

Francis M. Duffy, Ph.D

Publications and Presentations

CHAPTERS

Duffy, F. M. (1998). The ideology of supervision. In G. Firth & E. Pajak (Eds.) *Handbook of Research on School Supervision* (pp. 181-199). New York: Macmillan.

_____ (1997). Should educational supervision should be influenced by business management practices. Yes. In J. Glanz & R. Neville (Eds.). *Educational supervision: Perspectives, issues, and controversies* (pp. 202-209). Norwood, MA: Christopher-Gordon Publishers.

_____ (1987). The effective assistant superintendent--pupil personnel services. In *The Effective School Administrator*. (Palm Springs, CA: ETC Publications).

ARTICLES

Duffy, F. M. (forthcoming 2003, Fall) (Ed.). Communicating in times of great change. Special theme issue of the *Journal of School Public Relations*.

_____ (2003, Winter). Dancing on ice: Navigating change to create whole-district school improvement. *Organization Development Journal*.

_____ (2003, Winter). I think, therefore I am resistant to change. *Journal of Staff Development*, 24 (1), 30-36.

_____ (2002, Winter). Courage, passion, and vision: Leading systemic school improvement. *International Journal of Educational Reform*, 11 (1): 63 -76.

_____ (2000 Winter). Re-conceptualizing instructional supervision. *Journal of Curriculum and Supervision*, 15 (2), 123-145.

_____ (1998). Knowledge Work Supervision: Transforming school systems into high performing learning organizations. ERIC Clearinghouse on Educational Management, EA 029224.

_____ (1998). Designing high performing learning communities. ERIC Clearinghouse on Educational Management, EA 029125.

- _____ (1997 May). Supervise schooling, not teachers. *Educational Leadership*, 54 (8), 78 - 83.
- _____ (1997 January). Knowledge Work Supervision: Transforming school systems into high-performing learning organizations. *International Journal of Educational Management*, 11 (1), 26 - 31.
- _____ (1997 Winter). Keeping our past before us like a beacon and calling it the future: Why traditional supervision can't improve knowledge organizations. *Central Business Review XVI* (1), 5-11.
- _____ (1995). Supervising knowledge-work. NASSP Bulletin, 79 (573), 56-66.
- _____ (1995). Supervising knowledge work. ERIC Clearinghouse on Educational Management. EA026349.
- _____ (1995). Designing high performance schools through instructional supervision. ERIC Clearinghouse on Educational Management. EA026350.
- _____ (October, 1992). Challenging untested assumptions: Affirming cultural diversity and respecting differences. In the *Chesapeake Bay Organization Development Network Newsletter*, 7 (3), 18 - 21.
- _____ (April, 1992). Random thoughts, deeply felt. In the *Chesapeake Bay Organization Development Network Newsletter*, 6 (2)
- _____ (1991 Fall). Q2--Power, politics, and ethics: The arena for effective leadership in higher education. *College and University Personnel Association Journal*, 42 (3), 1 - 6.
- _____ (Fall, 1990). Supervising for results: A case study from the business world. *Journal of Curriculum and Supervision*, 6 (1).
- _____ (Fall, 1990). In defense of an effective manager: A Response to Glickman, Pajak, and Hazi. *Journal of Curriculum and Supervision*, 6 (1).
- _____ (1990 Spring). Soil conditions, cornerstones, and other thoughts: A treatise for a school superintendent. *Wingspan*, 5 (2).
- _____ (1990 Spring). Supervising a team of semi-autonomous professionals: Lessons from the world of business. *Wingspan*, 5 (2).

