

## Curriculum Vitae

Anita A. Young Ph.D.

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### **EDUCATION**

Ph.D. in Counselor Education, The Ohio State University, Columbus, OH  
Cognate: Administration and Supervision  
Dissertation Title: Preparing school counselor leaders: The perceptions and practices of transforming school counseling initiative graduates from Th Ohio State University  
M.Ed. in Counseling Psychology, Boston University, Boston, MA  
B.A. in Psychology, University of Southern Mississippi, Hattiesburg, MS

### **PROFESSIONAL EXPERIENCE**

**Program Lead** (August 2018-Present), Counseling and Human Development – School of Education, Johns Hopkins University  
**Associate Professor** (Dec 2016 - Present), Counseling and Human Development – School of Education, Johns Hopkins University  
**Assistant Professor** (Jan 2010 - Nov 2016), Counseling and Human Development - School of Education, Johns Hopkins University  
**District School Counseling Leader** (2004-2009; 2009-2010), District Secondary Counseling Specialist; District School Counseling Coordinator (respectively) - Fairfax County Public School Division (FCPS) Division, Fairfax, VA  
**Adjunct Counseling Professor** (2004-2009), Marymount University - Arlington, VA  
**Adjunct Counseling Professor** (2009), University of Maryland - College Park, MD

### **RESEARCH AND SCHOLARSHIP**

#### **Journal Special Issue**

Young, A., & Dollardhide, C. (Eds.). (2018). School Counselor Leadership in Practice [Special Issue]. *Professional School Counseling*

#### **Books**

Young, A., & Kaffenberger, C. (2018). *Making DATA Work 4th*. American School Counselor Association.

Young, A., & Miller-Kneale, M. (2013). *School counselor leadership: The essential practice*. American School Counselor Association.

Kaffenberger, C., & Young, A. (2013). *Making DATA work 3rd*. American School Counselor Association.

Young, A., & Kaffenberger C. (2009). *Making DATA work 2nd*. American School Counselor

Association.

Kaffenberger C., & **Young, A.** (2007) *Making DATA work*. American School Counselor Association.

### **Refereed Chapters in Edited Books**

Bryan, J., Griffin, D., Kim, J., Griffin, D. M., & **Young, A.** (2019). School counselor leadership in school-family community partnerships: An equity-focused partnership process model for moving the field forward (pp. 265-287). In S. Sheldon, and T. Turner-Vorbeck (Eds.), *The Wiley Handbook on Family, School, and Community Relationships in Education*. Hoboken, NJ: Wiley. <https://doi.org/10.1002/9781119083054.ch13>

Bryan, J., Young, A., Griffin, D., & Henry, L. (2016). Preparing students for higher education: How school counselors can foster college readiness and access. In J. L. DeVitis, & P. Sasso (Eds.), *Higher Education and Society* (pp. 149-172). New York: Peter Lang. B

Holcomb-McCoy, C., & **Young, A.** (2011). High school career counseling: Preparing youth for college and other alternatives. In D. Capuzzi & M. Shauffer (Eds.), *Career Counseling: Foundations, Perspectives, and Applications* (pp. 341-369). New York: Routledge.

### **Refereed Journal Articles**

Mayes, R., Dollarhide, C., & **Young A.** (2018). School Counselors as Leaders in School Turnaround. *Journal of Organizational & Educational Leadership*

Shields, C., Dollarhide, C., & **Young, A.** (2018). Transformative Leadership in School Counseling: An Emerging Paradigm for Equity and Excellence. *Professional School Counseling*.

Bryan, J., **Young A.**, Griffin, D., & Holcomb-McCoy, C. (2018). Which leadership practices are linked to involvement in school-family-community partnerships: A National Study. *Professional School Counseling*.

**Young, A.**, & Dollarhide, C. (2018). A case for school counselor leadership. *Professional School Counseling*.

**Young, A.**, & Bryan, J. (2018). The school counselor leadership survey: Confirmatory factor analysis and validation. *Measurement and Evaluation in Counseling and Development* 51, DOI: 10.1080/07481756.2018.1435190 K .

