

# Justin Vincent Benna, PhD

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## EDUCATION

### University of New Hampshire Ph.D. Education, 2018

Emphasis: Educational Leadership and Policy Studies

Dissertation: *Superintendent Trustworthiness: An Interpretive Qualitative Study of New Hampshire Public Elementary School Principals' Experiences and Perceptions*

### University of Minnesota Graduate Certificate, Online Distance Learning, *Anticipate completion 2024*

### Iowa State University M.Ed. Educational Administration, 1999

### Wartburg College B.A. Elementary Education, 1992

## PROFESSIONAL EXPERIENCE

### Assistant Professor of Practice 2020-Present School of Education Educational and Organizational Leadership North Dakota State University, Fargo, ND

Coordinate, teach, and assess courses in the School of Education; supervise practicums; advise students toward the successful completion of their degree programs, chair and serve on master's and doctoral student committees; conduct and present/publish research and other scholarly works; provide service to the School, College, University, and State; recruit graduate students and district-based Leadership Academy sites; coordinate the onboarding of Leadership Academies; plan and organize the Annual NDSU Ed Leadership Summer Conference.

### Adjunct Instructor in Educational Leadership and Policy Studies 2019 Education Department University of New Hampshire, Durham, NH

### Principal 2017-2020 Epping Elementary School Epping School District, Epping, NH

**Principal** **2004-2016**  
**Enfield Village School**  
**Mascoma Valley Regional School District, Enfield, NH**

**Principal** **2001-2004**  
**Running Fox Elementary**  
**Clark County R-I Schools, Kahoka, MO**

### **Overview of Principalships**

Leadership for elementary schools ranging in student population ranging from 114-500 students and in staffing from 17-97 educators and support staff; promoting student learning through the support of various learning and teaching initiatives; leading and fostering continuous school improvement efforts; facilitating and supporting educator development; fiscal management and record administration; enhancing meaningful family and community relations.

Examples of efforts:

- Home visits to each child's family before the start of the new year to extend a welcome and reaffirm a commitment to student success
- Designing and facilitating faculty meetings to model learning strategies and engage participants in learning
- Developing and implementing multiple tier systems of support for students with academic and social-emotional needs
- Leading collaborative school wide and individual professional growth goal setting including: developing action plans, monitoring progress, analyzing results, and providing feedback
- Securing resources, recruiting families for participation, and leading a six-session workshop to learn ways to support reading skills at home
- Expanding a balanced literacy approach to ensure a seamless and congruent literacy experience for students PK-5

Examples of district responsibilities:

- Competency Based Education Committee
- Chair, Mascoma Valley Regional School District Superintendent Selection Committee
- Facilitator, Mascoma Teacher Mentoring Program Chair, Early Childhood Education Committee (implemented full-day Kindergarten)
- Administrator, Summer School and Special Education Extended Year Program
- Administrator, Title I Program
- Leadership for early childhood programs including Preschool Special Education and a partnership with Head Start

**Special Projects Coordinator, Project LEA/RN** **1999-2001**  
**Instructor, Department of Educational Leadership and Policy Studies**  
**Iowa State University, Ames, IA**

Developed and implemented professional learning programming for faculty and other audiences; in collaboration with colleagues, proposed and secured grants and contracts within and beyond the institution; consulted with a variety of colleges and departments in curriculum alignment, active learning, student assessment, teaching strategies, and the scholarship of learning and teaching.

- Led newly established and ongoing Project LEA/RN Faculty Study Groups
- Created agendas, organized communications, and facilitated university faculty groups which met bi-weekly throughout the academic year
- Led, supervised, and fostered continuous improvement efforts of Project LEA/RN facilitators and undergraduate research assistants
- Facilitated learning community and leadership skills training for students in the College of Agriculture and Life Sciences, the College of Veterinary Medicine, the College of Engineering, and the Athletics Department
- Provided support for the advancement of the Project's research agenda:
  - faculty professional growth,
  - learner perceptions of learning and the classroom environment,
  - emergent perspectives of faculty roles, and
  - action research as scholarship of learning and teaching
- Coordinated and led four-day "Active Learning" and "Facilitator Training" workshops for faculty and students
- Supported the *Advancement of LEA/RNing Leadership Initiative* and the Project's partnership with North Iowa Area Community College, Kirkwood Community College, and the Department of Educational Leadership and Policy Studies; collaborated in course development for and facilitated Higher Education courses leading to community college faculty teaching educator certification

**Coordinator and Facilitator, K-State LEA/RN** **1998-2000**  
**College of Engineering, Kansas State University, Manhattan, KS**

Assisted with development of contract proposal for KSU, paralleling Project LEA/RN's work at Iowa State; recruited KSU faculty participants, created and co-lead monthly on-campus group meetings; communicated with faculty participants throughout each month answering questions, planning, and providing support; lead informational sessions to undergraduate and graduate students focusing on the development of interpersonal skills; consulted with and supported faculty member's research efforts related to learning and teaching.

