

**Katherine E. L. Norris, Ed.D**  
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1.267.505.6197

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## **EDUCATION**

<b>Temple University</b> Ed.D., Curriculum, Instruction, and Technology – Literacy	<b>Philadelphia, PA</b>
<b>Saint Joseph's University</b> M.S.Ed., Reading Specialist, Elementary Education	<b>Philadelphia, PA</b>
<b>West Chester University</b> B.S.Ed., Early Childhood Education	<b>West Chester, PA</b>

## **TEACHING CERTIFICATIONS**

### Pennsylvania

Early Childhood, Pre-K-3  
Elementary Education, K-6  
Reading Specialist, K-12  
Middle Level English, 7-9

## **HIGHER EDUCATION EXPERIENCE**

### **Select Leadership Experiences**

**Howard University**  
**Department Chair, Curriculum and Instruction, August 2021 - Present**

#### Responsibilities

*Supervise faculty and staff*  
*Leads the running of the department*  
*Manages department budget*  
*Manages department scheduling*  
*Heads professional development activities*  
*Manages department searches*  
*Manages curriculum development and program development*

**West Chester University**  
**Interim Special Assistant to the Dean – Student Success and Diversity Retention and Recruitment (July 2019 – June 2021) College of Education and Social Work**

#### Responsibilities

*Led college student dispositions*  
*Led problem clearance process and Statement of Understandings*  
*Led Diversity, Recruitment and Retention Initiatives*  
*Created a college level Diversity Committee*  
*Created a college student Dispositions Committee*  
*Evaluation of adjunct faculty in the College of Education and Social Work*  
*Supervised Director of Diversity, Recruitment and Retention in the College of Education and Social Work*  
*Created a high school college diversity pipeline*

**Assistant Chair and Undergraduate Coordinator (2015 – 2017)**  
West Chester University of PA, Department of Early and Middle Grades Education

#### Responsibilities

*Managed Internal and External Student Transfers*

*Served on the Department Curriculum and Assessment Committee*  
*Oversaw the Program and Assessment Accountability Group (PAAG) and Program Advisory Committee (PAC) organization*  
*Served in the place of the Department Chair as needed*  
*Evaluation of adjunct faculty in the Early and Middle Grade Department*

### **Vice President and President Elect of the PA Chapter of the National Association of Multicultural Education (2016-2018)**

#### **Responsibilities**

Served as conference chair for 2016 Regional conference held at WCU  
Served as PA NAME board member  
Refereed conference submissions  
Conference planning including but not limited to hosting guest speakers, securing locations, securing hotels and catering, planning activities

### **Frederick Douglass Society President (2009 – 2014) – West Chester University**

#### **Responsibilities**

Participated in the planning of the university wide Martin Luther King Day of Celebration events  
Led the Frederick Douglass Society (faculty, staff, administrators, students) in programming  
Served as FDS representative on university presidential executive leadership team  
Handled the FDS budget  
Led the student FDS scholarship/book awards

#### **Other Leadership Positions**

- Frederick Douglass Society Vice President and President Elect
- Frederick Douglass Institute Board Member, Scholarship Committee Chair, Community Education Outreach Director

### **Howard University**

2021 – Present

#### **Department Chair/Associate Professor**

School of Education

Department of Curriculum and Instruction

*Teaching, scholarship, and service to department, university, profession, and community*

#### **Courses Taught**

EDUC 100 – Orientation and Seminar/Teaching Profession

EDUC 323 – Literacy Assessment

### **West Chester University Higher Education Experience**

2019-2021

#### **Interim Special Assistant to the Dean – Student Success and Diversity Retention and Recruitment**

College of Education and Social Work

*Led student conduct and dispositions*

*Led Clearance Process*

*Diversity, Recruitment and Retention*

2017-2021

#### **Professor**

Department of Early and Middle Grades Education

*Teaching, scholarship, and service to department, university, profession, and community*

