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## Education

- Fall 2014-present      Doctoral candidate in Curriculum and Instruction. Anticipated degree completion, May, 2016.
- Fall 2011-Spring 2014      M.Ed. in Curriculum and Instruction from Montana State University/Bozeman. Master's Thesis title: "Supporting Pre-service Teacher Writing During Teacher Training: Perceptions of Seven Interviewees Compared with Themes in Current Research."
- Fall 1976-Spring 1982      BS in Secondary Education from MSU-Billings (Spanish major, English minor) with Magna Cum Laude status

## Relevant Work History

- February 2015-Present      Assistant Director of Field Placement and Licensure. Manage field placements, CAEP accreditation, licensing procedures, and the varied needs of the many students who daily come through the office door. Keeping files and databases current in order to quickly solve problems and aid students in the field.
- Fall 1999-Present      University supervisor for MSU student teacher candidates in area schools in the Gallatin valley. Observe student teachers in local classrooms. Discuss with them unit and lesson planning, classroom management, and instructional techniques. Function as a liaison between local schools and the MSU education department. Supervised all student teaching paperwork. Assign a final grade for each teacher candidate.
- May 2012-Aug 2014      Worked as a technician in a speech therapy office. Conducted neuro-feedback and cognitive development sessions with a variety of school and pre-school-aged children. Managed explosive situations related to these children's special needs.
- June 2014-Aug 2014      Served as a temporary student administrative assistant in the MSU Field Placement Office. Collaborated with other field placement personnel to update and to create a more cohesive understanding of the teacher work sample and collaborated to update the field placement website. Placed teacher candidates, studied the overall workings of field placement and licensure, worked with databases, updated files, helped students, created needed documents, and conducted training sessions for the teacher work sample.

- Sept 2013-May 2014 Functioned as one of two clinical evaluators. Continued developing and refining EDU 495, "Online Student Teaching." Co-graded all teacher work samples generated from both at-distance and in-area teacher candidates in all content areas and majors.
- Sept 2012-Present Spearheaded the development and implementation of EDU 495: "Online Student Teaching." Created the online discussion forum currently in use for at-distance teacher candidates. Acted as a co-grader for at-distance teacher candidate teacher work samples.
- Summer 2012, 2014 Served as co-grader for final essays generated by the MBI institute. Papers were produced for licensure renewal credits and written by licensed teachers. Offered feedback to writers as well as generated final grades.
- Fall 2002-Spring 2010 Worked as university supervisor for MSU paraprofessional students in several schools located in the Gallatin valley. Observed paras teach in local schools; reviewed/edited, weekly journals written by MSU students; maintained positive communication between the MSU education department and area schools; and assigned a pass/fail grade for each MSU student.
- 1993-1994 Functioned as an administrative assistant employed by "SCO World magazine," a software and networking periodical. Acted as receptionist and office manager, handling everything from filing to phone calls. Worked with writers and deadlines for various computer magazines. In addition, wrote and edited various articles for "SCO World."
- 1992-1993 Took on the position of administrative assistant to a freelance writer in the field of software and networking. Also acted as office manager performing office duties including bookkeeping, excel spreadsheets, and databases. Functioned as preliminary grammar editor for a book, DOS-Unix Networking and Internetworking, written by employer.

### Teaching Experience

- Fall 2014 -present Instructor of record for EDU 101, "Teaching and Learning." Adapted the traditional EDU 101 syllabus for use at the high school level. Facilitating student speaking and writing projects. Creating opportunities for discussion and activities around course texts. Also, introducing high school students to the MSU environment via the online MSU library and Desire 2 Learn.
- Fall 2012, Fall 2013 For two semesters, acted as teacher's aide for EDU 101, "Teaching and Learning," a dual-enrollment class conducted at Bozeman High. Helped with continuing class development, graded papers and projects, and taught 1-2 classes per week.
- Sept 2012-May 2013 Served as instructor of record for EDU 498, "Reading Internship." Observed and assessed reading interns in local placement schools, graded final projects. Instituted use of the TWS as the final project for this internship

