

Ruthann V Crawford-Fisher

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Pequea, PA 17565
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Credentials

Certificate PA Instructional I, 1991
Certificate PA Instructional II, 1996
Educational Specialist I, 1996
Educational Specialist II, 2002
Supervisor Curriculum and Instruction, 2007
Principal K-12, 2007
Assistant Superintendent, 2008
Superintendent, Letter of Eligibility, 2012
International Coach Federation, ACC
Mentor Coach, CMC, CWC

Education

St. Joseph's University, IDEPEL Philadelphia, PA
Ed.D Educational Leadership September 2009

Research Concentration: Psychology

Millersville University Millersville, PA
M.S. in Counseling May 1996

PA Certification in School Counseling

Millersville University Millersville, PA
Bachelor of Science in Education August 1991

Secondary English

Mentor Coach LLC Bethesda, MD
International Coaching Federation April 2015

Certified Mentor Coach
Certified Wellness Coach

Practical Concentration in Executive Coaching

Professional Experience

Crawford Coaching and Consulting International Pequea, PA
President August 2015-Present

- Provide certified executive, mentor, and wellness coaching to leaders/employees of corporations, school districts, and colleges, on how to improve employee engagement, organizational health/culture assessments, leadership development, building consensus and capacity, conflict resolution, strategic planning, holistic employee wellness, stress management of leaders, and organizational strategies for optimal efficiency and/or expansion,

- Work with leaders to assess the strengths and weaknesses of self and employees and co-create goals toward improvement, health, and life balance,
- Provide one-to-one executive coaching for company leaders to develop personal skills with organization, goal setting, presentation, communication, and life management,
- Provide executive coaching and consensus building for the organization's board of directors and/or leadership teams that support the organization's functioning,

Educational Consultations of Lancaster
CEO

Pequea, PA
 August 2003-Present

- Provide technical assistance and training to districts, colleges, and corporations on employee engagement, organizational health/culture assessments, leadership development, building consensus and capacity, conflict resolution, strategic planning, holistic employee wellness, stress management of leaders, and organizational strategies for optimal efficiency and/or expansion,
- Assess, educate, and provide organizational leaders skills to create technical manuals, protocols, procedures for tasks within the organization that reflect optimal functioning,
- Work with organizational leaders on effective communication skill development and sustainability of progress through integrative technology,
- Conduct a variety of research supported assessments to provide rich data regarding organizational functioning,
- Assist programs with developing and evaluating strategic plans for company growth

Saint Joseph's University
Adjunct Professor
 IDEPEL

Philadelphia, PA
 Fall 2013-Present

- Educate graduate/doctoral students on a variety of program/certification topics such as: communication, law, public relations, ethics, research (qualitative, quantitative, and mixed method), and PA certifications through superintendent,
- Provide technical assistance to students on utilizing APA guidelines for dissertation and publication,
- Serve on doctoral dissertation committees at PA universities (PSU, Immaculata, UPenn, SJU, Temple),
- Mentor students on the application of learned skills to diverse career options

Hempfield School District
Director of Student Services
Principal
Counselor/Service Learning Coordinator

Lancaster, PA
July 2003 to July 2013

- Served in a cabinet level position with direct oversight of: special education, to include speech therapists, occupational therapists; created and later provided oversight of alternative education program; counseling, nursing, social work/HSV, psychological services; child accounting, district registration, homeschool/homebound instruction; state and federal grants; district liaison for wellness and policy Board committees,
- Designed and created a student services program and truancy intervention program, recognized as Pennsylvania's Outstanding Pupil Services Program 2013,
- Performed staff development for district staff employees on mandated reporting, curriculum development, diversity, service learning, at risk education, behavioral modification, technology integration, psychological intervention, and teaching across the curriculum,
- Responsible for highly specialized professional development for student service personnel on latest research trends in DSM matters, legal and ethical updates for licensure, medical and mental health issues/treatments,
- Participated on strategic plan, social services, alternative, model schools, Act 48 committees,
- Authored numerous successful grants for a variety of educational initiatives and authored district policies and policy guidelines,
- Created and coordinated with other districts our alternative learning programs to include: alternative education (PDE AEDY compliant), therapeutic classroom, emotional/mental health supportive learning, virtual educational options, and step down programs for adjudicated or treatment based programming,
- Served on the Lancaster County Truancy Task Force,
- Helped created the IU 13 Pupil Services job alike group program,
- Performed duties inherent with counselor, principal, cabinet level positions as assigned by the Superintendent.