**Young, A.**, & Bryan, J. (2015). The school counselor leadership survey: Instrument development and exploratory factor analysis. *Professional School Counseling*, 19, 1-15. doi:10.5330/1096-2409-19.1.1

- Young, A.,** Dollarhide, C., & Baughman, A. (2015) Voices of school counselors: Perceptions of essential leadership characteristics. *Professional School Counseling, 19*(1), 36-45. doi:10.5330/1096-2409-18.1.217
- Young, A.,** Gonzalez, I., Owen, L., & Heltzer, J. (2015) The journey from counselor-in-training to practitioner researcher: Bridging the professional gap. *Professional School Counseling, 18*(1), 217-226. doi:10.5330/1096-2409-18.1.217
- Young, A.,** & Kaffenberger C. (2015) School counseling professional development: Assessing the use of data to inform school counseling services. *Professional School Counseling, 19* (1), 46-56. doi:.10.5330/1096-2409-19.1.46
- Young, A.,** Millard, T., & Miller-Kneale, M. (2013). Enhancing school counselor instructional leadership through collaborative teaming: Implications for principals. *NASSP Bulletin, 97,* 253-270. doi:10.1177/0192636513483356.
- Young, A.,** & Kaffenberger, C. (2012). Making DATA Work: A process for conducting action research. *Journal of School Counseling, 11,* 2-31.
- Young, A.,** & Kaffenberger, C. (2011). The beliefs and practices of school counselors who use data to implement comprehensive school counseling programs. *Professional School Counseling, 15,* (2), 67-76. doi:10.5330/psc.n.2011-15.67
- Young, A.,** Hardy, V., Biernesser, K., Hamilton, C., Sun, L., & Niebergall, S. (2009). Empowering students: Using data to transform a bullying prevention and intervention program. (Special issue). *Professional School Counseling, 12*(6), 413-420. doi:10.5330/psc.n.2010-12.413

### **Publications in Preparation**

- Bryan, J., **Young, A.,** & Griffin, D. (2020). *The School Counselor Involvement in Partnerships Survey: A confirmatory factor analysis and discriminant validity study.* Manuscript in preparation.
- Young, A.,** & Miller-Kneale, M. (2020). *School counselor leadership: The essential practice 2nd ed.* Book revision – publication 2020.
- Young, A.** (2020). *Building school counselor leadership capacity: A school counselor leadership framework.* Manuscript in preparation.
- Young, A.** (2020). Promoting pathways to college in urban schools: *Achieving College/Career Excellence through Student Success.* Manuscript in preparation.

## **Non-Refereed Articles**

**Young, A.** (2020). From doer to leader. *School Counselor Magazine*.

**Young, A.** & Miller-Kneale, M. (2015). Advocacy Strategies for Effective School Counseling Leaders. *School Counselor Magazine*.

**Young, A.** (2013). Building level leadership. *School Counselor Magazine*, 50, 6-9.

**Young, A.** (2012). Leadership. In *American School Counselor Association Model Framework* (pp. 11-13). Alexandria: ASCA.

Holcomb-McCoy, C., **Young, A.**, & Gonzalez, I. (2011). Transforming urban school counselor preparation for the next century. *New Horizons for Learning*, 9, 1-10.

Holcomb-McCoy, C., Lee, V., Bryan, J., & **Young, A.** (2011, February). Ensuring college access for all: A call to the school counseling profession. *Counseling Today*. Retrieved from <http://ct.counseling.org/2011/02/opinion-ensuring-college-access-for-all/>

## **KEYNOTE PRESENTATION**

**Young, A.** (2018). *School counselors: Leading for impactful student outcomes*. Keynote Speaker for Evidence Based School Counseling National Conference, Columbus, OH.

