

Petros Pashiardis

HOME ADDRESS

Constantinoupoleos 22, Apt. 502
2107 Aglantzia Nicosia, Cyprus
Tel. (+357) 22336807

WORKADDRESS

Open University of Cyprus
P.O.Box 12794
2252, Latsia, Nicosia, Cyprus

Tel. (+357) 22411972
Fax: (+357) 22411971

e.mail: p.pashiardis@ouc.ac.cy

EDUCATION

University of Texas at Austin

Ph.D., 1990
Educational Administration

M.Ed., 1988
Educational Administration

M.P.A., 1986
Public Administration

St. Edward's University, Austin, Texas

B.A., 1984
Sociology

Pedagogical Academy,
Cyprus Teacher's Diploma,
1978 Pedagogics, Psychology

OTHER PROFESSIONAL QUALIFICATIONS

- Certified Strategic Planner, American Association of School Administration/National Academy for School Executives
- Certified Supervisor for the Texas Teacher Appraisal System

PROFESSIONAL EXPERIENCE

January, 2007-Present. Professor, Open University of Cyprus. Academic Head of the Program in Educational Studies. My duties, among others, include the coordination of course offerings in the Educational Leadership and Policy program. Chair of Doctoral Dissertation committees in Educational Leadership, Management, and Administration. Coordinate research activities in Educational Leadership and Policy projects.

June, 2017-January, 2019, September, 2019-June, 2020. Dean, Faculty of Economics and Management, Open University of Cyprus.

September, 2013-May, 2014 and January-May, 2019. Visiting Professor at the Centre for Principal Development, Umeå University, Sweden. Among others, my duties included conducting comparative and international research (International Successful School Principalship Project) on school leadership and teaching Swedish school leaders

(principals and superintendents).

August, 2008. Visiting Professor at the Department of Education Policy Studies, Faculty of Education, University of Stellenbosch, Stellenbosch, South Africa. Among others, my duties included conducting comparative research between Cyprus and South Africa on school leadership and teaching to Masters students in Education Management, Leadership and Policy.

September, 2005-Present. Visiting Professor at the Department of Education, University of Thessaly, Volos, Greece. Among others, my duties include conducting comparative research between Cyprus and Greece on school leadership and occasional lectures to Masters students in Education Management.

September, 1995-December, 2006. Associate Professor, University of Cyprus. Teach two courses every semester in the general area of *Theory of Education* and *Educational Administration and Supervision*. One course is at the Graduate level (both Masters and Doctoral) and the other course is at the Undergraduate level. Elected Member of the University Senate (January 1995-January 1997). Chair of Doctoral Dissertation committees in Educational Administration.

February, 2004-March, 2004 and July, 2004-August, 2004. Visiting Professor at the Department of Education Management and Policy Studies, Faculty of Education, University of Pretoria, Pretoria, South Africa. Among others, my duties included conducting comparative research between Cyprus and South Africa on school leadership and teaching to Masters and Doctoral students in Education Management.

December, 2003-January, 2004. Visiting Researcher at the University of Aveiro, Portugal. Among others, my duties included offering my advice to the School of Pedagogy's Educational Administration courses and conducting comparative research between Cyprus and Portugal on school principalship.

December, 2002-January, 2003. Visiting Professor at the Aristotle University of Thessaloniki, Greece. Among others, my duties include offering my advice to the School of Pedagogy's new Educational Administration courses and to teach one of the courses at the Masters level, during the Spring 2003 semester.

Summer, 2002. Visiting Researcher in the Institute for School-University Partnerships, Texas A & M University System in the USA. My primary duties were to research and evaluate the Texas A & M University System Educational Preparation Project. *Further, I was lead evaluator on the GED Program in Texas.* Finally, I served as an Advisor for Educational Policy Development for the current Commissioner of Education for Texas, Dr. Felipe Alanis.

September, 2001-Present. Visiting Fellow of the International Institute for Educational Leadership, University of Lincoln, U.K. Among others, my duties include offering my advice on the Institute's courses and at least once every two years to teach on one of the Institute's courses at the Masters and Doctoral levels, and participate on Doctoral Dissertation Committees as an external examiner.

Summer, 2001. Visiting Researcher in the College of Education, Institute for School-University Partnerships, Texas A & M University in the USA. My primary duties were to research and evaluate the Texas A & M University System Educational Preparation Project. *Further, I collaborated on the Research Program: "The Academic Road Map Project"*, which dealt primarily with the initial research design of the main factors contributing to high school students' success in university programs for Educator preparation in Texas. I worked on the research design for the whole project.

Summer, 2000. Visiting Associate Research Scientist in the College of Education, Institute for School-University Partnerships, Texas A & M University in the USA. My primary duties were to research and evaluate the Texas A & M University System Educational Preparation Project. **Further, I collaborated on the Research Program: "Preparing Teachers for High Need Schools in Texas: An A & M University System Partnership for Collaborative Reform of Educator Preparation"**.

January 1999-August 1999. Visiting Associate Research Scientist in the College of Education, Texas A & M University in the USA. My primary duties were to research and evaluate the Texas A & M University System Educational Preparation Project and formulate research application for grants in order to initiate changes in the Teacher Preparation Programs among the nine A & M Universities.

July 1996-January 1997. Advisor to the Ministry of National Education and Religious Affairs of Greece. Worked as an advisor in the areas of Strategic Planning in Education and in the Accreditation of Tertiary Education under the auspices of the Directorate of Community Support Framework and the Directorate of European Union Affairs.

August, 1993-August, 1995. Assistant Professor, University of Cyprus. Teach two courses every semester in the general area of *Theory of Education and Educational Administration*. Elected Member of the University Senate.

March, 1992-July, 1993. Lecturer, University of Cyprus. Teach two courses every semester in the general area of Theory of Education and Educational Administration. Participated extensively in committee work during the setting-up of the University first rules and regulations from March to September 1992.

August, 1990-February, 1992. Assistant Professor at The University of Texas-Permian Basin (Graduate School). Responsible for teaching graduate level (Master's and Doctoral) courses in Educational Administration for prospective Elementary/Secondary Principals, Supervisors and Superintendents of Schools. Courses I taught included: Organizational Theory and Development; Program Evaluation; Administrative Functions of Education; Administration and Management of Schools; Data Analysis (using SPSS); and Methods of Analyzing and Supervising Instruction. In addition, I chaired five Master's Theses and Projects Committees and was a member in various faculty committees at the university. Furthermore, I instituted the University Assessment Center for Educational Administration and was responsible for its operation.

January, 1989-August, 1990. Education and Training Consultant/Researcher-Texas Association of School Boards. Conducted research and created materials for school board member and Superintendent training for the state of Texas in the areas of Decision Making, Strategic Planning, and Educational Leadership. Developed new programs in educational training, and helped evaluate the effectiveness of new programs (such as the Practical Parent Education Program) by designing their formative and summative evaluation.

September, 1987-January, 1989. Research Associate with the College Planning Systems (Private Educational Consultancy firm) and the University of Texas at Austin. Conducted and evaluated research on organizational climate and effectiveness in more than 80 Colleges all over the United States and Canada.

1986. School Teacher in Cyprus. Ministry of Education-Cyprus. Taught all elementary school subjects in third and fourth grades.

Summer, 1985. Texas Department of Human Resources. **Administrative Technician.** Supervised the implementation of the Summer School Lunch Program (Federal Program which had a \$1 million budget).

Spring, 1984. Administrative Assistant-Austin City Council, Associate Mayor's Office. Worked in various projects concerning policy development and implementation as an executive assistant to the Mayor-pro-Tem of Austin.

1980-1983. Joannou & Paraskevaides-Ministry of Education of Cyprus. Worked as a **teacher** and **acting school administrator** in Dubai (U.A.E.), and Muscat (Oman). I taught all elementary school subjects to all grades plus English language to High School students. In addition, I had the responsibility of creating community programs and festivals for the Greek and Cypriot communities in Dubai and Muscat. Further, I was the school administrator responsible for the relations with both the local education authorities as well as the Cypriot education authorities.

ACADEMIC SCHOLARSHIPS/HONORS

- Fulbright Scholar, 1987-1991.
- Armand Hammer Fellowship, LBJ School of Public Affairs, 1984-1986.
- AFS Scholar 1973-1974.
- My article, **Teacher participation in Decision Making**, (*International Journal of Educational Management*, 8, (5), pp. 14-17, 1994) was awarded "The 1995 Literati Club Award for Excellence (Highly Commended)".

- Fellow of the Commonwealth Council for Educational Administration and Management, September 2000. A fellowship is an honorary award given for meritorious service to the development of educational management as discipline in national and international settings and for contributions made to the CCEAM. Fellowships must be proposed by at least three members of the CCEAM from at least two member countries. A Fellowship proposal must be accompanied by a citation justifying the award. Proposals for fellowships are considered by a Fellowship Awards Committee comprising six Fellows and chaired by a member of the Executive Committee who is also a Fellow. Fellows may use the letters FCCEAM and the award is for life.
- Visiting Fellow of the International Institute for Educational Leadership, University of Lincoln, U.K, September, 2001.
- **Emerald Literati Network-2011 Awards for Excellence.** Every year Emerald invites each journal's Editorial Team to nominate what they believe has been that title's Outstanding Paper and up to three Highly Commended Papers from the previous 12 months. My article entitled "**The influence of school leadership styles and culture on students' achievement in Cyprus primary schools**" published in the Journal of Educational Administration (together with Andreas Kythreotis), has been chosen as an **Outstanding Paper Award Winner** at the Literati Network Awards for Excellence 2011. The award winning papers are chosen following consultation amongst the journal's Editorial Team, many of whom are eminent academics or managers. My paper has been selected as it was one of the most impressive pieces of work the team has seen throughout 2011.
- The article, Kouali, G. and Pashiardis, P. (2015), "Time management profiles of Cypriot school principals: a mixed-methods approach", *International Journal of Educational Management*, Vol. 29, Issue 4, pp. 492-518, was awarded the **2016 Literati Club Award for Excellence (Highly Commended)**".

LANGUAGES

Greek-Excellent
 English--Excellent
 Turkish--Fair

ACADEMIC ACTIVITIES

Vice Chairman of the Council for the Recognition of Higher Education Qualifications of Cyprus (2014-2018)

Member of the Executive Board for the New University Council for Educational Administration (UCEA), Center for the international study of School Leadership (2014-2018)

Member of the Governing Board of the Open University of Cyprus (2014-2017)

Member of Editorial Boards in Scientific Journals

- Associate Editor of the journal *International Journal of Educational Management* (2014-today).
- Invited Guest Editor of the *International Journal of Educational Management* (Volume 25, Number 1, 2011, with Stefan Brauckmann).
- Invited Guest Editor of the *International Journal of Educational Management* (Volume 22, Number 4, 2008, with Paul Gibbs).
- Member of the International Editorial Advisory Board and reviewer of the journal, *Management in Education*, (2006-today).
- Member of the International Editorial Advisory Board and reviewer of the journal, *Education Sciences*, (Greek Journal) (2011-today).
- Member of the International Editorial Advisory Board and reviewer of the journal, *School Leadership and Management*, (2017-today).

- Member of the International Editorial Advisory Board and reviewer of the journal, *International Journal on Educational Administration: Challenges and Prospects*, (2006-today).
- Member of the International Editorial Advisory Board and reviewer of the journal, *Educational Leadership and Management Studies (ELMS)*, (2014-today).
- Member of the International Editorial Advisory Board and reviewer of the journal *The international principal*, (2004-today).
- Member of the International Editorial Advisory Board and reviewer of the journal *International reflections in educational leadership*, (2004-today).
- Invited Guest Editor of the *International Studies in Educational Administration* (2003).
- Member of the International Editorial Advisory Board and reviewer of the journal *Educational Management, Administration and Leadership* (1999-today).
- Member of the International Editorial Advisory Board and reviewer of the journal *International Journal of Educational Management* (1994-today).
- Member of the International Editorial Advisory Board (Internet Editor) of the journal *Quality Assurance in Education* (1996-1998).
- Member of the International Editorial Advisory Board and reviewer of the journal *International Studies in Educational Administration* (1994-today).
- Contributing Editor and reviewer of the journal *Academic Exchange Quarterly* (1999-today).
- Member of the International Editorial Advisory Board and reviewer of the journal *Leadership and Policy in Schools* (2000-2010).
- Referee/reviewer for several journals [School Effectiveness and School Improvement, International Journal of Educational Management, International Studies in Educational Administration, Mediterranean Journal of Educational Studies, Educational Management and Administration, Leading and Managing, Pedagogical Review (Greek journal)].
- Reviewer for book manuscripts to be published by *Corwin Press* (U.S.A.).
- Reviewer, School Effectiveness and School Improvement, (2006-today).
- Reviewer, Organization Studies, (2007-today).
- Overall responsibility for the publication of the KOED Newsletter (Cyprus Educational Administration Society newsletter published twice a year) 1995-today.

Conference Organizing (Selections)

- March 1998. President of the organizing committee for the conference of the Cyprus Educational Administration Society with international participation (200 delegates attended the conference).
- March 2002. President of the organizing committee for the conference of the Cyprus Educational Administration Society with international participation: “Women in Educational Leadership”, (about 250 delegates attended the conference).
- March 2004. Member of the Scientific Committee of the Conference of the Pedagogical Society of Cyprus, titled, “Current Trends in Educational Research and Practice” Nicosia, Cyprus (May, 2004).
- May 2003- October 2006. President of the organizing committee for the International Conference of the Cyprus Educational Administration Society in conjunction with the Commonwealth Council for Educational Administration and Management with international participation: “Recreating Linkages between Theory and Praxis in Educational Leadership”. About 500 delegates attended the conference from 36 countries. It is considered the most important conference in Educational Administration internationally, and it took place in October, 2006.
- November, 2007. Member of the International Scientific Committee for the 4th International Conference in Open and Distance Learning. Conference title: *Forms of Democracy in Education: Open Access and Distance Education*, organized in Athens, 23-25 November, 2007.
- May 2010- November 2012. President of the organizing committee for the International Conference of the Cyprus Educational Administration Society in conjunction with the Commonwealth Council for Educational Administration and Management with international participation. About 300 delegates attended the conference from 27 countries. It is considered the most important conference in Educational Administration internationally, and it took place in November, 2012.

External Examiner for Doctoral Dissertations

- Doctoral Dissertation, external examiner, Department of Education Management and Policy Studies, Faculty of Education, University of Pretoria, South Africa.
- Doctoral Dissertation, external examiner, Faculty of Education, University of Johannesburg, South Africa.
- Doctoral Dissertation, external examiner, University UTKAL of India.
- Doctoral Dissertation, external examiner, University of Auckland, New Zealand.
- Doctoral Dissertation external examiner, University of Tasmania, Australia.
- Doctoral Dissertation external examiner, University of New England, Australia.
- Doctoral Dissertation external examiner, University of Lincoln, England.

External Examiner for Educational Programs

- External evaluator for a three-year project about parental involvement in the schools, which was implemented in Skopje during 1994-97 and was funded by the United States Agency for International Development (USAID) with a 6 million USD grant. I was team leader of a 5-member International Evaluation Team, which conducted the summative evaluation for this project (1997).
- External Examiner for the Student Teacher Supervision Program at the University of Malta (1998).
- Coordinator of the Committee on Pedagogy and examiner for the Cyprus Council for the Recognition of Degrees of Studies (KYSATS) (1999-2007).
- External examiner for a three-year research project implemented by the Aristotle University of Thessaloniki titled, “School-Centered Staff Development: The Greek Experience (1997-2000)”. The project involved 470 schools and about 6,500 teachers all over Greece.
- External examiner for a three-year Masters’ Program implemented by the Aristotle University of Thessaloniki titled, “The Teaching of the Greek Language as mother and second language (1997-2000)”. The project involved the professors at the Linguistics Department and about 80 Masters Students.
- Head of the evaluation team for the project “Whole-school approach” instituted experimentally by the Ministry of Education of Cyprus in October 1999.
- Head of the evaluation team for the project “Unified Lyceum-Eniaio Lykeio” commissioned by the Ministry of Education of Cyprus in November 2002.
- Head of the Evaluation Committee for University programs within the Higher University System of Tbilisi, Georgia, July, 2018.

