



COPIS: A Moment in Time (1975-1987) - A Place in History (2015)

COPIS: A Brief History

Robert H. Anderson

1987

This history of COPIS is presented in loving memory of five Charter Members of COPIS;

Robert H. Anderson, the original author of this history

Ben Harris, the first president of COPIS

Art Blumberg, the profound questioner

Ray Bruce, the eternal mentor

Thomas Sergiovanni, the distinguished scholar

And

Edward Pajak, often the conscience of COPIS

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Ben Harris reported that he responded to the suggestion of the new organization with some reluctance. "I recall," he wrote, "agreeing that there was a need for better communications among those writing and researching in supervisory practices. I expressed doubt, however, that another organization was needed. In fact, I had some concern about the Professors of Curriculum group, as a model, since it accomplished little and was often in controversy." Harris recalled correspondence with Jerry Firth, as well as Bob Alfonso. He also recalled agreeing with Alfonso that letters of invitation should be sent to a few writers such as Craig Wilson, Kimball Wiles, Morris Cogan and others.

Notes from a meeting (later referred to as the First Annual COPIS meeting) in the Monteleone Hotel in New Orleans on March 15, 1975, attended by twenty-one professors, confirmed Ben Harris as President and liaison person for a second year, set negotiations in motion with ASCD to revive the old ASCD Commission on Problems of Supervisors and to put more supervisor presentations in the 1976 Annual Convention (Professors John Greene, John Lovell, Morris Cogan, and Robert Krajewski to pursue). It also set plans in motion (Professors Leslee Bishop, Louise Hock and Charles Beegle) for systematic development and publications efforts, and to prepare for a COPIS meeting with wider participation in Miami Beach in March 1976 (Ben Harris, Jesse Roderick, and Bob Anderson).

In July 1975, Ben Harris distributed a memo with proposed 1975-1976 committee assignments. In addition to 1976 conference planning assignments, Barbara Hartsig was given the chairperson role for By-Laws and Organizational Plans (Members Alfonso, Mackenzie, Firth, Cogan, and Neville); John Greene Chairperson for nominations (members Harnack, Turney, and Berman), and Lovell and Bishop as co-chairpersons for Publication Plans (with Lucio, Fiorino, and Hock).

As things turned out some of the people who attended, or were invited to, the first few meetings and/or who were suggested for committee assignments never became involved. Harris's efforts to embrace as many Supervision specialists as possible in the Council (earlier called the Ad Hoc Council) and in the National ASCD Conference (general sessions, assemblies, action labs, special sessions), however, provided energy and direction and helped a true community of dedicated specialists to emerge.

The Second Annual Meeting on March 13, 1976 in Miami Beach was historic in several respects. Harris called the meeting to order, and during the meeting Barbara Hartsig emerged as official chairperson by a random drawing after a paper ballot provided a deadlock between her, Leslee Bishop and John Lovell. She in turn named Margaret Phelps as Secretary and John Greene as Treasurer. A \$5.00 dues policy was voted. Committee chairs reported (see above paragraphs), By-laws were adopted after lively and extensive discussion, and a membership committee (Harris, chair; Alfonso, Bishop, Lovell, and Sergiovanni) was charged with developing and implementing a system for review, recommendation, and balloting.

Harris writes that 'One of the lively issues in the By-laws was a limitation of 60 members. Many argued that we wanted a small, family, group. We wanted everyone to fit into a room and talk face-to-face. Others argued that we did not want to be elitists and that qualified persons should be admitted. Finally, a compromise on 100 members was accepted. No one thought it could get that big anyway.

Of interest is that Harris in a March 1, 1976 memo indicated that the "New Orleans Nucleus" was expanding, with 55 members now listed. Prophetically, he noted that some strong supporters of the COPIS idea were being torn between meeting with COPIS or with the Professors of Curriculum (same day scheduling). "A tight conference schedule," he observed, "almost demands some hard choices." Although some very good people were subsequently lost to COPIS because their curriculum loyalties prevailed, it seems probable that COPIS became a stronger group because its members made the "hard choice" in supervision's favor.

