

**VITA (1998-2005)**

**1. Academic history**

**Name**

CHARLES THOMAS HOLMES

**Present rank, proportion time assignments**

Professor

<u>Year</u>	<u>Instruction</u>	<u>Service</u>	<u>Research</u>	<u>Project/Grant</u>	<u>Admin</u>
04-05					
03-04	56.3%		30.7%	13.0%	
02-03	56.3%		30.7%	13.0%	
01-02	9.2%	22.6%		23.1%	33%
00-01	33%	29%	5%	11.9%	33%
99-00	33%	29%	5%		33%
98-99	33%	33%			34%

**Tenure status**

tenured May 1988; Post-tenure review 2000-2001

**Graduate faculty status**

Appointed to the Graduate Faculty May 17, 1984; reappointed May 1991; May 1998.

**Highest degree, the institution, the date**

Ed.D., The University of Georgia, Educational Administration (June 11, 1983)

**Academic positions with titles and inclusive dates**

Professor, Department of Educational Leadership, The University of Georgia, May 1995-present;  
Associate Professor, May 1988-May 1995; Assistant Professor, September 1983 - May 1988.

Department Head, Department of Educational Leadership, College of Education, The University of Georgia, November 22, 1994-October 28, 2001.

Acting Department Head, Department of Educational Leadership and acting Division Chair, College of Education, The University of Georgia, July 1, 1990 - June 30, 1992.

Director of the Office of Communication and Publication, College of Education, The University of Georgia, July 1989-June 1993.

Associate Director, Bureau of Educational Services, College of Education, The University of Georgia, Athens, GA, July 1986 - June 1989.

## **Other professional employment, dates**

Teacher, Zweibrücken American High School, Zweibrücken, Germany (Department of Defense Overseas Dependent Schools). (August 1976-June 1980).

Chemistry Instructor (part time), Central Texas State University, Zweibrücken, Germany (1980).

Chemistry Instructor (part time), City Colleges of Chicago, Zweibrücken, Germany (1977).

Teacher, North Springs High School, Fulton County Schools, Atlanta, GA (January 1972-August 1976).

## **2. Resident instruction and continuing education**

Teaching assignments have included four graduate courses: Critique of the Literature in Educational Administration, Personnel Administration, Computer Data Processing in Educational Administration, and Research in Educational Administration plus several web based courses.

## **3. Scholarly activities**

### **a. Publications**

#### ***Books authored or coauthored***

#### ***Books edited or co-edited***

\* Sielke, C. C., & Holmes, C. T. (2001). ***Highlights of the American Education Finance Association's Public School Finance Programs of the United States and Canada, 1989-1999.*** American Federation of Teachers. Also available at [http://www.ed.sc.edu/aefa/reports/nces\\_rpt.html](http://www.ed.sc.edu/aefa/reports/nces_rpt.html).

\* Sielke, C. C., Dayton, J., Holmes, C. T., & Jefferson, A. L. (Eds.). (2001). ***Public School Finance Programs of the United States and Canada: 1998-1999.*** Washington, D.C.: United States Department of Education, National Center for Educational Statistics. (NCES 2001-309) approximately 1300 pages [http://nces.ed.gov/edfin/state\\_finance/StateFinancing.ASP](http://nces.ed.gov/edfin/state_finance/StateFinancing.ASP) also available on CD-ROM.

#### ***Chapters in books***

\* Sielke, C. C., & Holmes, C. T. (2001). Overview of approaches to state school funding. In Sielke, C. C., & Holmes, C. T. (2001). ***Highlights of the American Education Finance Association's Public School Finance Programs of the United States and Canada, 1998-1999.*** American Federation of Teachers.

\* Sielke, C. C., & Holmes, C. T. (2001). Highlights of categorical programs and the significant changes in these programs since 1993-1994. In Sielke, C. C., & Holmes, C. T. (2001). ***Highlights of the American Education Finance Association's Public School Finance Programs of the United States and Canada, 1998-1999.*** American Federation of Teachers.

