

Dr. Michael B. Shaffer

Curriculum Vitae

Addresses

Business

TC 917 Teachers College
Educational Leadership Department,
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Education History

Ed.D.	07/2004	Ball State University, Muncie, Indiana
Ed.S.	07/2003	Ball State University, Muncie, Indiana
M.A.	12/1986	Morehead State University, Morehead, KY
B.A.	04/1983	Morehead State University, Morehead, KY
A.A.	05/1980	Kentucky Mountain Bible College, Vancleve, KY

Professional Experience

2025 to Present *Associate Professor of Educational Leadership (Clinical)*
Director of Ed.S. and Ed.D. Programs in Educational Administration and Supervision. Educational Leadership, Ball State University

- Direct Educational Specialist and Educational Doctorate programs in Educational Leadership and Supervision.
- Recruit, review transcripts, maintain records, and monitor progress on incoming EdS and EdD students
- Serve on EdD committees, Chair EdS committees
- Member of Teachers College Sustainability Committee
- Continue to teach courses in the MAE, EdS, and EdD program in School Law, Special Ed Law, Central Office Administration, School Facilities, and School Policy and Politics

2024 to 2025 *Associate Professor of Educational Leadership (Clinical)*
Department of Educational Leadership, Ball State University

- Member of Teachers College Search Team to hire Dean of Teachers College
- Serve on EdD committees, Chair EdS committees
- Co-chair Teachers College Sustainability Committee

- Continue to teach courses in the MAE and EdS and EdD program in School Law, Special Ed Law, Central Office Administration, School Facilities, and School Policy and Politics

2022 to 2024 *Associate Professor of Educational Leadership (Clinical), Director of Master of Arts in Educational Administration and Supervision and Building Level Licensure Program.* Educational Leadership, Ball State University

- Director of the online Master's program recognized by US News and World Report as 31st in the Nation in 2024, manage program enrollment
- Serve on EdD committees, Chair EdS committees
- Work with students with other Masters degrees to assist them in obtaining a principal's license
- Served on Teachers College Sustainability Committee, Co-chair for one year
- Continue to teach courses in the MAE and EdS and EdD program in School Law, Special Ed Law, Central Office Administration, School Facilities

2004 to 2022 *Assistant Professor of Educational Leadership (Clinical)* (11 years adjunct and 7 full time) Department of Educational Leadership, Ball State University

- Teach courses in MA, Ed.S. and Ed.D. in on-line and blended formats in the following areas:
 - School Law
 - Advanced School Law (Special Education emphasis)
 - Educational Finance and Ethics
 - School Facilities
 - The School Superintendency
 - Human Resource Development
 - Educational Policy and Politics
 - Advanced Politics
- Supervised principal and superintendent internships

2018 to Present. *President.* The Principals' Advocate.

- Mentoring and guidance to principals who are struggling personally and professionally
- Mentoring and assistance to administrators who either get in trouble professionally and are in job jeopardy, or who have already lost a job
- Counsel and guide clients into how to get back into field of education or assist them in seeking other employment that will match their skills
- Work with clients to develop stronger sense of boundaries and professionalism

2012-2015 Assistant Superintendent for School Management and Special Programs and Assistant Superintendent for Instruction, East Allen County Schools, Indiana

- Supervised and evaluated the sixteen school principals at elementary, middle school and high school levels
- Supervised departments of Curriculum and Instruction, Student Services, Special Education, Federal Grants
- Led the central office team that took the 9000-student district from a grade of “D” to an “A”
- Led principals and teacher teams in eleven schools through the 8 Step Continuous Improvement process training and implementation
- Leadership team member that trained all schools in district on the ALICE Safety Protocol

2008-2012 Principal, Lincoln Elementary School, Fort Wayne Community Schools, Fort Wayne, Indiana

- Led the school of over 700 students from not meeting state/federal targets under NCLB to national recognition as National Title I Distinguished School
- Developed culture of collaboration and data-informed instruction with faculty and staff
- Significantly decreased achievement gap between white students and students of color and earned highest state test scores the school had ever achieved
- Created and led BC4Boyz (a voluntary book club in which over a hundred fourth and fifth grade boys skipped recess to hang out and talk about books)

2007-2008 Assistant Superintendent, Elwood Community School Corporation

- Supervised departments of Transportation, Food Service and Secondary Education
- Member of district negotiations team

2002-2007 Principal, Allen Elementary and McCulloch Middle School, Marion Community Schools

- Active in curriculum development and school improvement
- Led both schools through early years of No Child Left Behind
- Developed data-driven approach to classroom instruction

1984-2001 Private school Principal and teacher at various private, faith-based schools.