Member of the OECD “Improving School Leadership activity Project” group of experts (2006-2008)

Examiner and Judge for the Ministry of Education in Greece for funding Research Projects through the European Union

I have judged more than 150 research proposals for European Union Research Funding during 1996-2002.

Research Programs/Grants awarded (Selections)

1. **Title of Research Program:** Characteristics of effective educational leaders (both primary and secondary education)

Funding Agency and amount: University of Cyprus 20,000 USD (1992-1998)

2. **Title of Research Program:** Evaluation of the Program to Teach Greek to immigrants from the Greek Diaspora

Funding Agency and amount: General Secretariat of Adult Education and the General Secretariat of the Greek Diaspora, Greece, 4,000 USD (1994)

3. **Title of Research Program:** Training of Senior and Middle Level University managers in key areas of institutional management

Funding Agency and amount: Med-Campus Project, European Union 31,350 USD (1996-1999)

4. **Title of Research Program:** Preparing Teachers for High Need Schools in Texas: An A&M University System Partnership for Collaborative Reform of Educator Preparation. (**Note:** I was a member of the research writing team, which consisted of two other Texas A&M University System researchers. The grant application was submitted to the US Department of Education and was awarded 11.5 million dollars for a 5-year period). The Director of the Program is Dr. William Reaves.

Funding Agency and amount: US Department of Education, 11.5 million dollars for a 5-year period USD (1999-2004).

5. **Title of Research Program:** Comparison of Practices in Educational Management in Europe (Cyprus, Greece, Sweden, United Kingdom). I wrote the initial proposal and directed the implementation of the program.

Funding Agency and amount: European Union 45,600 Euro or 46,124 USD (2000-2003).

6. **Title of Research Program:** Improving Quality and Effectiveness of Undergraduate Education in Texas Through Improved Teacher Preparation. (**Note:** I was a member of the research writing team, which consisted of two other Texas A&M University System researchers. The grant application was submitted to the Pew Charitable Trusts and was awarded about 1.4 million dollars for a 3-year period). The Director of the Program is Dr. William Reaves.

Funding Agency and amount: Pew Charitable Trusts, 1.4 million dollars for a 3-year period USD (1999-2003).

7. **Title of Research Program:** The European School Leadership Network (ESLN) (Belgium, Cyprus, Hungary, Netherlands, Sweden, United Kingdom). I was the team leader for the whole evaluation of the program (both summative and formative).

Funding Agency and amount: European Union 586,600 Euro or 690,124 USD (2004-2007).

8. **Title of Research Program:** Development of a new Teacher and School Evaluation System for the Education System of Cyprus (awarded by the Ministry of Education of Cyprus). I was the academic team leader for the whole program.

Funding Agency and amount: Ministry of Education, Cyprus 408,000 Euro (2004- 2005).

9. **Title of Research Program:** The NETwork of Multigrade Education (NEMED) (Austria, Greece, Cyprus, Italy, Hungary, Finland, Spain, Portugal, Romania, United Kingdom). I was part of the team for the whole implementation of the program.

Funding Agency and amount: European Union 640,000 Euro or 748,800 USD (2004-2007).

10. **Title of Research Program:** The Development of Active Citizenship on the Basis of Informal Learning at School (INFCIV), (Cyprus, Denmark, Germany, Italy, The Netherlands, Romania, United Kingdom). I was a partner of the team for the whole implementation of the program.

Funding Agency and amount: European Union 305,043 Euro or 356,100 USD (2005-2007).

11. **Title of Research Program:** An exploration of how school leadership affects students' achievements: a comparative approach within the European context of school leadership. I am the lead researcher for the research team for the whole implementation of the program.

Funding Agency and amount: Open University of Cyprus, 42,140 Euros or 24,500 CYP (2006-2007).

12. **Title of research program:** School Leadership as a variable critical to school improvement and student achievement (England, Germany, Netherlands, Hungary, Slovenia, Cyprus, Italy, Norway). I wrote the final proposal together with Dr. Brauckmann (DIPF, Germany) and Prof. Dr. Jaap Scheerens (University of Twente, The Netherlands).

Funding agency and amount: European Union 406,329 € or 590.884 US\$ (2007-2009).

13. **Title of the research program:** Needs Assessment Study on School Leadership around Commonwealth Nations. I wrote the final proposal together with Dr. Brauckmann (DIPF, Germany).

Funding agency and amount: Commonwealth Secretariat € 47.200 (2008-2009) (First phase of the project with a possibility of continuation for another three years).

14. **Title of the research program:** "Uncovering the complex relation between principals' leadership style and epistemological beliefs and implications for school leadership training". I wrote the final proposal together with Dr. Brauckmann (DIPF, Germany) and Dr. Kendeou (Open University of Cyprus).

Funding agency and amount: Research Promotion Foundation of Cyprus, € 80.000 (2009-2011).

15. **Title of Research Program:** Successful Secondary School Leadership in an Era of Educational Reform. I am the lead researcher for the research team for the whole implementation of the program.

Funding Agency and amount: Open University of Cyprus, 157,600 Euros (2008-2011).

16. Title of Research Program: Making or breaking school leaders: Conditions for Performing Effectively in Cyprus (COPCY). I am the lead researcher for the research team for the whole implementation of the program.

Funding Agency and amount: Open University of Cyprus, 36,490 Euros (2012-2014).

17. Title of Research Program: Evaluation of school leadership and teaching practice. I am a partner for this research project, as the external evaluator and I contributed in writing the final proposal together with the other partners of the program.

Funding Agency and amount: European Commission, 121,797 Euros (2015-2017).

18. Title of Research Program: Contextual Patterns and Student Performance in Schools in Cyprus: The School Leaders(hip) Characteristics, Role and Strategies (Lead-Compass).

Funding Agency and amount: Open University of Cyprus, 39,500 Euros (2016-2018).

Professional Associations

- Elected President, Commonwealth Council for Educational Administration and Management (2004-2008)
- Elected vice-president (responsible for publications), Commonwealth Council for Educational Administration and Management (1998-2004)
- Member of the American Association of School Administrators (1988-today)
- Member of the American Educational Research Association (1990-today)
- Member of the British Educational Research Association (1993-1999)
- Member of the European Educational Research Association (1998-today)
- Member of the British Educational Management and Administration Society (1993-today)
- Member of the American Association of Supervision and Curriculum (1992-today)
- President of the Council of the Educational Administration Society of Cyprus (1995-2004)
- Member of the Pedagogical Society of Greece (1992-today)
- Member of the Texas Association of Secondary School Principals (1987-today)
- Member of the Steering Committee of the European Forum for Educational Administration (2000-2012)

Professional Committees

- Member of the Scientific Committee which was appointed by the Minister of Education of Cyprus with the task of modernizing the Educational System of Cyprus (2013-2018).
- Member of the Board of Governors, Commonwealth Foundation (2010-2016).
- Member of the Civil Society Advisory Board, Commonwealth Foundation (2010-2016).
- Member of the Cyprus State Scholarship Board (2007-2011).
- Chair of the Graduate Admissions Committee for the Program in Educational Administration and Curriculum Development of the University of Cyprus (1997-2004).
- Member of the Special Committee which was appointed by the Minister of Education of Cyprus with the task of designing a new Teacher Supervision Scheme for the Educational System of Cyprus from May 1995 to August 1996.

- Member of the Special Committee for the Unification of the University Entrance Examinations of Cyprus, representing the University Senate of the University of Cyprus, 1996.
- One of the two coordinators appointed by the Minister of Education and Culture for the Introduction of National Standards for the Education System of Cyprus (2001-today).
- Chair of the ad-hoc committee for the evaluation of the Whole-Day School Project (Primary Education, 1999).
- Chair of the ad-hoc committee for the evaluation of the Unified Lyceum School Project (Secondary Education, October, 2002-May, 2003).
- Chair of the Committee for the evaluation of Pedagogical degrees (preside on one of two such committees) in Cyprus by the KYSATS, (January, 2000-2005).
- Member of the “Group: Developing skills for the knowledge society”. This is a Committee formed by the European Commission in Brussels and at which I represent the Ministry of Education and Culture of Cyprus, (January, 2002-2008).
- Member of the Council On Tertiary Education of Cyprus, appointed by the Council of Ministers of the Republic of Cyprus, (February, 2004-2009).

Professional / Academic Consultancies (Selections)

June 2010-September 2012. Consultant to the Ministry of Education of Greece. Development of an assessment case studies for the hiring of the top educational leaders in Greece. Advising on national changes and implementation of educational policy for the whole country.

October 2000- Today. Consultant to the Police Academy of Cyprus for the development of a Needs Assessment Study for the Leadership and Management training needs of police leaders around the world. I was also the team leader for the development of a new whole program for the education of police cadets in Cyprus. Further, I periodically teach leadership and management courses to police officers in Cyprus.

October 2008-June 2010. Consultant to the Commonwealth Secretariat for the development of a Needs Assessment Study for the Leadership and Management training needs of school leaders around the Commonwealth. I was the team leader for the whole program.

January 2005-January 2006. Consultant to the Ministry of Education of Cyprus. Development of a new Teacher and School Evaluation System for the Education System of Cyprus (awarded by the Ministry of Education of Cyprus). I was the academic team leader for the whole program.

February 2004-June 2006. I am the External Evaluator of a Minerva project coordinated by the ESLN-European School Leadership Network. The project was about European Educational Leadership through Distance Learning.

February 2004. I was asked to be the moderator of an e-list of both local and remote participants on a Leadership Seminar organized by the British Council in Bath, UK. About 80 persons took part both remotely and locally.

June 2002-June 2006. I was asked by the Inspector General for Secondary Education at the Ministry of Education to present a formal proposal to be funded by the Ministry for the provision of Educational Administration education and training to prospective secondary principals in Cyprus. The proposal has been submitted and the Ministry has funded the program.

January 2001-May 2003. Chair of the Special Committee for the evaluation of the new type of lyceum in Cyprus, the Unified Lyceum.

February, 2001-November 2004. Coordinator of the Special Committee for the introduction of National Standards for the Education System of Cyprus, in both Elementary and Secondary Education.

January-May, 2001. One of a Two-Member Committee of the Special Task force to produce a policy report for the State Scholarship Foundation of Cyprus (IKYK) for the awarding of scholarships for the next decade.

January-May, 2000. Chair of the Committee for the Formative evaluation of the “Whole-school approach” instituted experimentally by the Ministry of Education of Cyprus in October 1999. The project was implemented in 9 Primary schools all over Cyprus.

April, 2000. Chair of the Final evaluation of a 3-year Masters and Doctoral program for the “Teaching of the Greek Language as Mother Tongue and as a Foreign Language”, organized by the Department of Linguistics of the Aristotle University of Thessaloniki and funded by the European Union and the Greek Ministry of Education (total amount of grant: 800.000 USD).

February, 1999-Today. Special part-time Lecturer on topics of Leadership, Administration, Decision-Making, and Strategic Planning for the higher officers of the Cyprus Police, at the Police Academy.

December, 1999. Chair of the formative and summative evaluation of a 3-year project, “In-school professional development program” organized by the Aristotle University of Thessaloniki and funded by the European Union and the Greek Ministry of Education (total amount of grant: 1 million USD).

September, 1997. This was a very interesting assignment where I evaluated the Parent-School Partnership Project of Skopje. This was a three-year project about parental involvement in the schools, which was implemented in Skopje during 1994-97 and was funded by the United States Agency for International Development (USAID) with a 6 million USD grant. I was team leader of a 5-member International Evaluation Team, which conducted the summative evaluation for this project. Based on the Team’s findings, the USAID continued funding for another three years.

Several other consultancies in the past (during 1987-1992) involving needs assessment studies of Community Colleges and Universities both in the USA and in Canada.

Invited Speeches and Service to the larger Cyprus Community/Speeches and Presentations in Cyprus (Selections)

- *Towards a new System of Teacher Supervision*, University of Cyprus, **March 22, 1993.**
- *Organization, Administration and Departments of the University of Cyprus*, Nicolaidion Gymnasium, Paphos, **February 2, 1994.**
- *Basic Principles for the creation of a new system for teacher supervision*, Teachers' Union, **February 4, 1994.**
- *Teacher Supervision in Cyprus: Positions and Attitudes of Cypriot Educators*, Cyprus Educational Administration Society, **May 31, 1994.**
- *Teacher Supervision*, Teachers' Union, Nicosia District, **November 4, 1994.**
- *Philosophy and Principles for teacher supervision systems*, Secondary Teachers' Union, Limassol, **February, 1995.**
- *A critique of the proposed law for teacher supervision in Cyprus*, Teachers' Union, District Committee, Limassol, **February 20, 1995.**
- *Basic Principles of teacher supervision*, Teachers' Union, District Committee, **12 May, 1995.**
- *Teacher Supervision: How and by whom?* Cyprus Educational Administration Society, Nicosia, **15 November, 1995.**
- *The Cyprus Educational System and Current Trends*, Educational Conference Organized by the Socialist Party of Cyprus, Nicosia, **2 March, 1996.**
- *Campus Climate at the University of Cyprus*, Presentation to the Faculty and Administrative Staff of the University of Cyprus, **16 May, 1996.**
- "Parameters of Quality Management of Educational Organizations/Kindergartens", Association of Qualified Owners and Directors of Private Kindergartens of Cyprus Nicosia, **12 April, 1997.**

- "How teacher evaluation helps upgrade secondary education", Organization of Greek Secondary Educators of Cyprus, Nicosia, **28 November, 1997**.
- "Basic Variables and Assumptions about school leaders' preparation today", Cyprus Educational Administration Society, Nicosia, **14 March, 1998**.
- "The Role of Parents and Parent Associations in Cyprus elementary schools today", Parents' Association of the Elementary Schools of Nicosia, **13 May, 1998**.
- The Cyprus Educational System: Problems and Prospects, speech to the Rotaract-Limassol Club, Limassol, **9 June, 1998**.
- *The Cyprus Educational System: Current Trends and the Future*, speech at the Open University of the Aglantzia Municipality, Nicosia, **27 September, 2000**.
- *Basic principles for teacher supervision*, presentation at the Pedoulas Gymnasium faculty, **October, 2000**.
- *Participated in a series of lectures for newly appointed primary and secondary school principals* organized by the Pedagogical Institute (**1994-today**).
- *Participated in a series of lectures for newly appointed secondary school teachers* jointly organized by the Pedagogical Institute and the University of Cyprus (**2000-today**).
- "Quality in School Administration". Union of Pre-service Secondary School Teachers, Nicosia, **March 9, 2001**.
- "Teacher Evaluation in Cyprus in Cyprus: Directions, Trends, and Dilemmas". Independent Movement of Teachers (AKiDA), Nicosia, **May 19, 2001**.
- *Teacher supervision in the 21st century*, presentation at the Vergina Lyceum faculty in Larnaca, **14 December, 2001**.
- *Teacher supervision in the 21st century*, presentation at the Agios Dometios Gymnasium faculty in Nicosia, **14 January, 2002**.
- *Current trends in Teacher supervision: Possibilities, future trends and dilemmas*, presentation to the full body of the Secondary School Inspectors of Cyprus, Ministry of Education, Nicosia, **17 January, 2002**.
- "School-based in-service of teachers in Greece: Some findings from the evaluation of the program". Invited keynote speaker, OELMEK (Secondary Teachers' Union of Cyprus), the Cyprus Pedagogical Institute, Nicosia, **April 12, 2002**.
- "Teacher evaluation in Cyprus today: Possibilities, directions and dilemmas". Invited keynote speaker, Akida, St. George Hotel, Paphos, **April 22, 2002**.
- "Teacher evaluation: Possibilities, directions and dilemmas". Invited speaker, Ayios Antonios Lyceum, **February 11, 2003**.
- Processes of Change and Introduction of Innovations in the Cyprus Educational System of the 21st century". Invited speaker, OELMEK (Secondary Teachers' Union), Limassol, **May 17, 2003**.
- Factors affecting and the necessity for change in educational systems of the 21st century". Invited speaker, Zenonion Free University, **15 December, 2004**.
- Invited Lecture at the 23rd Student Conference of Limassol, on "Pedagogical Ideals as a constitute for Democracy in Europe", Limassol, **March 18, 2005**.
- Invited Lecture at the Larnaka Parents' Association meeting on "Whole School: Conditions for its proper implementation", Larnaka, **April 9, 2005**.
- Invited Lecture at the Engomi Gymnasium meeting on "Pedagogical Ideas and Current Cyprus Society", Nicosia, **May 26, 2005**.
- Invited Lecture at the Cyprus National Guard Headquarters meeting on "Current Leadership Aspects for Strategic Thinking", Nicosia, **May 30, 2005**.
- Invited Workshop Presenter on "School Leadership and Strategic Planning issues" organized by the, American Academy, Larnaka, **May-June, 2005**.
- "The Education System of Cyprus", Lecture to an Arion Visit of Educationists from Europe, University of Cyprus, Nicosia, **19 September, 2005**.
- "Educational Leadership: The Case of Cyprus", Free University, Skali Aglantzia, Nicosia, **21 September, 2005**.
- Invited Lecture at the Second Panorthodox Conference on "The Pedagogical writings of Joseph the Pacifier", Limassol, **October 23, 2005**.
- "Forty Years of the Cyprus Educational Administration Society: the period 1995-2005". Invited keynote speaker, CEAS (Cyprus Educational Administration Society), the Cyprus Hilton Hotel, Nicosia, **12-13 May, 2017**.
- "Characteristics of Effective Trainers". Invited Keynote speaker at a course co-organized by the

Cyprus Police Academy and the Center for Security Studies of the Hellenic Ministry of Citizen Protection (KEMEA) in cooperation with the Open University of Cyprus (OUC), the Hellenic Open University, the Hellenic Police Academy and the European Police College (CEPOL), Nicosia, Cyprus from **9 to 12 July 2019**. (The training program focused on the training of trainers in order to enable them to implement modern delivery methods and blended learning techniques and to ensure good quality of law enforcement training in the EU Member States and in the CEPOL activities).

