

E. MICHAEL POE, Ed.D.  
Northwest Nazarene University  
623 S. University Avenue  
Nampa, ID 83686

**CURRENT POSITION:** Department of Graduate Education, NNU  
Director, Educational Leadership MEd and EdS Programs, NNU

**PAST POSITIONS:** Chair, Department of Graduate Education, NNU  
Outside Coach, Middleton Middle School (CSR grant)  
Interim Chair, Department of Education, NNU  
Program Head, Continuing Studies in Education, NNU  
Principal, Vallivue Middle School, Vallivue School District,  
Caldwell, Idaho  
Assistant Principal, Lowell Scott Middle School,  
Meridian School District  
Assistant Principal, Centennial High School,  
Meridian School District  
Assistant Principal/Teacher, Meridian Junior High,  
Meridian School District

**EDUCATION:** Ed.D. – University of Idaho – 2003 – Educational Leadership  
Dissertation Title: Building Administrator’s Perceptions of the  
Status of First-Year Elementary Teachers Who Have Completed a  
Year-long Internship Through a Professional Development School  
Versus Second/Third-Year Teachers Who Have Not Completed a  
Year-long Internship

Ed.S. – University of Idaho – 2000 – Educational Leadership

M.Ed. – College of Idaho – 1983 – Educational Leadership

B.A. – Northwest Nazarene University (College) 1978 - Biology

**PERTINENT WORK:** Oversight/significant involvement with the following school  
construction projects:  
Wes Lowe Gym, Meridian Junior High, Meridian, ID 1985  
Centennial High School, Meridian, ID 1986-87  
Lowell Scott Middle School expansion and auxiliary gym,  
Meridian, ID 1992  
Vallivue Middle School renovation, 1996

**HONORS & AWARDS:** Faculty Marshal, 2005 – 2006, 2019 - present  
Assistant Faculty Marshal, 1999 - 2005  
Treasurer, Western Association of School Administrators, 2008 -  
2010

Conference Committee, Western Association of Summer School Administrators, 2005-2007  
Membership Committee, North American Association of Summer Sessions, 2009 - present  
Finance Committee, North American Association of Summer Sessions, 2005-2007  
Administrator Standards Review Committee, Idaho State Department of Education, 2005  
Committee on Administrator Service Training, Idaho Association of School Administrators, 2005-2006  
Idaho Outstanding Secondary Assistant Principal, 1992-93  
Idaho Life Merit Award, Idaho PTA 1983  
Quality of Life Award, Idaho PTA 1981  
Board of Directors, National PTA, 1977-1982  
Board of Directors, Idaho PTA 1974-1976, 1978 - 1988  
President, Meridian Education Association, 1983-1984  
Committee appointments, Idaho Education Association 1974-1984  
Vice-President, Student National Education Association (now NEA-SP) 1976-1977  
Student Member, NEA Board of Directors, 1975-1977  
NEA Finance Committee, 1976-1977

**MEMBERSHIPS:** Association of Supervision and Curriculum Development (ASCD)  
National Association of Secondary School Principals (NASSP)  
Idaho Association of School Administrators (IASA)  
Idaho Association of Secondary School Principals (IASSP)  
Idaho Middle Level Association (IMLA)

**PRESENTATIONS:** Western Association of Summer School Administrators (2008, 2009)  
North American Association of Summer Session Administrators (2008, 2009)  
AACTE National Conference (2004)  
Computers on Campus National Conference, Charleston, SC (2000)  
International Conference on Information Technology, St. Louis, MO, (1998)  
IASSP State Conference (1989, 1992)  
IMLA State Conference (1998, 2000)  
Idaho Council for Exceptional Children (2012)

**EDUCATION:** Doctor of Education, University of Idaho, 2003  
Educational Specialist, University of Idaho, 1999  
Master's of Education, Administration, College of Idaho, 1983  
Bachelor of Arts, Northwest Nazarene University, 1978

## UNIVERSITY ACTIVITIES

COMMITTEES:

- Faculty Vice-chair, 2009 – 2013
- Faculty Vice-chair, College of Adult and Graduate Studies, 2013 – 15
- Chair, College of Adult and Graduate Studies Academic Council, 2013 -15
- Faculty Representative to Board of Trustees Budget Committee, 2009 -2015
- Chair, Faculty Policy Committee, 2009 – 2013
- Committee on Rank and Tenure, 2008 – 2011, 2016 - present
- Graduate and Continuing Studies Committee, 2006 – 2015
- Faculty Meeting Agenda Committee, 2009 – 2015
- Chair, Graduate Education Admissions Committee, 2006 – 2014
- Numerous Cross Campus Interview Committees
- E-Learning Committee, 2007 – 2009
- Teacher Education Council 2001 – 2003
- Grievance Committee, 2007 – 2014
- Academic Ceremonies Committee, 2003 – present
- Servant Leadership Committee, 2009 – 2010