Certifications

- Georgia Standard Professional Educational Leadership Tier II, Type L
- South Carolina Administrative License (Superintendent, Secondary Principal, Elementary Principal, Elementary teacher)
- Indiana Administrative License, Superintendent
- Indiana Administrative License, Elementary (K-8)
- Indiana Administrative License, Secondary (5-12)
- Indiana Elementary Teacher Professional License (Lifetime)
- Kentucky Elementary Teacher License (Lifetime)

Publications

Peer-Reviewed Articles

- Shaffer, M., White, J., Dyke, E., & Ahmadi, T. (2024). Exploring the academic impact and implications of the Covid-19 within an Indiana school district. *Leading & Managing: The Journal of the Australian Council for Educational Leaders*. Vol 30 no. 1, pp. 36-52.
- Shaffer, M., Decker, J., & Rippner, J. (2023). The praying football coach Supreme Court decision: Five implications for school administrators. *AASA's Journal of Scholarship & Practice*, 20(2), 21-29.
- Shaffer, M. & Dincher, B. (Feb., 2020). In Indiana, school choice means segregation. *Phi Delta Kappan*. 101(5), 40-43.
- Shaffer, M., Ellis, J. & Swensson, J. (2018, Winter). Hoosier lawmaker? ALEC legislative puppets, and Indiana's abdication of democracy. *AASA Journal of Scholarship & Practice*, 15(4), 4-15.

Books

- Shaffer, M. & Jefferson, R. (2022) *From Push-ups to Angel's Wings: Great Things Happen When Boys Read*. Rowman and Littlefield.
- Swensson, J. & Shaffer, M. (2020) *Defining the Good School: Educational Adequacy Requires More Than Minimums*. Rowman and Littlefield.
- Swensson, J., Ellis, J. & Shaffer, M. (2019) *Unraveling Reform Rhetoric: What Educators Need to Know and Understand*. Rowman and Littlefield.
- Swensson, J., Ellis, J. & Shaffer, M. (2019) *An Educator's GPS: Fending Off the Free Market of Schooling for America's Students*. Rowman and Littlefield.

Book Chapters

- Shaffer M.B. (2021) Dilemmas of Educational Financing in an Age of Privatization. In: English F. (eds) *The Palgrave Handbook of Educational Leadership and Management Discourse*. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-030-39666-4_28-1

State or Regional Publications:

- Shaffer, M. (June, 2024). Best advice I ever got as a principal. *Indianagram*. Indiana Association of School Principals.

- Shaffer, M. (Oct., 2023). The boys on the bench. *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (Aug., 2023). Welcome back, science of reading. *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (May, 2023). Best principal I ever “trained.” *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (Jan., 2023). Who ya gonna call? *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (Sept., 2022). Let’s have a party! Celebrating never looked so good. *Indianagram*. Indiana Association of School Principals.
- Vance, R. & Shaffer, M. (Aug, 2022). Maybe it’s time for a dress code refresh. *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (Feb. 2022) Book Review of Trust-Based Observations: Maximizing Teaching and Learning Growth. *Indianagram*. Indiana Association of School Principals.
- Jefferson, R. & Shaffer, M. (Feb, 2022). Help! The boys in my class CAN read, they just don’t: Interventions for boys who choose not to read. *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (Oct. 2021) Book Review of Life, Literacy, and the Pursuit of Happiness. *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (Sept., 2020). And hey, let’s be careful out there. *Indianagram*. Indiana Association of School Principals.
- Shaffer, M. (May 22, 2019). I’m amazed by ducks. *Indianagram* 21(5). Indiana Association of School Principals.
- Shaffer, M. (Jan, 2020) What if they gave a test and nobody came? *Indianagram*. 22(1). Indiana Association of School Principals.

