

MICHAEL D. YOUNG
Boyden Hall, Room 201
Bridgewater State College
508.531.2380
MYoung@bridgew.edu

EDUCATION

- 1986** Ph.D., Texas Christian University, Experimental Psychology
1983 M.A., East Tennessee State University, General Psychology
1981 B.S., East Tennessee State University, Psychology, *cum laude*
2007 Management Development Program, Harvard Institutes for Higher Education

PROFESSIONAL EXPERIENCE

2004 – present **Bridgewater State College, Bridgewater, MA**

Director, Office of Institutional Research & Assessment

Planning

- Developed an innovative strategic planning process for college leadership, in collaboration with the chief of staff and executive assistant to the president, resulting in newly stated strategic goals
- Developed a data collection instrument and process for the research team of the Commissioner of Higher Education's Task Force on Collaboration and Efficiency
- Leading the development of metrics of progress for the college's strategic plan
- Leading the research efforts related to diversity initiatives of the college, as a member of the Project Compass Community of Practice
- Revised the Academic Program Review Handbook to include more complete guidance on the use of assessment planning in the continuous program improvement process
- Member of Campus Master Planning group; state-appointed Campus Utilization Committee; President's Climate Commitment Task Force; Coordinating Council for Continuing, Distance and Off-Campus Programs; New Schools Committee; and Engaged Student Learning Task Force

Assessment

- Leading the development of the institutional assessment of the core curriculum as a member of the Core Curriculum Steering Committee
- Institutional chair of the Foundations of Excellence[®] in the First College Year Self-Study evaluating all aspects of the first-year student experience at the college in coordination with the Policy Center on the First Year of College in Brevard, NC
- Worked with faculty to develop assessments related to the core curriculum: with the Philosophy department to administer their pre/post-test assessment for PHIL111 – Foundations of Logical Reasoning online; with the First Year Seminar (FYS) Coordinator on a program assessment for FYS; and with the Writing Program Administrator and faculty in the English department to develop and initiate an embedded assessment of writing
- Chair of the Electronic Portfolio Task Force charged with researching and determining the appropriateness of electronic portfolio assessment as a component of institutional and program assessment processes

Accreditation

- Leading the self-study for the decennial accreditation review as co-chair of the college's 2012 NEASC accreditation self-study
- Co-chair of the college's 2007 NEASC Fifth-Year Interim Report writing group

2001 - 2004 Michael Young Consulting, Pelham, MA

President

- Coordinated review preparations for the American Council on Education (ACE) CREDIT Review for courses offered at the UAW-DaimlerChrysler Technology Training Center
- Led development of statewide teacher certification tests for Japanese and Mandarin
- Developed curriculum for technical training courses
- Trained teachers to develop master math teacher case studies
- Evaluated procedures for state sign language interpreter program
- Facilitated certification assessment development and labor relations conferences
- Led test validation activities for state assessment projects
- Advised clients on legal issues related to test validity and reliability of psychological and educational assessments

2000 - 2002 American Guidance Service, Inc., Circle Pines, MN

Director, Product Development

- Directed test development activities for individually and group administered special needs and psychological assessments
- Compiled a glossary of common assessment terms for publication on agsnet.com
- Designed and published scoring and reporting software for the Group Reading Assessment and Diagnostic Evaluation (GRADE)
- Developed test validation plan for and design of an individually administered reading test
- Developed field test and validation plan for an individually administered intelligence test and an individually administered achievement test

1995 - 2000 National Evaluation Systems, Inc., Amherst, MA

1997 - 2000 *Project Director, Assessment Services Division*

- Directed the development and administration activities for the Texas Assessment of Sign Communication™, the Texas Assessment of Sign Communication – American Sign Language™, the Texas Oral Proficiency Test™, and the Massachusetts Educator Certification Tests™
- Directed test validation activities for each test area, examinee communications – both written and oral, daily interactions and coordination of project activities with other divisions in the company
- Prepared and disseminated information to clients and to the public at-large related to assessment design and results
- Prepared and presented information regarding the testing programs, administration methodology, and appropriate analytic procedures for test results to various audiences in client states

