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Academic Degrees

- 2005 Doctorate of Philosophy in Human Development (*specific focus - child development*),
Virginia Tech.
- 1992 Educational Specialist in School Psychology, Radford University.
- 1991 Masters of Science in School Psychology, Radford University.
- 1987 Bachelors of Science in Family and Child Development, Virginia Tech.

Licensures

- 2023-2026 Practitioner School Service #000522508
Active Endorsement School Psychology PreK-12
Tennessee Department of Education

Professional Experience

- 2021-present Professor, Educational Foundations and Special Education, Clemmer College of
Education, East Tennessee State University, Johnson City, Tennessee
- 2016-present Director, Center of Excellence in Early Childhood Learning and Development,
Clemmer College of Education, East Tennessee State University
Johnson City, Tennessee
- 2018-present Clinical Associate Professor, Pediatrics, Quillen College of Medicine
East Tennessee State University, Johnson City, Tennessee
- 2018-2019 Senior Associate Dean, Clemmer College of Education
East Tennessee State University, Johnson City, Tennessee
- 2016-2018 Associate Dean of Assessment and Accreditation, Clemmer College of Education
East Tennessee State University, Johnson City, Tennessee
- 2014-2015 Interim Associate Dean, Clemmer College of Education
East Tennessee State University, Johnson City, Tennessee
- 2019-2021 Associate Professor, Educational Foundations and Special Education,
Clemmer College of Education, East Tennessee State University,
Johnson City, Tennessee
- 2014-2019 Associate Professor, Early Childhood Education, Clemmer College of Education
East Tennessee State University, Johnson City, Tennessee
- 2013-2015 Response to Instruction and Intervention (RTP²) Consultant
Tennessee Department of Education

- 2008-2014 Assistant Professor, Teaching and Learning, Clemmer College of Education
East Tennessee State University, Johnson City, Tennessee
- 2008-2020 Coordinator, Reach Out Read Early Literacy Program
ETSU Pediatrics Clinic, Quillen College of Medicine, Johnson City, Tennessee
- 2007-2008 Assistant Research Faculty, Center of Excellence in Early Childhood Development and
Learning, Clemmer College of Education
East Tennessee State University, Johnson City, Tennessee
- 2005-2007 School Psychologist, Roanoke City Public Schools, Roanoke, Virginia
- 2003-2005 Graduate Research Assistant, Center of Excellence in Undergraduate Teaching
Virginia Tech, Blacksburg, Virginia
- 2001-2003 Graduate Teaching Assistant, Department of Human Development
Virginia Tech, Blacksburg, Virginia
- 2001-2002 Adjunct Faculty, School of Teacher Education and Licensure, College of
Education and Human Development, Radford University, Radford, Virginia
- 1995-1996 Adjunct Faculty, Department of Psychology, College of Humanities and Behavioral
Sciences, Radford University, Radford, Virginia
- 1992-2001 School Psychologist, Roanoke County Public Schools, Roanoke, Virginia
- 1991-1992 School Psychologist, Mississippi Bend Area Education Agency, Bettendorf, Iowa

Grants and Contracts

- 2023-2028 **Hale, K.**, & Mims, P. J. (Co-PIs of sub-contract). Efficacy of Teleconsultation to Address
Pandemic-Related Social-Behavioral Needs in Rural Schools. Institute of Educational
Sciences, Special Education Research. Subcontract with Witte, A., Sheridan, S., Yoon, H.
(University of Nebraska-Lincoln), funded \$3,800,000.
- 2022-2026 **Hale, K.**, Child Care Access Means Parents in School (CCAMPIS), US Department of
Education Office of Post-Secondary Education, funded \$2,300,000.
- 2021-2024 **Hale, K.**, *ETSU Expanding Horizons Early Intervention Resource Agency*, Tennessee
Department of Intellectual and Developmental Disabilities, \$2,621,280.
- 2021-2024 Schetzina, K., Dodd, W., Polaha, J., **Hale, K.**, *Empowering Families – Supporting
Communities*. Ballard Health Community Health Improvement Partner Investment Grant,
funded \$481,818.
- 2020-2025 **Hale, K.**, *Technical Assistance and Data Analysis of Surveys of Families Receiving Part
B Services*. Tennessee Department of Education, contract funded at \$345,812.
- 2020-2023 **Hale, K.**, *Technical Assistance and Data Analysis of Surveys of Families Receiving Part
C Early Intervention Services in Tennessee*. Tennessee Department of Intellectual and
Developmental Disabilities, contract funded at \$130,802.