**Graduate Research Assistant, Project LEA/RN** **1997-99**  
**College of Education, Iowa State University, Ames, IA**

Provided support in developing curriculum, materials, and resources for all aspects of the Project; supervised undergraduate support staff; facilitated Project LEA/RN Introduction Sessions across the university; completed transcription, initial coding, and theme development for qualitative research projects.

**Extended Learning Program (Gifted/Talented K-6) Teacher** **1994-97**  
**Western Hills Elementary and Rex Mathes Elementary**  
**West Des Moines Community Schools, West Des Moines, IA**

**Third Grade Teacher** **1992-94**  
**Smithville Elementary**  
**Smithville R-II Schools, Smithville, MO**

<b>GRADUATE COURSES TAUGHT</b>
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**North Dakota State University**

Education 321: Introduction to Teaching  
 Education 730: Leadership, Planning, & Organizational Behavior  
 Education 732: Curriculum, Instruction, & Learning Theory  
 Education 734: Personal Communication & Ethics  
 Education 735: Supervision, Personnel, & Staff Development  
 Education 736: Policy and Educational Finance  
 Education 738: Administration of K-12 Schools  
 Education 752: Curriculum Design & Delivery  
 Education 794: Practicum (Principal and Superintendent)

**University of New Hampshire**

Education 965: Educational Supervision and Evaluation

**Iowa State University**

Higher Education 561: College Teaching  
 Higher Education 562: Curriculum Development  
 Higher Education 591: Supervised Field Experience

<b>AWARDS</b>
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- Clark Scholar, David L. Clark National Graduate Student Research Seminar, University Council for Educational Administration and Divisions A and L of the American Educational Research Association (2017)
- Finalist, New Hampshire Elementary School Principal of the Year (2010)
- Boeing Corporation Outstanding Educator Award Finalist for Project LEA/RN. *In collaboration with Project LEA/RN, Iowa State University* (1999)
- Belin Outstanding Teacher Award, Belin-Blank Center for Gifted Education and Talent Development, College of Education, University of Iowa (1995)

## PROFESSIONAL ORGANIZATION MEMBERSHIP

American Educational Research Association

*Division A and SIGs: Learning and Teaching in Educational Leadership, Research on the Superintendency, Rural Education, and Supervision and Instructional Leadership*

International Council of Professors of Educational Leadership

National Association of Elementary School Principals

North Dakota Council of Educational Leaders

## REFEREED PUBLICATIONS

Benna, J.V. (2023). Superintendent trustworthiness: Elementary school principals' experiences and perceptions. *AASA Journal of Scholarship and Practice*, 19(4), 18-26.

Benna, J.V., & Hambacher, E. (2022). Foundations of superintendent trustworthiness: Perspectives of elementary school principals. *Journal of School Leadership*, 32(2), 148-166. <https://doi.org/10.1177/1052684620980357>

Tompson, J., Jungst, S., Colletti, J., Licklider, B., & Benna, J. (2003). Experiences in developing a learning-centered natural resources curriculum. *Journal of National Resources and Life Science Education*, 32, 23-31.

## PRACTITIONER PUBLICATIONS AND OTHER MEDIA

Benna, J.V. (12 July 2023). "Trust between superintendents and principals." Cognia Leader Chats. Video Link: <https://vimeo.com/832048231/a6b58d1b15> Audio Link: <https://podcasts.apple.com/us/podcast/episode-64-trust-between-superintendents-and/id1456969336?i=1000620940154>

Marshall, K. (2023). What does it take for a superintendent to earn principals' trust? (summary of the AASA article), *Marshall Memo*, 977, 4-7.

Goldman, J.P. (2019). Abstract: Superintendent trustworthiness. *School Administrator*, 76(9), 49-50.

