Sarah B. Odom, Ph.D. *Curricular Vitae*

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Employee Profile/Experience

Through previous work experience, educational training, graduate work, and ongoing professional learning opportunities, I have the ability to perform the following activities as well as learn new techniques and methods as needed:

Chief Executive Officer: Lead student and educator motivational and educational consulting business in a nation-wide effort to provide students and educators with the support and motivation to move forward towards a 21st Century educational focus on college and careers. Lead students through motivational and educational techniques through written materials and online support. Lead teachers through motivational and educational techniques through professional learning opportunities, written materials and presentations, and online support. Evaluate programs for 21st Century with unbiased professional evaluation practices. Provide professional learning opportunities for teachers and administrators.

Professional Coursework & Training: (All Graduate Level Courses)

Graduate Coursework Completed	Graduate Coursework Completed
• Organizational Behavior	• Project Coordination
• Executive Leadership & Management	• Research & Development Project
• Managerial Informational Technology	• Program Research & Evaluation
• Strategic Marketing Management	• Research Project Seminar
• Managerial Finance	• Research Seminar
• Effective Executive Communication	• Research in Instructional Technology
• Legal Issues in Business	• Quantitative Methods I
• Corporate Responsibility	• Quantitative Methods II
• Non-Profit Management	• Alternative Instructional Models
• Entrepreneurship	• Advanced Measurement & Evaluation

Graduate Coursework Completed	Graduate Coursework Completed
• International Business	• Research - Dissertation
• Research & Evaluation	• Directed Study & Research
• Instructional Design	• Program Research & Evaluation
• Performance Systems Technology	• Advanced Instructional Design
• Needs Assessment	• Qualitative Research in Education
• Training Interventions	• School Law
• School Administration	• Foundations of Exceptionality
• Curriculum Development	• Curriculum Fundamentals
• Advanced Educational Psychology	• Educational Search and Assessment
• Foundations of Educational Research	• Professional Dev. in Middle Grades
• Teaching Natural and Social Sciences	• Foundations of Education

Educational Researcher: Conduct educational research in the area of student assessment, student engagement, and student learning. Design and conduct educational studies to add to the general knowledge of research-based strategies for educators. Conduct educational research in the area of instructional strategies to meet the needs of various sub-populations within public classrooms.

Educational Specialist: Analyze, develop, design, implement, and evaluate various programs needed within a school district to meet the requirements of guidelines set forth by federal, state, and local authorities. Provide experience in writing school improvement plans and implementing them as well as performing program evaluations for the implementation of the school improvement plan.

Course Designing: Design online courses using a variety of methods, with experience in eCollege, Blackboard, and Desire 2 Learn as well as the Vann-Ray student portal. Design a variety of educational and training materials to be used in a distance- learning environment, displaying instructional design skills and technology performance. Provide face-to-face training in areas of assessment, curriculum, data analysis, student learning, and business models.

Instructional Design: Design various types of instruction using current instructional systems and strategies. Evaluate existing training methods and recommend continuance or changes of those methods. Serve as a team player and leader in the implementation of training programs within a learning organization, having few or many team players.

Consulting: Provide expertise in training to entities asking for assistance in needs assessment and the implementation of a training program. Provide current research and problem solving techniques to clients on an as-needed basis. Provide workshop training for those needing miniature training sessions within an organization.

Secondary Science Instructor: Capable of providing instruction for students as well as guidance for teachers in STEM, STEAM, or STREAM in the area of all sciences as well as career development. Current certificate allowing for instruction of 253 courses currently listed by the ALSDE Teacher Certification Department.

Education

M.A. in Management and Leadership *January 2009-May 2011*
Liberty University, Lynchburg, Virginia

M.Ed.. in Teaching and Learning, *August 2006- December 2008*
Liberty University, Lynchburg, Virginia

Ph.D. Instructional Design, *January, 2004-July, 2006*
University of South Alabama

M.S. Instructional Design, Performance Technology, *May, 2002- December, 2003*
University of South Alabama

B.S. Secondary Education, Science Composite, *August, 1993- December 1995*
University of South Alabama

Associate Degree in General Studies, *August, 1991-May, 1993*
Alabama Southern Community College

College credit for courses completed with *1985-1987*
special permission to attend while still in high school