The Third Annual Meeting, in Houston on March 19, 1977, chaired by Hartsig, focused in particular upon efforts to influence ASCD publications (with more focus on supervision), although Committee reports indicated that COPIS was emerging as an active and productive group. Those present voted to accept the list of current members as the charter group of COPIS. Leslee Bishop, who was earlier elected to the chairperson role, assumed the chair at the close of the meeting, and Bishop appointed Peter Oliva as Secretary, Bob Krajewski as Treasurer. During the meeting, outgoing Treasurer John Greene reported a balance of \$205.

Again Harris recalls: 'I believe this was the time when discussions were initiated on making COPIS truly national. Barbara Hartsig from California, another Robert Anderson from

University of Washington and Lloyd McCleary from Utah were the only Westerners active. I pushed to recruit in the West and to have some future meetings there. However, even the San Francisco meeting failed to stimulate such interest. It should be noted however, that as Western participation has waned, Adachi has represented Hawaii with great faithfulness. Note also Costa and Garmston, have been California members since 1985.

The Fourth Annual Meeting, in San Francisco on March 4, 1978, was devoted mostly to presentations and discussion concerning Instructional Supervision, with a panel from the University of Georgia (Les Bishop, Reba Burnham, Ray Bruce, and Edith Grimsley) providing leadership. During the luncheon (which by 1978 had become a regular feature of the day-long COPIS session) Bob Alfonso invited COPIS to serve as Co-sponsor (with the College of Education at Kent State University) of an invitational conference on Theory and Research in Supervision, to be held at Kent in December. The decision to accept proved to be another historic moment, since the Kent State meeting became a prototype for the Annual Fall Conference that has become in many ways the essential COPIS activity.

In San Francisco it was voted to retain the three 1977-1978 officers in office for a second term, 1978-1979. In the minutes of March 4 meeting, Oliva's notes refer to Bishop as "President" rather than chairperson, the term previously used, and the transition to a more honorific label appears to have been cheerfully accepted (if, indeed, anyone noticed it!).

The Kent State Conference, held December 7-9, 1978, featured presentations, position papers, and roundtables involving educators nearly all of who were (or soon became) COPIS members. Major presenters were Richard Hawthorne, Ben Harris, Arthur Blumberg, Richard Neville and Tom Sergiovanni. An excellent monograph *Instructional Supervision: Research and Theory* provided the conference papers. Bob Alfonso, who played the major role in setting up the conference, indicates that no official minutes were kept of whatever business session there may have been. His view, shared by many, is that this, the first full conference of the group, was "the spring-board to really solidifying the organization." Perhaps the organization was already quite solid by this date, but Ben Harris suggests that 'Kent State may have been a watershed meeting in several ways. We initiated a 2nd regular annual gathering and dedicated it to a focus on research in supervision. We also declared independence from ASCD in a sense.

And the Beat Went On

By 1979, with an identity established through at least five gatherings over four-plus years, COPIS had become a recognized and (at least some ways) influential professional organization. This is not to say that its members found comfortable agreement in definitions of supervision or a common platform for the promotion of supervision as a major field of research and/or practice. Nor is it to say that the perennial struggle to accord supervision its 'rightful' place within ASCD or on the national educational/political scene has become less tense or frustrating. It does, however, seem that the members have developed strong loyalty to the organization and to each other as professors with many common values and aspirations, and that the content and the spirit of meetings held in 1979 and the following years helped individuals as well as committees and back-home faculty groups to be more productive in their teaching, their research, and their service to the field.

After Kent State, COPIS functioned on a biannual schedule, which among other things made it easier for members to remain in good standing under the ruled (adopted November 13, 1981) requiring attendance at a COPIS meeting at least once every two years. Having a Fall Conference of reasonable length and with full topical program also expanded the scope of professional interchange. Further, it made possible the occasional participation of doctoral students and faculty colleagues of COPIS members serving as hosts. That (through 1987) ten campuses have offered their facilities and provided hospitality for Fall Conferences has helped members to develop an even stronger sense of community than was possible when only the large cities hosting national ASCD provided a background setting.