- 2020-2021 **Hale, K.**, *Expanding Horizons Early Intervention Project*. Tennessee Department of Intellectual and Developmental Disabilities, Tennessee Early Intervention Services, contract funded at \$586,589.
- 2018-2022 **Hale, K.** *Supporting Low-Income College Students with Young Children* (PI). U.S. Department of Education, Office of Post-Secondary Education, \$784,000.
- 2019-2022 Wood, D., **Hale, K.**, & Ryans, L. *The EDI Project: Building Regional Capacity to Improve the Development and Educational Readiness of Children in Northeast Tennessee*. Blue Cross Blue Shield of Tennessee Health Foundation, City of Johnson City, Washington County, Washington County Schools, \$130,000.
- 2019-2020 **Hale, K.**, *Expanding Horizons Early Intervention Project*. Tennessee Department of Education, Tennessee Early Intervention Services, \$575,000.
- 2015-2020 Schetzina, K., Foster, K., & **Hale, K.**, *Healthy Tomorrows Partnership for Children Program: ReadNPlay for a Bright Future in Appalachia Tennessee*. Health Resources and Services Administration, U.S. Department of Health and Human Services, \$250,000.
- 2015 Hudson, T., Marks, L., **Hale, K.**, & Fox, J. *Teaching Writing Skills in Low-SES Rural Classrooms: The Impact of Evidence-Based Practices on Teacher Pedagogy and Student Achievement*, Tennessee Board of Regents, \$39,984.
- 2009-2012 Fox, J., Blevins, L., & **Hale, K.**, *Positive Behavior Support Initiative*, Tennessee Department of Education, \$357,000.
- 2008-2009 **Hale, K.** *Training Tennessee School Psychologists in the RTI Framework*. Tennessee Department of Education, \$18,000.

Unfunded Projects

- Not funded Schetzina, K., Puhr, D., & **Hale, K.** *Bridge Builders for Brighter Futures*, Tennessee Department of Children's Services, \$2,253,457.
- Not funded Sheridan, S, Witte, A., Mims, P, & **Hale, K.** *Efficacy of Teleconsultation to Address Pandemic-Related Social-Behavioral Needs in Rural Schools*. US Department of Education Institute of Education Sciences, \$5,000,000.
- Not funded Johnson, K., & **Hale, K.** *Emotionally Responsive Practices with Early Head Start Teachers and Parents*. Substance Abuse and Mental Health Services Administration US Department of Health and Human Services, \$2,403,114.
- Not funded Sheridan, S., Witte, A., Mims, P., & **Hale, K.** *National Center for Research on Rural Education-2 (R2Ed2) Improving Rural Education*. US Department of Education, Institute of Education Sciences Education Research and Development Center Program, \$10,000,000.
- Not funded Sheridan, S., Witte, A., Mims, P., & **Hale, K.**, *National Center for Research on Rural Education-2 (R2Ed2) Improving Rural Education*. US Department of Education, Institute

of Education Sciences Education Research and Development Center Program,
\$10,000,000.

Peer-reviewed Presentations – International and National

- 2019 Martin, L, Guyton, G., Mims, P., & **Hale, K.** *Creating Emotionally Responsive Early Head Start Inclusive Classrooms*. Competitively selected poster presentation at the 20th International Conference on Autism, Intellectual Disability, and Developmental Disabilities. Maui, HI.
- 2016 Hudson, T., & **Hale, K.** *Data-based Decision-making in the Development of an RTI Certificate Program for Pre-Service Teachers*. Peer-reviewed presentation at the 29th Annual Conference on Teacher Education Division Council for Exceptional Children. Lexington, KY.
- 2016 Galyon, C, & **Hale, K.** *The High-Stakes Literacy Game: Improving Literacy of Children with Disabilities with the Use of Squishy Books*. Peer-reviewed presentation at the American Council on Rural Special Education National Conference, Las Vegas, Nevada.
- 2013 Evanshen, P. & **Hale, K.** *Sustainably Transforming Learning and Teaching Through Using ICTs Venue: What Is Good Practice?* Peer-reviewed presentation at the 12th Pacific Science Inter-Congress Science for Human Security and Sustainable Development in the Pacific Islands & Rims, University of the South Pacific, Laucala Campus, Suva, Fiji.
- 2013 Malkus, A. & **Hale, K.** *Using Book Discussion Events to Create Community across Teacher Education Programs*. Peer-reviewed presentation at the International Education Conference, Waikiki, HI. A. Malkus, Co-Presenter.
- 2011 **Hale, K.** *Working Together to Promote Literacy One Book and One Child at a Time: Promising Practices from Research*. Peer-reviewed presentation at the National Council on Family Literacy. Louisville, KY.

Invited Presentations

Hale, K. (2021, October). The EDI Project: Our data and what it means for our community. Johnson City Chamber of Commerce, Johnson City, TN.

Hale, K. (2021, September). *Intervening early with early literacy in pediatric programs: A promising practice for our community*. Johnson City Rotary. Johnson City, TN.

Noland, B., Clements, A., Bernard, J., McCook, J., & **Hale, K.** (2018, September). *Moving from understanding to implementing trauma-responsive services*. SAMHSA Forum. Johnson City, TN.

Hale, K. (2018, April). *Steps to establishing a Reach Out and Read early literacy program in your pediatric clinic*. ReadNPlay Project ECHO. Pediatrics, East Tennessee State University, Johnson City, TN.

Wood, D., **Hale, K.**, & Ryans, L. (2017, August). *Improving development and educational readiness of children in northeast Tennessee*. All Children Thrive Network Design Meeting, Cincinnati, OH.