Experience

Vann-Ray, LLC *2012- present*
President & Chief Executive Officer

- Manage all aspects of Vann-Ray, LLC
- Create business model
- Hire employees for Vann-Ray, LLC
- Meet with advisory board
- Create products and services

- Provide ACT Prep to students
- Evaluator for 21st Century Schools
- Consultant to businesses
- Consultant to school districts

Software Technology, Inc. *2009 - 2012*
Chief Academic Officer of Achievement Services

- Manage the division of STIAchievement Services.
- Collaborate with administrators and teachers in making decisions to improve student performance.
- Lead consultants in coaching business with school districts in multiple states.
- Design new programs for STIAchievement Services.
- Conduct educational research for STIAchievement Services.
- Act as a liaison between clients, coaches, and company.

Software Technology, Inc. *2007-2009*
Director of Achievement Services

- Manage the department of STIAchievement Services.
- Conduct educational research that leads to the development of the coaching materials used by STIAchievement Services.
- Coordinate coaching efforts with members of the STI Sales Team.
- Coordinate the creation of coaching materials needed by the STIAchievement Services Team.
- Led the STIAchievement Services Team in state-wide coaching projects for states that purchase coaching services.
- Partner with the STIAssessment Team in the promotion of the formative assessment software designed to improve student learning.
- Research schools and districts in need of coaching services as well as the content and other areas in need of improvement.
- Analyze data from schools and districts to determine the best course of action for school improvement.
- Design the improvement plans needed to assist schools.
- Oversee the implementation of coaching and school improvement plans.
- Assist in the development of formative assessments for schools in the coaching program.
- Prepare analyses of coaching programs for administrators of schools and districts in contract with STIAchievement Services.

Software Technology Inc., *2006-2007*
Assessment Specialist

- Coordinate with members of the STIAssessment Team for the continual development, implementation, sale, support, and maintenance of the STIAssessment software.

- Develop formative assessments for various clients based on course of study standards.
- Provide intensive training and consulting for districts and clients on formative assessments and using data to improve instruction.
- Conduct educational research on various research topics related to STIAssessment.
- Analyze data from research conducted at STIAssessment.

Choctaw County Board of Education, *2005-2006*
School Improvement Specialist and Professional Development Provider

- Assisted schools in the designing of a school improvement plan that addressed the academic, learning culture, and professional development needs of the schools.
- Monitored the progress of the implementation of school improvement plans within the schools.
- Provided professional development to teachers and administrators.
- Provided resources for schools in the areas of testing and school improvement.
- Designed practice assessments that correlate with the item specifications provided by the Alabama State Department of Education.
- Researched for practice assessment materials that correlate with the Alabama Course of Study.
- Provided training to parents in the area of assessment and helping their students become proficient in school and on State Assessments.

Alabama State Department of Education, 2006-2007
ACCESS Online Teacher

- Taught Physics for Alabama Online High School (Jan-May, 06)
- Taught Biology for ACCESS (June-July, 06)
- Taught Physics for ACCESS (Aug-Dec)
- Taught Chemistry for ACCESS (Jan-May)

Alabama State Department of Education, *2006*
ACCESS Course Developer and Consultant

- Developed the new ACCESS Physics Online Course (April-July, 06)
- Developing the new ACCESS Physical Science Course (July-Dec, 06)

Mobile County Public School Educator, *1996-2005*
Lott Middle School

- Title I Facilitator (2003-2005)
- Partner In Education Liaison (2003-2005)
- Parenting Liaison (2003-2005)
- Technology Support Person (2003-2005)

- Facilitator of At-Risk Programs (2003-2005)
- Guided Study through Technology Instructor (2004-2005)
- Science Instructor for 8 years (1995-2004)
- TRIP researcher for MCPSS (2003)
- BBSST Chairperson for School (2000-2004)
- SACS Chairperson for School (2001-2002)
- Math Tutor (2001-2002)
- Outstanding Teacher of the Year (2001-2002)
- Student Council Leader (4 Years)

Alabama Southern Community College, *1996-2004*
Upward Bound

- Served as part-time Science Instructor for 8 years (1996-2004)
- Instructed students in science and technology.
- Taught rising Sophomores, Juniors, and Seniors
- Taught the following subjects: Biology, Anatomy, Physics, and Chemistry

