

**Ravay Snow-Renner**  
**P.O. Box 698**  
**Littleton, CO 80160**  
**(303) 347-2869**  
[ravay@snowboundpress.com](mailto:ravay@snowboundpress.com)

## ***EDUCATION***

- Ph.D. Educational Leadership, Innovation and Policy Analysis, University of Colorado at Denver, 2000  
M.A. Education–Curriculum and Pedagogy, University of Colorado at Denver, 1994  
B.A. English and Studio Arts, College of William and Mary, Williamsburg, VA, 1986

## ***EXPERIENCE***

- 2002-present **Independent Research and Evaluation Consultant**, focusing primarily on curriculum and assessment policies and issues of state, district and school reform implementation. Recent clients include the Education Commission of the States, the National Alliance for Teaching Quality, Mid-Continent Research for Education and Learning, and the Biological Sciences Curriculum Study.
- 2001-2002 **Policy Analyst and Project Manager, Education Commission of the States**, Denver, Colorado. Coordinated three accountability projects funded by the Bill and Melinda Gates Foundation, the Office of Educational Research and Improvement, and the Atlantic Philanthropies. Designed a template for a comprehensive database on state accountability models in cooperation with the Council of Chief State School Officers and the National Center on Educational Accountability. Linked education researchers and policymakers in the areas of teaching quality and accountability through designing and facilitating a series of policymaker/researcher meetings. Redesigned and populated the ECS accountability issue site, an information resource on the latest research and findings about different aspects of accountability initiatives in the states. Analyzed the No Child Left Behind Act of 2001 and authored three briefs about its implications for state education systems. Conducted analyses of various state accountability models, including Washington’s intervention strategy.
- 2000 - 2001 **Researcher, Mid-continent Research for Education and Learning**, Aurora, Colorado. Designed and conducted research and evaluation studies of standards-based reform in K-12 education settings. Developed data collection instruments and tools, collected and analyzed data, and prepared reports and other contract deliverables. Co-authored \$25 million McREL contract proposal funded by the Office of Educational Research and Improvement in December, 2000. Authored other funded proposals, including the evaluation of a large-scale Local Systemic Change teacher training project. Designed a study of accountability assessment effects in Colorado classrooms jointly with CRESST staff at CU-Boulder. Areas of research expertise are assessment and accountability policies, educational leadership and school and district organizational capacity for reform implementation.
- 1999 - 2000 **Project Coordinator, Mathematics Implementation Study, University of Colorado at Denver-McREL**. Co-authored a grant proposal funded by the National Science Foundation for studying the implementation of mathematics standards programs in a variety of Colorado districts. Designed and conducted study which included artifact analysis as well as the development and use of various measures of policy interpretation and implementation, including interviews, classroom observation protocols, and surveys.
- 1999 - 2000 **Research Consultant, Augenblick and Myers, Inc.**, Denver, Colorado. Co-authored funded research proposal to the Kansas State Legislature for studying the state school district configuration and recommending changes. Study entailed the analysis of district achievement, fiscal, and geographic data plus review of relevant research, site visits, and generation of recommendations to the Legislature.