- “Improving Teaching and Learning: Administrivia vs. Pedagogical Leadership”. Invited keynote speaker at the 30th Pancyprian Educational Conference of Elementary School Principals with the theme, “Pedagogical Leadership based on Scientific Evidence”. Organized by the Cyprus Elementary School Principals, the Cyprus Teachers’ Union, and the Cyprus Pedagogical Institute, Philoxenia Conference Center, Nicosia, **5 March, 2020**.

Service on Open University of Cyprus Bodies/Committees

- Member of the Governing Board of the OUC, 2014-2017.
- Academic Head, Program in Educational Studies 2007-2009, 2011-2013, 2016-18.
- Chair/Vice Chair of the Open University Research Committee, 2010-2012 and 2014-2016, 2016-17.
- Chair of the Open University Studies Committee, 2016-today.

Service on University of Cyprus Bodies/Committees

- Elected member of the Temporary Departmental Council, 1993-1994.
- Elected member of the Temporary School Council, 1993-1994.
- Elected member of the University Senate, January 1995-January 1997.
- Elected member of the Senate Committee on "Programs of Study and Student Affairs" of the University of Cyprus, February, 1995-June, 1996.
- Permanent member of the Departmental Council, Department of Education, 1995-Today.
- Chair of the Ad hoc Senate Committee for the Unification of the Examination of the Cyprus Educational System for entrance into the Greek Universities (1995-1997).
- Member of the Departmental Graduate Studies Committee (1997-2006).
- Chair of the Committee on Computers and Computer Information Systems for the Department of Education, January 1999-2006.
- Member of the Departmental Library Committee (1999-2006).
- Regular member of Selection Committees for Lecturers and Assistant Professors in the Department of Education (1995-2006).

Teaching at the University of Cyprus

Undergraduate Courses

EPA 101 Introduction to the Pedagogical Sciences
EPA 412 Organization and Administration of Education

Graduate Courses

EPA 620 Introduction to Educational Administration
EPA 623 Observation and Evaluation of Personnel in Education EPA
636 Practicum in educational administration
EPA 694 Seminar in Program Evaluation EPA
689 Independent Study
EPA 871 Supervision of Doctoral students

Teaching at the Open University of Cyprus

Graduate Courses (Masters and Doctoral levels)

EPA 62 – Introduction to Educational Leadership
EPA 71K – Management of Change, School Effectiveness and Strategic Planning
EPA 75K- Program and Personnel Evaluation in Education
EPA 701 Supervision of Masters students
EPA 801 Supervision of Doctoral students

Dissertations Supervised at the University of Cyprus

1. Alternative scenarios for the future of the Cyprus Educational System: An application of a Modified-Delphi method of forecasting the future of schools and schooling in Cyprus in the first quarter of the 21st century (**Marios Stylianides**, Doctorate awarded, 2005).
2. An examination of the relationships between leadership, culture and effectiveness in primary schools (**Andreas Kythreotis**, Doctorate awarded, 2006).
3. The occupational stress of principals of primary and secondary schools in Cyprus: Sources, effects and coping strategies (**Andreas Tsiakkiros**, Doctorate awarded, 2006).
4. The relationship between principals' leadership behavior and sense of self-efficacy with teachers' self- and the school's collective efficacy (**Ioannis Savvides**, Doctorate awarded, 2009).
5. An exploration of the relationship of personality and leadership style as they impact on management of change in schools (**Elena Christofidou**, Doctorate awarded, 2009).

Dissertations Supervised at the Open University of Cyprus

1. Primary school principals' readiness in crisis management: Towards the development of a decision making model for emergency situations (**Yiannis Kasoulides**, Doctorate awarded, 2011).
2. The time management of primary school principals and its relationship with their effectiveness and the job satisfaction of their teachers (**Georgia Kouali**, Doctorate awarded, 2012).
3. Financial management in the elementary school of the future in Cyprus: Decentralization, problems and support measures (**Theodoros Theodorou**, Doctorate awarded, 2013).
4. The role of emotional intelligence and political skills of elementary school principals in relation with effective leadership styles and teachers' job satisfaction (**Nikoletta Taliadorou**, Doctorate awarded, 2013).
5. The relationship between leadership and student citizenship outcomes in Cyprus Middle Schools: A quantitative exploration (**Vassos Savvides**, Doctorate awarded, 2014).
6. Towards an Effective Model of School Autonomy in Cyprus: Examining Job Satisfaction and Work Stress of Primary School Principals (**Galatia Nicolaidou**, Doctorate awarded, 2015).
7. Investigating the Relationship Between Values and Leadership Styles of Primary School Principals (**Antonios Kafa**, Doctorate awarded, 2016).
8. The Interchange of Leadership styles of Primary School Principals in Cyprus and its Relationship with Academic Achievement (**Georgios Georgiades**, Doctorate awarded, 2018).

Research interests: His research interests revolve around School Leadership as related to Pedagogical and Entrepreneurial Leadership; Leadership Effects and School Effectiveness; and Comparative /International aspects of educational leadership. His current thinking takes him beyond the WHAT effective/successful school leaders do and into the HOW they do it, by re-examining ancient Greek philosophers as they relate to 21st century thinking and research on educational leadership.

Invited Keynote Presentations/Speeches/Seminars (Abroad / International Conferences)

1. "Women's access to education and to positions of responsibility in educational administration", University of Baroda, Vadodara, Gujarat, **India, 19 December, 1995.**
2. "Parental Involvement in Primary Education in Cyprus", Association of Primary School Parents of Skopje/Catholic Relief Services, **Skopje, 7 June, 1997.**
3. "Higher Education in Cyprus: Facts, issues, dilemmas and solutions", University of Münster, Germany, **17 December 1997.**
4. Invited Doctoral seminars at the University of Lincolnshire, United Kingdom on "Effective School Leadership", "Decision Making in Educational Organizations" and Effective University Leadership: Meeting the Challenges", Lincoln, **United Kingdom, June 18, 19, 20, 1998.**
5. Invited Public Lecture: "Researching the Characteristics of Effective Primary School Principals in Cyprus: A Qualitative Approach", University of Malta, **Malta, December 17, 1998.**
6. Invited Keynote Lecture: "Educational Leadership In Divided Communities: Lessons From Cyprus And Europe", New Zealand Educational Administration Society, University of Auckland, **New Zealand, January 22-24, 1999.**
7. Invited Doctoral seminars at the University of Lincolnshire, United Kingdom on "Effective School Leadership" and "Effective University Leadership", Lincoln, **United Kingdom, January 5, 6, 7, 1999.**
8. Invited Public Lecture: "Decision-Making Processes in Education: How and by Whom?", Aristotle University of Thessaloniki, **Greece, December 13, 1999.**
9. Invited Masters and Doctoral seminars at the University of Lincolnshire, United Kingdom on "Innovations and the process of educational change", Lincoln, **United Kingdom, March 27, 28, 2000.**
10. "Quality in the Management of Educational Organizations of the 21st century". Greek Federation of Private School Teachers (OIELE), Athens, **Greece, May 11-13, 2001.**
11. "Educational Leadership in transition: International Perspectives and the Cyprus situation". Invited lecture to graduate students at the Centre for Principal Development, Umea University, Umea, **Sweden, October 25, 2001.**
12. Invited Doctoral seminar at the International Institute for Educational Leadership, University of Lincoln, United Kingdom on "Multicultural Societies and Educational Leadership: Lessons from Cyprus and the Balkans", Lincoln, **United Kingdom, March 16, 2002.**
13. Invited Public Lecture, with the title "Quality Administration for the 21st Century", Aristotle University of Thessaloniki, School of Pedagogy/Philosophy, Thessaloniki, **Greece, January 13, 2003.**
14. Invited graduate seminar at the University of Aveiro, Portugal on "Situational Leadership and Group Development: a presentation of the Hersey and Blanchard Model", Aveiro, **Portugal, March 25, 2003.**
15. Invited graduate seminar at the University of Aveiro, Portugal on "Quality Assurance in Higher Education: the cases of Cyprus, and Greece", Aveiro, **Portugal, March 27, 2003.**
16. Invited Doctoral seminar at the International Institute for Educational Leadership, University of Lincoln, United Kingdom on "Accountability and Standards in an Era of Education Reform", Lincoln, **United Kingdom, March 29, 2003.**

17. Invited Workshop Presenter on "Effective School Principalship" organized by the British Council, HTI (Heads, Teachers and Industry), and the University of Warwick, London, **United Kingdom, April 9-11, 2003.**
18. "Factors which will influence change in the future as a prerequisite for effective implementation of reforms". Invited Keynote speaker, Education Management Association of South Africa (EMASA), Port Elizabeth, **South Africa, 10- 12 March, 2004.**
19. Invited Doctoral seminar at the Department of Education Management and Policy Studies, Faculty of Education, University of Pretoria, Pretoria, **South Africa**, on "The Making of Secondary School Principals in Cyprus: Variations of Culture", **March 18, 2004.**
20. Invited Education Faculty seminar at the Department of Educational Sciences, Rand Afrikaans University, Johannesburg, **South Africa**, on Cultural Variations within European Education Management, **March 24, 2004.**
21. Invited Graduate seminar at the Department of Education Management and Policy Studies, Faculty of Education, University of Pretoria, Pretoria, **South Africa**, on "What are Self-Managing Schools? International Perspectives", **August 6-7, 2004.**
22. "The meaning of Change in Society". Invited Keynote speaker, Organized by: The Holy Archbishopric of Johannesburg and Pretoria; the Cyprus Embassy in South Africa; the Department of Greek Studies at the Rand Afrikaans University; and the Hellenic-Cyprus Brotherhood, Johannesburg, **South Africa, August 20, 2004.**
23. "What is European Education Management". Invited speaker, European School Heads Association (ESHA), Stavenger, **Norway, 23- 25 September, 2004.**
24. Invited Graduate seminar at the Aristotle University of Thessaloniki, Greece, on "Needs Assessment for Effective Introduction of Innovations", Thessaloniki, **Greece, February 25, 2005.**
25. Invited Keynote Speaker, at an International Symposium organized by the University of Thessaly, on "Changes and Innovations: the role of the Educational Leader", Volos, **Greece, 11-13 November, 2005.**
26. Invited Graduate (Masters Level) seminar at the Programme for Education Management, University of Erfurt, Erfurt, **Germany**, on "Systems Theory and Systemic Thinking" and "Decision Making and Heuristics in Educational Organizations, **January 16-18, 2006.**
27. Invited Keynote Speaker, at the Seychelles Educational Leadership, Management and Administration Society, Conference organized by the Ministry of Education of the Seychelles, on "Managing Change in Turbulent Times: the role of School Leaders" and "Teacher Appraisal: Philosophy, Principles, Concerns, and Ideas for the Future", **Seychelles, 24-30 April, 2006.**
28. Invited Keynote Speaker, at the Commonwealth Council for Educational Administration and Management Conference, "Educational Leadership and Management: Blending Greek Philosophy, Myth and Current Thinking", **Cyprus, 12-17 October, 2006.**
29. Invited Speaker, "Education and Training 2010: Peer Learning Seminar: School Leadership Policy", organized by the European Commission, "School Leadership and Effective Schools", **4 December, 2006, Brussels, Belgium.**
30. Invited Keynote Speaker, "School leadership and effective schools: some recent research findings", organized by the Kenyan Association of Educational Administration & Management (KAEAM), **9-11 April 2007, Eldoret, Kenya.**
31. Invited principals' seminar, "The role of the school leader in the multicultural school: styles, interpersonal relations and communication". Organized by the Aristotle University of Thessaloniki, Greece, in Athens, **Greece, May 24-25, 2007.**

32. Invited Summer School seminar, "Managing Change in Turbulent Times: The Role of School Leaders". Organized by the University of the Aegean, Rhodes, Greece, in Athens, **Greece, July 22-27, 2007.**
33. Invited Keynote Speaker, " School Leadership Research: Past and Future", organized by the Slovenian Association of Educational Administration & Management, **19 April 2008, Ljubljana, Slovenia.**
34. Invited Panelist for a Round Table Discussion, "Quality in Education: Tertiary Education", organized by the Cyprus Pedagogical Society Annual Conference, Nicosia **Cyprus, 6-7 June, 2008.**
35. Invited Keynote Speaker, "Situational Leadership: Theoretical, Conceptual, and Methodological Issues", organized by the Greek Pedagogical Institute, Volos, **Greece, 19-21 June, 2008.**
36. Invited Keynote Speaker, "The Dark side of the Moon: Being Locally Responsive to Global Issues", organized by the Education Management Association of South Africa (EMASA) and the Commonwealth Council for Educational Administration and Management (CCEAM), Durban, **South Africa, 8- 12 September, 2008.**
37. Invited Joint Keynote Speaker (with, Stefan Brauckmann), "From PISA to LISA: Searching for the right leadership cocktail mix across Europe", organized by the VO-Raad (Dutch School Principals Association), Amsterdam, **The Netherlands, 5-8 November 2009.**
38. Invited Joint Keynote Speaker (with, Stefan Brauckmann), "The LISA project: Situational governance and situational leadership - Exploring their foundations in a European context", organized by the Open University of Cyprus and the Cyprus Educational Administration Society, Nicosia, **Cyprus, 5 December 2009.**
39. Invited Keynote Speaker, "Empowering School Leaders for the 21st Century", organized by the Education International, Paris, **France, 19-20 October 2010.**
40. Invited Keynote Speaker, "Human Systems of Leadership in Successful Schools", organized by the European School Heads Association (ESHA) and the Cyprus Primary School Headteachers Association (POED), Limassol, **Cyprus, 4-6 November 2010.**
41. Invited Keynote Speaker, "Effective School Leadership: The Invisible Side of the Moon", organized by the Scientific Network for Adult Education, Chania, **Greece, 18 December, 2012.**
42. Invited Keynote Speaker, "Strategic Planning and School Improvement Plans", organized by a Research Program funded by the European Union and the Aristotle University of Thessaloniki, Ioannina, **Greece, 13 April, 2013.**
43. Invited Keynote Speaker, "Formative Evaluation of Teachers", organized by a Research Program funded by the European Union and the Aristotle University of Thessaloniki, Athens, **Greece, 18 May, 2013.**
44. Invited Keynote Speaker, "Teacher Evaluation as a Process for Improvement", organized by the European Federation of Education Employers (EFEE), the European Trade Union Committee for Education (ETUCE), and the European Commission, Budapest, **Hungary, 21-22 May, 2013.**
45. Invited Keynote Speaker, "Empowering School Leaders for the 21st Century", organized by the Centre for Principal Development, Umeå University, Umeå, **Sweden, 14-15 October, 2013.**
46. Invited Keynote Speaker, "Successful School Leadership-theory and practice for sustainable School Improvement", organized by Karlstad University, Karlstad, **Sweden, 17-18 October, 2013.**
47. Invited Keynote Speaker, "Modeling School Leadership Across Europe", organized by the University of Aveiro, Aveiro, **Portugal, 25 October, 2013.**
48. Invited Keynote Speaker, "Modeling School Leadership Across Europe", organized by Rektorsprogramme Rundabordskonferens, Nova Park Konferens, Stockholm, **Sweden, 26-27 November, 2013.**