\* Sielke, C. C., & Holmes, C. T. (2001). Highlights of basic support programs and the significant changes in programs since 1993-1994. In Sielke, C., & Holmes, C. T. (2001). ***Highlights of the American Education Finance Association's Public School Finance Programs of the United States and Canada, 1998-1999.*** American Federation of Teachers.

## **Monographs**

### **Journal articles**

Holmes, C. T., & Brown, C. L. (2004, in press). Ability grouping. **GAEL Newsletter**.

Holmes, C. T., & Brown, C. L. (2004, in press). Retention of elementary children. **GAEL Newsletter**.

Holmes, C. T. (2001, May) Failing our children. **GACIS Newsletter**, 4-5.

Holmes, C. T., & Saturday, J. (2000, summer). Promoting the end of nonpromotion. **Journal of Curriculum and Supervision**, 15(4), 300-314.

Holmes, C. T., & Sielke, C. C. (2000, winter). Legislative Update: Georgia. **The Journal of Education Finance**, 25(3), 457-462.

Weller, L. D., Carpenter, S., & Holmes, C. T. (1998). Achievement gains of low-achieving students using computer-assisted vs regular instruction. **Psychological Reports**, 83(3), 834-834.

### **Bulletins or reports**

Holmes, C. T., & Brown, C. L. (2003). *An evaluation of the academic benefits of the after school tutoring and recreation (A-STAR) program*.

Annual Report for the Georgia Psycho-educational Network and for each of the 24 individual centers, 2001; 2002; 2003.

*Wage, salary, and position study for the Fayette County School System*, April 1989.

### **Book reviews**

none

### **Works submitted but not yet accepted**

Flynt, S., Holmes, C. T., & Swan, W. W. (under review). ***The impact of a science professional learning program on student achievement in a high school***.

Holmes, C. T., Brown, C. L., & Algozzine, B. (under review). ***An Assessment of School Renaissance: A Program for Promoting Academic Success for All Students***

Holmes, C. T. (under review). ***High-Stakes Testing and the Retention of Elementary Children***

### **Other**

\* Holmes, C. T., & Brown, C. L. (2003). ***A controlled evaluation of a total school improvement process, School Renaissance***. Paper presented at the National Renaissance Conference, Nashville, TN,

February 2003. ((ERIC Document Reproduction Service No. ED 474 261)

\*Swan, W. W., & Holmes, C. T. (1999). Web-Based Courses: An Effective Strategy for Leadership Instruction. ***Marching into a New Millennium: Proceedings of the 53<sup>rd</sup> Annual Conference of the National Council of Professors of Educational Administration***, p. 168.

*\*national/international*

## **b. Creative contributions other than formal publications**

### **c. Grants received**

Evaluation component of Special Ed Grant, February 1999 through 2004, **\$500,000** (with Swan).

Contract with the American Educational Finance Association for editing the 4<sup>th</sup> Edition of Public School Finance Programs of the United States and Canada, 1998, **\$23,813** (with Sielke & Dayton).

### **d. Recognitions and outstanding achievements**

Who's Who Among America's Teachers, 2004.

### **e. Areas in which research is done**

(1) administrative policy affecting student achievement, and (2) teacher salaries

### **f. Supervision of student research**

#### ***Master's Theses Directed***

Clark, Angela Marie. (2000). ***An exploratory study of attitudes toward middle school alternative education programs.***

#### ***Dissertations Directed***

83. Ashmore, Wendy Smith. (2004, August). ***The relationship of parenting style to giftedness.***

82. Parker, Terry A. (2004, August). ***2003 Georgia Norms on the Teacher Motivation Diagnostic Questionnaire.***

81. Carpenter, Jennifer (2004, August). ***A correlational study of perceived principals' leadership style and teacher job satisfaction.***

80. Adams, Jane R. (2004, August). ***The perspectives of beginning special education teachers regarding their preparation and induction experiences.***

79. Barge, John (2003, June). ***The relationship among teacher absenteeism, principals' leadership styles, and teachers' frustration levels.***