Summer 2012	Functioned as teacher's aide for EDU 263, "Methods of Teaching Grammar." Served as on-line support for students and graded written projects.
Fall 2010-Sprng 2014	Instructed the EDU 102/202 in-school experience course. Facilitated discussions about MSU student experiences during observations and graded final projects.
Fall 2011-Sprng 2013	Served as a teaching assistant for EDU 330; contributed lesson ideas, graded projects, and taught several content-dense lessons on phonics fundamentals and methods of helping early and struggling readers achieve reading fluency. Also, assisted with writing instruction—a component of EDU 330.
Sept 2009-May 2010	Taught EDEL 401 Ed Planning and Management, focused on lesson planning, InTASC standards, creating lessons that engaged students' various cognitive levels, and classroom management fundamentals.
2001-2002	Elementary Latin instructor at Heritage Christian School. Created and implemented a pilot Latin education program for grades 3-8. Provided extensive instruction in English grammar to help connect the two languages.
1994-2002	Spanish instructor at Heritage Christian School. Began as a middle school teacher in 1994 teaching at the 6 <sup>th</sup> -8 <sup>th</sup> grade levels. Spearheaded an elementary Spanish program and added grades 3-5 beginning in the year 2000. Wrote curriculum for grades 3-6, as well as grade 8 in beginning Spanish.
1984-1986	FLEX (Foreign Language Experience) instructor for Billings Public School system. Developed and realized an after-school Spanish language introductory class for elementary students including songs, games, and other activities.
1980-1982	Language lab tutor at MSU Billings. Worked with disadvantaged and minority university students in the areas of writing skills, grammar, and editing of college papers.

### Research Projects

Spring 2015	Research on middle school communication arts instruction and alignment with the New Common Core College- and Career-Readiness Standards for Language and Writing
Fall 2014-Spr 2015	Developing an online class for prospective instructors of at-distance EDU 101 "Teaching and Learning" seminars. Topics under construction include history and purpose of university seminars, introducing students to college-level reading, writing, speaking, and listening, as well as adapting current syllabi to differentiated needs of rural area high school students.
Fall 2012-Spr 2014	Research on pre-service teachers as writers: interviewed in-depth seven pre-service teachers at one western, land-grant university. Conducted interviews, transcribed digital recordings, analyzed key words, phrases,

and themes, conducted member checking, and recorded and analyzed results.

- Fall 2012-Spr 2013      Concurrently co-developed and taught an online version of EDU 495. Adapted asynchronous online discussions to needs of teacher candidates in at-distance field placements. Co-developed a Q&A regarding the teacher work sample as well as general questions about student teaching. Worked closely with the MSU field placement office.
- Spring-Fall 2012      Collaborated on a study of depth of reflection as demonstrated in online reflections generated by teacher candidates via the 495 asynchronous discussion forum. Analyzed, coded key words and themes, and conducted interrater reliability studies with research partner, Amanda Obery.
- Summer 2011            Served on a committee to revise the Teacher Work Sample: Reviewed, made recommendations, and collaborated to produce a final draft for use during fall semester, 2011.
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### Peer-Reviewed Presentations

- Fall 2013                Mohr, V. & Ellsworth, A. (2013). Meeting State Standards for *Informational Writing: Attending to Audience and Purpose*. Presented at the annual meeting of the Montana State Reading Council.
- Fall 2013                Mohr, V. & Ellsworth, A. (2013). *21<sup>st</sup> Century Writing Demands for Educators: Implications for Pre-Service Teachers*. Presented at the annual meeting of the Northern Rocky Mountain Educational Research Association.
- Fall 2013                Mohr, V. & Ellsworth, A. (2013). *Adventures with Dual-enrollment*. Presented at the annual meeting of the Northern Rocky Mountain Educational Research Association.
- Fall 2012                Mohr, V. & Ellsworth, A. (2012). Success for Out-of-area Student Teachers through Online Supervision and Peer Discussions: Facilitating 21st-Century Collaborative Problem-Solving and Professional Reflection. Presented at the annual meeting of the Northern Rocky Mountain Educational Research Association.

