

## MARGARITA CHRISTOFORIDOU

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### EDUCATION

#### ***University of Cyprus***

PhD in Educational Administration and Evaluation

Title of PhD Thesis: *“Teacher Professional development in Classroom Assessment: Using the Dynamic Model of Educational Effectiveness to Improve Assessment Practice”*

#### ***Institute of Education, University of London (UCL)***

MA in Curriculum, Pedagogy and Assessment

#### ***Kapodistrian University of Athens, Athens***

BA in Educational Studies- Primary School Education

GPA: 8.66 out of 10 (Excellent)

#### ***Arch. Makarios III Lyceum, Nicosia***

Specialization in Classical Studies

Grade Point Average: 19 2/11 out of 20 (Excellent)

### SCHOLARSHIPS

2000 - 2004 Full undergraduate studies scholarship awarded by the Cyprus State Scholarship Foundation

2004 - 2005 Postgraduate studies scholarship awarded by the Cyprus State Scholarship Foundation

### PROFESSIONAL EXPERIENCE

2016- today Primary School Teacher

2012- 2016 Director of the MSc in Educational Leadership and Management, Cyprus International Institute of Management (CIIM)

*Main responsibilities: curriculum development and evaluation, preparation of reports for local and national accreditation bodies (i.e. SEKAP/DIPAE, EPAS, AMBA); development of Quality Assurance procedures at program/institution level; faculty appointment evaluation; student monitoring and support; development of student/faculty handbooks; monitoring of administration procedures; plan, coordinate and lead student recruitment events; applicants' screening and student selection*

- 2012- 2016 Assistant Professor, Cyprus International Institute of Management (CIIM)  
*Main responsibilities: teaching 40 ECTS per academic year, developing and updating course material, use of the MOODLE platform for instructional purposes, postgraduate thesis supervision, writing research proposals to acquire external grants, developing and delivering training material for the Executive Training department, research design and implementation*
- 2005-2012 Primary School Teacher

### **ACADEMIC APPOINTMENTS** (on a part –time basis)

- 2020- today Scientific Collaborative Staff, Frederick University  
2017-2019 Special Educational Scientist, Pre-appointment training program for Secondary education teachers, University of Cyprus  
2014- today Visiting lecturer, Global College  
2016-2017 Head of the team of academics responsible to develop the framework and exam paper for the Pedagogical Skills Exam, under the new Teacher Appointment System  
2012- 2016 Assistant Professor, CIIM  
2014-2016 Adjunct Lecturer, Open University of Cyprus  
2008 -2010 Teaching assistant, University of Cyprus

Courses taught: *Assessment, Measurement & Evaluation: Tools for a School Leader; Evaluation and Quality Assurance, Managing Human Resources, Staff Development and Appraisal; New Approaches to Educational Assessment; Educational Effectiveness and Improvement; Teacher Professional Development, Action research, Academic Writing.*

### **RESEARCH INTERESTS**

*Educational Evaluation and Assessment; Quality in Education; Educational Effectiveness and Improvement; Teacher Education, Teacher Professional Development; Adult education and Training; Instructional coaching and mentoring.*

### **RESEARCH EXPERIENCE**

- 2017- 2020 Erasmus+ KA3 Support for Policy Reform, Forward-Looking Cooperation Projects,  
*Title: Promoting Formative Assessment: From Theory to Policy and Practice (FORMAS).*  
Role: Research Associate, University of Cyprus.
- 2017-2020 Marie Curie Actions, 7th Framework Programme for Research, technological Development and Demonstration. *Title: Outcomes and Causal Inference in International Comparative Assessments (OCCAM).* Role: Research Associate, University of Cyprus.
- 2014-2017 Promoting Quality and Equity: a dynamic approach to school improvement (2014-1-CY01-KA200-000281). A 3 year Erasmus+, Key Action 2 research project. Role: Research partner, Coordinator on behalf of the CIIM team.

- 2013-2016 Improving educational effectiveness of primary schools (IEEPS), under the Lifelong Learning Programme of the action COMENIUS Multilateral projects. Funded by the European Union. Role: Research Associate, University of Cyprus.
- 2012-2014 *Integrating research on teacher effectiveness with research on teacher professional development: A dynamic approach*. Research project funded by the University of Cyprus and CIIM. Role: Co-Director with Dr. Leonidas Kyriakides (University of Cyprus).
- 2011-2014 *Promoting Quality and Equity in Education: Development, Implementation and Evaluation of Intervention Program Aiming at the Provision of Equal Educational Opportunities for All Students*. Research project funded by the Cyprus Research Promotion Foundation and European funds. Role: Research Associate.
- 2009-2012 *Establishing a knowledge base for quality in education: testing a dynamic theory of educational effectiveness (08-ECRP - 012)*. Research project funded by the European Science Foundation (ESF). Role: Research associate.
- 2010 - 2012 *Development and Evaluation of Teacher Professional Development Programs for the improvement of teacher assessment skills and the enhancement of student attainment*. Role: Co-Director with Dr. Leonidas Kyriakides (University of Cyprus).