## PROGRAM DEVELOPMENT

- Developed and wrote the program approval document for the Education Specialist (EDS) degree program
- Assisted with the development and writing of the program approval document for the Doctor of Education (EDD) degree program

## DISSERTATIONS

- Chair, Pulling the Andon Cord: A Mixed-Methods Analysis of Organizational Change, Educational Leadership, and the Efficacy of Multi-Tiered Systems of Support, Sonya Lovejoy (defended, April 2018)
- Chair, A Mixed Methods Study Exploring the Perceptions of Elementary Principals Regarding Grade Retention of Kindergarten and First Grade Students in Rural Idaho Districts, Wendy Moore (defended, April 2017)
- Chair, A Case Study on the Elements of School Culture and the Potential Effect on Student Achievement at the Rural Middle School Level, Jodi Elizondo (defended, April 2016)
- Chair, The Principal as an Effective Communicator: Increasing Parental and Community Engagement Through the Use of Digital Communications and Social Media, Brian Fox (defended, April 2016)
- Chair, Chinese Immigrant Parental Involvement in the United States Public Elementary School: A Qualitative Research Study, Shanshan He (defended, April 2015)

- Chair, Improving Behavioral and Academic Outcomes for Students with Reactive Attachment Disorder, Cynthia Cook (defended, April 2015)
- Chair, Transformative Learning Through a Christian Discipleship Process, Jim Lang (defended, April 2014)
- Chair, A Mixed-Methods Study Determining New Teachers' Perceived Level of Preparedness in Primary Literacy Instruction, Amanda Eller (defended, April 2014)
- Chair, Best Practices for Student Success in an Alternative Middle School Setting from a Student Perspective, Jim R. Brown (defended, April 2013)
- Chair, College Success Factors for International Students Studying in the United States of America After Completing an International Baccalaureate High School Program (defended, April 2013)
- Chair, A Quantitative Study Exploring Grading and Assessment Practices in the Middle School Environment, Greg Wiles (defended April 2013)
- Chair, New Teacher Efficacy in Primary Literacy Instruction: A Mixed Methods Study, Amanda Eller (defense scheduled April 2014)
- Chair, Transformative Learning Through a Christian Discipleship Process, James Lang (defense scheduled April 2014)

#### COURSES TAUGHT

- EDUC 7596III Internship/Principalship
- EDUC 7581 Instructional Supervision and Leadership
- EDUC 8674 School Facilities
- EDUC 7598c Seminar: Action Research
- HU 101 Cornerstone
- ED 562 Technology in Education
- ED 110 Introduction to Teaching
- ED 375 Classroom Management in Secondary Schools
- ED 351 Teaching Methods in the Secondary Classroom
- ED 486 Student Teaching in the Middle School/Junior High School
- ED 487 Student Teaching in the Senior High School
- Numerous Continuing Education courses including Classroom Management, and Enhancing Professional Practice both of which I was requested to teach by the respective school districts.

#### CHURCH ACTIVITIES

- Chair, Administration and Finance Committee, College Church of the Nazarene, 2004-2008, 2009 – 2013
- Board Member, College Church of the Nazarene, 1980 – 2000, 2004 – 2008, 2009 – 2013, 2014 – 2017, 2018-2020
- Head Usher, College Church of the Nazarene, 1985 – present
- Usher, College Church of the Nazarene, 1979 – present
- Family Camp Director, College Church of the Nazarene, 1988 – 2002
- Caravan Instructor, 1990 – 1992

- Substitute Adult Sunday School teacher – present

### COMMUNITY ACTIVITIES

- Public Address Announcer Indoor/Outdoor Track meets, Boise State University, 2005 – present
- Public Address Announcer Western Athletic Conference Indoor Track and Field Championships, 2005 – 2013, 2016
- Public Address Announcer Western Athletic Conference Outdoor Track and Field Championships, 2009 - 2013
- Public Address Announcer Great Northwest Athletic Conference Indoor Track and Field Championship, 2005 – present
- Public Address Announcer Nike Cross National Northwest Regional Cross Country Meet, 2009 - present
- Public Address Announcer Bob Firman Cross Country Championships, 2009 - present
- Tournament of Champions Track and Field Championships, 1999 – present
- Public Address Announcer Nampa High School Football, 2008 – present
- Presentation at Sunrise Kiwanis, 2009
- Video tape coordinator Nampa High Marching Band, 2002 – 2006
- Public Address Announcer NNU Volleyball, 2008 – present
- Public Address Announcer NNU Basketball, as requested