<b>JURIED PRESENTATIONS</b>
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- Thiel, B., Benna, J.V., Fideldy-Doll, N., & Pastir, B. (2023, November). *Career and Technical Education teachers' perceptions of instructional feedback from supervisors*. Paper presented at the Association for Career and Technical Education Research Annual Conference, Phoenix, AZ.
- Benna, J.V. & Thiel, B. (2023, October). *Career and Technical Education Instructional Feedback: A Faculty-Student Team Explores Teachers' Perceptions and Experiences*. Roundtable presented at the Northern Rocky Mountain Educational Research Association Annual Conferences, Omaha, NE.
- Thiel, B., Benna, J.V., Fideldy-Doll, N., & Pastir, B. (2023, September). *Agriculture education teachers' perceptions of supervisors' instructional feedback*. Paper presented at the North Central Region – American Association for Agriculture Education North Central Region Conference, Brookings, SD.
- Benna, J.V. (2023, July). *Mentoring master's students to support their self-authorship as scholarly practitioners*. Roundtable paper presented at the International Council of Professors of Educational Leadership Annual Conference, Orlando, FL.
- Benna, J.V. (2022, November). *Mentors' perspectives of new principals' learning needs*. Poster presented at the University Council of Educational Leaders Annual Conference, Seattle, WA.
- O'Shea, A., & Benna, J.V. (2022, February). *Principals as hope agents for young learners*. Breakout session at the 2022 North Dakota Association of Elementary School Principals Annual Conference, Bismarck, ND.
- Benna, J.V. (2020, October). *Trust in the relationships of school leaders*. Breakout session at the North Dakota Council of Educational Leaders Fall Conference, Virtual.
- Benna, J.V. (2020, August). *Superintendent trustworthiness: The perceptions and experiences of elementary school principals*. Poster presented at the International Council of Professors of Educational Leadership Annual Conference, Virtual.  
<https://www.thinglink.com/scene/1340288662608281601>
- Benna, J.V., Gulick, K.A., & McKenney, V. (2020, June). *Building system structures of support for Competency-Based Education*. Breakout session at the North Dakota Council of Educational Leaders Summer Conference, Virtual.
- Benna, J.V. (2019, November). *Indicators of superintendent trustworthiness: The experiences and perceptions of elementary school principals*. Paper presented at the Annual Convention of the University Council for Educational Administration, New Orleans, LA.

- Benna, J.V. (2017, March). *Superintendent trustworthiness: The elementary principal's perspective*. Dissertation proposal presented at the New England Doctoral Student Conference, Nashua, NH.
- Rule, L., Licklider, B.L., Lassila, K., & Benna, J.V. (2000, September). *Engineering and science education with active learning at Iowa State University*. Paper presented at the Third International Conference on Physics and Industrial Development, Durban, South Africa.
- Vrchota, D., Hendrich, S., Licklider, B. L., Findlay, R., Wiersema, J.A., Benna, J.V., & Martin, K. (2000, November). *Defining the scholarship of teaching and LEA/RNing through classroom research*. Panel discussion at the National Conference of the National Communication Association, Seattle, WA.
- Vrchota, D., Licklider, B.L., Benna, J.V., & Martin, K. (2000, February). *Promoting the scholarship of teaching through classroom research: Getting started on the journey*. Workshop at the American Association for Higher Education Faculty Roles and Rewards Conference, New Orleans, LA.
- Starrett, S., Benna, J., Wiersema, J.A., Licklider, B.L., DeVault, J., Gallagher, R., & Meier, R. (1999, November). *Faculty experiences with K-State engineering LEA/RN*. Paper presented at the Institute of Electrical and Electronic Engineers' Frontiers in Education Annual Conference, San Juan, PR.
- Schimelfenig, C., Benna, J.V., & Licklider, B.L. (1999, February). *Breaking ranks with traditional educator development*. Presentation at the Annual Convention of the National Association of Secondary School Principals, New Orleans, LA.
- Benna, J., Licklider, B.L., Fulton, C., & Schimelfenig, C. (1998, April). *Revisioning faculty development: An active learning approach*. Paper presented at the International Conference for Educational Development in Higher Education, Austin, TX.
- Licklider, B. L., Fulton, C., Peterson, S., Benna, J., & Schimelfenig, C. (1998, March). *Supporting teacher development in an era of change*. Paper presented at the 7th Annual National Conference on Creating the Quality School, Arlington, VA.

<p><b>PROJECTS IN DEVELOPMENT OR UNDER REVIEW</b></p>
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- Cournia, M., & Benna, J.V. (2023). *Deconstructing the wicked problem: When supervision and evaluation co-exist and make a difference*. Manuscript in development for submission to the *Journal of Cases in Educational Leadership*.