2015-2017 **Assistant Chair and Undergraduate Coordinator**

Department of Early Grades and Middle Grades Preparation

*Internal and External Transfers, CPE, Curriculum and Assessment, Program and Assessment Accountability Group (PAAG) and Program Advisory Committee (PAC) organization*

**2012-2017 Associate Professor**

Department of Early Grades and Middle Grades Preparation

*Teaching, scholarship, and service to department, university, profession, and community*

**2007-2012 Assistant Professor**

Department of Early Grades and Middle Grades Preparation

Department of Early Childhood and Special Education

*Teaching, scholarship, and service to department, university, profession, and community*

**Courses Taught**

EGP 501/EDE 551 – Child Development the Life Span

EDE 589 – Examining the Achievement Gap

ECE 505 – Families, School, and Community Relations (Diversity)

ECE 512 – Integrating Curriculum and Assessment

EGP 326 – Families, School, and Community Relations

EDE 589 – Workshop Humanizing Teaching: Examining the Achievement Gap

Developed this course as a weeklong graduate course

ECE 410 – Supervising Student Teachers

ECE 411 – Supervising Student Teachers

ECE 407 – Diversity Perspectives in Education

ECE 311 – Families in Early Childhood Education

ECE 321 – Middle Childhood & Adolescent Development

ECE 231 – Preschool Child Development (2-5)

EGP 210 - Middle Childhood and adolescent Development

ECE 506 – Curriculum & Assessment

ECE 505 – Families, School, and Community in Multicultural America (online)

ECE 512 – Curriculum & Assessment in Early Childhood Education (online)

*Individualized Instruction and Supervision*

EDD 703 Educating All Students in a Diverse Society (summer 2016)

**COURSE/PROGRAM DEVELOPMENT**

**HOWARD**

Online Master's in Education: Elementary Education, Special Education, Antiracist and Sustainable Development

**WCU**

Online Master's in Early Childhood Education

EGP 326 – Families, School, and Community Diversity course

ECE 505 – Families Communities and Education in Multicultural America an online course (online Master's course)

ECE 512 – Integrating Curriculum and Assessment in Early Childhood Education an online course (online Master's course)

**Other Higher Education Experiences**

**Fall 2003 Adjunct Instructor/Richard Stockton College/Pomona, NJ**

Multicultural Children's Literature

*Taught multicultural children's literature to undergraduate pre-service teachers*

**1996–2003 Study Skills Summer Instructor/LaSalle University/Philadelphia**

*Taught College Reading and Study Skills for Academic Development Program*

## **PUBLIC SCHOOL TEACHING**

1989 – 2007 School District of Philadelphia, Elementary, Middle School (Social Studies/English/Language Arts, High School (English/Language Arts)

## **SCHOLARSHIP**

### **PUBLICATIONS**

#### Select Peer Reviewed

Norris, Katherine E. L. (January 2023 – under review). Diversifying the Teacher Workforce: The Journal of Teacher Education.

Norris, Katherine E. L. (January 2023 – under review). Their Voices: Home School Partnerships - Conversations Centering Diverse Families. The Journal of Teaching and Learning.

Norris, Katherine E. L., Martin G. (2021). Creating an Elementary to College Education Pipeline Through a University-School-Community Partnership. *Journal of Higher Education Outreach and Engagement*. 2021; **25**(1).

Norris, Katherine E. L. (2020) Using the Read-Aloud and Picture Books for Social Justice, Kappa Delta Pi Record, 56:4, 183-187, DOI: [10.1080/00228958.2020.1813521](https://doi.org/10.1080/00228958.2020.1813521)

Marshall, P., Norris, K. & Baker, A. (2021) Toward people-to-people understandings in short-term international travel: critical race reflections on four encounters in Cuba, *International Journal of Qualitative Studies in Education*, DOI: [10.1080/09518398.2020.1783014](https://doi.org/10.1080/09518398.2020.1783014).