Publications

Odom, S.B. (2013). 21 Things You Need to Know about Testing. Workbook. Vann-Ray, LLC
Odom, S.B. (2012). 21 Things You Need to Know about Career Readiness. Vann-Ray, LLC.
Odom, S.B. (2012). 21 Things You Need to Know about Career Readiness. Workbook. Vann-Ray, LLC.
Odom, S.B. (2012). 21 Things You Need to Know about Testing. Vann-Ray, LLC.
Odom, S.B. (2012). My 21-Day Journey to Develop a Habit of Fitness & Exercise. Vann-Ray, LLC
Odom, S.B. & Valos, J. (2011). *Common Core Common Ground.* Software Technology, Inc.
Odom, S.B. (2010). *Can America recover: Total Recovery presented as a credit recovery solution.* Software Technology, Inc.
Odom, S.B. (2010). *Problem solving and critical thinking among middle school students.* Software Technology, Inc.
Odom, S.B., Bouldin, D. (2010). *Ready! Set! Go! A comprehensive school reform model.* Software Technology, Inc.
Odom, S.B., Litchfield, B.C., Ouimette, J. (2008). Guidelines for implementing a formative assessment program through a web-based testing format. Presentation accepted and published for 6th International Conference
Odom, S.B. (2007). *Student learning under the microscope: Using data to improve instruction.* Software Technology Inc.
Odom, S.B. (Dissertation, 2006). *The effects of Self-regulated Learning strategies and Technology instructional strategies on the math achievement of junior high students.*

Odom, S.B., Litchfield, B.C. (2005). Developing self-regulated learning skills in middle school students in a web-enhanced course. *Selected Proceedings of the Southeastern Conference in Instructional Design & Technology*. Challenges of eLearning & IDT, Mobile, AL.

Conference Presentations

Odom, S.B. (2012). *Rigorous Curriculum Design*. Presentations in Illinois, Missouri, and Alabama schools.

Odom, S.B. (2012). *Does Common Core bring common ground*? Presentation at STI's Common Core Institute in Indianapolis, Indiana.

Odom, S.B. (2011). *Does Common Core bring common ground?* Presentation at New Jersey's Charter School Convention in Trenton, NJ.

Odom, S.B. (2010). *Using data to create formative assessments: Ready, Set, Go!* Presentation in Indianapolis, IN and Ann Arbor, MI.

Odom, S.B. (2010). *Building a Powerful Learning Community: Ready, Set, Go!* Presentation at the Southern Illinois Technology Showcase.

Odom, S.B. (2010). *Building a Powerful Learning Community: Ready, Set, Go!* Presentation accepted for ASCD 2010, San Antonio, TX.

Odom, S.B., Litchfield, B.C., Ouimette, J. (2008). *Guidelines for implementing a formative assessment program through a web-based testing format.* Presentation accepted and published for 6th International Conference on Education and Information Systems, Technologies and Applications (EISTA 2008), Orlando, FL.

Odom, S.B. (2007). *Using data to improve instruction*. Presentation accepted for the Alabama Educational Technology Conference (AETC), Birmingham, AL.

Odom, S.B. (2007). *Foundations for Success*. Presentation accepted for the Alabama Educational Technology Conference (AETC), Birmingham, AL.

Odom, S.B. (2005). *Developing self-regulated learning skills in middle school students in a web-enhanced course*. Study presented at the Southeastern Conference in Instructional Design & Technology- Challenges of eLearning & IDT, Mobile, AL.

Odom, S.B. (2005). *Using Blackboard to supplement the middle school classroom*. Paper accepted for the Alabama Educational Technology Conference (AETC), Birmingham, AL.

Odom, S. B. (2005). *Meeting State requirements for BBSST*. Presentation given for educators and administrators of Mobile County explaining the importance and necessity of meeting the mandates of Lee *vs.* Macon in all schools across the county.

Odom, S.B., Dickson, R. (2003). *BBSST at Lott Middle School*. Presentation given at the Mega Conference in Mobile, AL on procedures used for compliance with *Lee vs. Macon*.

