

**D'ETTE COWAN**  
*Educational Consultant*  
230 Catfish Trail  
Whitney, TX 76692  
254-205-5200  
dette.cowan@att.net

## **EDUCATION**

Edd Educational Administration, University of Texas at Austin (2001)  
Dissertation: *Principals' Actions to Influence Change for School Success*  
MEd Education (Reading), Baylor University (1985)  
BS Education (Secondary), University of Texas at Austin (1967)

## **PROFESSIONAL EXPERIENCE**

2007–2010 Project Director, Texas Comprehensive Center at SEDL, Austin, Texas  
1997–2007 Program Associate, Southwest Educational Development Laboratory, Austin, Texas  
1995–1997 Title 1 Team Leader, contracted by Region XII Education Service Center, Waco, Texas  
1990–1993 Principal, Itasca Elementary/Junior High School, Itasca Independent School District, Itasca, Texas  
1983–1989 Classroom Teacher, Hillsboro Independent School District, Hillsboro, Texas

## **SELECTED PRESENTATIONS AND WORKSHOPS**

Hipp, K., Olivier, D., **Cowan, D.**, & Huffman, J. (2013, December). *Demystifying professional learning communities: A systems approach for student success*. Pre-conference. Presented at Learning Forward National Conference, Dallas, TX.

Huffman, J. B., **Cowan, D. F.**, Olivier, D. F., & Hipp, K. K. (2010, December) *Realizing the dream: Tri-level leadership supporting PLCs*. Session at Learning Forward conference, Atlanta, GA.

**Cowan, D.**, Pirtle, S., Moreno, L., Collazo, S., Crawford, D., & Pineda, J. I. (2010, June). Webinar: *Working systemically in action: Lessons from the field*. Austin, TX: Texas Comprehensive Center at SEDL

**Cowan, D.**, Ewing, K., Neeley, A., & Waters, E. (2010, May). Webinar: *Reducing dropouts and increasing graduation rates*. Austin, TX: Texas Comprehensive Center at SEDL.

- Cowan, D., & Gonzalez, G.** (2010, April). Webinar: *Instructional strategies for English language learners*. Austin, TX: Texas Comprehensive Center at SEDL.
- Cowan, D., & Rudo, Z.** (2010, March). Webinar: *Developing policy and providing governance*. Austin, TX: Texas Comprehensive Center at SEDL.
- Cowan, D., Baldwin, M., Ferguson, C., & Forsyth, V.** (2010, February). Webinar: *Strengthening family and community relationships*. Austin, TX: Texas Comprehensive Center at SEDL.
- Cowan, D., & Bell, S.** (2010, January). *Working systemically in action: An overview*. Session presented at Texas Association of School Administrators, Austin, TX.
- Cowan, D., Bell, S., & Collazo, S.** (2010, January). Webinar: *Creating and implementing improvement plans for impact*. Austin, TX: Texas Comprehensive Center at SEDL.
- Cowan, D., Joyner, S., Bennett, S., & Thompson, A.** (2009, December). *Working systemically in action: Leadership for district and school improvement*. Session at National Staff Development conference. St. Louis, MO.
- Cowan, D., Neeley, A., & Torres, M.** (2009, November). Webinar: *Providing high-quality professional development*. Austin, TX: Texas Comprehensive Center at SEDL.
- Cowan, D., Bell, S., & Joyner, S.** (2009, October). *Creating purposeful learning communities through systemic change*. Session presented at 2009 Texas School Improvement Conference, Austin, TX.
- Cowan, D., Collazo, S., & Joyner, S.** (2009, October). Webinar: *Conducting a comprehensive needs assessment*. Austin, TX: Texas Comprehensive Center at SEDL.
- Cowan, D., & Joyner, S.** (2009, September) Webinar: *School support team (SST) training manual updates*. Austin, TX: Texas Comprehensive Center at SEDL.
- Joyner, S., & **Cowan, D.** (2009, June). *Introduction to the professional teaching and learning cycle*. Session at Texas Elementary Principals and Supervisors Association conference, Austin, TX.
- Torres, M., & **Cowan, D.** (2007, September). *Expanding our data horizons: Using data to plan for improvement*. Session at Region 1 Education Service Center School Improvement Conference, Edinburg, TX.
- Cowan, D.** (2007, August). *Looking below the iceberg: Deepening data conversations for school improvement*. Session presented at Region 13 Education Service Center, Austin, TX.