Hale, K. (2017, March). *Talking it up with intention: Strengthening parents' knowledge of language and early literacy*. Keynote address. SW Virginia Early Childhood Summit. Big Stone Gap, VA.

- Hale, K.** & Pullen, P. (2017, March). *Language and literacy development: Overcoming the effects of poverty and empowering parents*. ETSU Maternal and Child Health Research Symposium.
- Haddow, D., & **Hale, K.** (2016, October). *Primary partnership, the changing landscape, and maximizing teacher potential*. Tennessee Department of Education LEAD Conference. Nashville, TN.
- Hudson, T., & **Hale, K.** (2016, March). *Investigating rural teachers' experiences with the implementation of Response to Intervention*. Research presentation at the American Council on Rural Special Education, Las Vegas, NV.
- Hale, K.**, & Hudson, T. (2015, October). *Examining Northeast Tennessee Teacher Knowledge and Perceptions of Response of Instruction and Intervention*. Tennessee Department of Education LEAD Conference. Nashville, TN.
- Hale, K.** (2014, November). *Developmental trajectories, experiences, and reading: You know more than you think*. Mid-South Conference for Psychology in the Schools. Chattanooga, TN.
- Casha, C., Evanshen, P., **Hale, K.**, & Miles, N. (July 2013). *Common core and early learning standards: How they work together*. Early Childhood Education Conference, Johnson City, TN.
- Fox, J., Wheeler, J. J., **Hale, K.**, Mims, P. J., Galyon Keramidas, C., & Michal, M. (July, 2012). *Issues in Early Childhood Education/Early Childhood Special Education: Questions, Answers, and Discussion Forum*, Early Childhood Education Conference, Johnson City, TN.
- Hale, K.** (2012, July). *Building trust: The recipe for success*. Northeast Tennessee Special Education Conference, Gatlinburg, TN.
- Hale, K.**, & Fox, J. (2009, March). *Tier 2 assessment & interventions for reading and behavior challenges: The ETSU positive behavior support initiative*. Northeast Tennessee Special Education Conference, Gatlinburg, TN.
- Hale, K.**, Deberry, D., & White, T. (2009, February). *School psychologists embracing RTI – How we do it*. Tennessee Special Education Conference, Nashville, TN.
- Hale, K.** (2008, March). *Beginning teachers need your support: A "how to" guide*. Ohio Early Child Care Conference, Columbus, OH.
- Hale, K.** (2008, March). *Supporting new teachers in the field of early childhood education*. Southern Early Childhood Association Annual Conference, Covington, KY.
- Hale, K.** & Deberry, D. (2008, February). *The school psychologist's role in response to intervention*. Tennessee Special Education Conference, Nashville, TN.
- Hale, K.** & Bush, J. (2007, September). *Response to intervention (RTI): What is it and what can it do for your school*. Virginia Association of Elementary School Principals Annual Conference, Williamsburg, VA.

Teaching

EDFN 2310 Developmental Psychology
 SPED 4470 Assessment of Exceptional Learning Needs

ECED 7990	Readings and Research
ECED 7000	Apprenticeship in Research
ECED 6600	Processes of Language and Literacy
ECED 6200	Typical and Atypical Development of Young Children
ECED 5356	Language and Literacy Development in Young Children
ECED 5335	Assessing and Evaluating Young Children
ECED 5332	Designing an Early Childhood Environment
ECED 5210	Advanced Child Development
ECED 4237	Mentoring in Early Childhood Education
ECED 4010	Observing and Assessing Young Children

Professional Service

2023-present	Strong ACC Steering Committee Ballard Health
2021-present	Advisory Board Member, Families Free Inc.
2018-present	Advisory Board Member, Telamon Early Head Start and Head Start
2020-present	Member, Safe Kids Coalition of Northeast Tennessee
2022-present	Member, Niswonger Children’s Hospital Child Abuse Taskforce
2020-2021	Chair, Early Intervention Resource Agency Advisory Council Tennessee Department of Intellectual and Developmental Disabilities
2019-Present	Founding Member, Strong Brain Institute, ETSU
2019-2021	Co-Chair, Higher Education Research sub-committee, Association for Infant Mental Health in Tennessee
2017-Present	Founding Member, Child and Family Health Institute, ETSU
2015-2017	Lead and Member, Inaugural Network for Educator Preparation Partnerships, Office of Educator Licensure and Preparation, Tennessee Department of Education
2013-2015	Trainer for Tennessee School Psychologists in the RTI Framework
2009-2012	Co-Director, Positive Behavior Support Initiative at ETSU
2005-2007	School Psychologist, Roanoke City Public Schools, Roanoke, Virginia
1992-2001	School Psychologist, Roanoke County Public Schools, Roanoke, Virginia

Professional Affiliations

Association of Infant Mental Health in Tennessee
Division of Early Childhood of the Council for Exceptional Children
National Association for the Education of Young Children
National Association of School Psychologists
National Coalition of Campus Children’s Centers
Zero to Three