Public Scholarship

- Shaffer, M. (Oct. 31, 2024) Campaign coarseness undercuts integrity. *The Journal Gazette*. Editorial Column.
- Shaffer, M. (Oct. 10, 2024) Honesty in politics: Why is that so much to ask? *The Journal Gazette*. Editorial Column.
- Shaffer, M. (Sept. 7, 2024). The case against LifeWise: Public school is not a church. *The Journal Gazette*. Editorial column.
- Shaffer, M. (July 9, 2024). Exception to the golden rule: supporting Trump requires suspension of religious beliefs. *The Journal Gazette*. Editorial.
- Shaffer, M. (May 29, 2024). Indiana strikes out: New reading requirements set state further back. *The Journal Gazette*. Editorial.
- Swensson, J. & Shaffer, M. (April 27, 2024) Adult education: 'Reforms' in teaching mollify grown-ups without addressing needs of students. *The Journal Gazette*. Editorial.
- Shaffer, M. (Feb. 22, 2024). Students suffer as schools scramble in wake of bad law. *The Journal Gazette*. Editorial.
- Shaffer, M. (Jan. 9, 2024). Senate bill seeks to insert religion more firmly into public schools. *The Journal Gazette*. Editorial.

- Shaffer, M. (Dec. 14, 2023). Extracurricular allegations cast worrisome shadow. *The Journal Gazette*.
- Swensson, J. & Shaffer, M. (Nov. 23, 2023). For public teachers, we give thanks – today and always. *The Journal Gazette*.
- Shaffer, M. (Oct. 19, 2023). ‘Hey, I can’t’: Slogan proves useful as protest in all sorts of political situations. *The Journal Gazette*.
- Swensson, J. & Shaffer, M. (Sept. 21, 2023). Insidious harvest: Students are the victims in relentless campaign to delegitimize public schools. *The Journal Gazette*.
- Shaffer, M. (Aug. 17, 2023). Wordplay: State's attempt to regulate student names has troubling consequences. *The Journal Gazette*.
- Shaffer, M. (July 27, 2023). The best way to dispel lies about teachers? Tell the truth about teachers. *The Journal Gazette*. Editorial.
- Shaffer, M. (June 29, 2023). Make no mistake: Revealing quote gives away true agenda of Moms for Liberty and Indiana chapter. *The Journal Gazette*. Editorial.
- Shaffer, M. (June 10, 2023). Book learning: Recent treatment of teachers and their tools antithetical to American experiment. *The Journal Gazette*. Editorial.
- Shaffer, M. (May 9, 2023) In week meant to honor educators, Indiana lawmakers show nothing but contempt. *The Journal Gazette*. Editorial.
- Shaffer, M. (April 6, 2023). Voucher expansion shows lawmakers have lost sight of their mission. *The Journal Gazette*. Editorial
- Shaffer, M. (March 11, 2023) Targeting teachers, school libraries exercise in legislative overreach. *The Journal Gazette*. Editorial.
- Shaffer, M. (Jan. 4, 2023). Lesson plan: If you’re going to re-invent high school, start with the experts. *The Journal Gazette*. Editorial.
- Shaffer, M. & Swensson, J. (Nov. 4, 2022) Purple problem: Parents’ group front for anti-public education agenda. *The Journal Gazette*. Editorial.
- Shaffer, M. & Giaquinta, M. (Oct. 2, 2022). School board choice: Making sure candidates are running for the right reasons. *The Journal Gazette*. Editorial.
- Shaffer, M. (July 20, 2022). There’s No Praying in Football. *The Journal Gazette*. Editorial.
- Shaffer, M. (June 19, 2022) Banning books to broadening minds: Let’s make ours a literacy city. *The Journal Gazette*. Editorial Sunday Centerpiece.
- Shaffer, M (May 22, 2022). Welcome back, Wayne Barker. *The Journal Gazette*. Editorial.
- Shaffer, M. (Apr. 6, 2022) The path forward. *The Journal Gazette*. Editorial.
- Shaffer, M. (Nov, 26, 2021). “May” day for charters: Law robs public schools of referendum proceeds. *The Journal Gazette*. Editorial.
- Shaffer, M. (Oct., 2021). Best teachers have lessons for fellow educators. *The Journal Gazette*. Editorial.

- Shaffer, M. (Dec. 6, 2020). Vaccine delivery: 2020's Red Ball Express. *The Journal Gazette*. Editorial.
- Shaffer, M. (July 17, 2020). Personal connections raise stakes for school re-openings. *The Journal Gazette*. Editorial.
- Shaffer, M. (January 26, 2018). Time magnifies privatization's failures. *The Journal Gazette*. Editorial.

Peer Review and Editorial Services and Experiences

National Principal Advisory Board, Scholastic Book Fairs Jan., 2010 to June, 2013

- Advised Scholastic on matters of educational policy and practice
- Conducted seminar sessions for Scholastic and BC4Boyz in Dallas, Cincinnati, Minneapolis, Pittsburgh, Orlando and Seattle

Peer Reviewer. Learning and Managing Journal Australian/American Educational Leadership journal. 2023

Peer Reviewer. Psychology in the Schools journal. 2016, 2017, 2018, 2019, 2020, 2021, 2023

Peer Reviewer. National Council of Professors of Education Administration. 2017, 2018, 2019

Peer Reviewer. Eastern Education Research Association. 2020

Editorial Advisory Board Member. Journal of Global Education and Research. Assistant Professors' Council.