- 1999 - 2000     **Evaluator–Rethinking Excellence Project, Piton Foundation**, Denver, Colorado. Provided formative evaluation information to Piton program officers for the Rethinking Excellence project, an initiative to support school-based change in selected elementary sites.
- 1999            **Facilitator/Coordinator, Data Use Project, Denver, Public Schools**, Denver, Colorado. Provided planning, consultation, and professional development services for participating schools in the organization, collection, and use of student and community achievement and attitudinal data for school improvement efforts.
- 1998            **Research Consultant, Augenblick and Myers, Inc.**, Denver, Colorado. Contracted with Augenblick & Myers to complete a performance audit of the Colorado Department of Education’s Special Education Unit and to collect data for a school finance lawsuit in Wyoming. Specific activities included conducted statewide focus groups, analyzing qualitative data, and providing written reports of findings.
- 1993 - 1998    **Project Coordinator, Colorado Educational Policy Consortium, University of Colorado at Denver**. Designed, coordinated, and conducted programs for the Consortium, including a program evaluation for the CONNECT initiative, a five-year Statewide Systemic Initiative funded in Colorado by the National Science Foundation. The evaluation component was funded at approximately \$500,000 over the five years. Other projects included an evaluation of the Teacher Network Training Project, a technology training project funded by US West, and an assessment of districts’ progress in moving toward site-based management structures. Management duties included general project oversight, generation and management of project budgets and proposals, contract negotiation, and supervision of Consortium staff (one administrative assistant and two research assistants). Research and dissemination duties included the development of large-scale reporting structures and databases, coordination of data collection from diverse data sources around Colorado, statistical and qualitative analyses of survey, document, and interview data, and communication about processes and findings to various stakeholders about different projects.
- 1995            **Consultant, Education Commission of the States**, Denver, Colorado. Collected and analyzed Delaware education policy documents; generated reports about the state policy environment.
- 1992 - 1993    **Teacher, Elizabeth High School**, Elizabeth, Colorado. Taught tenth, eleventh, and twelfth grade students literature, composition, and research skills. Also taught applied knowledge of media and mass communications.
- 1990 - 1992    **Graduate Research Assistant, School of Education, University of Colorado at Denver**. Assisted in different research projects, including studies on racism, prejudice, and gender issues. Edited manuscripts for scholarly presentations, articles, newsletters, and book publication. Conducted recruitment sessions for potential teacher candidates. Provided administrative support for admissions, accounting, public relations, scheduling, and classes.
- 1987 - 1988    **General Manager and Gallery Director, The Julian Press**, Alexandria, Virginia. Managed retail, corporate, and wholesale art sales for small gallery and publishing company. Coordinated publishing of limited-edition serigraphs and books; also designed advertisements and newsletters.

***PROFESSIONAL AFFILIATIONS***

Association of Colorado Educational Evaluators	Publishers’ Marketing Association
American Educational Research Association	Small Publishers’ Association of North America

***PUBLICATIONS***

Snow-Renner, R., Vermeer, S., Cumbo, K., & Pickeral, T. (2004). Creating high performing schools through service-learning. Denver, CO: Education Commission of the States/Colorado Department of Education.

Reichardt, R. (2003). Using teacher supply and demand analysis in policymaking. Report edited and prepared under contract with McREL. Aurora, CO: Mid-continent Research for Education and Learning.