- _____ (1990 Spring/Summer). Supervising professionals: A case study from the business world. *Florida ASCD Journal*, 6.
- _____ (1987). Helping teachers to learn and unlearn through diagnostic supervision. In ERIC Clearinghouse on Educational Management (EA 019301)
- _____ (1986). Improving the effectiveness of supervisory practice. *Planning and Changing: A Journal for School Administrator*, 16 (4), 195-205.
- _____ (1985). Analyzing and evaluating supervisory practice. In ERIC Clearinghouse on Educational Management (ED 458707).
- _____ (1985). The case of the open secrets : Increasing the effectiveness of instructional supervision. In ERIC Clearinghouse on Educational Management (ED 254897).
- _____ (1984, November). Diagnostic Supervision: A process that emphasizes teacher participation. *Perspectives for Teachers of the Hearing Impaired*, 3 (2), 7-9.
- _____ (1983). Increasing the professional effectiveness of instructional supervisors in deaf education. *Directions*, 3 (3), 34-37.
- _____ (1984). Diagnostic conferences in supervision. In ERIC Clearinghouse on Educational Management (ED 253949).

BOOK REVIEWS

- Duffy, F. M. (2003). [Review of the book *The school portfolio toolkit: A planning, implementation, and evaluation guide for continuous school improvement*]. *Journal of Staff Development*.
- Duffy, F. M. (2003). [Review of the book *Guiding school change: The role and work of change agents*]. *Journal of Staff Development*.

MEDIA

- Duffy, F. M., Dale, J. D. & Grasmick, N. (2002). Transforming school systems: A Maryland perspective. Audio-tape. Arlington, VA: American Association of School Administrators. Audio tape #AASA02-125.

Duffy, F. M. & Finkel, L. (1992). *Teacher Evaluation*. A training video produced by Instructivision, Inc., Livingston, NJ and distributed in cooperation with the National Association of Secondary School Principals.

Duffy, F. M. & Finkel, L. (1990). *Clinical Supervision*. A training video produced by Instructivision, Inc., Livingston, NJ and distributed in cooperation with the National Association of Secondary School Principals.

Duffy, F. M. (1988). *Organization development and the management of change*. Audio- cassette published by Association for Supervision and Curriculum Development, Alexandria, Virginia.

PRESENTATIONS

Blueprints, Trestles and Track: Helping School Districts Bridge the Chasm Between the Present and the Future Through Systemic Change. Keynote address, national conference of the Association of Educational Communication and Technology, Anaheim, California, October, 2003.

Courage, passion and vision: Leading systemic school improvement. AASA national conference, February, 2003, New Orleans.

Creating successful school systems, at the monthly meeting of the Tennessee Organization of School Superintendents, May, 2002, Nashville, TN...co-presented with Jack Dale.

Transforming entire school systems: The Maryland perspective. AASA national conference, February, 2002, San Diego, CA...co-presented with Jack Dale and Nancy Grasmick.

Redesigning America's Schools, ASCD national conference, March 2001, San Antonio, TX...co-presented with Lynda Rogerson and Buzz Blick.

Creating successful school systems, ASCD national conference, March 2001, San Antonio, TX...co-presented with Jack Dale, Buzz Blick, Catherine Bradshaw, and Janice Shelby.

Redesigning America's Schools for the 3rd Millennium, ASCD national conference, New Orleans, Louisiana, March 26, 2000.

The Ideology of Supervision, panel presentation moderated by Gerald Firth and Edward Pajak, ASCD national conference, New Orleans, Louisiana, March 26, 2000.

Redesigning America's Schools: A Systems Approach to Improvement, ASCD national conference, San Francisco, California, March 6, 1999.

Strategic School Improvement, at the 12th International Congress for School Effectiveness and Improvement, San Antonio, Texas, January 6, 1999.

Redesigning Knowledge Organizations, at the Training Officers Conference, U.S. Government training officers association, Ocean City, Maryland, April 1998.

The past before us is not the future: A strategy for redesigning entire school systems at the upcoming 7th Annual Conference on Creating the Quality School, Washington, D.C., March, 1998.

Designing high performing learning communities at the 1998 annual conference of the Association for Supervision and Curriculum Development, San Antonio, Texas, March, 1998.

Conundrum of power: The leap from management to leadership ...co-presenter with William J. A. Marshall and Vera Follain-Grisell...1997 conference of the CAID...Hartford, CT.