## **PRESENTATIONS**

**Young, A.** & Kaffenberger, C. (2018). *Making DATA Work (4th Edition)*. American School Counselor Association Conference, Los Angeles, CA.

**Young, A.** & Day-Vines (2018). *Holistic Approaches for College Outcomes in Urban Schools*, American School Counselor Association Conference, Los Angeles, CA

**Young, A.** (2018). *Post-Secondary Education as the Only Option: Increasing College Knowledge for Students in Urban School Settings*. Paper presented at the Evidence Based School Counseling Conference, New York, NY.

**Young, A.**, & Bryan, J. (2017). *The School Counselor Leadership Survey*. Paper presented at the The Association for Counselor Education and Supervision Conference, Chicago, IL.

Owen, L. & **Young, A.** (2017). *Tips and Strategies for Successful External Funding*. Paper presented at the Association for Counselor education and Supervision Conference, Chicago, IL.

Dahir, C., Oliver, B., Stone, C., Steele, T., Owen, L., & **Young, A.** (2016). School counseling at the crossroads of change, American Educational Research Association, Washington, DC.

- Young, A., & Bryan, J.** (2016). The school counselor leadership survey: Instrument development and exploratory factor analysis, American Educational Research Association, Washington, DC. (Poster Session)
- Gonzalez, I., & **Young, A.** (2015). *Action Research as a Catalyst for Systemic Change in Schools*, Association for Counselor Education and Supervision conference, Philadelphia, PA.
- Myers, R., **Young, A.**, Dollarhide, C. (2015). *School Counselors as Leaders in School Turnaround*, Association for Counselor Education and Supervision, Philadelphia, PA. (Poster Session)
- Miller, A., Chen-Hayes, S., Gruman, D., Luke, M., Steen, S., Dixon, A. & **Young, A.** (2015). *Trends in the training of professional school counselors: Counselor educators share their best practices*, Association for Counselor Education and Supervision conference in Philadelphia, PA.
- Young, A., & Miller-Kneale, M.** (2015) *Advocacy Strategies for Effective School Counselor Leaders*, American School Counselor Association conference in Phoenix, AZ.
- Young, A., & Owen, L.** (2014) *Cultivating School Counselor Leadership Capacity*, American Counseling Association conference, Honolulu, HI.
- Young, A.**, (2014). *Increasing student outcomes and opportunities: The systemic impact of data driven comprehensive school counseling programs*. Mississippi Counseling Association. Jackson, MS.
- Stephanie, E., Ockerman, M., Chen-Hayes, S., & **Young, A.** (2013) *Building professional bridges: Counselor educators, site supervisors, and school counselor candidates collaborating to close K-16 achievement, opportunity, and attainment gaps (TSCCAIN)*, Association for Counselor Education and Supervision conference, Denver, CO.
- Young, A.** (2013) *Building School Counselor Leadership Capacity*, Association for Counselor Education and Supervision conference, Denver, CO
- Shillingford-Butler, M.A., & **Young, A.** (2012) *Influence of clinical experiences on school counseling student's leadership practice*, Southern Association for Counselor Educators, Savannah, GA
- Kaffenberger, C., & **Young, A.** (2012) *Getting to RAMP: School counselors conducting action research*. American School Counselor Association, Minneapolis, MN