It should be noted that the University of Georgia has led in regularly bringing doctoral students to COPIS, even driving long distances to accommodate them. Other members have included such students more commonly as they host the group on a given campus. Doctoral students have enriched many conference programs, notably through participation that emphasizes new research.

On March 3, 1979, in Detroit, part of the discussion centered on the publication, and cost-sharing, of the Kent State papers, since ASCD had declined to publish them. As several times before and since, the ASCD-COPIS relationship was discussed with concern. Alfonso, Harris, Firth and others had lengthy discussions and correspondence with both Calweti and Brandt regarding the need for technical papers in our field. Harris, as a member of the National Board of ASCD, made several appeals to that group, but to no avail. Profitability is still the only criterion except for year books, he observes.

Also in March 3 session, as before and since, the criteria for membership in COPIS were discussed somewhat warmly, the principal complaint of a few being that persons whose relationship to supervision is primarily in the supervision of student teaching are excluded. The policy was upheld, however. Also affirmed was that COPIS cannot provide an honorarium for persons presenting papers at its meetings. The March 3 program featured a paper by Arthur Lewis. John Lovell was elected to the Presidency for 1979-80, with Fred Wood as Secretary and Noreen Garman as Treasurer.

What was billed as the Second Annual COPIS Conference took place on the University of Georgia campus (Athens, Georgia) December 8-9, 1979. Sixty-two persons attended. The conference theme was "Examining Instructional Supervision: Its Roots, Its Branches, Its Fruits." A record of the business sessions (one on December 7, another on December 8) is provided in a memo circulated March 24, 1980 by Fred Wood. Again, limited COPIS impact upon ASCD publications, conferences, and activities was the topic of concern. That the Fall Conference should be continued, and that adequate time should be scheduled for discussion and reactions were strongly affirmed.

In Atlanta on March 30, 1980, the membership considered a report on research on school-based in-service (Ben Harris). Following lunch, Bob Alfonso was elected to the Presidency, Ray Bruce was elected to the role of Secretary and Noreen Garman was (re)elected to Treasurer, and a decision was made that henceforth the Treasurer role will be a two-year responsibility. A publication committee survey was reported, and a motion was passed to establish a committee on research and committee report on ASCD Program Inputs for COPIS, was the idea of having a regular committee to be concerned with ASCD program planning.

By this time many COPIS members were regularly present at ASCD Conferences. NCS Institutes were utilizing COPIS members and supervision topics were being featured. Many expressed the feeling that this should not be further structured by official COPIS action.

In the Fred Wood memo of March 24, 1980, it was reported that the membership committee had approved application from Paul Bell, R. S. Clark, Dorothy Franks, Charles Guditus, Yvonne Martin, Lloyd McCleary, Aubrey Moseley, Everette Sams, Charles Reavis, and Ken Wilburn. There was further discussion about procedures for future admission of members.

The Fall Conference held in Hollywood, Florida December 4-6, 1980 was hosted and planned by Peter Olivia and featured a variety of theme presentations. Presenters included Morris Cogan, John Withall, Ed Pajak, Carl Glickman, Noreen Garman, Lee Goldsberry, Harold Turner, and Ray Bruce. In a December 30, 1980 memorandum President Alfonso described the conference with pride. He also reported that during the business meeting a dues increase to \$10 was approved. The University of Pittsburgh's offer to sponsor the 1981 Fall Conference was accepted, and it was agreed that an effort (under Jerry Firth, current membership chairman) should be made to raise the active membership from 60 (which yields about 40-45 persons per meeting) in the direction of 100, the constitutional maximum.