#### RESEARCH PAPERS IN INTERNATIONAL JOURNALS WITH REFEREE SYSTEM

- Christoforidou, M. & Kyriakides, L. (*under review*). Developing Teacher Assessment Skills: The Impact of the Dynamic Approach to Teacher Professional Development. *Studies in Educational Evaluation*
- Kyriakides, L., Christoforidou, M., Panayiotou, A., & Creemers, B. P. M. (2017). The impact of a three-year teacher professional development course on quality of teaching: strengths and limitations of the dynamic approach. *European Journal of Teacher Education*, 1-22.
- Christoforidou, M., Kyriakides, L., Antoniou, P., & Creemers, B.P.M. (2014). Searching for stages of teacher skills in assessment. *Studies in Educational Evaluation*, 40, 1-11.
- Christoforidou, M., & Xirafidou, E. (2014). Using the dynamic model to identify stages of teacher skills in assessment. *Journal of Classroom Interaction*, 49(1), 12-25.

#### BOOKS

- Kyriakides, L. et al (2015). *Promoting quality and equity: a dynamic approach to school improvement*. University of Cyprus, Nicosia, Cyprus.

#### RESEARCH PAPERS IN CONFERENCE PROCEEDINGS

- Kyriakides, L., Christoforidou, M., Creemers B.P.M. & Charalambous, E. (January, 2020). The Dynamic Approach to School Improvement: Main Features and Impact on Promoting Quality of Teaching and Student Learning Outcomes. *Paper presented at the annual meeting of the International Congress on School Effectiveness and School Improvement (ICSEI), Morocco: Marrakech*.
- Panayiotou, A., Kyriakides, L., Christoforidou, M. & Creemers B.P.M. (April, 2017). Using the Dynamic Approach to Teacher Professional Development for Promoting Student Self-Assessment for Formative Purposes. *Paper presented at the American Educational Research Association (AERA) 2017 International Conference, San Antonio Texas*.

- Christoforidou, M., Kyriakides, L., & Panayiotou, A., (September, 2016). Teacher Professional Development in Student Self-Assessment: The Impact of the Dynamic Approach. Paper presented at the EARLI- SIG Educational Effectiveness & Educational Evaluation, Accountability and School Improvement Conference, *Norway: Oslo*.
- Christoforidou, M., & Kyriakides, L., (October, 2016). Using the Dynamic Approach to promote teachers' skills in assessment: An experimental intervention. *Paper presented at the International scientific conference Improving quality of education in elementary schools*, Belgrade, Serbia.
- Kyriakides, L., Panayiotou, A., Christoforidou, M., Creemers B.P.M. & Charalambous, C. (January, 2016). The impact of a three-year teacher professional development course on improving quality of teaching: Strengths and limitations of the dynamic approach. *Paper presented at the annual meeting of the International Congress on School Effectiveness and School Improvement (ICSEI)*, *Glasgow: Scotland*.
- Christoforidou, M., Kyriakides, L., & Panayiotou, A., (2015). Teacher Professional Development on Improving Teaching. *Paper presented at the XVIII International Conference Educational Researches and School Practice*, Belgrade, Serbia.
- Kyriakides, L., Panayiotou, A., & Christoforidou, M. (August, 2015). The Impact of a Three-year INSET Course on Improving Teaching Based on the Dynamic Approach. *Paper presented at the 16th Biennial Conference of the European Association for Research in Learning and Instruction (EARLI)*, Limassol: Cyprus.
- Christoforidou, M. (June, 2015). Teacher Professional Development in Assessment. *Paper presented at the Panhellenic Conference in Life-long Learning and Adult Education 2015*, Chania: Greece.
- Panayiotou, A., Christoforidou, M. & Kyriakides, L. (2015). Testing the long-term effect of the Dynamic Integrated Approach to Teacher Professional Development. *Paper presented at the American Educational Research Association (AERA) 2015 International Conference*, Chicago.
- Christoforidou, M. & Kyriakides, L. (2015). Using the dynamic approach to teacher professional development to promote formative assessment. *Paper presented at the Regional Meeting Conference for Research on Teachers and Teaching 2015*, Nicosia: Cyprus.
- Christoforidou, M., Charalambous, E. & Kyriakides, L. (2014). Measuring the Effectiveness Status of Schools in Promoting Equity: A Secondary Analysis. *Paper presented at the Cyprus Pedagogical Association Annual Conference 2014*, Nicosia: Cyprus (in Greek).
- Christoforidou, M., (2014). Student Assessment: a basic aspect of educational curricula. *Paper presented at the Cyprus Pedagogical Association Annual Conference 2014*, Nicosia: Cyprus (in Greek).
- Panayiotou, A. & Christoforidou, M. (2014). Testing the long-term effect of the Dynamic Integrated Approach to Teacher Professional Development. *Poster presented at the Junior Researchers of Earli Conference (JURE)*, Nicosia: Cyprus.
- Charalambous, E., Panayiotou, A., Creemers, B.P.M, Christoforidou, M. (2014). Measuring the Effectiveness Status of Schools in Promoting Equity: Secondary Analyses of Five Effectiveness Studies. *Paper presented at the American Educational Research Association (AERA) 2014 International Conference*, Philadelphia: Pennsylvania.
- Kyriakides, L., Creemers, B.P.M., Charalambous, E., Christoforidou, M., & Antoniou, P. (2013). Promoting Quality and Equity in Education: A Dynamic Theory. *Paper presented at the 15th Biennial Conference of the European Association for Research in Learning and Instruction (EARLI)*, Munich: Germany.
- Christoforidou, M., & Kyriakides, L. (2012). Effective teacher professional development in assessment: The Dynamic Integrated Approach. *Paper presented at the Cyprus Pedagogical Association annual conference*, University of Cyprus, Cyprus (in Greek).