- Millard, T., Miller, M., & **Young, A.** (2012) *Collaboration via professional learning communities*, American School Counselor Association, Minneapolis, MN
- Young, A.**, & Fraser, D. (2012). *Leadership and post-secondary counseling from a social justice lens*, Pre-conference session at National Association for College Admission Counseling Conference, Denver, CO.
- Young, A.**, & Gonzales, I. (2012). *Preparing students for bright futures, one day workshop for Baltimore City Public School Counselors*. Baltimore, MD.
- Young, A.**, & Holcomb-McCoy (2011) *School counselor leadership: Conceptual models*. Association for Counselor Education & Supervision, Nashville, TN.
- Young, A.**, & Kaffenberger, C. (2011) *Reporting your results: Using data results to guide Effective school counseling programs*. American School Counselor Association, in Seattle, WA.
- Young, A.** (2010) *School counselor leadership: conceptual models*, Content session presented at Southern Association for Counselor Education Supervision, Williamsburg, VA.
- Young, A.** & Kaffenberger, C. (2010). *School counselors in changing times: Ten reasons to be a data driven school counselor*, Keynote presentation at the Virginia School Counselor Association (VSCA), Richmond, Virginia.
- Holcomb-McCoy, C. & **Young, A.** (2010). *Why school counselors? Becoming a data expert and change agent for your school*, Pre-conference session at College Board Middle Regional Forum Washington, D.C.
- Young, A.** (2010). *Why data matters: Using accountability strategies*, Iowa Department of Education presentation to state school counselors.
- Young, A.** & Price, E. (2009) *Creating a district culture: Comprehensive school counseling services for all students*, Pre-conference session presented at the annual Conference of the American School Counselor Association (ASCA), Dallas, Texas
- Young, A.**, & Kaffenberger, C. (2009) *Data: A tool for systemic change*, Content session presented at the annual Conference of the American School Counselor Association (ASCA), Dallas, TX.
- Young, A.** & Kaffenberger, C. (2008) *Making DATA Work*, Content session presented at the annual Conference of the American School Counselor Association Annual Conference (ASCA), Atlanta, GA.

**Young, A. & Hinkelman-Heine, L. (2008) *Advocacy-Achievement-Access*, Content session presented at the annual Conference of the American School Counselor Association Annual Conference (ASCA), Atlanta, GA**

## **WEBINARS**

Kaffenberger, C. & Young, A. (2018) *Results Reports: Outcomes that Lead to Systemic Impact* American School Counselor Association

Miller-Kneale, M., & **Young, A.** (2015) *Academic Habits and College and Career Readiness*, American School Counselor Association conference in Arizona.

**Young, A., & Miller-Kneelee (2012). *Building School Counselor Leadership Capacity*.** American School Counselor Association

## **EXTERNAL FUNDING SUBMISSION**

### **Funded**

2019-2020 “Achieving College/Career Excellence through Student Success (ACCESS) – Baltimore City Public School District and Prince George’s Public School District, Maryland Higher Education Commission, College Preparation Program GEAR UP Projector Director/PI –Anita Young (\$150,000.00)

2018-2019 “Achieving College/Career Excellence through Student Success (ACCESS) – Baltimore City Public School District, Maryland Higher Education Commission, College Preparation Program GEAR UP Projector Director/PI –Anita Young (\$138,000.00)

2018-2019 Triple Awareness: Black Leadership Empowerment (TABLE) – Baltimore City Public School District, Maryland Higher Education Commission, College Preparation Program GEAR UP Projector Director/PI – Anita Young (\$44,000.00)

2018-2019 Kingdom – Baltimore City Public School District, Maryland Higher Education Commission, Workforce Development GEAR UP Projector Director/PI – Anita Young (\$80,000.00)

- 2017-2018 “Achieving College/Career Excellence through Student Success (ACCESS) – Baltimore City Public School District, Maryland Higher Education Commission, College Preparation Program GEAR UP Projector Director/PI –Anita Young (\$141,000.00)
- 2017-2018 “Achieving College/Career Excellence through Student Success (ACCESS) – Baltimore City, Public School District GEAR UP - Maryland Higher Education Commission, Co-Projector Director/PI –Anita Young (\$115,000.00)
- 2017-2018 “Achieving College/Career Excellence through Student Success (ACCESS) Prince George’s County Public School District Maryland Higher Education Commission, Projector Director/PI –Anita Young (\$85,000.00)
- 2016-2017 “Achieving College/Career Excellence through Student Success (ACCESS) Prince George’s County Public School District Maryland Higher Education Commission, Projector Director/PI –Anita Young (\$103,000.00)
- 2015-2016 “College Attainment Project in Middle School (CAPiMS) Prince George’s School District, Maryland Higher Education Commission, Projector Director/ PI - Anita Young (\$112,000.00)
- 2015-2016 “College Attainment Project in Middle School (CAPiMS), Baltimore City Public School District Maryland Higher Education Commission, Projector Facilitator - Anita Young (\$108,000.00)
- 2013-2015 “College Attainment Project (CAP) Initiative”, Maryland Higher Education Commission, Projector Director/ PI - Anita Young (\$139,000.00)