78. Carter, Rita Faye Garmon (2004, May). ***Effectiveness of the Second Step Violence Prevention Program.***

77. Davenport, Jennifer (2004, May). ***Teacher efficacy and direct instruction in reading connections among teachers' self-efficacy beliefs, direct instruction philosophy, and student achievement.***
76. Flynt, Steve (2004, March). ***An assessment of the science staff development program at Dacula High School as it related to student achievement on the Georgia High School Graduation Test.***
75. Gordy, Stephanie (2004, May). ***An organizational assessment of improving teacher retention in a Georgia suburban school district.***
74. Barlow, Craig (2004, May). ***Parental efficacy: A cross grade level analysis of a suburban elementary school.***
73. Jones, Rebecca (2004, May). ***The effectiveness of the Learning Enhancement Classroom: A discipline alternative.***
72. Dover, Terry (2004, August). ***A case study of teachers' perspectives on the impact of transient students in a highly mobile elementary school.***
71. Banter, Ken. (2003, December). ***A Descriptive analysis of the codes of ethics for educators.***
70. Virin Kent Veder. (2003, August). ***The impact of Hose Bill 210 on teacher retention in Georgia.***
69. Sandra Kay Shelnut. (2003, August). ***Teacher motivation in selected high and low achieving elementary schools.***
68. Sikes, Eleanor. (2002, December). ***An evaluation of an instructional teaming program with first-time at-risk ninth graders.***
67. Ziegler, Larry L. (2002, May). ***A review of literature and court decisions concerning school funding equity 1971-2001: Lessons for Georgia.***
66. Bond, Beverly Allen. (2002, August). ***High-stakes testing: Issues under debate in educational and political arenas***
65. Mayo, Ruth Ann. (2002, August). ***Long-term effects of looping on the transition to middle school.***
64. Goon, Victoria (2001, December). ***Reading specialists and the reading achievement of middle school students.***
63. James, Olivet. (2001, August). ***Characteristics of M.Ed. Graduates of the University of Georgia's Department of Educational Leadership, 1998-1999.***
62. Broucek, Carolyn. (2001, August). ***Strategies of high school assistant principals working with experienced teachers.***
61. Law, Elizabeth Boucher. (2001, May). ***Characteristics and perceptions of doctoral graduates and students in educational leadership at the University of Georgia.***

60. Padgett-Harrison, Susan Kay. (2000, December). ***Influences on secondary teacher grading practices.***

59. Carraway, Carolyn Rosalie Sandlin. (2000, December). ***The relationship between English grammar proficiency and foreign language performance considerations for career/pathway planning.***

58. Cole, David Akinola. (1999, August). ***An analysis of the perceptions of the role of high school assistant principal for discipline and supervision in Georgia public schools.***

57. Wiley, Janet Kelly. (1999, December). ***Northeast Georgia school board members' motives for seeking school board membership.***

56. Munumer, Candido A. (1999, August). ***Shared decision making and student achievement.***

55. Ferguson, Sandra Shugart. (1999, December). ***The impact of alternate-day block scheduling on academic achievement.***

54. White, Margaret Lee Harris. (1999, August). ***Effectiveness of the Fresh-Start Program.***

53. Nesbitt, Kathy Lee Jett. (1999, August). ***The Early Detection Necessary Action (EDNA) enhanced reading program and elementary students' achievement.***

52. Consolie, Pamela. (1999, August). ***Achievement, attendance, and discipline in a year round elementary school.***

51. McDaniel, Jeffery Duncan. (1999, May). ***An attitudinal measurement of fifth grade intact and single-parent student perceptions of teacher caring.***

50. Stowers, Charlotte Denise. (1998, December). ***Students' achievement and utilization of teaching strategies in an alternative block scheduling high school.***

49. Dawkins, William Floyd (1998, August). ***Developmental studies and learning support programs at state-supported colleges and universities in Georgia.***

48. Altman, Loretta Johns. (1998, June). ***Beliefs of Georgia school principals regarding leadership evaluation.***

47. Leslie, Awana Veselle Lowe. (1998, June). ***The effects of an after-school tutorial program on the reading and mathematics achievement, failure rate, and discipline referral rate of students in a rural middle school.***

