthcoming) Booth, Eric A., Capraro, Robert, Capraro, Mary Margaret, Chaudhuri Nandita, Dyer, James, and Miner P. Marchbanks. "Getting Ready for College: Lessons from Evaluating Developmental Education Programs in Texas." *Journal of Developmental Education*.
- (2012) Booth, Eric A.; Marchbanks, Miner P. III; Carmichael, Dottie; and Fabelo, Tony. "Comparing Campus Discipline Rates: A Multivariate Approach for Identifying Schools with Significantly Different than Expected Exclusionary Discipline Rates," *Journal of Applied Research on Children*. Vol. 3: Iss. 2, Article 6. Available at: <http://digitalcommons.library.tmc.edu/childrenatrisk/vol3/iss2/6>
- (2011) Elliott, Timothy R., Phillips, Charles D., Patnaik, Ashweeta, Booth, Eric A., Naiser, Emily, Hawes, Catherine, James A Dyer. "Medicaid Personal Care Services and Caregivers Reports of

Childrens Health: The Dynamics of a Relationship" Health Research Methods. Vol. 46(6): 1803-1821. Accessible at: <http://onlinelibrary.wiley.com/doi/10.1111/j.1475-6773.2011.01284.x/abstract>

- (2010) Booth, Eric A., and Joseph W. Robbins. "Assessing the Impact of Campaign Finance on Party System Institutionalization." Party Politics. Vol. 16(5): 629 - 650. Accessible at: <http://www.partypolitics.org/Volume16/v16i5p629.htm>
- (2008) Booth, Eric A., and Nelson Dometrius. "Jurisdiction" in Political Encyclopedia of U.S. States and Regions. New York: MTM Publishing.
- (2008) Dometrius, Nelson, Booth, Eric A., and Nathan K Mitchell. "Separation of Powers" in Political Encyclopedia of U.S. States and Regions. New York: MTM Publishing Reports
- (2012) Carmichael, Dottie, Marchbanks, Trey, and Booth, Eric A.. "Suspending Kids to School: A Study of Camus Interventions to Reduce Student Ticketing and Exclusionary Discipline" Report to Waco ISD.
- (2012) Chadhuri, Nandita, Dyer, Jim, Booth, Eric A., Marchbanks, Trey, Peirson, Shannon, Mhatre, Pratik, and Ashweeta Patnaik. "Texas Developmental Education Demonstration Projects Evaluation Report" Report to Texas Higher Education Coordinating Board.
- (2011) Fabelo, Tony, Thompson, Michael, Carmichael, Dottie, Marchbanks, Trey, and Eric A. Booth. "Breaking Schools' Rules: A Statewide Study on How School Discipline Relates to Students Success and Juvenile Justice Involvement." Accessible at: http://justicecenter.csg.org/resources/juveniles_1
- (2011) Booth, Eric A. and Jim Dyer. "Establishing the Texas Healthcare Exchange under PPACA: Stakeholder and Public Input and Perspectives" Prepared for the Texas Department of Insurance and the Texas Health and Human Services Commission. Accessible at: http://ppri.tamu.edu/PublicReports/ppaca_healthcare_exchange_report.pdf
- (2010) Carmichael, Dottie and Booth, Eric A. "Addressing Disproportionate Minority Contact in the Texas Juvenile Justice System: Causes and Solutions from the Community Perspective." Prepared for the Texas Office of the Governor, Criminal Justice Division. Accessible at: http://ppri.tamu.edu/PublicReports/100724_Final%20Report.pdf
- (2010) Carmichael, Dottie, Jensen-Doss, Amanda, Booth, Eric A., Ellis, David and Trey Marchbanks. "Evaluation Findings for the Crisis Services Redesign Initiative: Report to the Texas Department of State Health Services." Accessible at: <http://www.dshs.state.tx.us/mhsacsr/default.shtm>
- (2010) Chaudhuri, Nandita, Jim Dyer, and Eric A. Booth. "Needs Assessment for Texas Title V Maternal and Child Health Block Grant Funding" Accessible at: http://www.dshs.state.tx.us/mch/default.shtm#block_grant
- (2010) Booth, Eric A.. "Robertson County Drug Free Communities Support Program Evaluation Report" Prepared for the Drug Free Communities Support Program at the ONDCP.