### **Unfunded**

- 2014 “Improving Student Outcomes through a Schoolwide Equity Initiative”, Institute of Education Grant Submission with the National Alliance for Partnerships in Equity, Education. In collaboration with The National Alliance for Partnerships in Equity (NAPE) and Baltimore County Public Schools (BCPS) Office of Equity and Cultural Proficiency (OECF), Total Amount Requested: \$1,499,926.62; JHU Portion: \$747,714.30. 3<sup>rd</sup> Co-PI – Anita Young

### **AWARDS**

- 2008 American School Counselor District Supervisor of the Year  
 2008 Ohio State University Susan Sears Counselor Education Alumni of the Year



## **SERVICE**

### **Editorial Board**

**2012- Present** Professional School Counseling Journal reviewer

**2017- 2018** Professional School Counseling Journal - Special Issue, Co-editor

### **Professional**

ASCA Certification Team Member (2019)

MSCA Post-Secondary Vice President (2013)

CACREP Team Member (2009-2014)

Northern Virginia School Counseling Leadership Team Member (2005-2011)

College Board National School Counselor Advocacy Council Member (2006- 2008)

Virginia School Counselor Association Government Relations State Chair (2007 - 2009)

Virginia School Counselor Association: Post Sec VP (2005-06)

### **University**

Curriculum Policy Committee (2012- 2014; 2018-Present)

Student Affairs Committee – (2015 - 2018)

Parliamentarian – School of Education Faculty Senate (2014 - 2016)

Executive Committee – School of Education (2014 - 2016)

Scholarship Committee (2012 - 2014)

Lambda Chapter - Chi Sigma Iota Chapter Faculty Advisor (2010-12)

## **MEMBERSHIP AND AFFILIATIONS**

American Counseling Association

Association for Counselor Education and Supervision

Association for Multicultural Counseling & Development

Southern Association for Counselor Education and Supervision

American School Counselor Association

Virginia School Counselor Association

Chi Sigma Iota International Counseling Honor Society

Lambda Chapter

American Educational Research Association

## **Certification**

Pupil Personnel School Counselor (K-12)

Supervision & Administration (K-12)

## **TEACHING & COUNSELING SUPERVISION EXPERIENCE**

### **Academia**

**Associate Professor** (Jan 2016- Present) Counseling and Human Development - School of Education, Johns Hopkins University

*Courses Taught:*

(ED 861.614) Foundations of School Counseling

(ED 863.736) School Counseling Leadership & Consultation

(ED 863.820) School Counseling Internship

**Assistant Professor** (Jan 2010-2016) Counseling and Human Development - School of Education, Johns Hopkins University

*Courses Taught:*

(ED 861.614) Foundations of School Counseling

(ED 861.502) Counseling Theory & Practice

(ED 863.736) School Counseling Leadership & Consultation

(ED 863.820) School Counseling Internship

(ED 863.830) Graduate Research Project in Counseling

**Adjunct Professor** (2009 - 2010) University of Maryland

*Courses Taught:*

(EDCP 615) Appraisal

(EDCP 665) Family and Social Support Systems

**Adjunct Professor** (2005 - 2009) Marymount University

*Courses Taught:*

(CE 524) Theories and Techniques of Family Counseling

(CE 597) School Counseling Practicum

(CE 530C/S/P) Career Development Counseling