1995 - 1997 *Director of Program Development, Marketing*

- Directed proposal development activities and assisted national marketing efforts for teacher certification and higher education assessment
- Maintained relevant information related to statewide teacher certification and higher education assessment trends
- Developed communication media for client states to support information dissemination
- Secured new business and maintained current contracts through proposal development efforts
- Coordinated proposal development activities from conceptualization to completion

1991 - 1995 The Riverside Publishing Company, Chicago, IL

1994 – 1995 *Director of Proposal Development, Sales and Marketing*

- Directed Riverside's review of and response to statewide requests for proposals
- Coordinated pricing decisions and author participation in marketing and selling activities
- Trained and assisted regional sales staff responding to local schools' requests
- Prepared interim support materials to assist communication with field staff

- Marketing Product Manager for Riverside’s Local Scoring Software, Student Data Management System, and a variety of group custom assessments
- 1993 - 1994 *Technical Support Manager, Customer Support*
- Provided technical assistance to Riverside personnel and customers for all group and clinical assessments and software products
 - Trained Evaluation and Guidance Specialists in interpretation, use, and appropriate application of Riverside assessments
 - Provided input to editorial and marketing regarding positioning of products, format and content of interpretive guides for achievement and abilities tests, and detected and recommended solutions to errors found in published materials
 - Published monographs and briefings on technical assessment issues
 - Managed Colorado and Virginia statewide assessment programs
- 1991 - 1993 *Program Administrator, Customer Support*
- Responsible for developing, updating, and interpreting test information for use by authors and marketing, customer service, editorial, and research personnel
 - Analyzed customer needs and competitive products to provide information needed to enhance test development and marketing efforts
 - Provided technical support to customer service and evaluation consultants on Chapter 1 issues, and achievement, abilities, and clinical tests
 - Project Director for the Colorado State Testing Program and College BASE
- 1986 - 1991 Fort Worth Independent School District (Texas)**
- 1989 - 1991 *Assistant Director, Research, Evaluation and Development*
- Directed, designed, and administered the district-wide testing program for 70,000 students in 107 schools and all district-wide project evaluations
 - Provided evaluation and student performance data to educators, community representatives, and the media
 - Designed evaluation plans for district-submitted external grant proposals
 - Oriented and trained 150 corporate representatives in job analysis to facilitate restructuring education in Fort Worth
 - Designed new planning procedures for use by 4,390 professional district staff
- 1988 - 1989 *Interim Director, Research and Evaluation*
- Directed all functions of the department
 - Trained district personnel in the analysis and utilization of test data to facilitate planning, assessment, and evaluation of student performance
 - Managed \$181,000 budget and supervised and evaluated 15 professional and support staff
 - Designed and produced school profiles for the FWISD Realtor's Handbook
 - Established new service focus and expanded utilization of Research and Evaluation
 - Impacted state-level decisions concerning test data usage
- 1986 - 1988 *Program Evaluator, Research and Evaluation*
- Designed and supervised program evaluations
 - Developed evaluation instruments, collected data and conducted statistical analyses
 - Reported evaluation findings and test data in both oral and written presentations
 - Wrote, reviewed, and edited evaluation reports to assure accurate, concise communication of statistical data
 - Supervised three-member data analyst team, organized and prioritized workloads and coordinated department interface with Data Processing

TEACHING EXPERIENCE

- 1993 - 1995** **College of DuPage (Glen Ellyn, IL)**
Instructor, Department of Psychology
- Taught General Psychology and Developmental Psychology
- 1994 - 1995** **North Central College (Naperville, IL)**
Visiting Lecturer, Department of Psychology
- Taught Introductory Statistics
- 1987 - 1991** **Tarrant County Junior College (Fort Worth, TX)**
Instructor, Department of Psychology, Northeast Campus
- Taught Introduction to Psychology, Human Relations, and Child Growth and Development
- 1983 - 1986** **Texas Christian University (Fort Worth, TX)**
- 1983 - 1986 *Research Assistant, Psychology, University Fellowship*
- Analyzed training/learning strategies of adult learners
 - Developed training materials, conducted research projects and analyzed data
 - Presented briefings and formal papers in both oral and written forms
- 1985 - 1986 *Supervised Consulting, Dr. Selby Evans*
- Conducted needs assessments, assessed collection procedures, interrater reliabilities and validity of scaling techniques
 - Restructured research projects to assist researchers in using proper experimental controls for various purposes
- 1985 *Instructor, Department of Psychology*
- Taught Abnormal Psychology
- 1981 - 1983** **East Tennessee State University (Johnson City, TN)**
Instructor/Teaching Assistant, Department of Psychology
- Taught Introduction to Psychology
 - Supervised laboratory sections in Experimental Psychology and Advanced General Psychology