On March 7, 1981 about 35 members attended a half-day session that featured a panel of authors. Elected to membership were Lee Goldsberry, Robert F. Nicely Jr., Robert F. Neuhard, and W. Elzie Danley, Sr. Again, the ASCD/COPIS meeting pattern was examined (but not changed). The Nomination Committee proposed that the Secretary-Treasurer positions be combined into one, and Barbara Pavan was elected to the role. Fred Wood was elected President for 1981-1982. The record of the March 7 meeting was provided in a memo from past-President Alfonso dated March 16.

November 12-13-14, 1981 found the membership in Pittsburgh, where an excellent and jam-packed program dealt with a range of topics. Presenters included Yvonne Martin, Art Shapiro, Ron Soto, Steven Thompson, Barbara Clinton, Ken Zeichner, Charles Guditus and Bradley Seager. In the business meeting on November 13, Richard Hawthorne, Ronald Hyman, Yvonne Martin, Lloyd McCleary, Edward Pajak and Cheryl Granade Sullivan were accepted as members. Concerning membership criteria, it was noted that 'Members should be teaching

graduate level courses in the supervision of instruction and/or involved in research or consultation on the processes, roles functions and practices in supervision.' The on-in-four meeting attendance policy was accepted, and it was agreed non-dues-paying members for three years will be automatically dropped from the membership list. Of interest is that the COPIS treasury as of November 30, 1981 exceeded \$1,000, thereby giving the organization some flexibility and resources heretofore not enjoyed. Task forces were appointed for Research (Noreen Garman, Louise Dieterle, Nancy Vedral), Memberships (Jerry Firth, Barbara Pavan, Len Valverde) and Publication (Les Bishop). Help with the ASCD Supervision Dissertation Award was charged to Noreen Garman and Len Valverde.

In Anaheim on March 20, 1982 four new members were accepted: Helen Hazi, Charles Franzen, Joseph Murphy, and Donald Reyes. COPIS membership at this point was 62. It was reported that the ACSD dissertation award went to Barbara Clinton of the University of Georgia, a former presenter at a COPIS meeting. It was announced that Les Bishop is chairing a task force to consider the idea of a scholarly journal on supervision. The Treasury balance was reported to be \$1005.

The 1982 Fall Conference, fifth in the series, was held in Knoxville, Tennessee November 11-13. The Conference Planning Committee was co-chaired by John Lovell and Margaret Phelps. Program sessions focused upon issues (Edith Grimsley, Moderator), research (Karolyn Snyder, Moderator), clinical supervision (Art Shapiro, Moderator), and staff development (Harold Turner). During the business meeting on November 13, five new members were accepted: Barbara Burch, Francis Duffy, Heinz Luebke, Donald McDermott, and Isobel Pfeiffer. Membership was then up slightly to 64, and the bank balance had grown to \$1500. Of interest were payments of \$75 and \$100 in support of the new Special Interest Group (SIG) on Instructional Supervision, being formed by the American Educational Research Association and promoted by Noreen Garman and Helen Hazi. Also of interest is that President Edith Grimsley was instructed to appoint an Ad Hoc Site Selection Committee, so that Fall/Winter conference locations could be arranged more easily and well advance. It was also decided to continue henceforth using a mailed ballot, as introduced in March 1981 for election of officers. Re program issues, it was felt that longer program segments on a single topic, as contrasted with a number of separate topics, would allow for better dialogue. For several years,

Ben Harris notes, the Fall Conference had been "fully packed" with both members and doctoral students making numerous presentations. After each such meeting, individuals repeatedly asked for more time for discussion and more informal sharing. Still, as late as 1976 at Tampa, the discussion continued on this problem.

A report by Cheryl Sullivan and Karolyn Snyder regarding the proposed new ASCD scholarly journal led to a recommendation that the proposed title be renegotiated.