- Cowan, D.**, & Christian, L. (2007, August). *Data-driven dialogue: Facilitating collaborative inquiry*. Workshop presented at Region 9 Education Service Center, Wichita Falls, TX.
- Hord, S. M., & **Cowan, D.** (2007, July). *Professional learning communities: What are they and why are they important?* Workshop presented at Region 9 Education Service Center, Wichita Falls, TX.
- Bell, S., & **Cowan, D.** (2007, April). *Leadership actions for achieving adequate yearly progress*. Session presented at West Texas School Improvement Conference, Midland, TX.
- Cowan, D.** (2007, February & April). *Data-driven dialogue*. Workshop presented at Region 2 Education Service Center, Corpus Christi, TX.
- Cowan, D.**, Reed, D., & Bennett, S. (2006, December). *Supporting literacy needs across the curriculum: A job-embedded approach*. Session presented at the Annual Meeting of the Staff Development Council, Nashville, TN.
- Cowan, D.**, & Bell, S. (2006, July). *Research-based practices for school improvement*. Southeast Comprehensive Center Regional Forum, Charleston, SC.
- Cowan, D.**, Joyner, S., & Reed, D. (2006, March). *The professional teaching and learning cycle as a strategy for alignment: An overview*. Session presented at the Texas Comprehensive Center at SEDL, Austin, TX
- Olivier, D. F., Pankake, A. M., Hipp, K. K., **Cowan, D. F.**, Huffman, J. B. (2005, April). *Longitudinal study of two institutionalized PLCs: Analyses of multiple variables within learning communities*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.
- Cowan, D.** (2004, November). *A framework for transforming the educational system: Tools, processes, and learnings from the field*. Session presented at the University of North Texas Assistant Principals' Conference, Denton, TX.
- Cowan, D.**, & Parker, J. (2003, April). *Leadership for changing schools*. Workshop for Moline school leaders, Moline, IL.
- Cowan, D.** (2001, November). *Using data to improve student achievement*. Session presented at the University of North Texas Assistant Principals' Conference, Denton, TX.
- Morrissey, M. S., & **Cowan, D.** (2000, December). *Addressing the challenges of comprehensive school improvement: Five core issues*. Session presented at the National Staff Development Council Annual Conference, Atlanta, GA.

- Cowan, D.**, & Morrissey, M. (2000, June). *Communities of continuous inquiry and improvement: A powerful vision of school leadership and change*. Workshop presented at Stephen F. Austin State University, Nacogdoches, TX.
- Morrissey, M., & **Cowan, D.** (2000, April). *Creating and sustaining a professional learning community: Actions and perceptions of leadership*. Paper presented at the meeting of the American Educational Research Association, New Orleans, LA
- Cowan, D.**, Leo, T., & Olivier, D. (2000, April). *Creating professional learning communities: A synthesis of beginning strategies for school effectiveness and improvement*. Paper presented at the meeting of the American Educational Research Association, New Orleans, LA.
- Olivier, D. F., **Cowan, D.**, & Pankake, A. (2000, January). *Professional learning communities: Cultural characteristics*. Paper presented at the annual meeting of the Southwest Educational Research Association, Dallas, TX.
- Olivier, D. F., **Cowan, D.** & Pankake, A. (2000, April). *Professional learning communities: Cultural characteristics of supportive conditions and shared personal practice*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Huffman, J. B., Hipp, K. A., Moller, G., Pankake, A. M., **Cowan, D.**, & Olivier, D. (2000, April). *Professional learning communities: Leadership, purposeful decision making, and job-embedded staff development*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Moller, G., Pankake, A. M., Huffman, J. B., Hipp, K. A., **Cowan, D.**, & Olivier, D. (2000, April). *Teacher leadership: A produce of supportive and shared leadership within professional learning communities*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Cowan, D.**, Hord, S., Huffman, J. B., Kirk, R., Kraft, B., Morganti-Fisher, T., & Westbrook, J. (1999, December). *Creating communities of professional learners*. Presented at the National Staff Development Council conference, Dallas, TX.