- Education Commission of the States (2002, August). State interventions in low-performing schools and school districts. Report commissioned by the Washington Academic Achievement and Accountability Commission. Denver, CO: Author.
- Snow-Renner, R.L. (2002, August). High stakes tests can support teaching and learning. Highlights from the National Forum on Education Policy. Denver, CO: Education Commission of the States. Available <http://www.ecs.org>.
- Craciun, K., & Snow-Renner, R. L. (2002). No Child Left Behind Policy Brief: Low-performing schools. Denver, CO: Education Commission of the States. Available: <http://www.ecs.org>.
- Snow-Renner, R. L., & Torrence, M. C. (2002). No Child Left Behind Policy Brief: State information systems. Denver, CO: Education Commission of the States. Available: <http://www.ecs.org>.
- Education Commission of the States (2002, March). No state left behind: The challenges and opportunities of ESEA 2001. Denver, CO: Author. Available: <http://www.ecs.org>.
- Snow-Renner, R. L. (2001, October). Teachers' perspectives on standards-based education: Initial findings from a high-performing high-needs school district. Aurora, CO: Mid-continent Research for Education and Learning.
- Snow-Renner, R. L. (2001). Organizational policies and practices supporting ambitious learning for all students. In Standards in classroom practice research synthesis. Aurora, CO: Mid-continent Research for Education and Learning. Available: [http://www.mcrel.org/products/research/01-17\\_Res\\_synthesis.pdf](http://www.mcrel.org/products/research/01-17_Res_synthesis.pdf)
- Snow-Renner, R. L. (2000). Assessing district support for leadership development: Asking the right questions. Aurora, CO: Mid-continent Research for Education and Learning.
- Mid-continent Research for Education and Learning (2000). Noteworthy perspectives on excellence in the central region. Aurora, CO: Author.
- Snow-Renner, R. L., & Apthorp, H. S. (2000). Classroom practices in K-5 literacy: An exploratory study of CSRD-funded schools. Aurora, CO: Mid-continent Research for Education and Learning.
- Laboratory Network Program's CLI Project (2000). District approaches to education reform. Aurora, CO: Mid-continent Research for Education and Learning.
- Snow-Renner, R.L. (2000). The technical feasibility of using large-scale measures of opportunity-to-learn to inform policy and practice: Illustrations using the Colorado TIMSS. Unpublished doctoral dissertation, University of Colorado.
- Augenblick & Myers, Inc. (1998, October). Report to the State Auditor: Colorado Department of Education Special Education and Gifted and Talented Education Programs: Performance Audit. Report prepared under contract with Augenblick and Myers and the State Auditor's Office.
- Sanders, N.M., Snow-Renner, R.L., and Sava, J. (1998). Developing teacher surveys of opportunity-to-learn the Colorado mathematics and science standards. Colorado Educational Policy Consortium, University of Colorado at Denver.
- Sanders, N.M. and Snow-Renner, R.L. (1997). A profile of mathematics and science education in Colorado, 1996. Research report for the Colorado Educational Policy Consortium.
- Sanders, N.M. and Snow-Renner, R.L. (1997). 1997 CONNECT data displays and report. Colorado Educational Policy Consortium, University of Colorado at Denver.

Sanders, N.M., Snow-Renner, R.L., Higgs, J., and Miller, LD. (1997). The US West Foundation Teacher Network Project final evaluation report. Research report for the Colorado Educational Policy Consortium.

Snow-Renner, R.L. (1995). Delaware: A policy snapshot, Fall, 1995. Report generated for the Education Commission of the States, Denver, Colorado.

Snow-Renner, R.L. (1995). The problem of scaling up successful reforms. Report generated for the Education Commission of the States, for publication in The Daily Report Card, an online resource for education policymakers.

### ***PRESENTATIONS***

Palaich, R., & Snow-Renner, R.L., (2002, August). New world, big horizon: Bridging research and policy agendas. Panel discussion convened at the ECS National Forum on Education Policy, Los Angeles, CA.

Snow-Renner, R. L. (2002, April). Standards bearers in action: Leadership strategies of three principals in high-performing, high needs schools. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.

Snow-Renner, R.L. (2001, April). What is the promise of large-scale classroom practice measures for informing us about equity in student opportunities-to-learn?:An example using the Colorado TIMSS. Paper presented at the Annual Meeting of the American Educational Research Association, Seattle, WA.

Snow-Renner, R.L. (2000, October). Large-scale measures of classroom practice: How can they best inform current educational policy? Paper presented at the Annual Meeting of the Mid-western Educational Research Association, Chicago, IL.

Apthorp, H.S., Snow-Renner, R. L., McGlade, D., Weseman, V., & Polka, A. (2000, October). CSR research on implementing reform models: Classroom snapshots. Presentation at the Mid-Continent Research for Education and Learning Fall Conference, Denver, CO.

Snow-Renner, R.L. (1998, April). Mathematics assessment practices in Colorado classrooms: Implications about variations in capacity and students' opportunities to learn. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego, California.

Snow-Renner, R.L. (1996). Measuring classroom change: Customizing surveys so that they meet your needs. Paper presented at the Annual Conference of the Colorado Council of Teachers of Mathematics.

Sanders, N.M., and Snow-Renner, R.L. (1995, April). Benchmarks of progress in implementing standards-based education. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, California.

### ***HONORS/SPECIAL ACHIEVEMENTS***

Doctoral Fellow, University of Colorado at Denver, 1997  
Member, Phi Beta Kappa, Alpha Chapter of Virginia, 1986