Knowledge Work Supervision keynote speaker at the Navajo Area School Board Association annual conference. . . Albuquerque, NM . . . January, 1997
Annual conference. . . Albuquerque, NM . . . January, 1997

Knowledge Work Supervision: Transforming School Districts Into High Performing Learning Organizations . . . high impact activity speaker for the District of Columbia Public Schools, Leadership Development and Assessment Center. . . April 24, 1996. . . contact person was Dr. James Amick, Jr.

Designing High Performance Schools: Practical Guidance On How To Plan And Carry-out An Organizational Reengineering Project, a six-hour action lab workshop presented at the annual conference of the Association for Supervision and Curriculum Development in March, 1995.

Designing High Performance Schools Through Instructional Supervision, paper presentation at the annual fall conference of the Council of Professors of Instructional Supervision at Fordham University, New York City, November, 1994.

Meyers-Briggs Personality Type and Effective Team Work, a training workshop for the Marcia L. Duffy State Farm Insurance Agency, Eldersburg, Maryland... September, 1993.

Writing for Publication, Invited panelist for the Career Resources Committee of the Chesapeake Bay Organization Development Network, September, 1993.

Developments and Prospects in Instructional Supervision, co-presenter, ASCD National Convention, Washington, D.C., March, 1993.

Clinical Supervision Then and Now, panel presentation on personal memories of Robert Goldhammer and Morris Cogan at the spring meeting of the Council of Professors of Instructional Supervision, New Orleans, Louisiana, April 3, 1992.

Supervising for Results: A Case Study From the Business World, November, 1989, Council of Professors of Instructional Supervision annual fall meeting at The Pennsylvania State University.

Education and Human Services: Setting the Agenda for the Next President of the United States. Panelist on a nationally televised presentation, Gallaudet University, October 18, 1988. Televised by C-Span News Network, 8:00 P.M., 10/18/88.

Organization development and the management of change, March, 1988, convention of the Association for Supervision and Curriculum Development, Boston, MA.

Helping teachers to learn and unlearn through Diagnostic Supervision, March, 1987, convention of Association for Supervision and Curriculum Development, New Orleans.

Designing programs of supervision, at the March, 1986, convention of the Association for Supervision and Curriculum Development, San Francisco.

Designing programs of supervision, at the spring institute of the National Commission on Instructional Supervision, February, 1986, San Francisco.

Diagnostic supervision, at the convention of the American Speech and Hearing Association, Washington, D.C., November, 1985.

Instructional supervision: Is Madeline Hunter the answer? at the fall conference of the Council of Professors of Instructional Supervision, Washington, D.C., 1985.

What is Supervision? Model Secondary School for the Deaf, Residential life program, October, 1985.

Analyzing and evaluating supervisory practice, at the March, 1985, convention of ASCD.

The pornography of power, in collaboration with Dr. William J.A. Marshall, at the March, 1985, convention of ASCD.

Organization development strategies for increasing the effectiveness of instructional supervision, 1984 conference of the Council of Professors of Instructional Supervision, Austin, Texas.

Analyzing and evaluating supervisory practice, at the University of Pennsylvania's conference on achieving excellence in education, November, 1984.

Designing programs of supervision, at the AAMD Region IX convention in Rehoboth Beach, Delaware, October, 1984.

A shrewd case study: Strategies they didn't teach us in administrative or supervisory training, with Drs. William J.A. Marshall and Edmond J. Skinski at the 62nd annual convention of the Council of Exceptional Children, Washington, D.C., April, 1984.

A shrewd case study: ..., in collaboration with Marshall and Skinski, at the convention of the American Association on Mental Deficiency, Williamsburg, Virginia, December, 1983.

Organization development strategies for supervisors, at the Institute on Increasing Leadership Effectiveness in Special Education, a collaborative effort between the National Association of State Directors of Special Education and the Department of Administration and Supervision of Gallaudet University, July, 1983.