Pennsylvania Department of Education:
Pennsylvania Service Learning Alliance/
Center for Schools and Communities
Consultant/Trainer

Harrisburg, PA
1996 to 2012

- Provide technical assistance to districts throughout the commonwealth in areas of: Assessment, At-Risk Youth, Service Learning, School to Career, SAP, Cultural Diversity, Violence/Bullying Prevention, Youth Driven Centers and Youth Facilitated Support Groups, Action Research, LGBTQ Youth
- Authored white papers, interactive presentations, and curricula to train schools on varied concepts

- Present at annual education conferences throughout the US for PDE/PSLA
- Worked on the standards integration team
- Developed curriculum with the Constitutional Rights Foundation

Millersville University
Adjunct Professor
 Education Foundations Department

Millersville, PA
 2008

- Taught Introduction to Research Methods in the graduate studies program,
- Created a syllabus that focused on qualitative, quantitative, and mixed method research with a heavy emphasis on writing research utilizing APA guidelines, received high rating from graduate students

Solanco School District
**High School Guidance Counselor/
 Service Learning Coordinator**

Quarryville, PA
 July 1997 to June 2003

- Counseled students with personal issues one to one and in group setting,
- Worked with student co-facilitators and representatives from the Council on Drug and Alcohol Abuse in group counseling setting,
- Performed all duties inherent to the school counselor position in satisfactory manner,
- Coordinated a variety of student and staff activities,
- Founded the Lancaster Youth Leadership Council,
- Selected to present at state, national and international education conferences,
- Acted as Service Learning Coordinator in South Central PA for PDE.

Lancaster County Academy
**Curriculum Development/ Service
 Learning Coordinator, Grant Writer**

Lancaster, PA
 September 1993
 to July 1997

- Instructed and hold copyright for Service Learning curriculum in accordance,
- Authored three application based courses later shared with EduSoft,
- Redesigned a curriculum for alternative education models for Department of Education,
- Researched and authored several successful grant proposals for state and federal funding,
- Conducted workshops on employability, sales and service, public relations, and community service,
- Lead staff development seminars, educating teachers on the use of computer networks and educational software applications,
- Worked with EPA on utilizing field-based education in environmental science with stream bank fencing projects in conjunction with the Chesapeake Bay Foundation.

The School District of Lancaster
Director of the Writing Center (LTS)
English as a Second Language
Instructor (LTS)

Lancaster, PA
1992 to 1993

- Coordinated tutoring programs with Millersville University utilizing sophomore students during their required field experience,
- Designed and implemented a writing curriculum for English as a Second Language students,
- Supervised a Writing Center used by 1000 students weekly and coordinated the use of the center in conjunction with the learning units of 80 teachers

References Personal and Professional references available upon request

Accomplishments

Conference Presentations:

National Service Learning Conference 1997-2007
International Service Learning Conference, London, UK 1998
National School to Work Conference 1997, 2004, 2005
Center for School and Work 2004, 2005, 2012
Council of Chief State School Officers Summit on STW and SL 1998
PA Character Education Conference 2000-2006
PA Safe Schools Conference 1999, 2001-2006, 2010, 2012-2014
PA Governor's Institute 2005, 2006
PA Governor's Summit on Latino Education 2005, 2007
PA Alternative Education Conference 1997, 2006
PA School Counselor's Conference 2003-2006, 2013
American School Counselor's Conference 2006
National Curriculum and Pedagogy, 2007

Consultation and Training:

Pennsylvania Department of Education 1999-2009, 2012-Present
Tucson Howenstine Magnet School, AZ 2006
Cambria County Schools, PA 2005
Upper Adams School, PA 2006
IU 12, PA 2003-2006
Lancaster City SD, PA 2004-2006
Pennsylvania Service Learning Alliance 1994-2007, 2010-Present
Center for Schools and Communities, PA 2004-2009, 2011, 2013-Present
Lehigh Carbon Area Schools, Carbon County, PA 2007, 2008
North Carolina Allied Health Education Commission, 2007
Family Support Alliance Train the Trainer 2012
Steven Covey Leading at the Speed of Trust Train the Trainer 2011

Grants:

Authored and Awarded:
Learn and Serve Grantee 1993-2008, 2012
Department of Environmental Protection Grantee 1995-1997

Dual Enrollment 2005-2010
Digital Divide Grantee 2002-2005
Project 720 2006-2008
Classrooms for the Future 2007
Accountability Block Grant 2007-2011
Drug and Safe Free Schools 2000-2002, 2007-2009
National Emergency Management and Preparedness 2008
PA Alternative Education for Disruptive Youth 2006-2015
PA Workforce Investment Board 2012
Keystones to Opportunity 2012
American Association of School Administrators 2013

Grant Reviewer:

Federal Reader for Character Education Grants 2003
State Reader for Learn and Serve 1999-2007
21st Century Grant Reviewer 2005
National Service Learning Conference Presentation Reviewer 2005-2007

Professional Organizations:

American Psychological Association
American School Counselors Association
Pennsylvania School Counselors Association
Association for Supervision and Curriculum Development
United Way of Lancaster Steering Committee for Financial Stability/Education
Lancaster County Truancy Task Force

Published Works

Conway, T. & Crawford-Fisher, R. (2008). The need for continued research on gay straight alliances. *Journal of Curriculum and Pedagogy*. Troy, NY: Educator's International Press.

Crawford-Fisher, R. (2007). Abraham Maslow. In Kincheloe, J.L & Horn, R. A., Jr (Eds.) *Praeger handbook of education psychology Vol 1* (pp. 167-173). Westport, CT: Praeger Publishing

Dissertation

A Case Study of Student Perceptions on the Usefulness of Complementary, Naturopathic, Therapeutic Interventions on the Coping Mechanisms Utilized by Female Students in Dealing with Adolescent Stress Disorders in a Suburban School Setting