## **SELECTED PRODUCTS AND PUBLICATIONS**

- Cowan, D.**, Joyner, S., & Beckwith, S. (2012). *Getting serious about the system: A fieldbook for district and school leaders*. Thousand Oaks, CA: Corwin.
- Cowan, D.**, Joyner, S., & Beckwith, S. (2012). *A teacher's guide for getting serious about the system*. Thousand Oaks, CA: Corwin.

- Cowan, D.** (2010). The professional teaching and learning cycle: A strategy for ongoing, job-embedded professional development. *SouthEast Education Network (SEEN)*, 12(1), 72-73.
- Cowan, D. F.** (2010). The professional teaching and learning cycle: A strategy for creating professional learning communities. In K. K. Hipp & J. B. Huffman, (Eds.), *Demystifying Professional Learning Communities: School Leadership at Its Best*. Lanham, MD: Rowman and Littlefield.
- Cowan, D.** (2009). Creating a community of professional learners: An inside view. *SEDL Letter*, 21(1), 20-25.
- Cowan, D.,** Joyner, S., & Beckwith, S. (2008). *Working systemically in action: A guide for facilitators*, Austin, TX: SEDL.
- Cowan, D.** (2007). What is working systemically? *Texas Focus*, 1(3), Austin: Texas Comprehensive Center.
- Cowan, D. F.** (2006). Creating learning communities in low-performing sites: A systemic approach to alignment. *Journal of School Leadership*, 16, 596-610.
- Cowan, D.,** Fleming, G. L., Thompson, T. L., & Morrissey, M. S. (2004). Study description: Investigating five PLC schools. In S. M. Hord (Ed.), *Learning together, leading together* (pp. 15-19), New York: Teachers College Press.
- Cowan, D.,** & Pankake, A. (2004). Creating Co-Developers: Linking research and practice. In S. M. Hord (Ed.), *Learning together, leading together* (pp. 58-70), New York: Teachers College Press.
- Morrissey, M., and **Cowan, D.** (2004). Creating co-developers: Linking research and practice. In S. M. Hord (Ed.), *Learning together, leading together* (pp. 58-70), New York: Teachers College Press.
- Morrissey, M. S., & **Cowan, D.** (2004). Creating and sustaining a professional learning community: Actions and perceptions of principal leadership. In S. M. Hord (Ed.), *Learning together, leading together* (pp. 45-57), New York: Teachers College Press.
- Cowan, D. F.** (2003). The PLC connection to school improvement. In J. B. Huffman & K. K. Hipp (Eds.), *Reculturing schools as professional learning communities* (pp. 75-82), Lanham, MD: Scarecrow Education.
- Cowan, D.,** & Leo, T. (2000). Co-Developers: Partners in a study of professional learning communities. *Issues. . . About Change*, 8(2). Austin, TX: SEDL.

Leo, T., & **Cowan, D.** (2000). Launching professional learning communities: Beginning actions. *Issues. . . About Change, 8*(1). Austin, TX: Southwest Educational Development Laboratory.

Hord, S.M., & **Cowan, D.** (1999). Creating learning communities. *Journal of Staff Development, 20*(2). 44-45.

Morrissey, M., **Cowan, D.**, Leo, T., & Blair, L. (1999, August). Renewing teachers, reforming schools through professional learning communities. *SEDLetter, 11*(2), 8-11.

Ferguson, C., **Cowan, D.**, & Dimock, V. (no date). *Working systemically—An approach to maximize district, school, classroom, and student performance: A review of research.* Austin, TX: SEDL.

## **HONORS**

Edwin Hindsman Award, Southwest Educational Development Laboratory (2007)  
W. F. Doughty Award for Teaching Excellence, Hillsboro Junior High School (1989)  
Kicker, Foundations in Educational Administration, UT/Austin (1989)