- (2009) Carmichael, Dottie, Jensen-Doss, Amanda, and Eric Booth. "Year One Evaluation Findings for the Crisis Services Redesign Initiative: Report to the Texas Department of State Health Services." Accessible at: <http://www.dshs.state.tx.us/mhsacsr/default.shtm>
- (2009) Booth, Eric A. "Safe Schools / Healthy Students No Cost Extension Evaluation Report." Prepared for the Round Rock Independent School District. (Department of Education)
- (2008) Booth, Eric A. "Final Evaluation Report of the Safe Schools / Healthy Students Grant." Prepared for the Round Rock Independent School District. (Department of Education)
- (2008) Lessem, Ann and Eric A. Booth. "Safe Schools and Student Outcomes: Safe Schools/Healthy Students Evaluation Report." Prepared for the Round Rock Independent School District. (Department of Education)
- (2007) Booth, Eric A. "Remedying Security and Workforce Concerns Within Science and Technology Fields Through Domestic Education Policy Reforms." Center for the Advancement of Homeland Resources (CAHR) Publication.
- (2006) Booth, Eric A. "The Political Impact of Strategic Domestic Education Policy Reforms." Center for the Advancement of Homeland Resources (CAHR) Publication.

Selected List of Statistical Software

- (2012) Booth, Eric A. `nearmrg`: A Stata module to provide nearest-match merging of datasets. `nearmrg` performs nearest match merging of two datasets. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/s434901.htm>.
- (2011) Booth, Eric A. and Nicholas J. Cox. `statplot`: A Stata module for plotting summary statistics, including plots by category. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/S457248.htm>.
- (2011) Booth, Eric A. `mlm rsquared`: Stata post-estimation command to estimate of proportional reduction in variance explained for 2-Level random slope and random intercept multilevel (ML) models.
- (2010) Booth, Eric A. `cdropmiss`: Drop Missing or Mostly-Missing Variables or Observations in Stata.
- (2010) Booth, Eric A.. `ralpha`: A Stata function to generate randomized strings. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/s457277.htm>.
- (2010) Booth, Eric A.. `obsdi_`: A Stata package to identify differences within variables and across observations. Accessible at the Statistical Software Components (SSC) Archive at Boston College. <http://econpapers.repec.org/software/bocbocode/s457272.htm>.
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Invited Lectures/Speakers

2013

- Booth, Eric A. Cross-Site Findings and Legislative Recommendations from the Developmental Education Demonstration Project at Texas College and Universities. Accelerating Success in Texas: Adult and Developmental Education Conference. Austin, TX
- Booth, Eric, and Nathan Mitchell. "The Utilization of New Social Media for State Legislative Campaigns" Presentation at the Annual Meeting of the Southern Political Science Association. Tallahassee , FL.

2012

- Booth, Eric, and Nathan Mitchell. "The Utilization of New Social Media for State Legislative Campaigns" Presentation at the Annual Meeting of the Southern Political Science Association. Tallahassee , FL.
- Booth, Eric A. Evaluating Developmental Education in Texas College and Universities: Cross-Site Findings.
 - October. Presentation at the American Evaluation Association annual meeting in Minneapolis, MN.
 - November. Presentation at the Science and Math Association annual meeting in Birmingham, AL.
- Booth, Eric A. Evaluation of the Developmental Education Demonstration Project (DEDP) Colleges and Universities in Texas.
 - January. Presentation at the Texas Higher Education Coordinating Board annual meeting in Austin, TX.
 - June. Presentation at the Texas Higher Education Coordinating Board annual meeting in Austin, TX.
 - August. Presentation at the Texas Higher Education Coordinating Board annual meeting in Austin, TX.
- Marchbanks, Trey and Eric A. Booth. "School Discipline and Juvenile Justice Outcomes in Texas"
 - March. Presentation at the Joint Committee on Eliminating Disparities in Texas for the Center for the Elimination of Health Disparities. Health and Human Services Commission in Austin, TX.
 - June. Presentation at the Department of State Health Services Learning Lunch in Austin, TX.

2011

- Marchbanks, Trey and Eric A. Booth. "School Discipline and Juvenile Justice Outcomes in Texas"
 - July. Presentation at the Children At Risk Conference in Houston, TX.