Peer Reviewer. International Council of Professors of Educational Leadership. 2021.

Related Professional Experiences

- Director of EdS and EdD Programs at Ball State University
- Director of the Ed Leadership program that is ranked 12th in the nation for online Master's degree in Educational Leadership by US News & World Report in 2023 from 2022 to 2024.
- Member of the Ed Leadership department that is ranked 7th in the nation for online Master's degree in Educational Leadership by US News & World Report in 2022.
- Developed and maintain page on Facebook with a strong emphasis on boys reading. Have conducted numerous interviews with authors, teachers, book people on reaching and teaching boys.
- Led Lincoln Elementary School from not making Adequate Yearly Progress for several years to being recognized as a National Title I Distinguished School
- Served on collective bargaining teams for two districts
- Conducted OCR (Office of Civil Rights) investigations and presented findings to Superintendent

- Spoke on national level for Scholastic Book Fairs Literacy Summits, National Association of Elementary School Principals and National Title I Conference

Professional Presentations

- Book Bans and Student Teaching. (Feb. 11, 2024). Elementary Education Department Meeting. Ball State University.
- Teaching While the Storm Rages: How to Teach without Losing Your Job! (Feb. 4, 2024). Critical Questions in Education Conference. New Orleans.
- We Don't Vouch for Vouchers. (Sept. 14, 2023). Presented as part of lecture series by Indiana Coalition of Public Education Northeast. Fort Wayne, IN. With Jeff Swensson.
- Public Funds for Private Schools. (March 15, 2023). Presented to Upper Wabash Superintendents' Study Council, Fort Wayne, IN.
- I Love This Job but It's Killing Me: Finding a Balance in the Principalship while Giving It Your All. Presented at Indiana Association of School Principals Fall Conference. Nov. 22, 2022. Indianapolis.
- Getting Boys to Read: Creating a Culture of Literacy in Your Most Reluctant Readers. Presented at Indiana Association of School Principals Fall Conference. Nov. 22, 2022. Indianapolis.
- Life After Administration: How Do I Transfer All of This into All of That? Presented at Indiana Association of School Principals Fall Conference. Nov. 22, 2022. Indianapolis.
- Building a Culture of Male Readers: Great Things Happen When Boys Read. Presented in collaboration with Dr. Ruth Jefferson for the *#INLovesReading* series curated by the Indiana Department of Education, June, 2022.
- Interventions for Male Readers. Ruth Jefferson in collaboration with Michael Shaffer. Presented as part of the *#INLovesReading* series curated by the Indiana Department of Education, June, 2022.
- Getting Boys to Read. Presented at The Principals' Desk Virtual Conference. June 20-21, 2022. Dr. Michael Shaffer and Dr. Ruth Jefferson.
- Public Funds for Private Schools: An Indiana Example. Presented to school finance class at Virginia Tech for Dr. David Alexander. April 4, 2022.
- A Personal Story: Transforming the culture of a school. Presented at Eastern Educational Research Association, Hilton Head, SC, Feb, 2016.
- How NOT to Die with Your Boots on: Self Care for Administrators. Presented at the Indiana Association of School Principals Fall Conference, Indianapolis, IN. Nov. 2022.
- Indiana's Voucher Program for Special Education Students: Does the Choice School Education Plan Meet Legal Standards for Individualized Education Plans? Presented at Eastern Educational Research

Association Annual Conference, Myrtle Beach, SC. Feb. 2019. Dr. Michael Shaffer and Dr. Joe McKinney.

- Special Education in Indiana's Voucher Schools: What Are Parents Giving Away to Gain Choice? Presented at Eastern Educational Research Association Annual Conference, Clearwater Beach, FL. Feb. 2018. Dr. Joe McKinney and Dr. Michael Shaffer.
- BC4Boyz: Getting boys to read. Presented at Scholastic Book Fairs Reading Summits in Orlando, Minneapolis, Pittsburgh, Dallas, and Covington (KY). Also presented at NAESP Conference Seattle, 2012 and at University of St Francis Best Practices Showcase, Feb. 2015.
- A Tale of Leadership in Two Title I Award-Winning Schools. Presentation at University Council for Educational Administration, Detroit, MI, Nov. 2016.