Norris, Katherine E. L. (Spring 2017). Breaking the Silence: Preservice Teachers Use Reflective Journals to Express Personal Experiences Relating to Diversity. *Issues in Teacher Education*.

Norris, K., Lucas, L., and Prudhoe, C. (2012). Reading to Action: Preparing Student Teachers to Teach Critical Literacy. *Multicultural Education*.

Norris, Katherine, E. L. (2011). Building Relationships Between Teachers and Diverse Families. *Education Digest*. Oct. 2011, Vol. 77, Issue 2, pp. 58 – 61. 4p.

Norris, Katherine E. L. (2011). Professional Development Activity: Getting to Know You and You and You. *NEXT: The Teaching Young Children Staff Development Guide*. February/March 2011.

Norris, Katherine E. L. (2010). Beyond the Textbook: Bringing Pre-service Teachers and Diverse Families Face to Face. *Multicultural Education*. Vol. 18, Number 1, pp. 48 - 50.

#### Books

Norris, Katherine E. L. (under contract - 2022). Social Justice in and Unjust World: Using Picture Books to Teach Social Justice in the Elementary Classroom.

Norris, K. E., & Collier, S. (Eds.). (2018). *Social justice and parent partnerships in multicultural education contexts*. IGI Global.

#### Other Publications

Norris, Katherine (2023). Investing in the Critical Work of Equity in Early Education Settings *Teaching Young Children*. NAEYC. Vol. 16, No 3. Spring 2023.

Norris, Katherine E. L. and Wiley, Kathryn (2023). It will take more than \$60K Salaries to Solve the Teacher Shortage. ED Week.

Norris, Katherine E. L. (2022). Diversifying Teacher Education: Moving Beyond Recruitment. *Diverse Issues in Higher Education*, June 2022. Blog.

Norris, Katherine E. L. (2020). Uncomfortable Conversation of Social Justice, Kappa Delta PI. Blog.

Norris, Katherine E. L. (2016). 7 Strategies to Retain & Recover Your Sanity. *Lifelines: The Magazine for Adoptive Parents*. April 2016.

Norris, Katherine E. L. (September 2017). What's in a Name? *Teaching Young Children*.

Norris, Katherine E.L., (2012). Creating Cookbooks to Celebrate Diversity in the Preschool Classroom. *Teaching Young Children*. Vol. 5, No. 5 pp. 32-33.

Norris, Katherine E. L. (2011). Getting to Know You and You and You. *Teaching Young Children*. Vol. 4, No. 3, February/March 2011, pp. 28.

## **REVIEWS, CONSULTING, AND EDITORIAL WORK**

### Editorial Work

Norris, Katherine E. L. (2023 – Present). Contributing Editor for Young Children, NAEYC.

Norris, Katherine E. L. (2020 – Present). Reviewer for the Journal of Access and Student Retention.

Norris, Katherine E. L. (2014). Reviewer for Sage Open

Norris, Katherine (2014). Reviewer for *Equity and Excellence in Education*

## **GRANTS**

### Under Review:

Norris, Katherine E. L. (2023). Bachelor of Science in Elementary Education Cultivating and Enhancing Pedagogy and Technology based Field Experiences in the Elementary Education Program, Provost Prioritization Grant: 387,300

### Funded:

Norris, Katherine (2019). Aspiring to Educate Initiative. Funded by Pennsylvania Department of Education. \$50,400.00.

Norris, Katherine & Adera, Beatrice (2015). Our Voices: Culturally and Linguistically Diverse Families Inform Educators. WCU University Research Funding. Under review. \$5,000.00.

Multicultural Faculty Commission, West Chester University, West Chester, PA.  
1/23/2008. \$2,000.00.