49. Invited Keynote Speaker, “Effective (Pedagogical) School Leaders(hip) for the 21st Century”. Uppsala University, Uppsala, **Sweden, 24-25 February, 2014.**
50. Invited Keynote Speaker, “Pedagogical Leadership as a Transformational Mechanism for School Improvement”, School Councilors’ Association of Crete, Chania, Crete, **Greece, 29-31, January 2015.**
51. Invited Keynote Speaker, “Effective (Pedagogical) School Leaders(hip) as a Process for (Quality) Improvement”, Faculty of Education, North-West University, **South Africa, 13-15 April 2015.**
52. Invited Keynote Speaker, at an International Symposium organized by the University of Thessaly, on "School Leadership and the Greek reality: Current Research Findings", Volos, **Greece, 9 May, 2015.**
53. Invited Keynote Speaker, at a conference organized by the Cyprus Educational Association, on "School Leadership for Quality and Effectiveness in Education", Paphos, **Cyprus, 9-10 October, 2015.**
54. Invited Keynote Speaker, “Educational Leadership and Management of Change in the 21st century”, Scientific Association for the Promotion of Educational Innovation, Larisa, **Greece, 23-25, October 2015.**
55. Invited Keynote Speaker, at a conference organized by the Pedagogical Institute of Cyprus and the Cyprus Educational Administration Society, on "Parameters and Proposals for the Evaluation of Teachers at the Systemic Level", Nicosia, **Cyprus, 31 October, 2015.**
56. Invited Keynote Speaker, at an International Seminar organized by the Texas A & M University-San Antonio, on "State of the Art in School Leadership: From Cyprus to the Rest of Europe", San Antonio, **USA, 26 April, 2017.**
57. Invited Keynote Speaker, at a Symposium organized by the Cyprus Embassy in Athens and the Open University of Cyprus, on "Training of Teachers and School Leaders for greater Effectiveness in Education", Athens, **Greece, 7 June, 2017.**
58. Invited Keynote Speaker, “Searching for the right leadership cocktail mix across Europe”, Faculty of Education, Hebrew University of Jerusalem, **Israel, 28 June, 2017.**
59. Invited Keynote Speaker, “Searching for the right leadership cocktail mix across Europe”, Faculty of Education, Hebrew University of Jerusalem, **Israel, 28 June, 2017.**
60. Invited Keynote Speaker (together with Professor Stefan Brauckmann), “Leading outside the box... When school principals turn into EDUPRENEURS”, Departamento Educación. Gobierno Vasco-Eusko Jaurlaritza, San Sebastian, Basque Country, **Spain, 6 July, 2017.**
61. Invited Keynote Speaker (together with Professor Stefan Brauckmann), “Between evaluation and observation: chances and limitations of data-based school leadership”, Departamento Educación. Gobierno Vasco-Eusko Jaurlaritza, San Sebastian, Basque Country, **Spain, 7 July, 2017.**
62. Invited keynote plenary panelist (together with Professors Philip Hallinger, Alma Harris, Rc Saravanabhavan), “International Perspectives on Education and Leadership”, World Education Leadership Symposium (and Network) / Bildungs- und Schulleitungssymposium, Zug, **Switzerland, 5-8 September, 2017.**
63. Invited Keynote Speaker (together with Professor Stefan Brauckmann), “Edupreneurship: the new reality-myth of school leadership?”, 1st International Conference Educational Leadership: Effective Administration and Ethical Values, Thessaloniki, **Greece, 24-26 November, 2017.**
64. Invited Seminar, “School Leadership: Past and Future”, Theresian Military Academy, Wiener Neustadt, **Austria, 13-16 May, 2018.**
65. Invited Keynote Speaker, “Pedagogical Leadership and Classroom Observation as a Process for Improvement”, Zurich University of Teacher Education, Zurich, **Switzerland, 3-5 October, 2018.**

66. Invited Keynote Speaker (together with Professor Stefan Brauckmann), “**Data keep falling on my head – an opportunity or a challenge for the inspectorate?**”, XV National Conference – Education Inspectorate, Euskalduna Palace Conference Centre, Bilbao, **Spain, October 17- 19, 2018.**

67. Invited Doctoral Seminar, “Leadership between Pedagogy and Entrepreneurship: Edupreneurial Leadership”, Department of Teaching and School Organization, Faculty of Education, Universidad de Sevilla, **Spain, 24-25 October, 2018.**

68. Invited Keynote Speaker, «Παιδαγωγική ηγεσία και βελτίωση του σχολείου = Edupreneurial Leadership», Third lecture in the Lecture Series of the Open University of Cyprus, House of Cyprus, Embassy of Cyprus, Athens, **Greece, 5 December, 2018.**

69. Invited Keynote Speaker, «Pedagogical leadership and school improvement», Rector's Research Conference 2019, organized by Stockholm University, Stockholm, **Sweden, 6 May, 2019.**

70. Invited SOUL Research Seminar Speaker, “Situational Approaches to Governance and Leadership: Recent Research and Developments”, Department of Education, Stockholm University, Stockholm, **Sweden, 3 June, 2019.**

71. “Leadership for Quality Assurance”. Invited Keynote speaker at a course co-organized by the Cyprus Police Academy and the Center for Security Studies of the Hellenic Ministry of Citizen Protection (KEMEA) in cooperation with the Open University of Cyprus (OUC), the Hellenic Open University, the Hellenic Police Academy and the European Police College (CEPOL), Thessaloniki, Greece from **15 to 19 September, 2019.** (The training program focused on the training of trainers in order to enable them to implement modern delivery methods and blended learning techniques and to ensure good quality of law enforcement training in the EU Member States and in the CEPOL activities).

72. Invited Keynote Speaker, «Παιδαγωγική ηγεσία και βελτίωση του σχολείου = Edupreneurial Leadership», Greek Observatory for Multicultural Education in collaboration with the Directorate of Education of Central Macedonia. (Ελληνικό Παρατηρητήριο για τη Διαπολιτισμική Παιδεία και Εκπαίδευση σε συνεργασία με την Περιφερειακή Διεύθυνση Α/βάθμιας και Β/βάθμιας Εκπαίδευσης Κεντρικής Μακεδονίας), Thessaloniki, **Greece, 17 September, 2019.**

Selected Conferences

- 1. Conference Title:** “Disciplined Inquiry: Education Research in the Circle of Knowledge” AERA Annual Meeting, San Diego, California, April 13-April 17, 2009.

Organizers: American Educational Research Association (AERA)

Role: Presenter (with Stefan Brauckmann)

Topic: “From PISA to LISA: New Educational Governance and school leadership, Exploring the foundations of a new relationship in an international context”.
- 2. Conference Title:** Primary School Principals of Cyprus Annual Meeting, Nicosia, May 12, 2009.

Organizers: Cyprus Elementary School Principals Association

Role: Keynote presentation

Topic: “Effective Utilization of Leaders’ Time: Mission Impossible?”.
- 3. Conference Title:** 17th Conference of Commonwealth Education Ministers in Kuala Lumpur, Malaysia, 15-19 June 2009 “Making Connections and Building Partnerships: Towards and Beyond Global Education Goals and Targets”.

Organizers: Commonwealth Secretariat and the Government of Malaysia

Role: Presenter (with Stefan Brauckmann)

Topic: “Commonwealth Secretariat Project on Leadership Assessment and Development (Co-LEAD): Co-productions of Institutional and Pedagogical Actors in an Era of Globalization”.
- 4. Conference Title:** 13th Biennial Conference for Research on Learning and Instruction in Amsterdam, The Netherlands, 25-29 August 2009 “Fostering Communities of Learners”.

Organizers: European Association for Research on Learning and Instruction

Role: Presenter (with Stefan Brauckmann)

Topic: “From PISA to LISA: New Educational Governance and school leadership, Exploring the foundations of a new relationship in an international context”.

6. **Conference Title:** European Conference on Educational Research (ECER), Vienna, Austria, 25-30 September 2009 “Theory and Evidence in European Educational Research”.
- Organizers:** European Educational Research Association
- Role:** Presenter (with Stefan Brauckmann)
- Topic:** “Uncovering the complex relation between principals’ leadership style and epistemological beliefs and its implications for school leadership training”.
7. **Conference Title:** European Conference on Educational Research (ECER), Vienna, Austria, 25-30 September 2009 “Theory and Evidence in European Educational Research”.
- Organizers:** European Educational Research Association
- Role:** Presenter (with Vassos Savvides)
- Topic:** “Successful School Leadership in Rural Contexts: The Case of Cyprus”.
8. **Conference Title:** Conference organized by the Ministry of Education and Culture, Nicosia, Cyprus, 22-23 October 2009 “Quality Assurance in Higher Education”.
- Organizers:** Ministry of Education and Culture of Cyprus and the British Council
- Role:** Presenter
- Topic:** “Quality Assurance in Higher Education: Views from the Open University of Cyprus”.
9. **Conference Title:** Leadership Improvement on Student Achievement, Amsterdam, The Netherlands, 5-8 November 2009.
- Organizers:** VO-Raad (Dutch School Principals Association)
- Role:** Keynote (with Stefan Brauckmann)
- Topic:** “From PISA to LISA: Searching for the right leadership cocktail mix across Europe”.
10. **Conference Title:** The Leader in the 21st Century School, Nicosia, Cyprus, 5 December 2009.
- Organizers:** Open University of Cyprus and Cyprus Educational Administration Society
- Role:** Keynote (with Stefan Brauckmann)
- Topic:** “The LISA project: Situational governance and situational leadership - Exploring their foundations in a European context”.

- 12. Conference Title:** “Understanding Complex Ecologies in a Changing World” AERA Annual Meeting, Denver, Colorado, April 29-May 5, 2010.
- Organizers:** American Educational Research Association (AERA)
- Role:** Symposium Chair and Presenter (with Stefan Brauckmann, Athina Michaelidou, and Panayiota, Kendeou)
- Topic:** “Principals’ Personal Epistemology and its Impact on Leadership Practices”.
- 13. Conference Title:** European Conference on Educational Research (ECER), Helsinki, Finland, 23-27 August 2010, “Education and Cultural Change”.
- Organizers:** European Educational Research Association
- Role:** Presenter (with Stefan Brauckmann, Athina Michaelidou, and Panayiota, Kendeou)
- Topic:** “Uncovering the complex relation between principals’ leadership style and epistemological beliefs and its implications for school leadership training: Initial findings”.
- 14. Conference Title:** European Conference on Educational Research (ECER), Helsinki, Finland, 23-27 August 2010, “Education and Cultural Change”.
- Organizers:** European Educational Research Association
- Role:** Presenter (with Vassos Savvides)
- Topic:** “School leadership effects on student citizenship outcomes: a value added study within the context of Cyprus secondary schools”.
- 15. Conference Title:** International symposium on teacher education in modern era: current trends and issues, Rethymno, Crete, 1-3 October 2010, “Training Academics in a Modern/Contemporary World: New tendencies and Issues”.
- Organizers:** Department of Pedagogical Education, University of Crete
- Role:** Keynote Presenter (with Georgia Pashiardi)
- Topic:** “Effectiveness in the training and education of teachers in Cyprus”.
- 16. Conference Title:** European Union, Peer Learning Activity, Limassol, Cyprus, 18 October 2010, “School Leadership”.
- Organizers:** European Union
- Role:** Keynote Presenter
- Topic:** “State of the Art in School Leadership: From Characteristics to Competences”.

- 18. Conference Title:** Education International School Leadership Seminar, Paris, France, 19-20 October 2010, “Empowering school leaders to meet present and future challenges”.
- Organizers:** Education International
- Role:** Keynote Presenter
- Topic:** “Empowering School Leaders for the 21st Century”.
- 19. Conference Title:** European School Heads Association (ESHA) and the Cyprus Primary School Headteachers Association (POED), Limassol, Cyprus, 4-6 November 2010, “The Successful School: a human approach of leadership”.
- Organizers:** European School Heads Association (ESHA) and Cyprus Primary School Headteachers Association
- Role:** Keynote Presenter
- Topic:** “Human Systems of Leadership in Successful Schools”.
- 20. Conference Title:** ICSEI Congress 2011 International Congress for School Effectiveness and Improvement, Limassol, Cyprus, 4-7 January 2011, “Linking Research, Policy and Practice to Promote Quality in Education”.
- Organizers:** International Congress for School Effectiveness and Improvement (ICSEI)
- Role:** Presenter (with Nikoletta Taliadorou)
- Topic:** “Examining the relationship of emotional intelligence and political skill with effective educational leadership styles”.
- 21. Conference Title:** ICSEI Congress 2011 International Congress for School Effectiveness and Improvement, Limassol, Cyprus, 4-7 January 2011, “Linking Research, Policy and Practice to Promote Quality in Education”.
- Organizers:** International Congress for School Effectiveness and Improvement (ICSEI)
- Role:** Presenter (with Vassos Savvides and Leonidas Kyriakides)
- Topic:** “An Exploration of Relationships between Middle School Leadership and Student Citizenship Outcomes”.
- 22. Conference Title:** “Inciting the Social Imagination: Education Research for the Public Good”
AERA Annual Meeting, New Orleans, Louisiana, April 8-12, 2011.
- Organizers:** American Educational Research Association (AERA)
- Role:** Symposium Chair and Presenter (with Stefan Brauckmann, Athina Michaelidou, and Panayiota, Kendeou)
- Topic:** “Exploring the Relationship Among School Principals’ Epistemological Beliefs, Context and Leadership Practices”.

- 24. Conference Title:** BERA 37th Annual Conference, Institute of Education, London UK, September 6-8, 2011.
- Organizers:** British Educational Research Association (BERA)
- Role:** Presenter (with Stefan Brauckmann, Athina Michaelidou, Panayiota, Kendeou and Eleni Lytra)
- Topic:** “Examining the relation between school heads' leadership style and their epistemological beliefs: implications for school heads' training”.
- 25. Conference Title:** “Driving Change for a Dynamic Commonwealth”, Commonwealth People’s Forum Biennial Conference (CPF), Perth, Australia, 25-27 October 2011.
- Organizers:** Commonwealth Foundation (hosted by the Western Australian Council of Social Service with the support of the Australian Government and the Western Australian Government)
- Role:** Invited Presenter
- Topic:** “Leadership Assessment and Development in an Era of Globalization”.
- 26. Conference Title:** “Non Satis Scire: To Know is Not Enough” AERA Annual Meeting, Vancouver, British Columbia, Canada, April 13-17, 2012.
- Organizers:** American Educational Research Association (AERA)
- Role:** Symposium Chair and Presenter (with Panayiota Kendeou, Athina Michaelidou, and Eleni Lytras)
- Topic:** “Exploring a New Cocktail Mix: School Principals’ Epistemological Beliefs, Context, and Leadership Practices”.
- 27. Conference Title:** “Non Satis Scire: To Know is Not Enough” AERA Annual Meeting, Vancouver, British Columbia, Canada, April 13-17, 2012.
- Organizers:** American Educational Research Association (AERA)
- Role:** Presenter (with Lauri Johnson and Jorunn Moller)
- Topic:** “Analyzing Culturally Responsive Practices of Successful Principals in the United States, Norway, and Cyprus”.
- 28. Conference Title:** “New Trends, New Challenges in Educational Leadership and Governance” Commonwealth Council for Educational Administration and Management Conference, Limassol Cyprus, 3-7 November, 2012.
- Organizers:** Commonwealth Council for Educational Administration and Management, Cyprus Educational Administration Society, Open University of Cyprus
- Role:** Presenter (with Yiannis Kasoulides)
- Topic:** "Cyprus primary school principals’ readiness in crisis management”.

29. Conference Title: “New Trends, New Challenges in Educational Leadership and Governance”
Commonwealth Council for Educational Administration and Management Conference, Limassol Cyprus,
3-7 November, 2012.