- November. Presentation at the Children At Risk Conference in Houston, TX.
- Marchbanks, Trey, Jim Dyer, and Eric A. Booth. "Increasing Participation in Maternal Health Surveillance Surveys." Presentation at the Symposium on Survey and Evaluation Research in College Station, TX.
- Booth, Eric A. and Jim Dyer. "Exploring Texas Healthcare Exchange Options under PPACA Guidelines." Invited talk at the Texas Department of Insurance (TDI) and Health and Human Services Commission (HHSC) Texas Healthcare Exchange Symposium in Austin, TX.

2010

- Chaudhuri, Nandita and Eric A. Booth. "An innovative model for prioritizing health care needs for women, infants and children in Texas." Presentation at the American Public Health Association Meeting in Denver, CO.
- Booth, Eric A. and Nandita Chaudhuri. "Anti-Violence Policy Interventions in Texas Schools." Presentation at the Annual Meeting of Southern Political Science Association in Atlanta, GA.
- Carmichael, Dottie, Amanda Jensen-Doss, and Eric A. Booth. "Texas Crisis Services Redesign (CSR) Evaluation." Presentation at the Annual Meeting of the Texas Behavioral Health Consortium in Austin, TX.
- Booth, Eric A. "Study of Disproportionate Minority Juvenile Justice Contact in 5 Texas Counties." Presentation at the meeting Texas Juvenile Justice Roundtable in Austin, TX.
- Carmichael, Dottie and Eric A. Booth. "Study of Disproportionate Minority Juvenile Justice Contact in 5 Texas Counties." Presentation at the meeting of the Texas Governor's Criminal Justice Division Advisory Panel in Austin, TX.
- Booth, Eric A. and Nandita Chaudhuri. "Mixed Effectiveness of Anti-Violence Policy Intervention in Texas Schools: Exploring the Disconnect in Teacher, Staff and Student Perceptions of Safety in Round Rock." Presentation at the Annual Meeting of Southwest Political Science Association in Houston, TX.

2009

- Booth, Eric A. "Anti-Violence Policy Intervention in Texas Schools" Presentation at the Annual Meeting of Northeastern Political Science Association." Philadelphia, PA.
- Booth, Eric A. "Student Achievement during the High-Stakes Education Era: The Impact of the No Child Left Behind Act (NCLB) on Local Educational Initiatives and Academic Outcomes." Atlanta, GA.
- Carmichael, Dottie, Amanda Jensen-Doss, and Eric A. Booth. "Year Two Evaluation of the Texas Crisis Services Redesign." Presentation at the Annual Meeting of the Texas Council of MHMR Centers. Austin, TX.

2008

- Carmichael, Dottie, Amanda Jensen-Doss, and Eric A. Booth. "Evaluation of the Texas Crisis Services Redesign." Presentation at the Annual Meeting of the Texas Council of MHMR Centers. Austin, TX.

- Booth, Eric A. and Joseph Robbins. "Corruption Levels and Campaign Finance Laws in Post-Communist States." Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Eric A. Booth. "Ideological Determinants of Foreign Portfolio Investment." Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. "Impact of Sex Education Policies on Protest Activities." Presentation at the Annual Meeting of the Southwest Political Science Association, Las Vegas, NV.

2007

- Booth, Eric A. and Joseph Robbins. "Determinants of Public Venture Capital Flows in Post-communist States." Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. and Nathan K. Mitchell. "Executive Type and Trade Protection in 53 Countries." Presentation at the Annual Meeting of the Southwest Political Science Association. Albuquerque, NM.

2006

- Booth, Eric A. "Determinants of Judicial Competition: Evidence from State Primaries 1992-2004" Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. "Corruption and FDI: Why Asia is No Different from the Rest" Presentation at the Annual Meeting of the Southwestern Political Science Association. San Antonio, TX.
- Booth, Eric A. "A District-level Analysis of Judicial Recruitment" Poster Presentation at the Annual Meeting of the State Politics and Policy Conference. Lubbock, TX.
- Booth, Eric A. and Nathan Mitchell. "Executive Type and Trade Protection in the 1990s: Wheres the Pork?" Presentation at the Annual Meeting of the Southern Political Science Association. Atlanta, GA.
- Moreland, Amy, Tiffany Vincent, and Eric A. Booth. "Gender and Democratization." Presentation at the Annual Meeting of the Southern Political Science Association. Atlanta, GA.