Houston, Texas was the site of the next COPIS session, on March 5, 1983. Jane Applegate and Jacqueline Jordan Irving were accepted as members. The nominating committee proposed a slate which later resulted in the election of Richard Hawthorne (President) and Helen Hazi (Secretary/Treasurer) for 1983-1984. Most of the items on the agenda had to do with ASCD (its new Journal, Perspectives on Practice; the Five Year Plan; dissertation awards; ASCD Effective Supervisors Project; ASCD Commission on Supervision).

The sixth Fall Conference, November 3-5, 1983, took place in DeKalb, Illinois, where Northern Illinois University hosted a multi-topical meeting. The Planning Committee included Louise Dieterle, Dorothy Franks, Tom McGreal, Don Feyes, Tom Sergiovanni, and Nancy Vedral. In the November 5 business meeting Secretary Hazi sought reactions to a proposed letter to be sent to nine members now "delinquent" as per the attendance policy. A motion to support the new AERA SIG on Instructional Supervision for one more year at \$100 was approved. Plans for the March 1984 COPIS meeting to be held at Teachers College in New York were reported and accepted. Reference was made to a new ASCD Commission on Supervision, and COPIS representation thereon. The demise of Perspectives on Practice was reported.

The New York meeting March 12, 1984 suffered from some severe schedule conflicts for the COPIS members, but 28 members did attend. There was some confusion relative to the sessions at Teachers College (where there are no faculty members who belong to COPIS). There was considerable discussion, again arising from complaints about the policy, of membership criteria, and it was agreed that a careful one-page statement of the criteria be prepared for future discussion. Joyce Killian was elected to membership. The Treasury balance was later reported to be nearly \$2500.

Prior to the Fall Conference held in Austin, Texas in November 1984, Thomas Sergiovanni was elected to the COPIS Presidency. In the early months of his presidency, Sergiovanni circulated several very thoughtful memos about COPIS (its purpose, its structure, etc.), and under his strong leadership preparation went forward for two sessions (the conference in Austin, and the Chicago meeting) in which the members sought to deal with broad and important issues.

Perhaps the most extensive discussion of the COPIS mission occurred in the November 1984 meeting in Austin, when a Task Force on liaison and purpose (chaired by Lee Goldsberry) labeled as the primary purpose of COPIS an "intimate collaboration and sharing of ideas at a conceptual level, and stimulation of our own thinking." The discussion resulted in identification of other missions: (1) to advocate standards for the preparation of supervisors, (2) to develop practical guidelines to influence policy makers and professional groups (such as AASA and NASB), (3) to synthesize research on supervision, and (4) to use all possible means to define the importance of supervision. In Chicago in March 1985 the advocacy dimension was further discussed, and a report favoring the idea of political involvement on critical issues was approved.

Minutes of the November 5, 1984 business meeting include extensive reference to the membership/attendance problem, on which a Task Force's four-part recommendations were approved unanimously: (1) maintain the rule, (2) clarify the notification letter, (3) use an appeals policy, and (4) retain retired members without dues payments. The membership criteria were restated and reaffirmed. Since much of the Conference had been devoted to questions of Mission and Purpose, the record shows that there was discussion of advocacy, policy guidelines development, syntheses of research, and defining the importance of supervision as additional missions of COPIS. There was also discussion of the new ASCD Journal of Curriculum and Supervision, and the need to determine whether it can serve as an adequate outlet and forum for work in the area of supervision. Interest in a more active research role was also examined, and Helen Hazi and Karolyn Snyder volunteered to initiate a survey of current COPIS research interests and possible activities.

Chicago was the setting for the Spring Meeting March 23, 1985, with Tom Sergiovanni presiding. 39 members were present. New members admitted were Art Costa, Robert Garmston, Gillian Cook, Allan Glatthorn, and John Smyth. Minutes, prepared by Don Reyes, reflect fruitful

attention to future programs (and Fall Conference) planning, decisions about Missions and Purpose, publications, research activities, and three resolutions on a greater role for supervision soon to be presented to the general membership of ASCD by its National Committee. Among the decisions reached was to sponsor a COPIS newsletter (which venture has yet, in 1987, to get underway).