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## Service

- Fall 2008-Present Acting as a resource for MSU students needing revision and editing help for teaching philosophies, college admission essays (dual-enrollment students), and other non-graded academic documents.
- Fall 2011-Present Acting as a resource for continuing questions, revisions, and grading of teacher work sample projects; conducting training for field supervisors, serving on committees to revise the teacher work sample, and consulting with current clinical evaluators.
- Fall 2014 Serving on a committee to align the teacher work sample with standards put forth by the Council for Higher Education Accreditation.
- Fall 2014 Serving on the Praxis 2 Work Committee to update and maintain praxis testing in the state of Montana
- Fall 2011 Collaborated with director of field placement to finalize changes to teacher work sample. Also assisted in aligning grading rubric with the revised document.
- Fall 2011 Volunteered to assist instructor of EDU 490, a non-credit class designed to aid MSU seniors in education to create quality teacher work samples. Attended classes; filled in when instructor was absent; worked with students to revise and edit work samples.
- Spring 2009 Served as artist-in-residence at Gallatin Gateway School. Conducted art classes with students and coordinated a final project that was sold at the spring auction to bring in art funds for the school.
- 1998-1999 Volunteered as art-experience instructor at Heritage Christian School. Wrote and implemented a program that introduced students in grades 7 and 8 to art fundamentals—with a focus on drawing skills.
- 1991-1992 Worked as a volunteer Spanish teacher at Morning Star Schools. Wrote and implemented an in-class Spanish experience program for second graders.

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## Grants

Fall 2012                   “Online EDU 495: Student Teaching” (MSU Provost’s Office). \$1500.00.

Fall 2012                   “Online, Dual-Enrollment EDU 101:Teaching and Learning.” (MSU Provost’s Office). \$1500.00.

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### Other Work Experience

1999-2002                   Worked as middle-school art instructor at Heritage Christian School. Designed and implemented a formal art program for 6<sup>th</sup> through 8<sup>th</sup> grades—including basic instruction in drawing, painting, printing, and sculpture, as well as in art history and art theory.

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### Achievements

Graduated Magna Cum Laude, Montana State University/Billings, June 1982

Member of Kappa Delta Phi, Inducted January, 2015

Member of Phi Kappa Phi, Inducted March 20115

As a non-traditional student who re-entered academia after over thirty years away from university studies, I have demonstrated perseverance, determination to succeed, and an attention to detail and correctness. Currently, I have maintained a 4.00 GPA while, at the same time, supporting myself and contributing to MSU in a variety of ways—most exceptionally regarding developmental support for the teacher work sample. As a self-motivated and hardworking individual, I persist in finding solutions to problems without over-reliance on others’ guidance, and always try to close each task by going beyond what was expected. To balance my ability to perform independently, I bring to any position a capacity to work congenially with a variety of personalities and viewpoints and a deep commitment to supporting a positive rapport with students, colleagues, and anyone with whom I relate in the workplace. In addition, I offer strong compositional and editing skills as well as the passion to use these skills to support others’ writing. In that capacity, I have aided scores of students, worked on MSU documents, and aided in updating and maintaining the field placement website. My oral skills have been sharpened through several conference presentations and teaching positions, including working as an aide with Dr. Ann Ellsworth and serving as instructor of record for EDU 101, Fall 2014. As well, I have proficiency in working with Microsoft products (Word, Access, Outlook) along with Excel and Access. Additionally, I offer experience with Adobe products.

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### References

Dr. Ann Ellsworth  
Academic advisor at Montana State University and head of master’s thesis committee  
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Dr. Patricia Ingraham  
Former MSU Director of Field Placement

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Nichole Scala

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