2005

- Karp, Jeffrey A., Eric A. Booth, Marshall W. Garland, Joseph W. Robbins, and Aaron Colvin. "Split Ticket Voting and Political Context: What Happens When Elections Are Actually Competitive?" Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. and Joseph Robbins. "Indecision 2004: The Role of the Alternative Media Sources." Poster Presentation at the Annual Meeting of the Midwest Political Science Association. Chicago, IL.
- Booth, Eric A. "Economic Performance and Trade: The Role of Beggar-thy Neighbor Policies of Adjustment" Presentation at the Annual Meeting of the Southwestern Political Science Association. New Orleans, LA.

- Booth, Eric, Mitchell, Nathan, and Joseph Robbins. "The Role of Alternative Media Sources for Election 2004" Presentation at the Annual Meeting of the Southwestern Political Science Association. New Orleans, LA.

2004

- Booth, Eric A. "Foreign Aid: Japan and Latin America" Presentation at the Annual Meeting of the Southwestern Political Science Association. Corpus Christi, TX.
- Booth, Eric A. "Determinants of Foreign Aid: Japan and Latin America" TTU Poster Presentation. April 8, 2004.

Employment History

- Gibson Consulting Group, Inc. – Research and Evaluation Consultant (2012 – Present)
- Texas A&M University, Public Policy Research Institute, College Station, TX USA – Senior Research Associate (2007 – 2012)
- Texas A&M University, School of Rural Public Health, College Station, TX USA – Lecturer, Department of Health Policy and Management (2009 – Present)
- Copia Consulting – Senior Research Consultant, Austin, TX USA (2008 – 2011)
- Texas Tech University, Department of Political Science, Lubbock, TX USA – Instructor 2004 - 2008
- VOCL, Inc. – Research Consultant, Amarillo, TX USA (2005 – 2007)

Total Years Experience
20 years

Education

- Bachelor of Science in Labor Economics and Industrial Relations, University of Ankara
- Masters of Business Administration, University of Dallas

Summary of Qualifications

Mr. Taylan serves as the Chief Information Officer at Gibson Consulting Group (Gibson), a consulting firm that specializes in K-12 education. With over 15 years of experience in education technology consulting, he is an expert in management information systems and technology department assessments for school districts. He has worked with school districts and regional education service centers to improve the access to and use of management information systems. Mr. Taylan has experience working with clients and expertise defining software requirements, defining “as-is” and “to-be” process maps, and evaluating vendor demonstrations for various business and student information system selections. He creates, develops, and implements solutions using a wide array of technologies and tools. He has conducted performance and efficiency reviews for school districts. He has designed, developed, and managed performance measures to improve client efficiency and to generate savings. Of specific relevance to the Garland Independent School District (ISD) project, Mr. Taylan provided support and expertise in analyzing requirements, developing RFPs, analyzing proposals, and executing other consulting tasks related to Gibson’s system selection projects for Deer Park ISD, Katy ISD, Kamehameha Schools, Savannah-Chatham Public schools, El Paso ISD, Fort Worth ISD, Fort Bend ISD, Uplift Education, and IDEA Public Schools.

Relevant Experience

Business Intelligence and Data Visualization Projects

- Lee County Public Schools – 2012 Community Survey Dashboard – Technology Lead
- Jeffco Public Schools – 2010-11 Employee Survey Dashboard – Technology Lead
- Texas Association of School Business Officials (TASBO – eFACTS+ State-wide comprehensive multi-dimensional database and reporting System – Technology Lead
- Region XIII Education Service Center – ‘Socrates’ Data Analysis Tool Implementation – Technology Lead
- Region VII Education Service Center – DMAC MicroStrategy Pilot Project – Technology Lead
- Hallsville Independent School District – Performance Measurement System and Dashboard Implementation – Technology Lead

- Grand Prairie Independent School District – Performance Measurement System Implementation – Technology Lead
- Tyler Independent School District – Performance Measurement System Implementation – Technology Lead