Organizers: Commonwealth Council for Educational Administration and
Management, Cyprus Educational Administration Society, Open University of
Cyprus

Role: Presenter (with Theodoros Theodorou)

Topic: "Financial management in the Cypriot primary school of the future: Forecast
of decisions to be delegated, possible problems and appropriate support measures".

30. Conference Title: “New Trends, New Challenges in Educational Leadership and Governance”
Commonwealth Council for Educational Administration and Management Conference, Limassol Cyprus,
3-7 November, 2012.

Organizers: Commonwealth Council for Educational Administration and
Management, Cyprus Educational Administration Society, Open University of
Cyprus

Role: Presenter (with Vassos Savvides)

Topic: "School leadership and student citizenship outcomes: Unraveling the links of
a new relationship in Cyprus middle schools".

31. Conference Title: “New Trends, New Challenges in Educational Leadership and Governance”
Commonwealth Council for Educational Administration and Management Conference, Limassol Cyprus,
3-7 November, 2012.

Organizers: Commonwealth Council for Educational Administration and
Management, Cyprus Educational Administration Society, Open University of
Cyprus

Role: Presenter (with Elena Christofidou)

Topic: "How personality and leadership styles of primary headteachers affect
management of change".

32. Conference Title: “New Trends, New Challenges in Educational Leadership and Governance”
Commonwealth Council for Educational Administration and Management Conference, Limassol Cyprus,
3-7 November, 2012.

Organizers: Commonwealth Council for Educational Administration and
Management, Cyprus Educational Administration Society, Open University of
Cyprus

Role: Presenter (with Nikoletta Taliadorou)

Topic: "Examining the relationship of emotional intelligence and political skill
with effective educational leadership styles and teachers' job satisfaction".

33. Conference Title: “New Trends, New Challenges in Educational Leadership and Governance”
Commonwealth Council for Educational Administration and Management Conference, Limassol Cyprus,
3-7 November, 2012.

Organizers: Commonwealth Council for Educational Administration and
Management, Cyprus Educational Administration Society, Open University of
Cyprus

Role: Presenter (with Georgia Kouali)

Topic: "Time management profiles of Cyprus primary school principals: A chance
for advancing educational policy".

34. Conference Title: “Education and Poverty: Theory, Research, Policy and Praxis” AERA
Annual Meeting, San Francisco, California, April 27-May 1, 2013.

Organizers: American Educational Research Association (AERA)

Role: Symposium Chair and Presenter (with Vassos Savvides)

Topic: “School leadership and student citizenship outcomes: the contribution of a
new relationship to poverty reduction”.

35. Conference Title: European Conference on Educational Research (ECER), Porto, Portugal, 1-5
September 2014, “The Past, the Present and Future of Educational Research in Europe”.

Organizers: European Educational Research Association

Role: Presenter (with Vassos Savvides)

Topic: “Exploring the Relationship Between Leadership And Student Citizenship
Outcomes in Cyprus Middle Schools”.

36. Conference Title: European Conference on Educational Research (ECER), Porto, Portugal, 1-5
September 2014, “The Past, the Present and Future of Educational Research in Europe”.

Organizers: European Educational Research Association

Role: Presenter (with Theodoros Theodorou)

Topic: “Towards Implementing The Desired Future For The Schools Of Cyprus:
Implications Regarding Issues Of Centralization/Decentralization And School
Autonomy”.

37. Conference Title: European Conference on Educational Research (ECER), Porto, Portugal, 1-5
September 2014, “The Past, the Present and Future of Educational Research in Europe”.

Organizers: European Educational Research Association

Role: Round Table Participant (with Jacky Lumby, and Steve Jacobson)

Topic: “Leadership development to improve education results: Is it really working?”

- 38. Conference Title:** “Righting Civil Wrongs: Education for Racial Justice and Human Rights”, 20-23 November 2014, Washington DC, USA.
- Organizers:** University Council for Educational Administration
- Role:** Presenter (with Vassos Savvides)
- Topic:** “Leadership and democratic citizenship learning: An empirical investigation of a complex relationship”.
- 39. Conference Title:** “Righting Civil Wrongs: Education for Racial Justice and Human Rights”, 20-23 November 2014, Washington DC, USA.
- Organizers:** University Council for Educational Administration
- Role:** Symposium Chair and Participant
- Topic:** “Successful and Effective School Leadership: International Perspectives”.
- 40. Conference Title:** “International Educational Conference”, 29-31 January 2015, Chania, Crete, Greece.
- Organizers:** School Councillors Association of Crete (Chania)
- Role:** Keynote presenter
- Topic:** “Pedagogical Leadership as a Transformational Mechanism for School Improvement”.
- 41. Conference Title:** “International Conference”, 13-15 April 2015, Potchefstroom, South Africa.
- Organizers:** Faculty of Education, North-West University, South Africa.
- Role:** Keynote presenter
- Topic:** “Effective School Leaders(hip) as a Process for (Quality) Improvement”.
- 42. Conference Title:** “19th Conference Commonwealth Education Ministers CSO Forum on Education and Sustainability in Small States: The Quality Imperative”, 20-22 June 2015, Nassau, The Bahamas.
- Organizers:** The Commonwealth Foundation
- Role:** Speaker and group leader
- Topic:** “Maintaining quality post-achievement of UBE: Effective School Leadership for Improved Learning outcomes”.

- 43. Conference Title:** European Conference on Educational Research (ECER), Budapest, Hungary, 8-11 September 2015, “Education and Transition - Contributions from Educational Research”.
- Organizers:** European Educational Research Association
- Role:** Presenter (with Stefan Brauckmann)
- Topic:** “Practicing successful and effective school leadership: European perspectives”.
- 44. Conference Title:** European Conference on Educational Research (ECER), Budapest, Hungary, 8-11 September 2015, “Education and Transition - Contributions from Educational Research”.
- Organizers:** European Educational Research Association
- Role:** Presenter (with Galatia Nicolaidou Solomou)
- Topic:** “An Effective School Autonomy Model for Cyprus: Examining Headteachers’ Job Satisfaction and Work Related Stress”.
- 45. Conference Title:** First Panhellenic Conference for the Promotion of Educational Innovation
Larisa, **Greece**, 23-25, October 2015.
- Organizers:** Scientific Association for the Promotion of Educational Innovation University of Thessaly
a. Technological Institute of Thessaly
- Role:** Invited Keynote Speaker
- Topic:** “Educational Leadership and Management of Change in the 21st century”.
- 46. Conference Title:** “Policies and Institutions of the Ministry of Education and Culture of Cyprus in the last 50 years”, **Nicosia, Cyprus**, 4-5, December 2015.
- Organizers:** Ministry of Education and Culture of Cyprus
- Role:** Invited Speaker
- Topic:** “Educational Leadership in the Era of Globalization”.
- 47. Conference Title:** “Epistemological and Methodological Issues in Educational Sciences”, **Thessaloniki, Greece**, 18-20, March 2016. **Organizers:** Ministry of Education and Culture of Cyprus
- Role:** Presenter (with Theodoros Theodorou)
- Topic:** “The Delphi Method and its Potential Usage in Educational Sciences”.

- 48. Conference Title:** “Public Scholarship to Educate Diverse Democracies” AERA Annual Meeting, Washington DC, USA, April 8-12, 2016.
- Organizers:** American Educational Research Association
- (AERA) **Role:** Symposium Author (with Stephan Huber and others) **Topic:** “World School Leadership Study: Concept and Design”.
- 49. Conference Title:** “Leading Education: The Distinct Contributions of Educational Research and Researchers” ECER Annual Meeting, Dublin, Ireland, August 22-26, 2016.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Vassos Savvides)
- Topic:** “Organizational And Contextual Influences on School Leadership Practice In Cyprus Middle Schools”.
- 50. Conference Title:** “Leading Education: The Distinct Contributions of Educational Research and Researchers” ECER Annual Meeting, Dublin, Ireland, August 22-26, 2016.
- Organizers:** European Educational Research Association (EERA)
- Role:** Convener of Round Table and Presenter (with Stefan Brauckmann)
- Topic:** “Situational Approaches to Governance and Leadership”.
- 51. Conference Title:** “Leading Education: The Distinct Contributions of Educational Research and Researchers” ECER Annual Meeting, Dublin, Ireland, August 22-26, 2016.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Stefan Brauckmann)
- Topic:** “Combining the Inner- And Outer World Of Schools – Parental Involvement As A Practical Entrepreneurial Leadership Example”.
- 52. Conference Title:** “Leading Education: The Distinct Contributions of Educational Research and Researchers” ECER Annual Meeting, Dublin, Ireland, August 22-26, 2016.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Antonis Kafa)
- Topic:** “Exploring the Espoused Values and Values in Action of Principals’ Leadership Styles: Seeking Authentic Leadership”.

53. Conference Title: “Leading Education: The Distinct Contributions of Educational Research and Researchers” ECER Annual Meeting, Dublin, Ireland, August 22-26, 2016.

Organizers: European Educational Research Association (EERA)

Role: Discussant during a Symposium

Topic: “Heading for the future – Principalship beyond 2020 Implications for Research”.

54. Conference Title: “Revitalizing Education in Complex Contexts: Re-envisioning Leadership, Refreshing Practice, Redefining Student Success”, 17-20 November 2016, Detroit, USA.

Organizers: University Council for Educational Administration

Role: Presenter (with Stefan Brauckmann)

Topic: “Contextual patterns and school leadership in an under-performing school: A Cyprus case”.

55. Conference Title: “Achieving the Promise of Equal Educational Opportunity” AERA Annual Meeting, San Antonio, TX, USA, April 27- May 1, 2017.

Organizers: American Educational Research Association (AERA)

Role: Presenter (with Stefan Brauckmann)

Topic: “Instructional Leadership in Germany: An evolutionary perspective”.

56. Conference Title: “Achieving the Promise of Equal Educational Opportunity” AERA Annual Meeting, San Antonio, TX, USA, April 27- May 1, 2017.

Organizers: American Educational Research Association (AERA)

Role: Presenter (with Stefan Brauckmann)

Topic: “International Session on Societal Challenges and Educational Research - German Institute for International Educational Research”.

57. Conference Title: “Reforming Education and the Imperative of Constant Change: Ambivalent roles of policy and the role of educational research” ECER Annual Meeting, Copenhagen, Denmark, 22-25 August, 2017.

Organizers: European Educational Research Association (EERA)

Role: Presenter (with Stefan Brauckmann)

Topic: "Connecting Contextual Influences and Low Performing Schools: Insights From two Cyprus Cases".

- 58. Conference Title:** “Reforming Education and the Imperative of Constant Change:
a. Ambivalent roles of policy and the role of educational research” ECER Annual Meeting, Copenhagen, Denmark, 22-25 August, 2017.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with George Georgiades)
- Topic:** "Alternating Amongst Leadership Styles Of Primary School Principals In Cyprus And Its Relation To Students' Academic Performance".
- 59. Conference Title:** “Reforming Education and the Imperative of Constant Change:
Ambivalent roles of policy and the role of educational research” ECER Annual Meeting, Copenhagen, Denmark, 22-25 August, 2017.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Antonios Kafa)
- Topic:** "School Principals' Personal Identities and Leadership Styles: Findings from a Values System Perspective".
- 60. Conference Title:** “Reforming Education and the Imperative of Constant Change:
Ambivalent roles of policy and the role of educational research” ECER Annual Meeting, Copenhagen, Denmark, 22-25 August, 2017.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Stefan Brauckmann)
- Topic:** "Bringing together training needs and quality standards in the field of school leadership – A catch 22?".
- 61. Conference Title:** “The Dreams, Possibilities, and Necessity of Public Education” AERA Annual Meeting, New York, NY, USA, April 13- 17, 2018.
- Organizers:** American Educational Research Association (AERA)
- Role:** Presenter (with Stefan Brauckmann and Pierre Tulowitzki)
- Topic:** “School leadership and public school development – Is it about the position or is it about the person?”.
- 62. Conference Title:** “Inclusion and Exclusion, Resources for Educational Research?” ECER Annual Meeting, Bolzano, Italy, 4-7 September, 2018.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Stefan Brauckmann)
- Topic:** "Edupreneurial leadership: Redefining more power coupled with greater responsibility".

- 63. Conference Title:** “Inclusion and Exclusion, Resources for Educational Research?”
ECER Annual Meeting, Bolzano, Italy, 4-7 September, 2018.
- Organizers:** European Educational Research Association (EERA)
- Role:** Symposium Chair and Presenter (with Stefan Brauckmann as Discussant)
- Topic:** "Evaluation of School Leaders: European Perspectives".
- 64. Conference Title:** “Leveraging Education Research in a “Post-Truth” Era: Multimodal Narratives to Democratize Evidence”, AERA Annual Meeting, Toronto, Canada, 5-9 April, 2019.
- Organizers:** American Educational Research Association (AERA)
- Role:** Presenter and Co-Chair (with Stefan Brauckmann and Tobias Feldhoff)
- Topic:** “The Good, the Bad, and the Ugly: School Leadership in Schools under Challenging Circumstances - German Institute for International Educational Research”.
- 65. Conference Title:** “Education in an Era of Risk – the Role of Educational Research for the Future”
ECER Annual Meeting, Hamburg, Germany, 3-6 September, 2019.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Stefan Brauckmann, Georg Krammer, and Johannes Mayr)
- Topic:** "Leaders desperately wanted - Empirical findings from an Austria-wide longitudinal study".
- 66. Conference Title:** “Education in an Era of Risk – the Role of Educational Research for the Future”
ECER Annual Meeting, Hamburg, Germany, 3-6 September, 2019.
- Organizers:** European Educational Research Association (EERA)
- Role:** Discussant during a Symposium
- Topic:** "Supporting Teachers' Continuous Professional Development: Challenges, Opportunities and Limits of the Use of Online Tools".
- 67. Conference Title:** “Education in an Era of Risk – the Role of Educational Research for the Future”
ECER Annual Meeting, Hamburg, Germany, 3-6 September, 2019.
- Organizers:** European Educational Research Association (EERA)
- Role:** Presenter (with Stefan Brauckmann and Antonios Kafa)
- Topic:** "School Principals' Personal Identity in Building an Entrepreneurial Leadership Behavior: Evidence from a Case Study in Cyprus".

68. Conference Title: “Vermessen? Zum Verhältnis von Bildungsforschung, Bildungspolitik und Bildungspraxis Kongressprogramm”
ÖFEB-Kongress 2019, Linz, Austria, 17-20 September, 2019.

Organizers: Österreichische Gesellschaft für Forschung und Entwicklung im Bildungswesen

Role: Presenter (with Stefan Brauckmann David Kemethofer, and Christoph Weber)

Topic: “Schulleitungshandeln im Kontext von Autonomie und Accountability”

SELECTED LIST OF PUBLICATIONS

Books

1. Pashiardis, P. (2014) (Ed.). *Modeling School Leadership Across Europe: In Search of New Frontiers*. Dordrecht, Heidelberg, New York, London: Springer. (203 pages, in English).
2. Pashiardis P. (2014). *Educational Leadership: From the Era of Benevolent Neglect to the Current Era*. (2nd Edition). Athens: Metaichmio Publications. (328 pages, in Greek).
3. Pashiardis P. (2012). *Successful School Principals: International Research and Greek Reality*. Athens: Ion Publishing House. (216 pages, in Greek).
4. Pashiardis P. (2004). *Educational Leadership: From the Era of Benevolent Neglect to the Current Era*. Athens: Metaichmio Publications. (303 pages, in Greek).
5. Pashiardis P. and Pashiardis, G. (2000). *Effective schools: Reality or Utopia?* Athens: Gutenberg Publications. (126 pages, in Greek).
6. Pashiardis P. (1996). *Teacher Supervision: Positions and attitudes of Cyprus teaching personnel*. Athens: Gregoris Publications. (143 pages, in Greek).
7. Pashiardis P. and Pashiardis, G. (1993). *The effective school and the effective teacher*. Thessaloniki: Art of Text Publications. (100 pages, in Greek).