### Unfunded

Norris, Katherine E. L. (2022). US Department of Education. Hawkins Grant: Creating Pathways for Excellence in Teacher Education: Strengthening the Bilingual Teacher Pipeline. \$1,640,000.00

Norris, Katherine E. L. (2022). Sustaining the Black Educator Pipeline: Increasing Access and Reducing Barriers. OSSE, Washington, DC. \$1,707,650.00

Norris, Katherine E. L. (2021). US Department of Education: Center of Educational Excellence for Black Teachers (CEEET) Program at Historically Black Colleges and Universities (HBCU) (ALN) 84.116V \$1,905,291.

### **SELECT RECOGNITION AND AWARDS**

Best Practice Award in Support of Global and International Perspectives 2024  
*American Association of Colleges for Teacher Education*

Fulbright Specialist 2020-2024  
*Placed on the Fulbright Specialist Roster*

Drum Major for Justice Award 2022.  
West Chester University, Frederick Douglass Society.

Campus Diversity Award 2021  
West Chester University

Tchet Dorman Multicultural Leader of the Year, Spring 2020  
PA Chapter of the National Association of Multicultural Education

Zeta Phi Beta, West Chester Chapter, Women of the Year, 2019.  
*Recognized for Educator Leader*

### **SELECT PROFESSIONAL PRESENTATIONS**

#### Peer Reviewed Regional

Norris, Katherine (Fall 2020). Teaching social justice during the largest Civil Rights Movement/Protest of all Time: What you need to know. Webinar. WCU.

Norris, Katherine (April 2018). PA Chapter of the National Association of Multicultural Education. Social Justice and Parent Partnership in Multicultural Education Context.

Norris, Katherine (April 2016). PA Chapter of the National Association of Multicultural Education. Journaling in the Diversity Classroom. West Chester University, West Chester, PA.

Norris, K. and Adera, B. (2015). Maximizing Learning in an Online Course. Kutztown University.

Norris, Katherine (2015). Teaching Diversity to Pre-service Teachers as a Woman Faculty of Color: Using Journaling to Break the Silence. PA NAME's 17<sup>th</sup> regional conference. Keystone College, La Plume, PA.

Williams, Y. and Norris, K. (2013). Building culturally responsive institutional collaborations. Borders crossing within and through urban school partnerships. Pennsylvania Black Conference on Higher Education. Lafayette, PA.

Norris, Katherine E. L. (April 2011). Pre-Kindergarten Conference: Creating Pre-K multicultural classrooms. Montgomery, Alabama.

Norris, Katherine E. L. (March 2010). Pennsylvania's Blacks in Higher Education Conference. Using critical literacy in the classroom to begin discussions of power, race, gender, and status.

Norris, K., Mayor, S. (April 2009). National Association of Multicultural Education's Annual Pennsylvania Conference Juniata College. *Critical Literacy: Using picture books to begin conversations about issues of social justice.*

Taylor, L., Norris, K., Mayor, S., Barnes, S., Brantley, V. (Nov. 2008). PASSHE's Women of Color Conference: *Women of Color in Academia: Advancement, empowerment, and leveraging in academia - A panel discussion.* Harrisburg, PA.

Norris, Katherine. (May 2008). PASSHE's Diversity Institute, Penn State University, State College, PA. *Poster Session: Using Journaling to Discuss Issues of Diversity.*

#### Peer Reviewed National

Norris, Katherine E.L. (2023). Navigating Microaggressions in Higher Education. AACTE's Holmes Dissertation Retreat (invited speaker). Boca Raton, Florida.

Norris, Katherine E. L. (2023). "Counter Narratives: Investigating Diverse Teachers that Choose to Stay Amidst the Great Teacher Resignation". America Association of Colleges for Teacher Educators, Indianapolis, Indiana.

Norris, Katherine E. L. (2023). Keeping Teachers in the Classroom: Supporting Teachers of Color in the Early Years of the Profession. Association of Teacher Educators, Jacksonville, Florida.