Technology Projects

- CSCOPE State-wide Curriculum management and deployment system – Technology Review – Technology Lead
- Uplift Education – Requirements Collection for Portal System – Technology Lead
- Eanes Independent School District – Creation of District Technology Plan – Technology Lead
- Uplift Education – Software Systems Maximization Assessment – Technology Lead
- Ector County Independent School District – Technology Department Review – Technology Lead
- Midland Independent School District – Technology department Review – Technology Lead
- Region XIII Education Service Center – Technology department Review – Technology Lead
- Region VII Education Service Center – Technology department Review – Technology Lead
- Katy Independent School District – Enterprise Resource Planning System Selection – Technology Lead
- Kamehameha Schools (HI) – Enterprise Resource Planning System Selection – Technology Lead
- Clear Creek Independent School District – Enterprise Resource Planning System Selection- Technology Lead
- Savannah-Chatham County Public Schools – Enterprise Resource Planning System Selection - Technology Lead
- Fort Worth Independent School District – Enterprise Resource Planning System Selection- Technology Lead
- Deer Park Independent School District – Technology Consultant Services
- El Paso Independent School District – Needs Assessment
- Fort Bend Independent School District – Software Selection Project

District-Level Program Evaluations/Research Projects

- IDEA Public Schools – Performance Management Assessment– Project Team Member
- Uplift Education – Performance Management Assessment–Project Team Member

Efficiency Studies

- Oregon Department of Education – Efficiency Study of Education Service Districts– Technology Lead

Management and Organization Review

- Arlington Public Schools – School Efficiency Review– Technology Lead

- Clark County School District – Educational and Operational Efficiency Study– Technology Lead
- Leander Independent School District – Review of the Special Education Department– Technology Lead
- Pasadena Unified School District – Management Audit– Technology Lead
- Texas Education Agency – Feasibility Study of Statewide Accounting System– Technology Lead

Technical Skills

- BI Applications:
 - All the applications that make up the Microsoft BI stack – SharePoint, PerformancePoint, MS ProClarity, MS Reporting Services, Excel Services, and Power Pivot.
 - All the MicroStrategy BI products – MicroStrategy Intelligence Server, MicroStrategy Report Services, MicroStrategy OLAP Services, and MicroStrategy Mobile Server.
 - Other BI applications – Tableau and Pyramid Analytics.
- Other Applications: MS Visio, MS Project, MS Office, GIMP, and Photoshop
- Programming: Asp, ASP.NET, VBScript, JavaScript, MDX, DAX, T-SQL, XML, XSLT, HTML, DHTML, CSS, Visual Studio, and Source Safe
- Database: MS SQL Server, MS Analysis Services, MS Integrated Services, and MS Access
- Operating and Other System: Windows Server Operating Systems, Microsoft Desktop Operating Systems, VMware, and Active Directory

Employment History

- Gibson Consulting Group, Inc. – Senior Consultant (August 2001 – Present)
- Handtech.com –Web Project Manager (1999 – 2001)
- E-Major.com – Project Manager, Partner (1998 – 1999)
- Vektron International, Inc. – Vice President of Operations (1995 -1998)
- Vektron International, Inc. –Project Manager (1991-1995)

Total Years Experience

6 years

Education

- Bachelor of Arts in Government, University of Texas at Austin, TX

Professional Affiliations

- Texas Association for School Business Officials (TASBO)

Summary of Qualifications

Cheyenne Rolf has over six (6) years of experience working with Texas school districts as grant manager, and as a Research Associate at Gibson on a wide variety of projects (e.g., efficiency reviews, accounting systems, program evaluation, cost savings, performance measures). She has worked closely with senior consultants on all facets of school district projects, including creation of performance measures, data analysis (e.g., coding qualitative and quantitative data, and financial data analysis), detailed requirements gathering, process mapping, school-level organizational analysis, staffing analysis, and data collection activities for program evaluation (e.g., conducting interviews, facilitating focus group sessions, survey administration and reporting, and classroom observations).

Relevant Experience

Management and Organization Review/Audit

- Special School District of St. Louis, Operational Audit of Administrative Structure
- Texas Charter Schools Association, Customer Survey
- Fort Bend Independent School District, Process Improvement Study
- Leander Independent School District, Review of the Special Education Department
- Tyler Independent School District, High School Reorganization Study
- Tyler Independent School District, Review of the Special Education Department
- IDEA Public Schools, District Budgeting Re-Design
- IDEA Public Schools, Performance Management Assessment
- Uplift Education, Performance Management Assessment
- Pasadena Unified School District, Management Audit
- Region 16 ESC, Development of Shared Services Arrangement Training Guide
- Texas Education Agency, Feasibility Study of Statewide Accounting System
- Austin Independent School District, Board Reporting Assessment