#### **g. Editorship or editorial board member of journals**

Manuscript reviewer for ***Educational Evaluation and Policy Analysis***, May 2002; September 2002, ***Child Development***, December 1998

Session Presider, Southern Association of Colleges and Schools Annual Conference, Atlanta, GA, December 10-13, 2004; Session chairperson and Discussant, Session10.2 "Evaluation of Administrator Preparation Programs", University Council for Educational Administration Annual Convention, Albuquerque, NM, November 4, 2000

Proposal reviewer, University Council for Educational Administration Annual Convention, Albuquerque, NM, November 4, 2000

Plenum Representative, Annual meeting of the University Council for Educational Administration—Cincinnati, November 1-3, 2001; Albuquerque, NM, November 2-3, 2000; Minneapolis, MN, October 28-29, 1999.

#### **h. Convention papers**

Dayton, J., Dupree, A., & Holmes, C. T. (2004). **Judicial activism or deference? The battle for the hearts and minds of judges in school funding litigation.** Paper presented at the annual Meeting of the American Education Finance Association, Salt Lake City, UT, March 13, 2004.

Holmes, C. T., & Brown, C. L. (2003). **A controlled evaluation of a total school improvement process, School Renaissance.** Paper presented at the National Renaissance Conference, Nashville, TN, February 2003.

Holmes, C. T., Swan, W. W. (2002). **A Web-Based, Alternative Certification Program.** Annual convention of the Southern Regional Council on Educational Administration (SRCEA), Kansas City, MO: October 4, 2002

Evers, N., & Holmes, C.T.(2001). Invited Conversation: Educational Administration Department Chairs Session. Convention 2001, University Council for Educational Administration, November 2, 2001.

Sielke, C. , Dayton, J., & Holmes, C. T. (2000). **Trends in Public School Finance Programs in US & Canada.** Symposium presented at the annual Meeting of the American Education Finance Association, New Orleans, LA, April 28, 2000.

Sielke, C. C., & Holmes, C. T. (2000). **Georgia's A Plus Education Act of 2000.** Paper presented at the annual Meeting of the American Education Finance Association, Austin, TX, March 11, 2000.

Sielke, C.C., & Holmes, C. T, (2000). An Analysis of Recent Public School Funding Litigation in the United States. Paper presented at the annual meeting of the American Education Research Association.

Swan, W. W., & Holmes, C. T. (1999). **Web-Based Courses: An Effective Strategy for Leadership Instruction.** University Council of Professors of Educational Administration, Jackson Hole, WY, August, 1999.

Sielke, C., & Holmes, C. T. (1999). **Current Issues in Georgia Education Finance.** Paper presented at the annual Meeting of the American Education Finance Association, Seattle, WA, March , 1999.

Holmes, C. T., & Dayton, J. (1998). **Current Issues in Georgia Education Finance.** Paper presented at the annual Meeting of the American Education Finance Association, Mobile, AL, March , 1998.

+ later published

#### **4. Public service**

Consultant, Statistical analysis of benchmark and testing data. Georgia Psycho-educational Network Walker-McConnel data, 1999, 2000, 2001, 2002, 2003, 2004. Consultant, Statistical analysis of benchmark and testing data. Lee County, FL. August, 2003. Consultant. Statistical analysis of benchmark and testing data. Rice Elementary School, Bibb County, Macon, GA, March 2003. Consultant. Statistical analysis of benchmark and testing data. Burghart Elementary School, Bibb County, Macon, GA, March 2003.

Co-Director, The Southeastern Superintendents Institute. Bi-annual meeting, Lake Lanier Island, August 2-4, 2001; Sawgrass Resort, Ponte Vedro, FL, January 2002; Hilton Head, SC, June 2002; Sawgrass Resort, Ponte Vedro, FL, January 30-February 1, 2003; Nashville, TN, June 19-21, 2003. Pine Isle, GA, March 2004; Williamsburg, VA, September 14-16, 2004.