Edited books/Volumes

8. Pashiardis, P. and Johansson, O. (2016). (Eds.). *Successful School Leadership: International Perspectives*. London, Oxford, New York, New Delhi, Sydney: Bloomsbury. (250 pages, in English).
9. Pashiardis P. (2015). *Management of Change, School Effectiveness and Strategic Planning: Volume I- Management of Change, School Effectiveness and Improvement*. (Editor). Athens: Ion Publishing House. (425 pages, in Greek).
10. Pashiardis P. (2015). *Management of Change, School Effectiveness and Strategic Planning: Volume II- Strategic Planning in Education*. (Editor). Athens: Ion Publishing House. (281 pages, in Greek).
11. Beycioglu, K. and Pashiardis, P. (2015). *Multidimensional Perspectives on Principal Leadership Effectiveness*. (Editors). Hershey, Pennsylvania (USA): IGI Global. (434 pages, in English).
12. Pashiardis P. (2014). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*. (Editor). Athens: Ion Publishing House. (288 pages, in Greek).
13. Pashiardis P. (2014). *Program and Personnel Evaluation in Education: Volume II- Teacher Evaluation*. (Editor). Athens: Ion Publishing House. (476 pages, in Greek).
14. Pashiardis, P. (2012). *International and comparative studies in successful school leadership*. (Editor). Special Issue, International Journal of Educational Management, 26, (5). London: Emerald Group Publishing Limited. (71 pages, in English).

15. Pashiardis, P. and Brauckmann, S. (2011). *School leadership and its effects on student achievement*. (Editors). Special Issue, International Journal of Educational Management, 25, (1). London: Emerald Group Publishing Limited. (103 pages, in English).
16. Lumby, J. Crow, G. and Pashiardis, P. (2008). *International Handbook on the Preparation and Development of School Leaders*. New York: Routledge Publications. (491 pages, in English).
17. Pashiardis P., Savvides I., and Tsiakkiros, A. (2005). *The Evaluation of Teachers' Work: from Theory to Praxis* (Editors). Athens: Ellin Publishing House. (380 pages, in Greek).
18. Pashiardis, P. and Ribbins, P. (2003). *On The Making of Secondary School Principals on Selected Small Islands*. (Editors). London: Education Publishing Company. (100 pages, in English).
19. P Pashiardis P. (with Savvides, I.). (2002). *Women in Educational Administration*. Nicosia: KOED. (105 pages, in Greek).
20. Pashiardis P. (2001). *International Perspectives on Educational Leadership*. (Editor). Hong-Kong University: Center for Educational Leadership. (200 pages, in English).

CD-ROMs

21. Pashiardis P., Thody, A., Papanoum, Z. and Johansson, O. (2003). *European Educational Leadership: A search for consensus in diversity*. Nicosia, Cyprus: DigiWorld Ltd. (in English).

Chapters in Books

22. Brauckmann, S. and Pashiardis, P. (2019). El hacer y la formación de líderes educativos en un mundo *glocalizado*: de la convergencia a la divergencia (The Making and Shaping of Educational Leaders in a Glocalized World: From Convergence to Divergence). In Díaz Delgado, Miguel Ángel, and Veloso Rodríguez, Ariadna, (Eds.), *Modelos de investigación en liderazgo educativo, una revisión internacional* (Research models in Educational Leadership, an International Review) (pp. 47-82). Ciudad de México, México: Instituto de Investigaciones sobre la Universidad y la Educación, Centro Cultural Universitario, Universidad Nacional Autónoma de México. (in Spanish).
23. Pashiardi, G. and Pashiardis, P. (2019). Teachers' Training in Cyprus: Past, Present and Future Issues. In K. G. Karras, & C. C. Wolhuter (Eds.) *International handbook of teacher education: Revised and Augmented Edition*, (pp. 385-397). Nicosia, Cyprus: HM Studies and Publishing. (in English).
24. Brauckmann, S. and Pashiardis, P. (2016). Practicing Successful and Effective School Leadership: European Perspectives. In Pashiardis, P. and Johansson, O. (Eds.), *Successful School Leadership: International Perspectives* (pp. 179-192). London, Oxford, New York, New Delhi, Sydney: Bloomsbury. (in English).
25. Pashiardis, P. Pashiardi, G. and Johansson, O. (2016). Understanding the Impact of Successful and Effective School Leadership as Practiced. In Pashiardis, P. and Johansson, O. (Eds.), *Successful School Leadership: International Perspectives* (pp. 195-207). London, Oxford, New York, New Delhi, Sydney: Bloomsbury. (in English).
26. Pashiardis, P. and Johansson, O. (2016). Introduction: What is Successful and Effective School Leadership? In Pashiardis, P. and Johansson, O. (Eds.), *Successful School Leadership: International Perspectives* (pp. 1-12). London, Oxford, New York, New Delhi, Sydney: Bloomsbury. (in English).

27. Pashiardis, P. (2016). Educational Leadership in the Era of Globalization. In Ministry of Education and Culture of Cyprus. (Ed.), *Policies and Institutions of the Ministry of Education and Culture in the last 50 Years* (pp. 148-158). Nicosia, Cyprus: Ministry of Education and Culture of Cyprus. (in Greek).
28. Pashiardis P. and Tsiakkiros, A. (2015). The Education System of Cyprus: Past, Present and Future. In W. Hörner, H. Döbert, B. Reuter, von Kop. (Eds.), *Educational Systems in Europe* (pp. 173-186). Dordrecht, Heidelberg, New York, London: Springer. (in English).
29. Tsiakkiros, A. and Pashiardis, P. (2015). Strategic Plan and the Cyprus Education System. In Pashiardis P. (Editor). *Management of Change, School Effectiveness and Strategic Planning: Volume II- Strategic Planning in Education*, (pp. 245-281). Athens: Ion Publishing House. (in Greek).
30. Pashiardis, P. and Tsiakkiros, A. (2015). Strategic Plan and Implementation. In Pashiardis P. (Editor). *Management of Change, School Effectiveness and Strategic Planning: Volume II- Strategic Planning in Education*, (pp. 173-198). Athens: Ion Publishing House. (in Greek).
31. Tsiakkiros, A. and Pashiardis, P. (2015). Strategic Analysis-(II) The Internal Environment of Organizations. In Pashiardis P. (Editor). *Management of Change, School Effectiveness and Strategic Planning: Volume II- Strategic Planning in Education*, (pp. 123-148). Athens: Ion Publishing House. (in Greek).
32. Tsiakkiros, A. and Pashiardis, P. (2015). Strategic Analysis-(I) The External and Competitive Environment of Organizations. In Pashiardis P. (Editor). *Management of Change, School Effectiveness and Strategic Planning: Volume II- Strategic Planning in Education*, (pp. 97-122). Athens: Ion Publishing House. (in Greek).
33. Kythreotis, A. and Pashiardis, P. (2015). School as an Organization and Change. In Pashiardis, P. (Editor). *Management of Change, School Effectiveness and Strategic Planning: Volume I- Management of Change, School Effectiveness and Improvement*, (pp. 149-178). Athens: Ion Publishing House. (in Greek).
34. Pashiardis, P. and Kythreotis, A. (2015). Change at the Educational System Level. In Pashiardis, P. (Editor). *Management of Change, School Effectiveness and Strategic Planning: Volume I- Management of Change, School Effectiveness and Improvement*, (pp. 179-206). Athens: Ion Publishing House. (in Greek).
35. Taliadorou, N. and Pashiardis, P. (2015). Emotional Intelligence and Political Skill Really Matter in Educational Leadership. In Beycioglu, K. and Pashiardis, P. (Editors). *Multidimensional Perspectives on Principal Leadership Effectiveness*, (pp. 228-256). Hershey, Pennsylvania (USA): IGI Global.
36. Pashiardis, P., Savvides, Y. and Tsiakkiros, A. (2014). The Present and the Future of Teacher Evaluation. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume II- Teacher Evaluation*, (pp. 443-476). Athens: Ion Publishing House. (in Greek).
37. Pashiardis, P. and Savvides, Y. (2014). Teacher Evaluation in the Cyprus Educational System. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume II- Teacher Evaluation*, (pp. 383-442). Athens: Ion Publishing House. (in Greek).
38. Savvides, Y. and Pashiardis, P. (2014). The Role of Evaluation in Professional Development and Selection Processes of School Leaders. In Pashiardis, P. (Editor). *Program and Personnel*

- Evaluation in Education: Volume II- Teacher Evaluation*, (pp. 341-382). Athens: Ion Publishing House. (in Greek).
39. Pashiardis, P. and Savvides, Y. (2014). Methods, Processes and Instruments for Teacher Observation. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume II- Teacher Evaluation*, (pp. 199-272). Athens: Ion Publishing House. (in Greek).
 40. Pashiardis, P. and Savvides, Y. (2014). Teacher Observation. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume II- Teacher Evaluation*, (pp. 173-198). Athens: Ion Publishing House. (in Greek).
 41. Pashiardis, P. and Savvides, Y. (2014). Introduction to Teacher Evaluation. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume II- Teacher Evaluation*, (pp. 25-42). Athens: Ion Publishing House. (in Greek).
 42. Tsiakkios, A. and Pashiardis, P. (2014). Program Evaluation Standards and Principles. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*, (pp. 217-250). Athens: Ion Publishing House. (in Greek).
 43. Michaelidou, A. and Pashiardis, P. (2014). Evaluation Reports. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*, (pp. 193-216). Athens: Ion Publishing House. (in Greek).
 44. Christofidou, E. and Pashiardis, P. (2014). Theoretical Orientations in Program Evaluation-A Historical Account. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*, (pp. 47-62). Athens: Ion Publishing House. (in Greek).
 45. Stylianides, M. and Pashiardis, P. (2014). Program Evaluation Models. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*, (pp. 63-102). Athens: Ion Publishing House. (in Greek).
 46. Stylianides, M. and Pashiardis, P. (2014). Program Evaluation Modeling-Structural Hierarchical Decomposition. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*, (pp. 103-128). Athens: Ion Publishing House. (in Greek).
 47. Kendeou, M. and Pashiardis, P. (2014). Data Collection for Program Evaluation – Design, sample and costs. In Pashiardis, P. (Editor). *Program and Personnel Evaluation in Education: Volume I- Program Evaluation*, (pp. 153-174). Athens: Ion Publishing House. (in Greek).
 48. Kendeou, P. and Pashiardis, P. (2014). Methodological Approach for the LISA and Pro-LEAD Projects. In Pashiardis, P. (Ed.), *Modeling School Leadership Across Europe: In Search of New Frontiers* (pp. 47-64). Dordrecht, Heidelberg, New York, London: Springer. (in English).
 49. Pashiardis, P. and Brauckmann, S. (2014). Leadership Styles and School Climate Variables of the Pashiardis-Brauckmann Holistic Leadership Framework: An Intimate Relationship? In Pashiardis, P. (Ed.), *Modeling School Leadership Across Europe: In Search of New Frontiers* (pp. 89- 106). Dordrecht, Heidelberg, New York, London: Springer. (in English).
 50. Pashiardis, P., Kendeou, P., Michaelidou, A. and Lytra, E. (2014). Exploring a New Cocktail Mix in Cyprus: School Principals' Epistemological Beliefs and Leadership Styles. In Pashiardis, P. (Ed.), *Modeling School Leadership Across Europe: In Search of New Frontiers* (pp. 149- 168). Dordrecht, Heidelberg, New York, London: Springer. (in English).

51. Pashiardis, P. and Savvides, V. (2014). Cyprus: Trust in Leadership-Keeping promises. In Day, C. & Gurr, D. (Eds), *Leading Schools Successfully: Stories from the field*, (pp. 129-139). London: Routledge. (in English).
52. Pashiardi, G. and Pashiardis, P. (2012). Excellent Teachers in Cyprus. In N. Andreadakis, P. Calogiannakis, C. C. Wolhuter, K. G. Karras, & Anastasiades, P. (Eds.) *Teacher Education: Trends and Issues*, (pp. 69-82). Athens, Greece: Ellin Publishing House. (in Greek).
53. Pashiardi, G. and Pashiardis, P. (2012). Teacher Education in Cyprus: Issues of the Past, Present and Future. In K. G. Karras & C. C. Wolhuter. (Eds.) *Teacher Education In the 21st Century: Current Trends and Challenges in Teacher Education Systems in 90 Countries*, (pp. 90-99). Athens, Greece: Ellin Publishing House. (in Greek).
54. Johnson, L., Møller, J., Pashiardis, P., Vedøy, G. and Savvides, V. (2011). Culturally Responsive Practices. In Ylimaki, R.M. & Jacobson, S.L. (Eds), *US and cross-national policies, practices and preparation: Implications for successful instructional leadership, organizational learning, and culturally responsive practices* (pp. 75-102). Netherlands: Springer-Kluwer. (in English).
55. Johnson, L., Møller, J., Ottesen, E., Pashiardis, P., Savvides, V and Vedøy, G. (2011). Leadership Preparation for Culturally Diverse Schools in Cyprus, Norway, and the United States. In Ylimaki, R.M. & Jacobson, S.L. (Eds), *US and cross-national policies, practices and preparation: Implications for successful instructional leadership, organizational learning, and culturally responsive practices* (pp. 153-178). Netherlands: Springer-Kluwer. (in English).
56. Pashiardi, G. and Pashiardis, P. (2011). Primary Education in Cyprus: State of the Art and Future Challenges. In P. Calogiannakis, K. G. Karras, & C. C. Wolhuter (Eds.) *Education in South Eastern Europe*, (pp. 49-58). Potchefstroom: The Platinum Press. (in English).
57. Pashiardi, G. and Pashiardis, P. (2011). Investigating Teachers' Excellence in Cyprus. In P. Anastasiades, P. Calogiannakis, K. G. Karras, & C. C. Wolhuter (Eds.) *Teacher Education in the Modern Era: Trends and Issues*, (pp. 59-71). Athens, Greece: Ministry of Education, Life-Long Learning and Religious Affairs-Pedagogical Institute. (in English).
58. Tsiakkios, A. and Pashiardis, P. (2011). Organization and Administration of Education in Cyprus: From the Ottoman Era till Today. In S. Bouzakis, (Ed.) *An Overview of the History of Education: Views and Reviews*, (pp. 747-767). Athens, Greece: Gutenberg Publications. (in Greek).
59. Pashiardis, P., and Tsiakkios, A. (2010). Das Bildungssystem der Republik Zypern. In Döbert Hans, Hörner, Wolfgang von Kopp, Botho Reuter, Lutz (Eds.), *Die Bildungssysteme Europas* (pp. 853-864). Baltmannsweiler: Schneider Verlag Hohengehren. (in German).
60. Pashiardis, P. and Brauckmann, S. (2010). The Commonwealth's Co-LEAD Project. In Rupert Jones-Parry (Editor) *Commonwealth Education Partnerships 2010/11* (pp. 41-46). Cambridge, UK: Nexus Strategic Partnerships. (in English).
61. Pashiardi, G. and Pashiardis, P. (2010). Teacher Training in Cyprus: Past, Present and Future Issues. In K. G. Karras, & C. C. Wolhuter (Eds.) *International handbook of teacher education worldwide*, (pp. 157-174). Athens: Atrapos Editions. (in English).
62. Pashiardis, P. (2009). Empowering Schools in Centralized States: Experiences from Cyprus. In Adam Nir (Editor) *Centralization and School Empowerment: From Rhetoric to Practice* (pp. 9-30).

New York: Nova Science Publishers, Inc. (in English).