Dissertation Committee Experience

- Bragg, R. (2024). Committee member. High-Stakes test anxiety in students: Perceptions of students and principals.
- Geimer – Messler, G. (2023). Committee member
- Cripe, C. (2023). Committee member.
- Pelych, S. (2023). Committee member.
- Remschneider, J. (2023). Committee member.
- Lippe, K. (2023). Committee member.
- Shaffner, J. (March 22, 2023). The Effects of Social and Emotional Learning Implementation on Teachers' Perceptions of Their Students' Engagement and Teachers' Perceptions of Teaching Equity through Social and Emotional Learning: A Quantitative Study. Committee member.
- Hoover, R. (Dec.1, 2020). Strategies and Factors Contributing to Passing School Referendums in Indiana. Committee member representing general field of education.
- Sirken, A. (in progress). committee member representing the Ed Leadership Department
- Russell, A. (in progress) .committee member representing general field of education
- Mitchell, K. (June 10, 2022). A Study of the Relationship Between Perceived Administrative Support and the Self-Reported Work Engagement of Special Education Teachers
- Chailland, C. (May 25, 2022). English Learner Students, Dual Immersion, and Equity in Indiana. Committee member.
- Ross, Ron. (March 13, 2023). School Wide PBIS and Trauma Informed Care.
- Davis, E. (Aug. 12, 2020). The Effectiveness of Literacy Professional Development Provided to a High School Faculty. Committee member.

National and International Service

- Advisory board member. *STOP Moms for Liberty*.

- *Peer Reviewer. Learning and Managing Journal Australian/American Educational Leadership journal. 2023*

University, Teachers College, and Departmental Service

- Department representative on Dean's Search Committee, 2024
- Recruitment, Retention, and Alumni Relations Committee. Educational Leadership Department. Member. 2023-2024.
- Co-Chair, Teachers College, Environmental Sustainability Committee, 2023-2024
- Committee Member, Teachers College, Environmental Sustainability Committee, 2020, 2021, 2022, 2023, 2024
- Non-Tenure Line University Committee member. 2021, 2022, 2023.
- Departmental chair of student scholarship committee 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023.
- Search Team Committee Member. BSU Department of Ed Leadership, 2016, 2017, 2018
- Department Team Captain, BSU Employee United Way Campaign, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023.
- Committee Member, Teachers College edTPA Committee, 2015-2016 school year.
- Committee Member, Teachers College Awards Committee, 2020-2021

Service to State

- Ball State representative to Superintendent Search Committee 2021, 2022. Serve on committee with representatives from IU, Purdue, and ISU and assist public school districts in soliciting and recommending candidates to school superintendent positions.
- Executive Secretary to North Central Indiana Public School Study Council 2015-2021. Worked with approximately thirty school districts in planning and holding Superintendent Study Council meetings. Arranged speakers, coordinated with legislators, provided research materials.
- Essay scorer for annual *Dr. Martin Luther King Jr. Essay Contest*, for Indiana's middle and high school students in collaboration with Indiana Association of School Principals.
- Active member of the Indiana Coalition for Public Education and presented at meetings for them.

Honors and Awards

- Outstanding Teaching Award. Teachers College. Ball State University. May, 2022.
- President's List – Morehead State University
- Presidential Academic Award – School of Education, Morehead State University

- Outstanding Undergraduate in Education, Morehead State University
- Outstanding Graduate Student in Education, Morehead State University
- *Hero of Reading*, Scholastic Book Fairs

Professional Organizations

- Indiana Association of School Principals
- Education Law Association
- Indiana Coalition for Public Education
- Eastern Education Research Association (EERA)
- University Council for Education Administration (UCEA) via institutional affiliation
- American Association of University Professors (AAUP)

Current and Continuing Research Interests

- Impact of neoliberalism and special interests on public school funding and support of public education
- Efforts to re-segregate public schools via choice and vouchers
- Improving literacy interests and skills for young males
- Discriminatory practices of private voucher schools against students with disabilities, EL students, students of color, students and staff who are LGBTQ+
- The impact of virtual teaching and learning, hybrid learning experiences, and face-to-face teaching and learning on all students during a pandemic
- Racial bias in standardized testing and the overall bias of testing in general

Military Service:

- Pennsylvania Army National Guard, *Military Intelligence Analyst*, Sergeant E5
- Kentucky Army National Guard, *Combat Construction Specialist*