Presenter/discussion leader. Clarke County School District Elementary Principals meeting. "District retention policy," March 2, 2000; Clarke County School District Middle School Assistant Principals Staff Development, May 12, 1999; "Professionalism, the Georgia Code of Ethics, and the Law". Jones County Schools faculty and staff, preplanning session, August 19, 1998; "Retention in Grade," NOVA EdD Summer Institute, Ft. Lauderdale, FL, July 15-16, 1999.

Needs Assessment, Weir Elementary School, Bibb County Schools, January 30-February 1, 2002; Williams Elementary School, Bibb County Schools, Macon, November 12-14, 2001; Martin Luther King-Edison Elementary, Bibb County Schools, Macon, November 26-28, 2001. Needs Assessment- Special Education Program: Habersham County School System, April 2000; Carrollton City System, March 1999; Newton County School System, June 1998.

Member (elected), Board of Directors, Georgia Accrediting Commission, 1998-present. Elected Chair of the Commission, March 2000-present. Visiting team member for initial visit, Lighthouse Care Center, Augusta, Ga, January 27, 2004; The German School of Atlanta, February-March 2004; Dyslexia Institute of America, Atlanta, GA, August 31, 2004..

Project/Program evaluations: Program evaluation of Renaissance Program, 2001-2003; ASTAR program, 2003-2003.

Member of Board of Directors, Georgia Partnership for Excellence in Education, 1997-2000.

Expert witness, NAACP National Defense League v Johnston County Schools (NC), 1997.

Member, Board of Directors, Athens Boys Club, 1997-2000.

Commissioner, Commission on Secondary and Middle Schools of the Southern Association of Colleges and Schools and executive board member, 1999-present. Facilitator for School Improvement Process, Mon. Donovan Catholic High School, Athens, GA, 2004-2005; Parkview High School, Gwinnett County, February 2002- Spring 2003; Eastside High School, Newton County Schools, February 2002- Spring 2003; Readiness Visit, Southern Association of Colleges and Schools accreditation readiness visit, Faith Academy, October 22, 2001; Walton County Christian Learning Center, September 27, 2004; Chair of Peer Review Team, School Improvement Process, Southern Association of Colleges and Schools accreditation visit, Harlem High School, April 22-24, 2001; Newnan High School, May 7-9, 2000; Crosscreek High School, Richmond County Schools, May 5-7, 2002; Duluth High School, Gwinnett County Schools, November 12-13, 2002; Clarkston High School, Dekalb County, April, 2004; Walton County Christian Learning Center, October 29, 2004; Central High School, Bibb County, November 14-16, 2004.

Consultant. Wage and Salary Study: Pickens County, Classified Personnel, 2004; Atkinson

County, 2004; Lumpkin County, 2003-2004; Wayne County, 2001; Columbia County, 2000-2001; Stephens County School, 2000; Liberty County Schools, 1999-2000; Marietta City Schools, classified personnel, 1998-1999;

Merger feasibility study of Rome City and Floyd County Schools, September 2003- 2004 for an official citizens committee exploring the unification of the city and county governments;

## **5. Other Service**

Member of advisory committee for Ed.D. program of a student at Clemson University (Mary Hensien), 2003-present; Waldon University (Jim Markham), 2002-present.

“co-director” of WebCT L-5 Program. fall 2001-present.

Departmental Scholarship Awards Committee, chair, 2002; 2003.

Nominated as external reviewer of program, Department of Educational Leadership, Albany State University, Albany, GA, 2002; Department of Educational Leadership, The University of Nevada, Reno, NV, 2001.

Served as external reviewer of promotion and tenure materials for the University of South Carolina, August 2001.

Served on and chaired post-tenure review of Professor Cameron Fincher, 2001.

University Academic Honesty Panel, March 3, 1998.

College of Education, Tenure and Promotion Committee, 1995, 1996 (chair), 2004, 2005, 2006.

Graduate Coordinator, Department of Educational Leadership, July 1993–2001.