



## **Dolores (Dee) Grayson, PhD., Tehachapi, CA**

Dolores (Dee) Grayson is a nationally recognized presenter, researcher and leader in educational equity and professional development. She is best known as the developer and principal author of the award-winning Generating Expectations for Student Achievement (GESA) program and numerous other GESA-related training programs and materials. She has served as a consultant and external evaluator for several state and federally funded STEM and gender-equity projects. She has presented workshops, provided technical assistance and keynoted conferences with teachers, administrators, board and community members with representatives from all fifty states and twenty countries. Dee Grayson lives in the Tehachapi Mountains of Southern California.

**Website:** [www.graymill.com](http://www.graymill.com)

**Email:** [dgrayson@iinet.com](mailto:dgrayson@iinet.com)

### **Workshop Topics:**

#### **Generating Expectations for Student Achievement (GESA): An Inclusive Approach to Success and Retention for Nontraditional/STEM Students**

The necessity of high expectations for all students has been identified repeatedly as an essential factor for educational success. The goal of this session is to provide educational personnel with an inclusive approach to increased student achievement and retention and to raise expectations, especially for nontraditional/STEM students. This presentation was designed from a synthesis of research and experiences drawn from hundreds of studies, observations and

interviews with those working in instructional K-16 environments, especially in diverse settings and with nontraditional/STEM students. Participants will receive current research and materials that provide a greater understanding of the identified Areas of Disparity that prevent nontraditional/STEM students from being successful. They will explore the correlation between perceptions, expectations, behaviors and achievement and apply the concepts to working with nontraditional/STEM students. A participant booklet identifies positive, supportive strategies that influence the internal motivational beliefs of nontraditional/STEM students, as well as indicators for observing, recording and analyzing data for the impact of the strategies on the target students, their achievement and retention.

Audience: Middle school and high school Instructional and Content Coaches/Specialists/Coordinators, STEM, CTE and other Teachers, Counselors and Administrators

Format: Combined lecture, small group & partner activities and group discussion

Length: 1-2 hour Overview; 2-3 hour workshop, or 4-6 hour in-depth workshop

(Note: A multi-day training-for-trainers session is available to build capacity within state, regional, district or site teams)

### **Student Achievement Grounded in Equity (SAGE), with an Emphasis on STEM**

This highly interactive workshop provides updated research on strategies to increase student achievement and retention in STEM and prepare students for a changing workplace. Specifically, it includes pertinent information on three identified areas of disparity; three sets of behavior patterns and indicators for observation and how to record each set; and, three related topics for discussion and reflection. The session includes a recently published text, which is appropriate for use by the participants in future awareness presentations to their colleagues or in more advanced leadership trainings.

Audience: Faculty, staff and administrators in high schools, community colleges, STEM and CTE Prep Academies, as well as state and regional educational personnel.

Format: Combined lecture, small group and partner activities and group discussion

Length: 1-2 hour Overview/Awareness workshop; 2-3 hour workshop; 4-6 hour leadership workshop

### **GESA for Administrators: An Inclusive Approach to Educational Excellence (A Leadership Workshop)**

This workshop emphasizes the importance of including equity as a criterion for excellence in today's increasingly diverse population of learners. It combines equity concepts with research on effective schooling and effective administration.

It stresses the responsibility of site administrators in providing safe and supportive educational environments to ensure the success for all students in all efforts, such as increased achievement and participation in STEM classes.

An accompanying text contains processes and activities for individual, team and site assessment and reflection.

Audience: Administrators, program managers and coordinators and STEM content teacher leaders

Format: Combined lecture, small group and partner activities and group discussion

Length: 1-2 hour Overview/Awareness workshop; 2-3 hour workshop; 4-6 hour leadership workshop

### **Selected Publications:**

*Generating Expectations for Student Achievement (GESA): An Equitable Approach to Educational Excellence*, Teacher Handbook, 3<sup>rd</sup> edition and Facilitator booklet, Dolores A. Grayson, Ph.D. and Mary D. Martin, Ed.D. (4<sup>th</sup> edition in progress).

*Generating Expectations for Student Achievement... Participant Booklet*, Dolores A. Grayson and Mary D. Martin (contributing author). Revised 2001.

*GESA for Administrators*. Dolores A. Grayson. Revised 2004.

*GESA for Parents*. Pamela Miller and Dolores A. Grayson

*Student Achievement Grounded in Equity (SAGE)*. Dolores A. Grayson. 2004

Part II – Administrative Strategies for Implementing Gender Equity...Overview: Dolores A. Grayson, Part II Editor, *Handbook for Achieving Gender Equity through Education*, 2<sup>nd</sup> edition, Klein, et al, 2007.

### **Contracts:**

NY State K-16 Alliance – Teacher Leadership Quality Partnerships – Albany, NY

NY Consortium for Professional Development – Albany, NY

Western Regional Equity Network – University of Arizona – Tucson, AZ

Fresno USD – Fresno, CA

Davis Joint USD – Davis, CA

Jefferson County Public Schools – CO

DCPS – Washington, DC

SHSU – Huntsville, TX

National Alliance for Partnerships in Equity/ PLTW

HI Office of the State Director for Career and Technical Education and UH  
Community Colleges

**Previous Projects:**

Educational Equity Center – Los Angeles County Office of Education. Developed and directed the center and provided technical, advisory and professional development services to 95 school districts in Los Angeles County

Project S.E.E. – CA Department of Education – Assisted Director in providing gender equity and Title IX assistance and consulting services to the local educational agencies in California. Directed the on-site visitation teams and conducted Title IX and equity compliance reviews across the state

Midwest Equity Assistance Center – Kansas State University – Staff Training/Title IX Program Specialist for over 2,450 districts in Iowa, Kansas, Nebraska and Missouri

Project Equity – CSU Fullerton – Assisted Director in providing consulting services to districts and conducting district assessments in California, Nevada and Arizona

Project Advance (Gender Equity Training Institute) – SFSU – Professional development consultant

STEM project @ Washington Elementary School District – Phoenix, AZ – External Evaluator

**Qualifications:**

Ph.D. Educational Leadership & Administration  
The Union Institute and University  
Cincinnati, Ohio

M.S. Educational Administration  
California State University  
Fullerton, California

B.S. Science and Physical Education  
University of North Carolina  
Greensboro, North Carolina

California Credentials:  
Administrative Services K-12 (Life)  
Special Secondary Teaching (Life)

**Member:**

American Educational Research Association (member)

American Association of School Administrators (former member)  
Association of California School Administrators (former member)  
Association for Gender Equity Leadership in Education (founding member, former Steering Committee member and former Chair – Two terms)  
Association of Supervision and Curriculum Development (member)  
National Alliance for Partnerships in Equity (Affiliate member)  
National Association for Multicultural Education  
Research on Women in Education (former Chair and Board Member)  
Women Educators (former Chair)  
Women in Educational Leadership (former Board of Directors)