PROFESSIONAL AFFILIATIONS

Association for Institutional Research
American Psychological Association
American Educational Research Association
National Council on Measurement in Education
Directors of Research and Evaluation
National Association of Test Directors
North East Association for Institutional Research

ACADEMIC HONORS

- 1983 – 1986** University Fellowship, Department of Psychology
Texas Christian University
- 1981 - 1983** Teaching Assistantship, Department of Psychology
East Tennessee State University
- 1981** B.S. graduated Cum Laude
East Tennessee State University
- 1981** Inducted in Psi Chi National
Honor Society in Psychology

CONFERENCE PRESENTATIONS, PUBLICATIONS, AND INVITED PRESENTATIONS

REFEREED CONFERENCE PRESENTATIONS

- Pagnano, K. B., Young, M. D., & Pitt, R. E. (2006). *Launching an E-portfolio Initiative: From Concept to Classroom*. Presentation, The 2006 Assessment Institute in Indianapolis, Indianapolis, Indiana
- Pitt, R. & Young, M. D. (2005). *Using Your Website to Showcase and Support Faculty Initiatives in Program Assessment*. Presentation, 2nd Annual Assessment Conference at Southern Maine Community College in Collaboration with NEASC, South Portland, ME.
- Young, M. D. & Pitt, R. (2005). *Using Your Website to Showcase and Support Faculty Initiatives in Program Assessment*. Presentation and poster session, The 2005 Assessment Institute in Indianapolis, at IUPUI, Indianapolis, Indiana.
- Young, M. D. (1996). *Computer-Administered Testing for TASP*. Presentation, 10th Annual Texas Assessment Conference, Austin, Texas.
- Drahozal, E. C., & Young, M. D. (1994). *SSs, GEs, NCEs, PRs, and Other Test Scores: Uses, Understandings, and Misconceptions*. Presentation, 8th Annual Texas Testing Conference, Austin, Texas.
- Young, M. D., & Slinde, J. (1994). *State Assessment Programs: An Overview and Future Trends*. Presentation, 8th Annual Texas Testing Conference, Austin, Texas.
- Cuffee, D., Koch, C., and Young, M. D. (1989). *Hogging, Bogging, and Frogging: The Goes and Woes of Group Dynamics*. Presentation, Annual Meeting of Texas Association of School Administrators, Dallas, Texas.
- Hall, R. H., Rocklin, T. R., Dansereau, D. F., Skaggs, L. P., O'Donnell, A. M., Lambiotte, J. G., & Young, M. D. (1987). *Individual differences in the learning of structural/functional and procedural material*. Presentation, Annual Meeting of the American Educational Research Association, Washington, D. C.
- Lambiotte, J. G., Dansereau, D. F., O'Donnell, A. M., Young, M. D., Skaggs, L. P., & Hall, R. H. (1987). *Manipulating cooperative scripts for teaching and learning*. Presentation, Annual Meeting of the American Educational Research Association, Washington, D. C.
- O'Donnell, A. M., Dansereau, D. F., Hythecker, V. I., Skaggs, L. P., Lambiotte, J. G., & Young, M. D. (1987). *Cooperative procedure acquisition: The effects of planning and prompting activities*. Presentation, Annual Meeting of the Southwest Educational Research Association, Dallas, Texas.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Hythecker, V. I., Hall, R. H., Young, M. D., Skaggs, L. P., & Lambiotte, J. G. (1987). *Procedure/skill acquisition in cooperative dyads*. Presentation, Annual Meeting of the American Educational Research Association, Washington, D. C.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Hythecker, V. I., Hall, R. H., Young, M. D., Skaggs, L. P., & Lambiotte, J. G. (1987). *The role of individual differences in procedure/skill acquisition*. Presentation, Annual Meeting of the American Educational Research Association, Special Interest Group on Text Design and Learner Strategies, Washington, D. C.
- Skaggs, L. P., Rocklin, T. R., Dansereau, D. F., O'Donnell, A. M., Lambiotte, J. G., Young, M. D., & Hall, R. H. (1987). *Dyadic learning: Individual differences, interaction, and performance*. Presentation, Annual Meeting of the American Educational Research Association, Washington, D. C.
- Skaggs, L. P., Rocklin, T. R., Dansereau, D. F., O'Donnell, A.M., Lambiotte, J. G., Young, M. D., & Hall, R. H. (1987). *The implications of individual differences and social interaction variables for cooperative learning*. Presentation, Annual Meeting of the Southwest Educational Research Association, Dallas, Texas.
- Young, M. D., Dansereau, D. F., O'Donnell, A. M., Hythecker, V. I., Lambiotte, J. G., Skaggs, L. P., Hall, R. H., & Rocklin, T. R. (1987). *Effects of cooperative compare/contrast and review strategies on the acquisition of technical information*. Presentation, Annual Meeting of the American Educational Research Association, Washington, DC
- Hall, R. H., Rocklin, T. R., Dansereau, D. F., Skaggs, L. P., O'Donnell, A. M., Lambiotte, J. G., & Young, M. D. (1986). *Comparison of individual and dyadic learning: The role of induction*. Presentation at the Annual Meeting of the American Psychological Association, Washington, D. C.