In November 1985 Gallaudet University hosted the Fall Conference, with Frank Duffy, Dick Neville, and Barbara Pavan as planners. On November 3, in Alexandria, a business meeting resulted in the election of Don Beach and Carol Wood to membership (now at 64). There was further discussion of dealing with delinquent members, and plans were made for the Spring 1986 meeting to launch the topic of preparation programs for those who supervise, which topic had been selected for the Fall 1986 conference in Tampa. Note was made of the not-yet-existent newsletter.

On February 28, 1986 in San Francisco, the aforementioned program (planned by Karolyn Snyder) was presented and further plans for the Tampa session were discussed by the 29 members in attendance. It was subsequently reported that Barbara Pavan was elected to the Presidency for 1986-1987. The death of Morris L. Cogan in November 1985 was noted.

November 7-8-9, 1986 were the dates of a well-attended conference hosted by the University of South Florida, the conference theme being "The Future Preparation of Supervisors." The conference planners were Karolyn Snyder, Bob Anderson, and Art Shapiro. Notable non-COPIS presenters included Ralph W. Tyler, B. Othanel Smith, Frances Bolin and local area school supervisors. Subsequently Pedamorphosis, Inc., having underwritten some of the program/speakers expenses, published and distributed the conference notes and papers in the form of Wingspan, Volume 3, No. 1, December 1986. As part of the conference, a "Syllabus Fair" was featured. President Pavan, in a 'reflection' piece indicated her view that the purpose of COPIS is to provide a time a place for

A dialogue about teaching, learning and supervision;

The stimulation of differing ideas and perspectives;

The challenge of conflict;

The pleasure of agreement;

The celebration of each other;

A time for learning; and NOT to define teaching and supervision.

Member reaction appeared to affirm Pavan's statement.

In the business meeting, Alfonso (Site Committee) reported that because of travel complications and personnel changes the 1987 Fall Conference will be shifted from Penn State, as proposed a year earlier, to Temple University. It was suggested that the theme "preparation of supervisors" remains appropriate, as does the growing assumption of an "advocacy" role by supervisors. Plans for the Spring 1987 session were geared to dialogue-only, since the Tampa conference had provided intensity of input. It was agreed that COPIS would contribute to memorial funds for two recently-deceased COPIS members, John Morgan and Dorothy Franks. A light (and informative) moment was provided by Treasurer Hazi, who gave dramatic reading related to COPIS's expenditure for an accountant. An explicit question, concerning possible investment of the COPIS reserve funds and thereby raising tax funds in a non-interest-bearing account. Four new members (Andres Trimono, Bernard Bediali, John Seyfarth, and Lawrence Finkel) were approved, and one former member who had been dropped for the attendance rule was reinstated. It was reported that Bob Anderson will served for a year as COPIS historian and the Bob Alfonso will do a survey on the membership. Carl Glickman proposed that the Tenth/Eleventh/Twelfth Anniversary of COPIS be celebrated in the Fall Conference of 1987 meeting through a dramatic recreation.

In New Orleans on March 20, 1987, in a discussion following up the Tampa conference, a brief business meeting called attention to a \$2000 Treasury balance and reviewed the status of COPIS membership.

As the COPIS Anniversary sessions looms on the horizon, Carl Glickman assumes the COPIS Presidency and Gillian Cook takes over the Secretary-Treasurer role. The agenda includes a report by Bob Alfonso on the membership survey. The program topic is "The Effects of Local, State, and National Mandates on Supervisory Practices."

Although it might be hard to assess as a factor in the personal and professional development of its members, the "socializing" dimension of COPIS seems to be as important as the substantive dimension in explaining the high value that is ascribed to COPIS membership. Every meeting affords opportunity for informal conversation, eating meals together, gathering around a pool, attending cultural and other events and enjoying special activities such as the Texas Barbeque in Coupland, Texas, the parties and dinners hosted by COPIS members, and other memorable moments of enjoyment. The personal as well as educational bonds between the people of COPIS make it all the more rewarding to serve as an educator for whom the ASCD'S' is writ large and bold.