Efficiency Studies

- Fairfax County Public Schools/Virginia Department of Planning and Budget, Efficiency Review

- Clark County School District, Educational and Operational Efficiency Review
- Trumbull Board of Education, Efficiency Study
- Tyler Independent School District, Performance Measurement System Implementation
- Abilene Independent School District, Staffing Study
- Houston Community College, Performance Review Follow-Up
- Oregon Department of Education, Efficiency Study of Education Service Districts
- Wimberley Independent School District, Staffing Study

Statewide Program Evaluations

- Texas Education Agency, 21st Century Community Learning Centers
- Oregon Department of Education, 21st Century Community Learning Centers
- University of Texas Dallas – Education Research Center, Teacher Professional Development Programs
- Legislative Budget Board, Evaluation of the Texas Early Education Model
- Kentucky Department of Education, Evaluation of Supplemental Education Services
- Texas Education Agency, Evaluation of the Texas Ninth Grade Transition and Intervention grant program
- Region 13 ESC, Evaluation of Texas Supplemental Education Services
- Region 13 ESC, Evaluation of the Texas Turnaround Initiative
- University of Texas at Dallas, Evaluation of Teacher Professional Development Programs
- Texas Education Agency, Evaluation of Texas High School Completion and Success Grant Program

District-Level Program Evaluations/Research Projects

- Beaufort (South Carolina) County School District, Beaufort Accelerate Learning Schools Program evaluation
- School District of Lee County (FL), Community Survey
- Harris County Department of Education, Laureate Higher Education Group, Harris County Principal Certification Academy
- Round Rock Independent School District , Evaluation of the Implementation of Round Rock ISD's teacher compensation pilot program
- Fort Worth Independent School District, Review of Special Interest Programs
- IDEA Public Schools, Performance Management Assessment
- Uplift Education, Performance Management Assessment

Technology Projects

- CSCOPE, Technology Review
- Uplift Education, Requirements Collection for Portal System

- Eanes Independent School District, Creation of District Technology Plan
- Uplift Education, Software Systems Maximization Assessment
- Ector County Independent School District, Technology Department Review
- Katy Independent School District, Enterprise Resource Planning System Selection
- Clear Creek Independent School District, Enterprise Resource Planning System Selection
- Fort Worth Independent School District, Enterprise Resource Planning System Selection

Publications

Evaluation Reports

- Shields, J., Rapaport, A., Rolf, C., Kirshbaum, C., Yeates, E., Clifford, M., Menon, R., & Kim, J. *Evaluation Report of the Walden/HCDE Principal Preparation Program* (2011). Presented to the Laureate Higher Education Group.
- Rapaport, A.S., Rolf, C., Yeates, E., & Hinojosa, T. (2011). *Evaluation of Supplemental Educational Services in Texas, 2009-10*. Prepared for Region 13 ESC.
- Friedman, Lawrence B., Hoogstra, L., Miller, S., Wong, M., O'Brien, D., Tucker, N., Gibson, G., Shields, J., Rolf, C. & Yeates, E. *Research Study of Texas Dual Credit Programs and Courses* (March 2011). Submitted to the Texas Education Agency.
- Zajano., N.C., Dahlke, K., Manzeske, D.P., Gibbs, C., Chen, J., Drill, K., Brown, M., Kleidon, B., Gibson, G., Heuer, L., Shields, J., Rapaport, A.S., Rolf, C., & Hamilton, T. *Evaluation of the Early Childhood School Readiness Demonstration Projects and School Readiness Certification System* (2011). Presented to the Legislative Budget Board.
- Shields, J., Rolf, C., Yeates, E., & Kirshbaum, C. (2010). *Evaluation of the Accelerated Learning Schools Program*. Beaufort, SC: Beaufort County School District.
- Shields, J., Rapaport, A.S., Rolf, C., Yeates, E., Hoogstra, L., & Tucker, N. *A Formative Evaluation Report of the Texas Turnaround Initiative* (2010). Prepared for the Texas Turnaround Center, Region 13 ESC.

Employment History

- Gibson Consulting Group, Inc. – Associate Consultant (April 2006 – Present)
- Round Rock Independent School District – Grant Developer (2002 – 2003)
- Lubbock-Cooper Independent School District – Grant Manager (2000 – 2002)