- Christoforidou, M., Kyriakides, L. & Antoniou, P. (2012). Searching for stages of teacher skills in assessment: Implications for research on teacher professional development. *Paper presented at the American Educational Research Association (AERA) 2012 International Conference*, Vancouver, Canada.
- Christoforidou, M., & Kyriakides, L. (2011). Searching for stages of teacher skills in assessment: Implications for research on teacher professional development. *Paper presented at the 37th International Association for Educational Assessment Annual Conference (IAEA) 2011*. Manila: Philippines.
- Christoforidou, M., & Kyriakides, L. (2011). Using the Dynamic model to identify stages of teachers' skills in assessment. Paper presented at the annual meeting of the *International Congress on School Effectiveness and School Improvement (ICSEI)*, Limassol: Cyprus.

### **REVIEWING ACTIVITY**

- 2015- present Reviewer of papers submitted to the "South African Journal of Education" journal.
- 2013- present Reviewer of papers submitted to the "School Effectiveness and School Improvement" journal.
- 2013-present Reviewer of papers submitted to the "Educational Research International" journal.

### **PROFESSIONAL SEMINARS AND WORKSHOPS** (*responsible for development and delivery*)

Effective teaching and Learning: Developing Action Research to improve teaching practice  
Anatolia College, Thessaloniki In-house training (24h)  
*June 2017*

Improving the Quality of our Teaching Practice, The Grammar School, Limassol In-house training (16h)  
*HRDA Funded seminar, June 2016*

People Management in the Public Service (< 150h)  
*Strategic, Leadership and Management Development of the Public Sector Project (CAPA), January 2013- May 2016*

Teacher Evaluation (5h)  
*Head-teachers Development Program, Ministry of Education and Culture, February 2016*

Evaluating teaching through classroom observation (5h)  
*Head-teachers Development Program, Ministry of Education and Culture, January 2016*

Managing People (24h),  
*MTN Management Development Programme, February 2015- May 2015*

Building Employee Engagement through Constructive Feedback (16h)  
*MTN Management Development Programme, February 2015- May 2015*

Achieving teaching quality in Cyprus' private schools (16h)

*HRDA Funded seminar, December 2015*

Developing People through coaching and constructive feedback (16h)

*HRDA Funded seminar, October 2015*

Achieving Teaching Quality, The American Academy Nicosia In- house training (16h)

*HRDA Funded seminar, June 2014*

Increasing employee performance through constructive feedback (14h)

*HRDA Funded seminar, November 2014*

Managing people and organizations (14h)

*HRDA Funded seminar, March 2014*

Managing people and organizations (14h)

*HRDA Funded seminar, March 2013*

More than 20 invited lectures in public and private primary and secondary schools in Cyprus

More than 10 invited lectures/workshops in conferences organized by local educational organizations (e.g. KOED, Pancyprian Organization of Primary School Headteachers, Cyprus Educational Organization)

## **PROFESSIONAL CERTIFICATIONS**

Certified trainer by the HRDA in topics related to educational management, educational assessment, teacher professional development and people management

## **PROFESSIONAL DEVELOPMENT**

- **3rd EERA-EARLI Spring School on Advanced Methods in Educational Research 2013**  
18-22 February 2013, TU Dortmund - Institute for School Development Research (IFS)
- **2<sup>nd</sup> workshop on Multilevel Modeling & Structural Equation Modeling (SEM)**  
27-28 December 2012, University of Cyprus
- **DSES course : Theoretical and Methodological Issues in Educational Effectiveness Research**  
28-30 March 2011/ 22-25 June 2011, University of Gothenburg

## **PROFESSIONAL AFFILIATIONS**

American Educational Research Association (AERA)

European Association for Research on Learning and Instruction (EARLI)

International Congress for School Effectiveness and Improvement (ICSEI)

- *member of the Organizing committee of the International Congress on School Effectiveness and Improvement Conference (2011)*

Data Use network (ICSEI network)

Methods of Researching Educational Effectiveness (MoRE) network (ICSEI network)

### **EXTERNAL EXAMINATIONS**

2004 Test of English as a foreign language (TOEFL) Overall Band Score: 280

1998 GCE O' Level English Language, Grade A

### **LANGUAGE SKILLS**

Greek – Native

English – Fluent

### **COMPUTER SKILLS AND COMPETENCES**

Excellent knowledge of Windows, Office (Word, Excel, Power Point). Experienced in using quantitative data analysis statistical packages (e.g., SPSS, EQS, Mplus, MLwiN, Quest).