- Hall, R. H., Rocklin, T. R., Dansereau, D. F., Skaggs, L. P., O'Donnell, A. M., Young, M. D., & Lambiotte, J. G. (1986). *Individual differences in cooperative learning*. Presentation, Annual Meeting of the Southwestern Psychological Association, Fort Worth, Texas.
- Hythecker, V. I., Dansereau, D. F., Rocklin, T. R., O'Donnell, A. M., Young, M. D., & Lambiotte, J. G. (1986). *The development and evaluation of a modified procedure learning strategy*. Presentation, Annual Meeting of the Southwestern Psychological Association, Fort Worth, Texas.
- Lambiotte, J. G., Dansereau, D. F., Hythecker, V. I., O'Donnell, A. M., Young, M. D., & Rocklin, T. R. (1986). *Technical learning strategies: Acquisition of structural and functional information*. Presentation, Annual Meeting of the Southwestern Psychological Association, Fort Worth, Texas.
- O'Donnell, A. M., Dansereau, D. F., Hythecker, V. I., Larson, C. O., Rocklin, T. R., Lambiotte, J. G., & Young M. D. (1986). *Effects of various cooperative scenarios on amount and accuracy of text recall: Two's company, three's a crowd*. Presentation, Annual Meeting of the American Educational Research Association, San Francisco, California.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Hythecker, V. I., Young, M. D., Skaggs, L. P., Hall, R. H., & Frysinger, J. F. (1986). *Reading for action: A conceptual analysis of procedural learning*. Presentation, Southwestern Regional Conference, International Reading Association, San Antonio, Texas.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Larson, C. O., Hythecker, V. I., Young, M. D., & Lambiotte, J. G. (1986). *Individual editing or cooperation: Effects on an instruction writing task*. Presentation, Annual Meeting of the Southwestern Psychological Association, Fort Worth, Texas.
- O'Donnell, A. M., Rocklin, T. R., Dansereau, D. F., Hythecker, V. I., Young, M. D., & Lambiotte, J. G. (1986). *Amount and accuracy of information recalled by cooperative dyads: The effects of summary type and alternation of roles*. Presentation, Annual Meeting of the American Educational Research Association, San Francisco, California.
- Skaggs, L. P., Rocklin, T. R., Dansereau, D. F., Hall, R. H., Lambiotte, J. G., O'Donnell, A. M., & Young, M. D. (1986). *Dyadic learning interaction: Individual differences, performance, and individual transfer potential*. Presentation, Annual Meeting of the Southwestern Psychological Association, Fort Worth, Texas.
- Young, M. D., Dansereau, D. F., O'Donnell, A. M., Hythecker, V. I., Lambiotte, J. G., Skaggs, L. P., Hall, R. H., & Rocklin, T. R. (1986). *Cooperative integration and review of technical procedures*. Presentation, Annual Meeting of the Southwestern Psychological Association, Fort Worth, Texas.
- Hythecker, V. I., Dansereau, D. F., O'Donnell, A. M., Larson, C. O., Lambiotte, J. G., Rocklin, T. R., & Young, M. D. (1985). *The development and evaluation of a strategy for procedure learning*. Presentation, Annual Meeting of the Southwestern Psychological Association, Austin, Texas.
- Larson, C. O., Dansereau, D. F., Goetz, E., & Young, M. D. (1985). *Cognitive style and cooperative learning: Transfer of effects*. Presentation, Annual Meeting of the Southwest Educational Research Association, Austin, Texas.
- Larson, C. O., Dansereau, D. F., Hythecker, V. I., O'Donnell, A. M., Young, M. D., Lambiotte, J. G., & Rocklin, T. R. (1985). *Technical training: An application of a strategy for structural and functional information*. Presentation, Annual Meeting of the American Educational Research Association, Chicago, Illinois.
- O'Donnell, A. M., Dansereau, D. F., Hythecker, V. I., Larson, C. O., Rocklin, T. R., Lambiotte, J. G., & Young, M. D. (1985). *Effects of monitoring on cooperative learning*. Presentation, Annual Meeting of the Southwestern Psychological Association, Austin, Texas.
- Bailey, R. C., & Young, M. D. (1983). *The interpersonal value and cost of religious involvement*. Presentation, Annual Meeting of Southeastern Psychological Association, Atlanta, Georgia.
- Young, M. D., & Bailey, R. C. (1983). *Physical attractiveness and religious involvement as influence on attraction and interpersonal perceptions*. Presentation, Annual Meeting of the Southeastern Psychological Association, Atlanta, Georgia.