Miller Dyce, Cherell, Norris, K. (2023). The Opportunity Gap: Critical Discourse on Disrupting Inequities. Panel Discussion. ATE, Jacksonville, Florida.

Norris, Katherine E. L. (July 2022). Roundtable Discussion: Moving Beyond Recruitment and Retention, Supporting Teachers of Color. Association of Teacher Educators, Nashville, Tennessee.

Norris, Katherine, E. L., Whitaker, Ron, and Cole-Mallot, Donna Marie. (July 2022). Workshop – Diversifying the Teacher Workforce – Pennsylvania's Aspiring to Educate. Association of Teacher Educators, Nashville, Tennessee.

Collier, Shartriya, Norris, Katherine, (2020). Association of College Teacher Educators. Atlanta Georgia.

Norris, Katherine, Collier, Shartriya, and Adera, Beatrice (2019). Association of Teacher Educators. Atlanta, Georgia.

Norris, Katherine. (October 2015). National Association of Multicultural Education. Creating Parent Policies with Large High Poverty Urban School Districts. New Orleans, Louisiana.

Norris, Katherine (August 2014). Association of Teacher Education. Using Journaling to Break the Silence. Niagara, Falls Canada.

Norris Katherine (August 2013) Association of Teacher Educators Summer Institute. Critical Literacy. Washington D.C.

Norris, Katherine (August 2013) Association of Teacher Education Summer Institute. Creating Parent Partnerships. Round Table Discussion. Washington, D.C.

Norris, Katherine (November 2012). National Association of Multicultural Education. The Truth about our Children: What the Research Really Shows about African American Children. Philadelphia, PA.

Norris, Katherine (October 2012). National Black Child Development Institute Annual Conference. Uncovering the truth about our children: Fort Lauderdale, Florida.

Norris, Katherine (October 2011). National Black Child Development Institute Annual Conference. Symphony of Words: Getting children to respond critically to literature. Nashville, Tennessee.

Norris, Katherine. Association of Teacher Education (August 2011). Using picture books to get children to think critically and explore the issues of social justice. Philadelphia, PA.

Bermuda International Reading Association Annual Conference (February 2009). *Critical Literacy: Using Picture Books to Begin Conversations of Social Justice*. Hamilton, Bermuda.

Norris, Katherine (October 2009). National Black Child Development Institute. Annual Conference. *Building partnerships with diverse families*. Atlanta, Georgia.

#### Peer Reviewed International

Norris, Katherine (2019). Using picture books to support children with varying abilities. The International Association of Special Education (IASE). Tanzania, Africa.

Norris, Katherine. (March 2015). Association of Childhood Education International (ACEI) Childhood Summit. Examining the Parent Involvement Policies of High-Poverty Districts: How was Diversity Addressed. Washington, DC.

Norris, Katherine E. L. (January 2014). Hawaii's International Conference in Education. Ohau' Hawaii. Encouraging Pre-service Teachers to Use Picture books to Explore Issues of Social Justice.

Norris, Katherine E. L. (2011). Association for Childhood Education International. 2011. New Orleans, Louisiana. Building Partnerships with Diverse Families.

### **SERVICE EXPERIENCES**

#### **International Experiences**

Cultural Immersion with students in Cali, Colombia April 2023, Howard University  
Conference presentation and training in Tanzania, Africa June 2019, International Association of Special Ed.  
Cultural Immersion in Cuba (multiple cities), May 2018

#### Service to the Department and College

#### **Howard University**

Faculty Advisory of Kappa Delta Pi, Howard University	2021 – Present
Chair of Department Executive Committee	2022 – Present
Chair of Department Curriculum Committee	2021- Present
Reviewer for Provost's Prioritization Grants	May 2023

#### **West Chester University**

Assistant Chair Department of Early and Middle Grades Education, WCU	2015 – 2017
Continuing Professional Education (CPE) consensus determining member, WCU	2015 – 2017
Curriculum and Assessment Committee Early Grades Department	Fall 2015
Elected to the Evaluation Committee.	9/2012 – 2014
Elected to the Search Committee as Co-Chair for Early and Middle Grades Education	2012-2014
Elected to the Assessment Committee.	9/2011 – 2014

Focused work on course assessment and assessment data.