Summary

Through the spring of 1987, not including the events that preceded the New Orleans meeting in 1975, the members of COPIS have assembled for purposes of professional sharing, socializing, getting acquainted, and conducting organization affairs a total of twenty-two times. The membership roster has changed up and down over the years, and at least 200 persons have participated in COPIS events as members, non-member presenters and/or guests. There is a relatively stable nucleus of about 35 persons who have provided continuity. Most, but unfortunately not all, of the scholars whose research, publications and teaching have graced and enlarged the field of instructional supervision are COPIS-connected, and probably no other forum has ever yielded as much thought about the field as has the COPIS forum. Without question the goal of "community" has been achieved to a significant extent. Less clear is the COPIS impact upon ASCD and its orientation to the dimension, although the annual ASCD program since 1975 has featured, as a "best guess," at least one hundred events prompted by COPIS and involving COPIS contributors.

The minutes of an organization such as COPIS rarely report the full substance of discussions, or summarize the ideas, debates, and other exchanges that grow out of the program preceding the business meetings. Therefore an historian reading the minutes gets an insufficient, and sometimes distorted, view of matters the members considered. Examples of problems that the minutes probably exaggerate are: discomfort over membership criteria; awkwardness of enforcing the attendance rule; uneasiness about the COPIS / ASCD relationship; and concern about finances. On the other hand, the minutes probably understate the intensity of discussions

about supervision as an ill-defined field, or about the role advocacy should play in COPIS's agenda.

Since COPIS is essentially an informal organization, with responsibilities frequently shifting and the maintenance of records a sometimes neglected matter, it is difficult to trace the involvement of everyone whose name appears on lists or in correspondence, especially in the early years. The Roster, therefore, represents a "best guess" at best. This will probably trouble very few persons, but all the same it is hoped that old-timers in particular will help to identify errors or omissions.

No effort was made to prepare a bibliography of publications authored by COPIS members, or a listing of ASCD and other program presentations prompted in some way by COPIS. Perhaps one should be produced in the future. The Fall Conference proceedings from Kent State, University of Georgia, and University of South Florida have been highlighted, and those publications are in fact a significant contribution to the field. Along with other official records of COPIS, these belong in a permanent archive over which a designated person should preside.

ADDENDUM

Don M. Beach, 2015

Since Bob Anderson's original history was presented to the membership in 1987, COPIS has continued to evolve and address the critical issues confronting the field of instructional supervision. As the Association for Supervision and Curriculum Development changed its name to just ASCD: Learn, Teach, Lead and deleted the original words in the name, COPIS discontinued the joint spring meeting at their annual meeting. Many members have voiced concerns over the years that there was never enough attention to SUPERVISION in the ASCD name. We have moved to one annual fall conference being hosted by one of the members of the organization and those meetings are identified in this volume.

COPIS has continued to discuss the role of the instructional supervisor amidst the two decade long emphasis on accountability standards. We wrestled with the question: When testing has been the primary way of assessing student learning, what is and has been the role of the

instructional supervisor in supporting teaching and learning? As states school districts adopted the lesson cycle attributed to Madeline Hunter, and advocated a “one size fits all” approach to instruction, COPIS responded with a definition of effective teaching that posited a multi-dimensional view of effective teaching. In the position paper that COPIS developed, we said, “In order for classroom and school instruction to improve, supervision programs should assist teachers and other school leaders to utilize the best instructional practices, develop a variety of alternative instructional models, and promote those models that will withstand the test of sound theory, research, and professional wisdom.”

In addition to addressing the concept of a single instructional model, COPIS members have had many discussions that focused on the teacher evaluation process. For more than a decade, states have insisted on linking individual student performance with teacher performance evaluation. COPIS members have questioned the validity of such an approach and suggested ways that the instructional supervisor can be an integral part of the evaluation process. Now, as the new notion of “value added” instruction has entered the dialogue as a more subtle form of linking teacher evaluation to student performance, new voices have emerged from within COPIS to advocate for a multi-dimensional approach, and as one member has said, “teaching is a complex process and a single evaluation model that reduces that complexity to a number on a scale of one to five, is at least inappropriate, if not wrong.”