REFEREED PUBLICATIONS

- Hall, R. H., Rocklin, T. R., Dansereau, D. F., Skaggs, L. P., O'Donnell, A. M., Lambiotte, J. G., & Young, M. D. (1988). The role of individual differences in the cooperative learning of technical material. *Journal of Educational Psychology, 80* (2), 172-178.
- Lambiotte, J. G., Dansereau, D. F., O'Donnell, A. M., Young, M. D., Skaggs, L. P., & Hall, R. H. (1988). Effects of cooperative script manipulations on initial learning and transfer. *Cognition and Instruction, 5* (2), 103-121.
- O'Donnell, A. M., Dansereau, D. F., Hythecker, V. I., Hall, R. H., Skaggs, L. P., Lambiotte, J. G., & Young, M. D. (1988). Cooperative procedural learning: The effects of prompting and pre- versus distributed planning. *Journal of Educational Psychology, 80* (2), 167-171.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Hythecker, V. I., Young, M. D., Hall, R. H., Skaggs, L. P., & Lambiotte, J. G. (1988). Promoting functional literacy through cooperative learning. *Journal of Reading Behavior, 20* (4), 339-356.
- Bailey, R. C., & Young, M. D. (1986). The value and vulnerability of perceived religious involvement. *Journal of Social Psychology, 126* (5), 693-694.
- Larson, C. O., Dansereau, D. F., Hythecker, V. I., O'Donnell, A. M., Young, M. D., Lambiotte, J. G., & Rocklin, T. R. (1986). Technical training: An application of a strategy for learning structural and functional information. *Contemporary Educational Psychology, 11* (3), 217-228.
- O'Donnell, A. M., Dansereau, D. F., Hythecker, V. I., Larson, C. O., Rocklin, T. R., Lambiotte, J. G., & Young, M. D. (1986). Effects of monitoring on cooperative learning. *Journal of Experimental Education, 54* (3), 169-173.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Larson, C. O., Hythecker, V. I., Young, M. D., & Lambiotte, J. G. (1986). Effects of cooperative and individual editing on an instruction writing task. *Written Communication, 4* (1), 90-99.
- O'Donnell, A. M., Dansereau, D. F., Rocklin, T. R., Hythecker, V. I., Lambiotte, J. G., Larson, C. O., & Young, M. D. (1985). Effects of elaboration frequency on cooperative learning. *Journal of Educational Psychology, 5*, 572-580.