Co -Faculty Advisor (with L. Fiorenza) for Kappa Delta Pi  
The education honor society. 8/10 – 2012

Committee for the Urban Education Minor 2/11 – 2012  
Design an Urban Minor – reviewing the program.

College of Education Scholarship Committee 9/07 – 2015  
Review and select students for scholarships.

College of Education Community Service Committee 9/07 – 2010  
Review community service projects and review applications for scholarship.

#### Howard University

Workday Student Work Group 2022 -Present  
Reviewer for Provost Prioritization Grants 2023 - Present

#### WCU

Invited Speaker for the Office of Admissions ~ Check Us Out Day Fall 2015

Frederick Douglass Institute Board Member 2015- Present

Patricia Gratsy Gaines Scholarship Committee Chair (FDI subcommittee) 2016-Present

Community Outreach Committee Chair (FDI subcommittee) 2009 - Present

Invited to the Commission for the Status of Women 8/2011–Spr. 2014  
Presidential appointment to the commission to examine  
results of the Campus Climate Survey.

Search Committee for Director of Social Equity 2/2011 – 5/ 2011  
The search was successful in recommending a director.

Faculty Advisor for Delta Sigma Theta Sorority 8/2010 – 2013  
Advise and supervise sorority.

Frederick Douglass Institute Board Member 10/09 – 5/14  
Plan and execute FDI programs.

Multicultural Faculty Commission Board Member 09/07 – 5/14  
Plan and execute MFC programs.

President of the Frederick Douglass Society 10/09 – 5/14  
Leadership Role

Martin Luther King Day Planning Committee 09 – 5/14

University Multicultural Mentor Program 9/07 – 2009

Co-Vice President of the Frederick Douglass Society 1/09 – 10/09  
Plan and execute programs.

Frederick Douglas Society General member of FDS.	9/07 – 12/08
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Service to the Profession

Association of Teacher Educators, Inquiry Initiative Inaugural Cohort	2022 – 2025
Program Advisory Board Teacher Diversity AACTE	2022 – 2025
Co-chair PA NAME Conference Committee	2015
PA NAME Board Member	2015 – 2020
Volunteer for the National Association of Multicultural Education’s International Conference. (October 2015)	
Diversity Committee for the Association for Childhood Education International Plan the upcoming diversity activities for ACEI.	2009 - 2012
Pennsylvania Blacks in Higher Education Conference Committee Plan and organize the upcoming Regional Conference in Philadelphia.	08/09 – 10/09
PASSHE’s Women of Color Planning Committee “Saturday on the Quad”, Cheyney University	3/08 – 2010
PASSHE’s Task Force on “Developing a Diverse Teacher Workforce”	3/08 – 2010

Select Service to the Community

DC Area Educators for Social Justice Group Member	2021-Present
Invited Speaker Imhotep Charter School ~ Diverse Families	March 2016.
Literacy Initiative: A Partnership Dunbar Elementary School Philadelphia, PA	February 2016.
Literacy Initiative: A Partnership between WCU’s FDI & Dunbar Elementary 5/6 <sup>th</sup> grade teacher and Chester Community Charter School’s 4 <sup>th</sup> grade classroom. 2011 & 2012.	
Partnership with Chester Charter School. Darnell Medley Principal. WCU students traveled to the school to observe diverse setting.	Sum. 2011.

**MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

American Educational Research Association (current)  
 American Association of College Teacher Educators (current)  
 Association Teacher Education (current)  
 NAME (National Association of Multicultural Education) (current)  
 National Black Child Development Institute (current)  
 Kappa Delta Pi (current)