<b>CONTRACTS AND GRANTS</b>
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*Exposing Students to the Real World Community Impact of Research and Practice.* NDSU Foundation & Alumni Association / NDSU Foundation & Alumni Association: \$56,200. FYs2023-25. (PI: Amanda J. Cordova – Co-PIs: Jeanette Hoffman, Justin Benna) Under review.

*North Dakota Leading for Ethical, Authentic, and Dynamic Schools (ND-LEADS).* North Dakota Department of Public Instruction Aspiring Principals Pipeline Grant: \$150,000. (PI: Hollie Mackey – Co-PIs: Justin Benna, Amanda Cordova, Cailen O'Shea) Funded.

*Measuring Program Completer Impact on K-12 Learners.* Sponsor HSE Faculty Development Grant to Enhance Research: \$2,430. FY2022-23. (Co-PIs: Jeanette Hoffman, Justin Benna Sarah Crary) Unfunded.

*Growing Research Collaborations among Faculty and Students.* Sponsor NDSU Foundation & Alumni Association / NDSU Foundation & Alumni Association: \$22,800. FY2022-23. (PI: Amanda J. Cordova – Co-PIs: Justin Benna, Jeanette Hoffman, Brooke Theil) Unfunded.

*Attaching the Teacher Shortage with a Three-Prong Approach.* Teacher Shortages Application: North Dakota Department of Public Instruction: \$599,726. PI: Jeanette Hoffman -- Co-PIs: Justin Benna, Sarah Crary, Jenny Linker, James Nyachwaya, Brooke Theil. (2022-24) Unfunded.

*Growing Research Collaborations among Faculty and Students Sponsor NDSU Foundation & Alumni Association Impact Grant: \$22,800. PI: Amanda J. Cordova – Co-PIs: Justin Benna, Jeanette Hoffman, Brooke Theil. (2022-23) Unfunded.*

*Flexible-Hybrid Teacher Licensure Degree Program.* North Dakota Department of Public Instruction: \$596,378. PI: Jeanette Hoffman, Co-PIs: Justin Benna, Sarah Crary, Jenny Linker, Brook Thiel (2022-24) Unfunded.

*Mentor Perspectives About Supporting New Principals and Superintendents.* NDSU College of Human Sciences and Education Faculty Development to Enhance or Integrate Teaching and Learning Fund Grant: \$1,500. PI: Justin Benna (2021-22)

### **Funded Collaborations with Project LEA/RN Colleagues**

*K-State LEA/RN.* Kansas State University College of Engineering: \$25,000. (2000-01)

*Project LEA/RN.* Iowa State University Office of the Provost: \$40,000. (2000-01)

*Impacting Student LEA/RNing through a Faculty Mentoring Program.* Iowa State University Miller Faculty Fellowship: \$25,000. (2000-01)



*Project LEA/RN.* Iowa State University College of Engineering: \$75,000. (2000-01). *“It’s not how much you teach; it’s how much they learn.”* K-State Engineering LEA/RN Partnership Proposal: \$28,000. (1999-2000)

*Advancement of LEA/RNing Leadership Initiative: Iowa State University and Iowa’s Community Colleges.* Kellogg Foundation Vision 2020: \$10,000. (1999-2000)

*Promoting the Scholarship of Teaching.* Iowa State University Miller Faculty Fellowship: \$25,000. (1999-2000)

*Learning Communities Peer Mentor Training.* Iowa State University: \$8,000. (1999-2000)

*Promoting Learning and Teaching Scholarship through Classroom-based Research.* Iowa State University Miller Faculty Fellowship: \$25,000. (1999-2000).

*Preparing Faculty to Lead the Student-centered Learning Revolution.* Higher Education Challenge Grants Program: \$68,000. (1998-2001)

*Kansas State University Engineering LEA/RN.* Partnership proposal: \$24,000. (1998-99)

#### **EXAMPLES OF SCHOLARLY AND PROFESSIONAL SERVICE**

- Reviewer: *Journal of Cases in Educational Leadership* (2023); *Journal of School Leadership* (2020, 2021, 2022); University Council for Educational Administration Annual Convention (2017, 2019, 2022, 2023)
- NDSU Faculty Senate (2023-24)
- NDSU Faculty Senate Executive Committee (2023-24)
- NDSU Parking Appeals Board – Faculty Representative (2022-23)
- NDSU Elementary Education Exploratory Committee (2022-24)
- NDSU School of Education Graduate Council Committee (2021-23)
- NDSU Educational Leadership Faculty Search Committee (2021)
- Safe Zone Program Development and Guidance Committee, Iowa State University Lesbian Gay Bisexual Transgender Student Services (1997-98)