63. Pashiardis, P. Georgiou, M. and Georgiou, M. (2009). The national context of citizenship education in Cyprus. In J. Scheerens (Ed.) *Informal Learning of Active Citizenship at School* (pp. 51-74). Dordrecht: Springer Publications. (in English).
64. Pashiardis, P. and Brauckmann, S. (2009). Professional Development Needs of School Principals. In Rupert Jones-Parry (Editor) *Commonwealth Education Partnerships 2009/10* (pp. 120-124). Cambridge, UK: Nexus Strategic Partnerships. (in English).
65. Pashiardis, P. and Brauckmann, S. (2008). Evaluation of School Principals. In G. Crow, J. Lumby, & P. Pashiardis (Eds.) *International handbook on the preparation and development of school leaders* (pp. 263-279). New York: Routledge. (in English).
66. Huber, S. and Pashiardis, P. (2008). The Recruitment and Selection of School Leaders. In G. Crow, J. Lumby, & P. Pashiardis (Eds.) *International handbook on the preparation and development of school leaders* (pp. 176-202). New York: Routledge. (in English).
67. Crow, G., Lumby, J. and Pashiardis, P. (2008). Introduction: Why an International Handbook on the Preparation and Development of School Leaders? In G. Crow, J. Lumby, & P. Pashiardis (Eds.) *International handbook on the preparation and development of school leaders* (pp. 1-17). New York: Routledge. (in English).
68. Crow, G., Lumby, J. and Pashiardis, P. (2008). Epilogue. In G. Crow, J. Lumby, & P. Pashiardis (Eds.) *International handbook on the preparation and development of school leaders* (pp. 465-468). New York: Routledge. (in English).
69. Brauckmann, S. and Pashiardis, P. (2008). Gold standards without silver bullets? Critical Review of the current state of evidence as a base for making decisions on policy issues and practice in education. In M. Zembylas. (Editor) *Curriculum Development: Theories and Applications-Volume B*. (pp. 562-655). Nicosia, Cyprus: Open University of Cyprus. (in English).
70. Pashiardis, P. (2008). Leadership, administration and management in the Commonwealth. In Rupert Jones-Parry (Editor) *Commonwealth Education Partnerships 2008/09* (pp. 44-47). Cambridge, UK: Nexus Strategic Partnerships. (in English).
71. Pashiardis, P. and Heystek, J. (2007). School improvement – it is achievable: A case study from a South African School. In S. Szymanski and K. Mutua (Eds.), *Research on Education in Africa, the Caribbean, and the Middle East* (pp. 41-60). Charlotte, NC: Information Age Publishing, Inc. (in English).
72. Pashiardis P. (2007). The Education System of Cyprus: Past, Present and Future. In H. Döbert, W. Hörner, B. Kop, W. Mitter (Eds.), *Educational Systems in Europe* (pp. 202-222). Kluwer Academic Publishers. (in English).
73. Pashiardis, P. (2007). Towards a New Teacher Appraisal System in Cyprus: What Does Athina Have to say?. In Educational Society of Cyprus. *Appraisal of Teachers and Teachers' Work* (pp. 38-59). Nicosia: Education Society of Cyprus. (in English).
74. Pashiardis, P., Savvides, I. and Tsiakkiros, A. (2005). The Evaluation of Teachers' Work: Where are we today?. In Pashiardis, P., Savvides, I. and Tsiakkiros, A. (Eds.), *The Evaluation of Teachers' Work: from Theory to Praxis* (pp. 13-24). Athens: Ellin Publishing House. (in Greek).
75. Pashiardis, P., Savvides, I. and Tsiakkiros, A. (2005). The Evaluation of Teachers' Work in

- Cyprus. In Pashiardis, P., Savvides, I. and Tsiakkiros, A. (Eds.), *The Evaluation of Teachers' Work: from Theory to Praxis* (pp. 27-38). Athens: Ellin Publishing House. (in Greek).
76. Pashiardis, P., Savvides, I. and Tsiakkiros, A. (2005). Current Practices in the Evaluation of Teachers' Work. In Pashiardis, P., Savvides, I. and Tsiakkiros, A. (Eds.), *The Evaluation of Teachers' Work: from Theory to Praxis* (pp. 61-86). Athens: Ellin Publishing House. (in Greek).
77. Pashiardis, P., Savvides, I. and Tsiakkiros, A. (2005). A Meta-Evaluation of Proposed Teacher Evaluation Systems. In Pashiardis, P., Savvides, I. and Tsiakkiros, A. (Eds.), *The Evaluation of Teachers' Work: from Theory to Praxis* (pp. 341-350). Athens: Ellin Publishing House. (in Greek).
78. Pashiardis, P., Savvides, I. and Tsiakkiros, A. (2005). The Evaluation of Teachers' Work: The Process towards the Future. In Pashiardis, P., Savvides, I. and Tsiakkiros, A. (Eds.), *The Evaluation of Teachers' Work: from Theory to Praxis* (pp. 351-364). Athens: Ellin Publishing House. (in Greek).
79. Pashiardis P. (2003). The Selection, Appointment and Development of Principals of Schools in Cyprus. In L. Watson (Ed.), *Selecting and Developing Heads of Schools: Twenty-Three European Perspectives*, (pp. 35-44). European Forum on Educational Administration: Sheffield Hallam University, UK. (in English).
80. Pashiardis P. (2002). Teacher appraisal procedures: basic parameters and propositions. In *Quality in the Management of Educational Organizations of the 21st century*. Greek Federation of Private School Teachers (OIELE): Athens, Greece. (in Greek).
81. Pashiardis P. (2001). Introduction: Educational Leadership in the 21st Century. In P. Pashiardis (Ed.), *International Perspectives on Educational Leadership*, (pp. 1-13). Hong-Kong University: Center for Educational Leadership. (in English).
82. Georgiou, M., Papayianni, O., Savvides, I., and Pashiardis P. (2001). Educational Leadership as a Paradox: The Case of Cyprus. In P. Pashiardis (Ed.), *International Perspectives on Educational Leadership*, (pp. 70-92). Hong-Kong University: Center for Educational Leadership. (in English).
83. Pashiardis P. (2001). Quality in the Management of Educational Organizations of the 21st century. In *School Organisation and Management*, (Edited by Dr. Apostolis Andreou). Greek Federation of Private School Teachers (OIELE): Athens, Greece. (in Greek).
84. Pashiardis P. (2001). The Cyprus Educational System and Current Trends. In D. Chatzidimou, (Ed.) *Pedagogy and Education*, (pp. 557-571), Thessaloniki: Kyriakides Brothers Publishers. (in Greek).
85. Pashiardis P. (2000). Higher Education in Cyprus: Past, Present and Future. In S. Rogge (Ed.), (pp. 285-299). *Zypern: Insel im Brennpunkt der Kulturen*. Munster: Waxmann. (in English).
86. Pashiardis P. (1990). *Practitioner's Guide on Funding Dropout Prevention and Recovery Programs*. Austin, Texas: Texas Education Agency. (in English).

Authored the following book chapters:

- Chapter IV: *Development and Implementation of Model Programs*
 Chapter V: *Essentials of Proposal Writing*
 Chapter VI: *Identification of Resources for Funding Information*

Publications in International Refereed Journals with a blind review system

87. Brauckmann, S., Pashiardis, P. & Ärlestig, H. (2020). Bringing context and educational leadership together: fostering the professional development of school principals, *Professional Development in Education*. DOI: 10.1080/19415257.2020.1747105.
88. Pashiardis, P. & Brauckmann S. (2019). New Public Management in Education: A Call for the Edupreneurial Leader?, *Leadership and Policy in Schools*, 18 (3), 485-499. DOI: [10.1080/15700763.2018.1475575](https://doi.org/10.1080/15700763.2018.1475575).
89. Brauckmann, S., Pashiardis, P. & Kafa, A. (2019). School leadership approaches and practices under the paradigm of New Public Management - an entrepreneurial perspective. *Ricercazione*, 11 (1), 1-19.
90. Kafa, A. & Pashiardis, P. (2019). Exploring School Principals' Personal Identities in Cyprus From a Values Perspective. *International Journal of Educational Management*, 33 (5), 886-902. <https://doi.org/10.1108/IJEM-03-2018-0102>
91. Pashiardis, P., Brauckmann, S & Kafa, A. (2018). Leading low performing schools in Cyprus: finding pathways through internal and external challenges. *Leading and Managing*, 24 (2), 14-27.
92. Pashiardis, P., Brauckmann, S & Kafa, A. (2018). Let the context become your ally: school principalship in two cases from low performing schools in Cyprus, *School Leadership & Management*, 38 (5), 478-495. DOI: 10.1080/13632434.2018.1433652.
93. Brauckmann, S., Geißler, G., Feldhoff, T. and Pashiardis, P. (2016). Instructional Leadership in Germany: An Evolutionary Perspective. *International Studies in Educational Administration*, 44 (2), 5-20.
94. Savvides, V. and Pashiardis, P. (2016). An Exploration of Relationships between Leadership and Student Citizenship Outcomes in Cyprus Middle Schools. *Educational Administration Quarterly*, 52 (3), 497-526.
95. Nicolaidou-Solomou, G. and Pashiardis, P. (2016). An effective school autonomy model: Examining headteachers' job satisfaction and work-related stress. *International Journal of Educational Management*, 30 (5), 718-734.
96. Theodorou, Th. and Pashiardis, P. (2016). Exploring Partial School Autonomy: What does it mean for the Cypriot School of the Future? *Educational Management, Administration and Leadership*, 44 (1), 73-94.
97. Taliadorou, N. and Pashiardis, P. (2015). Examining the role of emotional intelligence and political skill to educational leadership and their effects to teachers' job satisfaction. *Journal of Educational Administration*, 53 (5), 642-666.
98. Kouali, G. and Pashiardis, P. (2015). Time Management Profiles of Cypriot School Principals: A Mixed-Methods Approach. *International Journal of Educational Management*, 29 (4), 492-518.
99. Brauckmann, S. and Pashiardis, P. (2012). Contextual framing for school leadership training: empirical findings from the Commonwealth Project on Leadership Assessment- and Development (Co-LEAD). *Journal of Management Development*, 31 (1), 18-33.

100. Pashiardis, P., Kafa, A., Marmara, C. (2012). Successful secondary principalship in Cyprus: What have "Thucydides" and "Plato" revealed to us? *International Journal of Educational Management*, 26 (5), 480-493.
101. Brauckmann, S. and Pashiardis, P. (2011). A Validation Study of the Leadership Styles of a Holistic Leadership Theoretical Framework. *International Journal of Educational Management*, 25 (1), 11-32.
102. Brauckmann, S. and Pashiardis, P. (2011). A Validation Study of the Leadership Styles of a Holistic Leadership Theoretical Framework. *International Journal of Educational Management*, 25(1), 11-32. Translated into Taiwanese and republished with permission from Emerald Group Publishing Limited: Journal for Educational Research [Taiwan], (2011) 206, 112- 118.
103. Pashiardis, P., Savvides, V., Lytra, E., Angelidou, K. (2011). Successful School Leadership in Rural Contexts: The Case of Cyprus. *Educational Management, Administration and Leadership*, 39 (5), 536 – 553.
104. Pashiardis, P. and Savvides, V. (2011). The Interplay between Instructional and Entrepreneurial Leadership Styles in Cyprus Rural Primary Schools. *Leadership and Policy in Schools*, 10 (4), 412 – 427.
105. Brauckmann, S. and Pashiardis, P. (2010). The clash of evaluations: in search of the missing link between school accountability and school improvement - experiences from Cyprus. *International Journal of Educational Management*, 24 (4), 330-350.
106. Kythreotis, A., Pashiardis, P. and Kyriakides, L. (2010). The influence of school leadership styles and school culture on students' achievement in Cyprus primary schools. *Journal of Educational Administration*, 48 (2), 218-240.
107. Brauckmann, S. and Pashiardis, P. (2010). Von PISA zu LISA-Auszüge eines Forschungsberichts zum Führungsstil von Schulleitungen in sieben Staaten. *Schulverwaltung*, 5, 159-162. (in German).
108. Pashiardis, P. (2009). Educational Leadership and Management: Blending Greek Philosophy, Myth and Current Thinking. *International Journal of Leadership in Education*, 12 (1), 1-12.
109. Michaelidou, A. and Pashiardis, P. (2009). Professional Development of School Leaders in Cyprus: Is it working? *Professional Development in Education*, 35 (3), 399-416.
110. Thody, A., Papanou, Z., Johansson, O. and Pashiardis, P. (2007). School Principal Preparation In Europe. *International Journal of Educational Management*, 21 (1), 37-54.
111. Thody, A., Papanou, Z., Johansson, O. and Pashiardis, P. (2007). Avrupa'da Okul Müdürlerinin Hazırlanması. *Edebiyat Dergisi/Journal of Social Sciences*, 18, 205–224 (in Turkish).
112. Stylianides, M. and Pashiardis, P. (2007). The Future of Our Schools: An Example of the Delphi Technique in Action and the Case of Cyprus. *International Journal of Educational Management*, 21 (5), 384-406.
113. Tsiakkios, A. and Pashiardis, P. (2006). Occupational Stress among Cyprus Headteachers: Sources and Coping Strategies. *International Studies in Educational Administration*, 34 (2), 100-114.

114. Pashiardis, P., Costa, J., Mendes, A., and Ventura, A. (2005). The perceptions of the principal versus the perceptions of the teachers: A case study from Portugal. *International Journal of Educational Management*, 19 (7), 587-604.
115. Pashiardis, P. (2004). Democracy and Leadership in the Educational System of Cyprus. *Journal of Educational Administration*, 42 (6), 656-668.
116. Ribbins, P., Pashiardis, P. and Gronn, P. (2003). The making of secondary school principals on selected small islands: An introduction. *International Studies in Educational Administration*, 31 (2), 2-12.
117. Pashiardis, P. and Ribbins, P. (2003). On Cyprus: The making of secondary school principals. *International Studies in Educational Administration*, 31 (2), 13-34.
118. Pashiardis, P. (2003). Effective School Principalship. *School Leadership*, (Autumn 2003) (No. 10), 14-19.
119. Verdis, A., Kriemadis, T. and Pashiardis, P. (2003). Historical, comparative and statistical perspectives of school effectiveness research: rethinking educational evaluation in Greece. *International Journal of Educational Management*, 17 (4), 155-169.
120. Tsiakkios, A. and Pashiardis P. (2002). Strategic Planning and Education: The Case of Cyprus. *International Journal of Educational Management*, 16 (1), 6-17.
121. Tsiakkios, A. and Pashiardis, P. (2002). The management of small primary schools: The case of Cyprus. *Leadership and Policy in Schools*, 1 (1), 72-102.
122. Pashiardis P. (2001). Secondary Principals in Cyprus: The Views of the Principal Versus the Views of the Teachers-A Case Study. *International Studies in Educational Administration*, 29 (3), 11-27.
123. Pashiardis, P. (2000). Cyprus at the Crossroads of Change. *Education Across the Commonwealth*, 1, 76-83.
124. Pashiardis, P. (2000). Multi-cultural societies and educational leadership: Cyprus and the Balkans. *Management in Education*, 14 (4), 8-10.
125. Macpherson R., Pashiardis P. and Frielick S. (2000). The Quality of Courses at the University of Cyprus: A Case Study and Comparative Analysis. *Teaching in Higher Education*, 5, (2), 219-232.
126. Pashiardis, P. and Kriemadis, T. (1999). Quality Assurance in Higher Education: The case of Greece. *International Journal of Educational Reform*, 8 (2), 130-137.
127. Pashiardis, P. and Orphanou, S. (1999). An Insight into Elementary Principalship in Cyprus: The Teachers' Perspective. *International Journal of Educational Management*, 13 (5), 241-251.
128. Pashiardis P. (1998). Researching the Characteristics of Effective Primary School Principals in Cyprus: A Qualitative Approach. *Educational Management and Administration*, 26 (2), 117-130.

129. Pashiardis, P. (1998). Moving Towards a Quality Climate at the University of Cyprus. *International Journal of Educational Management*, 12 (1), 14-22.
130. Pashiardis P. (1997). Towards Effectiveness: What do Secondary School Leaders in Cyprus Need? *Journal of In-service Education*, 23 (2), 267-282.
131. Pashiardis P. (1997). Higher Education in Cyprus: Facts, issues, dilemmas and solutions. *Higher Education in Europe*, 22 (2), 183-192.
132. Pashiardis, P. (1996). Environmental scanning in educational organizations: uses, approaches, sources and methodologies. *International Journal of Educational Management*, 10 (3), 5-9.
133. Pashiardis, P. (1995). Problem and Dilemma Identification and Formulation as the Most Critical Element of the Decision-Making Process: Behavioral biases and Characteristics. *International Journal of Educational Reform*, 4 (1), 36-46.
134. Pashiardis, P. (1995). Cyprus Principals and the Universalities of Effective Leadership. *International Studies in Educational Administration*, 23 (1), 16-27.
135. Pashiardis, P. (1995). *Higher Education in Cyprus. Modern Greek Studies Yearbook*, 10, University of Minnesota (10/11), 117-138.
136. Pashiardis, P. (1994). Teacher participation in Decision-Making. *International Journal of Educational Management*, 8, (5), 14-17.
137. Pashiardis, P. (1993). Selection Methods for Educational Administrators in the U.S.A. *International Journal of Educational Management*, 7, (1), 27-35.
138. Pashiardis, P. (1993). Group Decision-Making/The Role of the Principal. *International Journal of Educational Management*, 7, (2), 8-11.
139. Pashiardis, P. (1993). Strategic Planning: The Public School Setting. *International Journal of Educational Management*, 7, (4), 4-9.
140. Pashiardis, P. and Baker, G. (1992). Effects of Decision Motive and Organizational Performance Level on Strategic Decision Processes. *Community and Junior College Quarterly of Research and Practice*, 16, (1), 15-33.