Professional Development and Workshop Presentations

- *Vann-Ray, LLC: Vann Ray* (Presentation for potential partners), Aug, 2017
- *Vann-Ray, LLC: Formative Assessments* (Consulting Workshop for WCBE), Aug, 2017
- *Vann-Ray, LLC: Goal-setting for Students* (Consulting Workshop for WCBE), Aug. 2017
- *Vann-Ray, LLC: Who Moved My Cheese* (Consulting Workshop in AL), Aug, 2013

- *Vann-Ray, LLC: Where Are We Now* (Consulting Workshop in IL) July, 2013
- *Vann-Ray, LLC: Rigorous Curriculum Design* (Consulting Workshops in MO and AL), July and Aug. 2013.
- *Vann-Ray, LLC: ACT PREP Workshops for Students* (Workshops in AL public and private schools). Dec. 2012 and March 2013.
- *STIAchievement Services: Rigorous Curriculum Design* (Consulting workshops in IL, MO, & OK) June & July 2012.
- *STIAchievement Services: Does Common Core bring common ground* (Consulting workshops in Tamms, IL and Hayti, MO) May, 2011 & June, 2011.
- *STIAchievement Services: Converge 20/20* (Coaching workshop in Mobile, AL) July, 2011.
- *STIAchievement Services: MIDAS* (Coaching workshop in Mobile, AL) July, 2011.
- *STIAchievement Services: Curriculum pacing and building formative assessments* (Coaching workshops for Missouri school districts in Charleston and Hayti Missouri) May, 2010.
- *STIAchievement Services: Ready! Set! Go!* (Consulting training at STI in Mobile, AL) March, 2010.
- *STIAchievement Services: Opening School with Pacing and Testing* (Coaching Workshop in Berwyn, IL) August, 2009.
- *STIAchievement Services: Curriculum Pacing* Kennett, Missouri, September, 2009.
- *STIAchievement Services: Curriculum Pacing* Caruthersville, Missouri, October, 2009.
- *STIAchievement Services: Consultant Training* Mobile, Alabama. August, 2008.
- *STIAchievement Services: Formative Assessments* (Coaching Workshop in Tallapoosa County, AL) August, 2007.
- *Analysis Reporting* (Regional Training Sessions for Alabama) May, 2007.
- *Running with the Numbers* (Regional Training Sessions for Alabama) May, 2007.
- *Regional Training Sessions: Formative Assessments* (Regional Training Sessions for Alabama) May, 2007.
- *A STIAssessment presentation on: A District Plan* (Consultation Jefferson Co, Alabama) March, 2007.
- *A Focus on Student Achievement: Ensuring A Successful Roll-out of STI Assessment* (Leadership Seminar in Oklahoma) March, 2007.
- *A Focus on Student Achievement: Ensuring A Successful Roll-out of STI Assessment* (Leadership Seminar in Missouri) February, 2007.
- *A Focus on Student Achievement: Ensuring A Successful Roll-out of STI Assessment* (Leadership Seminar in Indiana) December, 2006.
- *90/90/90 Model for Education* (Choctaw County Schools) September-October, 2006.
- *ARMT and SAT-10 Longitudinal Data* (Choctaw County Schools) September-October, 2006.
- *Choctaw County ARMT AMO District Comparisons* (Board of Education) August, 2006.
- *Building Teams and Committees within Schools* (Choctaw County High School) March 13, 2006.
- *Helping Parents understand the ARMT/SAT10* (Choctaw County High School, Southern Choctaw High School) March, 2006.
- *School Improvement Plan Review* (Choctaw County High School) February 7, 2006.
- *Blue Ribbon School 2007* (Southern Choctaw High School) January 3, 2006.

- *Effective Lesson Planning* (Choctaw County Elementary School) November 14, 2005.
- *Using Data to Drive Instruction and Improvement Planning* (Choctaw County Schools) October, 2005.
- *Disaggregating Testing Data* (Choctaw County High School) August 8, 2005.
- *How to be an Effective Teacher* (Choctaw County High School) August 1, 2005.

Goals (Short and Long-Term)

- Write professionally using educational research and women leadership as topics of interest and research.
- Create a nation-wide consulting/coaching entity which meets the needs of educational professional development communities.
- Speak nation-wide on educational and motivational topics of interest to educators and women.
- Work with Native American Indians to improve their educational conditions.
- Travel extensively to research the educational theories and ideals throughout the world.
- Provide services to my home town, county, and state and become a philanthropist to give back what I have been given.
- Address the needs of minority, at-risk, and rural school children in public education.
- Research the possibilities that technology offers for at-risk students in poverty situations.
- Research the theory of self-regulation especially in middle school students.
- Design training programs for educators.
- Fulfill the dream of becoming a researcher and/or professor in academia.

This document was last revised March 11, 2019.