MONOGRAPHS AND OTHER PUBLICATIONS

- Young, M. D. (2001). *Glossary of Common Test Terms*. Originally published at <http://www.agsnet.com/glos/>, American Guidance Service, Inc., Circle Pines, MN.
Now available on the internet at <http://pearsonassessments.com/pai/ai/research/resources/Glossary.htm>.
- Young, M. D. (1997). *Texas Assessment of Sign Communication and Texas Assessment of Sign Communication – American Sign Language (TASC and TASC-ASL) Expanded Preparation Guide*. National Evaluation Systems, Inc., Amherst, MA.
- Young, M. D. (1997). *Texas Assessment of Sign Communication and Texas Assessment of Sign Communication – American Sign Language (TASC and TASC-ASL) Administration Procedures Manual*. National Evaluation Systems, Inc., Amherst, MA.
- Young, M. D. (1992). *Modified Standardized Test Administration and Interpretation of Test Results*. Testing Today, Number 21, The Riverside Publishing Company, Chicago, Illinois.
- Young, M. D. and Kiley, J. S. (1989). *Using your school's student performance data for instructional decision making*. Training module copyrighted by the Texas LEAD Center.
- Young, M. D. (1987). *Essential High School Program 1986-1987*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1987). *Keystone Project – Mastery Learning Specialists Program 1986-1987*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1987). *Keystone Project – Writing and Reasoning Skills Program 1986-1987*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D., Karlin, S. & Sierra, R. (1987). *District-wide Assessment of Central Support Functions 1986-1987*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.

- Young, M. D. (1986). *Effects of cooperative compare/contrast and review strategies on the acquisition of technical procedures*. Doctoral dissertation, Texas Christian University, Fort Worth.
- Young, M. D. (1986). *Essential High School Program 1985-1986*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1986). *Keystone Project – Mastery Learning Specialists Program 1985-1986*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1986). *Keystone Project – Writing and Reasoning Skills Program 1985-1986*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1986). *Summer Middle School Program 1986*. Evaluation report prepared for the Research and Evaluation Department, Fort Worth Independent School District, Fort Worth, Texas.
- Dansereau, D. F., Rocklin, T. R., O'Donnell, A. M., Hythecker, V. I., Larson, C. O., Lambiotte, J. G., Young, M. D., & Flowers, L. E. (1984). Development and evaluation of computer-based learning strategy training modules. Final Report, Contract MDA--903-82-C-0169, Inter-America Research Associates, Inc.
- Young, M. D. (1983). *Reducing blood pressure in the aged with Benson's Relaxation Response*. Master's thesis, East Tennessee State University, Johnson City.

INVITED PRESENTATIONS

- Oliva, C., Moriarty, B., Esposito, T., Holbrook, C., & Young, M. D. (2005). *Generational Perspectives: The Millennial College Student*. Invited panel presentation at the Bridgewater State College Academic Affairs Staff Retreat, Bridgewater, MA.
- Young, M. D. (2005). *Institutional Research and Assessment's Role at Bridgewater State College*. Invited presentation as a part of the panel presentation entitled *Maximize Institutional Research to Plan and Monitor Retention Programs: Applications for other Maine Institutions* at Supporting Student Success at Maine Colleges: Peer Learning for Student Retention Programs, MELMAC Educational Foundation conference, Thomas College, Waterville, ME.
- Young, M. D., Brinson, P., Russell, D., & Silva, J. (1991). *Utilizing Assessment Data to Support School Improvement in the Diamond Hill Jarvis Pyramid*. Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1990). *Classroom Research and Testing in Texas Public Schools*. Presentation to a graduate class in Teaching Reading in the Content Areas, Texas Christian University, Fort Worth, Texas.
- Young, M. D. (1990). *Utilizing Student and Campus Data (Iowa Tests of Basic Skills)*. BLT Conference, Southwest Pyramid, Fort Worth Independent School District, Fort Worth, Texas.
- Young, M. D. (1990). *What is TAAS?* Fort Worth Council of PTAs, Fort Worth Independent School District, Fort Worth, Texas.
- Cuffee, D., Koch, C., & Young, M. D. *Hogging, Bogging, and Frogging; The Goes and Woes of Group Dynamics*. Fort Worth Independent School District Middle School Conference, August, 1988. Middle School Vice Principals' Leadership Academy, December, 1988. FWISD Middle School Conference, August 1989.
- Young, M. D. *Test Interpretation Workshop*. Prepared in conjunction with the Staff of Department of Research and Evaluation, Fort Worth Independent School District. Texas Education Agency Chapter 2 Technical Assistance Meeting. (1988). Region XVI, Region XVII and Region XI Educational Service Centers (1989).