Publications in Greek Scientific Journals with a blind review system

141. Taliadorou, N. and Pashiardis, P. (2016, forthcoming). Άσκηση ηγεσίας και επαγγελματική ικανοποίηση των εκπαιδευτικών: ο ρόλος της συναισθηματικής νοημοσύνης και της πολιτικής ικανότητας των διευθυντών σχολείων δημοτικής εκπαίδευσης. *Επιστήμες της Αγωγής*.
142. Theodorou, Th. and Pashiardis, P. (2013). Το αυτόνομο σχολείο στην Κύπρο: Ένα παράδειγμα αξιοποίησης της μεθόδου Delphi για υποβοήθηση της πραγματοποίησης του επιθυμητού μέλλοντος στην Κύπρο. *Παιδαγωγική Επιθεώρηση*, 56
143. Kouali, G. and Pashiardis, P. (2013). Προφίλ Διαχείρισης Χρόνου Διευθυντών Δημοτικών

Σχολείων: Μια Μικτή Προσέγγιση. *Επιστήμες της Αγωγής*, 3, 103-122.

144. Georgiou, N., Markou-Antoniou, M., Christodoulou, S. and Pashiardis, P. (2011). Chaos Theory in Educational Leadership. *Education Sciences*, 2, 81-98.
145. Pashiardis, P. and Pansidou, E. (2011). The School Principal as Seen by Teaching Staff. *Education Sciences*, 1, 115-130.
146. Sergiou, S. and Pashiardis, P. (2010). Time Management for the Effective Administration of Schools. *Education Sciences*, 1, 161-196.
147. Vorri, D. S. and Pashiardis, P. (2010). Effective Principals: A self-evaluation study of the training needs of secondary school principals in the area of Magnesia, Greece. *Education Sciences*, 2, 77-102.
148. Kyriacou, K., Loizidou, Ch., Panayi, P., Charalambous, A. and Pashiardis, P. (2009). Two case studies of time management of two primary school principals in Cyprus. *Pedagogical Review*, 47.
149. Stylianides, M. and Pashiardis, P. (2008). Powers, Trends and Prognosis for the School of the Future: A case study from Cyprus. *Education Sciences*, 4, 185-217.
150. Neophytides N., Iacovidou, I. Panayi, M. and Pashiardis P. (2007). Principals' self-efficacy in relation to their sense of burnout and trust towards teachers, students, and parents. *Pedagogical Review*, 44, 178-194.
151. Kasoulides, Y. and Pashiardis, P. (2005). The Bad News: Time Flies!! The Good News: The Steering Wheel is in your hands! A Case study of time-management of an Elementary School Principal. *Education Sciences*, 4, 83-104.
152. Michael, C., Tsiakkios, A. and Pashiardis P. (2004). A Proposal for the Evaluation of the Program: Computerisation in Primary Education in Cyprus through the Program Decomposition Technique. *Education Sciences*, 4, 35-54.
153. Michael, C., Savvides, I., Stylianides, M., Tsiakkios, A. and Pashiardis P. (2003). Teacher Evaluation: A new approach. *Pedagogical Review*, 36, 60-81.
154. Tsiakkios, A. and Pashiardis P. (2002). Job-related stress of teachers and school principals: A qualitative approach. *Pedagogical Review*, 33, 195-213.
155. Pashiardis P. (1995). The effective principal: A self-needs-assessment study of elementary school principals in Cyprus. *Pedagogical Review*, (20), 171-205.
156. Pashiardis P. (1995). Program Modeling: A case study for the evaluation of the program for the functional learning of the Greek language. *Pedagogical Review*, (23), 37-60.
157. Pashiardis P. (1994). Towards a new system of teacher supervision. *Nea Paideia*, 18 (72), 15-33.
158. Pashiardis P. (1993). Models of Educational Administration: A critical review. *Pedagogical Review*, (19), 5-30.

Publications in Conference Proceedings

159. Taliadorou, N. and Pashiardis P. (2011). *Examining the relationship of emotional intelligence and political skill with effective educational leadership styles*. Paper presented at the 24th Annual Meeting of the International Congress for School Effectiveness and Improvement (ICSEI), Limassol, Cyprus, 4-7 January, 2011.
160. Pashiardis P. (2010). *Effective Time Management and School Leadership*. (pp. 47-70). In Conference Proceedings of the 19th Annual Meeting of the Cyprus Primary School Principals' Association. Nicosia, Cyprus.
161. Brauckmann, S. and Pashiardis P. (2009). *From PISA to LISA: New Educational Governance and school leadership: Exploring the foundations of a new relationship in an international context*. Paper presented at the 90th Annual Meeting of the American Educational Research Association. San Diego, USA.
162. Brauckmann, S. and Pashiardis P. (2008). *New Educational Governance and Educational Leadership: Investigating the Foundations of a New Relationship*. (pp. 199-233). In Conference Proceedings of the Greek Pedagogical Institute, 19 & 20 June, 2008. Athens: Greek Pedagogical Institute.
163. Pashiardis P. (2007). *The Pedagogical and Educational Thinking of Monk Joseph the Pacifist*. (pp. 727-740). In Conference Proceedings of the Greek Orthodox conferences in Athens and Limassol. Holy Mountain (Ayion Oros) Publishers.
164. Young, M. Crow, G., Grogan, M., Jacobson, S. & Pashiardis, P. (2006). Building an International Knowledge Base on Educational Leadership development: The Work of the Joint Research Task Force, a Project of the UCEA. *Paper presented at the Biennial Commonwealth Council for Educational Administration Conference*. Nicosia Cyprus.
165. Pashiardis, P. & Kyriakides, L. (2006). Establishing Links between Theoretical Models of Educational Effectiveness and Theories of Educational Leadership with the Development of National Policy on Evaluation in Cyprus. *Paper presented at the Biennial Commonwealth Council for Educational Administration Conference*. Nicosia Cyprus.
166. Kythreotis, A. & Pashiardis, P. (2006). The influences of school leadership styles and culture on students' achievement in Cyprus primary schools. *Paper presented at the 87th Annual Meeting of the American Educational Research Association*. San Francisco, USA.
167. Kythreotis, A. & Pashiardis, P. (2006). Exploring Leadership Role in School Effectiveness and the Validation of Models of Principals' Effects on Students' Achievements. *Paper presented at the Biennial Commonwealth Council for Educational Administration Conference*. Nicosia Cyprus.
168. Savvides, I. & Pashiardis, P. (2006). Investigating the Relationship between Principals' Leadership Behaviour and Self-Efficacy with Teachers' Self- and Collective Efficacy: Scale Development. *Paper presented at the Biennial Commonwealth Council for Educational Administration Conference*. Nicosia Cyprus.
169. Christofidou, E. & Pashiardis, P. (2006). How Personality and Leadership Styles of Head Teachers in Cyprus, Affect their Attitudes and Beliefs about Management of Change. *Paper*

presented at the Biennial Commonwealth Council for Educational Administration Conference. Nicosia Cyprus.

170. Kasoulides, Y., Sophocleous, A. & Pashiardis, P. (2006). Educational Leadership as Seen and Practiced among Cypriot and English Heads: Coincidence and Differentiation. *Paper presented at the Biennial Commonwealth Council for Educational Administration Conference.* Nicosia Cyprus.
171. Pashiardis, P. (2005). School Evaluation, Total Quality Management, and Quality Indicators. *Published in the Conference Proceedings of the Pedagogical Institute of Cyprus.* Nicosia Cyprus.
172. Stylianides, M. and Pashiardis, P. (2004). *Strategic Prognosis and Futures Planning in Cyprus Schools: A Research Proposal.* Book on the proceedings of the Conference of the Pedagogical Society of Cyprus, titled, "Current Trends in Educational Research and Practice" Nicosia, Cyprus (May, 2004), 151-164, (in Greek).
173. Papaioannou, M. and Pashiardis, P. (2004). *Complexity Theory as an Alternative Approach to School Restructuring.* Book on the proceedings of the Conference of the Pedagogical Society of Cyprus, titled, "Current Trends in Educational Research and Practice" Nicosia, Cyprus (May, 2004), 165-174, (in Greek).
174. Christophidou, E. and Pashiardis, P. (2004). *Basic Principles of Teacher Evaluation: A Synergistic Approach.* Book on the proceedings of the Conference of the Pedagogical Society of Cyprus, titled, "Current Trends in Educational Research and Practice" Nicosia, Cyprus (May, 2004), 175-186, (in Greek).
175. Tsiakkiros, A. and Pashiardis, P. (2004). *Occupational stress among Cyprus headteachers: Sources and coping strategies.* Book on the proceedings of the Conference of the Pedagogical Society of Cyprus, titled, "Current Trends in Educational Research and Practice" Nicosia, Cyprus (May, 2004), 197-208, (in Greek).
176. Pashiardis P. and Ribbins P. (2000). On Cyprus: The Making of Secondary School Principals. *Paper presented at the ACEA, CCEAM, NZEAS, PNGCEA, TSPA conference on "Education: The Global Challenge".* Hotel Grand Chancellor, Hobart, Tasmania, September 9-13, 2000. Published on the Internet: <http://www.cdesign.com.au/acea2000/pages/con39.htm>.
177. Gronn, P., Pashiardis P., and Ribbins, P. (2000). An introduction to the making of secondary school principals on selected small islands. *Paper presented at the ACEA, CCEAM, NZEAS, PNGCEA, TSPA conference on "Education: The Global Challenge".* Hotel Grand Chancellor, Hobart, Tasmania, September 9-13, 2000. Published on the Internet: <http://www.cdesign.com.au/acea2000/pages/con27.htm>.
178. Pashiardis P. (1999). Parameters of quality in the 21st century principalship. *Book on the proceedings of the Conference of the Pedagogical Society of Greece, titled, "Greek Pedagogical and Educational Research"* Patras, Greece (13-15 November, 1998), 813-823, (in Greek).
179. Pashiardis P. (1997). The Contribution of Teacher Evaluation in Improving Education. *Report on the proceedings of the OELMEK Conference titled, "Improvement of Public Secondary Education"* Nicosia (28-29 November, 1997), 92-100, (in Greek).

Technical Papers/ Monographs

180. Pashiardis, P. (with M. Koutselini, C. Chatzichristou, A. Panayides, A. Michaelidou and Chryso Michael). (2003). *Final Report for the Formative Evaluation of the Unified Lyceum in Cyprus*". (Evaluation commissioned by the Ministry of Education of Cyprus).
181. Pashiardis, P. (with collaboration by G. Pashiardis). (2002). *A feasibility study for the creation of a secondary school within the Holy Bishopry of Limassol*. This is a 120 report about personnel issues, curriculum, and needs about the new school. It was prepared and submitted in May 2002 to his Holiness the Bishop of Limassol at his request.
182. Pashiardis, P. (with collaboration by G. Pashiardis). (2002). *A report to the Texas Legislature on the In-school GED program*. (Report commissioned by the Texas Education Agency), Austin, Texas.
183. Pashiardis, P. and Baker, G. (1990). *The College Climate Survey: Western Wisconsin Technical College*. Austin, Texas: College Planning Systems.
184. Pashiardis, P. (with M. Koutselini). (2001). *A Policy proposal for the future of scholarships awarded by the State Scholarship Organization of Cyprus (IKYK)*. (Policy study commissioned by the State Scholarship Organization of Cyprus, IKYK).
185. Pashiardis, P. (with A. Michaelidou). (2001). *The introduction of National Standards for the Cyprus Education System*. (Report commissioned by the Ministry of Education of Cyprus).
186. Pashiardis, P. (2000). *Final Report for a three-year research project implemented by the Aristotle University of Thessaloniki titled, "School-Centered Staff Development: The Greek Experience (1997-2000)"*.
187. Pashiardis, P. (2000). *Final Report for a three-year Masters' Program implemented by the Aristotle University of Thessaloniki titled, "The Teaching of the Greek Language as mother and second language (1997-2000)"*.
188. Pashiardis, P. (with M. Koutselini, A. Michaelidou and C. Tsouris). (2000). *Final Report for the project "Whole-Day school approach"*. (Evaluation commissioned by the Ministry of Education of Cyprus).
189. Pashiardis, P. (Editor). (1999). *Summary of Studies Conducted Through The Commissioner's Educational Research Initiative*. Austin, Texas: Texas Education Agency.
190. Pashiardis, P., (with Cecilia Damonte, Goran Janev, Jennifer Nazaire, and Andrea Scharf). (1997). *Final Evaluation Report of the "Parent-School Partnership" Project*. Skopje: Catholic Relief Services of the FYROM. (Evaluation commissioned by the United States Agency for International Development).
191. Pashiardis, P. (1994). *Developmental Evaluation of the Program for the functional learning of the Greek language for repatriates in the area of Macedonia in Greece*. Athens: Ministry of National Education and Religious Affairs. (Evaluation commissioned by the Ministry of Education of Greece).

192. Pashiardis, P. and Baker, G. (1991). *The College Climate Survey: Florida Community College at Jacksonville*. Austin, Texas: College Planning Systems.
193. Pashiardis, P. and Baker, G. (1991). *The College Climate Survey: New Community College of Baltimore*. Austin, Texas: College Planning Systems.
194. Pashiardis, P. and Baker, G. (1991). *The College Climate Survey: Clovis Community College*. Austin, Texas: College Planning Systems.
195. Pashiardis, P. and Baker, G. (1991). *The College Climate Survey: College of the Mainland*. Austin, Texas: College Planning Systems.

Other Publications (i.e., professional journals, book reviews, contributions to dictionaries, encyclopedias)

196. Pashiardis, P. and Savvides, V. (2008). Successful School Leadership in Rural Schools in Rural Schools: The Case of Cyprus. *Cyprus Educational Administration Bulletin*, No. 22, p. 9-11.
197. Pashiardis, P. (2007). Effective schools. In P. Xochellis (Ed.) *Pedagogical Dictionary*, (pp. 62- 65), Thessaloniki: Kyriakides Brothers Publishers. (in Greek).
198. Pashiardis, P. (2007). Educational Administration. In P. Xochellis (Ed.) *Pedagogical Dictionary*, (pp. 184-187), Thessaloniki: Kyriakides Brothers Publishers. (in Greek).
199. Pashiardis, P. and G. Pashiardis. (2007). The Effective teacher. In P. Xochellis (Ed.) *Pedagogical Dictionary*, (pp. 65-68), Thessaloniki: Kyriakides Brothers Publishers. (in Greek).
200. Pashiardis, P. and Ribbins, P. (2000). The Making of Secondary School Principals: Some Perspectives from small Islands: Research in Progress, *Managing Education Matters*, 3 (2).
201. Pashiardis, P. (2000). Opening Doors to School Improvement: An Introductory Handbook. *International Studies in Educational Administration*, 28 (1).
202. Pashiardis, P. (1999). Cyprus has a new Graduate Program in Educational Administration, *Managing Education Matters*, 2 (1).
203. Pashiardis, P. (1999). Graduate Studies at the University of Cyprus in Educational Administration and Curriculum Development, *Cyprus Educational Administration Bulletin*, No. 8.
204. Pashiardis, P. (1998). Strategic Planning and the Organizational and Administration Aspects of the Cyprus Educational System, *Cyprus Educational Administration Bulletin*, No. 5.
205. Pashiardis, P. (1997). Researching the Characteristics of School Principals, *Cyprus Educational Administration Bulletin*, No. 4.
206. Pashiardis, P. (1995). Teacher Supervision. *Presence*, 2, pages 87-95 (in Greek).
207. Baker, G. and Pashiardis, P. (1990). *The Situational Temperament Sorter* (Jungian Psychological Preferences). Austin, Texas: College Planning Systems (in Greek and in English).