Perhaps one of the most important changes that COPIS has made in the past few years has been the inclusion of those members who work primarily in the pre-service preparation of teachers. As the teacher preparation models have changed with many involving some form of induction year experience, the role of the instructional supervisor who works with those beginning teachers has become even more critical. The voices from pre-service programs have combined with those who work in a more administrative role to produce new perspectives. The inclusion of doctoral students at the fall conference has added new and fresh perspectives to our conversations. With the passing of Art Blumberg, an award was established to acknowledge the work of doctoral students in the field of instructional supervision. With the passing of Ed Pajak, one of Art’s doctoral students, COPIS now has the Bloomberg-Pajak Scholars award. At the 2015 Fall Conference in Ft. Worth Texas, four individuals, Amy Morton, Rachel Solis, Robert Sox and Mark Diacopoulos were honored.

In the nearly 30 years since this original history of COPIS was published by Bob Anderson, many of the pillars of the Council of Professors of Instructional Supervision are now deceased and we have marked their passing in various ways. After Bob Anderson's passing, his widow Karolyn Snyder asked COPIS members to record their thoughts and tributes to Bob. After Art Blumberg's passing, the Blumberg Scholars award was established, now the Blumberg-Pajak Scholars Award. We celebrated Tom Sergiovanni's work with a panel presentation at a fall COPIS meeting, and more recently, we have paid tributes to Ben Harris, Ray Bruce, and Ed Pajak. With the loss of these dedicated members, it is becoming more evident that COPIS is beginning a new chapter in its history, a torch is being passed from one generation of instructional supervision scholars to a new generation. Based on the presentations at the most recent fall conferences, the organization is in good hands for another 40 years.

Council of Professors of Instructional Supervision

Charter Members

<u>Name</u>	<u>Affiliation at Time of Joining</u>
Adachi, Mitsuo	University of Hawaii
Alfonso, Robert J.	Kent State University
Anderson, Robert H.	Texas Tech University
Anderson, Robert	University of Washington
Beegle, Charles	University of Virginia
Bishop, Leslee J.	University of Georgia
Blumberg, Arthur	Syracuse University
Bruce, Ray	University of Georgia
Burnham, Reba	University of Georgia
Champagne, David	University of Pittsburg
Cogan, Morris	University of Pittsburg
Dieterle, Louise	Northern Illinois University
Firth, Gerald	University of Georgia
Garman, Noreen	University of Pittsburg
Greene, John	Monroe, Louisiana
Grimsley, Edith E.	University of Georgia
Harnack, Robert S.	State University of New York-Buffalo

Harris, Ben	University of Texas – Austin
Hartsig, Barbara	California State University-Fullerton
Hock, Louise	New York University
Krajewski, Robert J.	Texas Tech University
Krey, Robert K.	Wisconsin State University – Superior
Lovell, John T.	University of Tennessee
Macagnoni, Virginia	University of Georgia
McLeary, Lloyd	University of Utah
Morgan, John L.	University of Pittsburg
Neville, Richard	University of Maryland
Oliva, Peter F.	Indiana State University
Olson, Leroy	Temple University
Pavan, Barbara	Temple University
Phelps, Margaret S.	Tennessee Tech University
Seager, G. Bradley	University of Pittsburg
Sergiovanni, Thomas J.	University of Illinois – Urbana
Suttle, John E.	University of Oregon
Turner, Harold	University of Missouri
Valverde, Leonard	University of Texas – Austin

COPIS Leadership

	<u>Chairperson/President</u>	<u>Secretary</u>	<u>Treasurer</u>
1975-76	Ben Harris		
1976-77	Barbara Hartsig	Margaret Phelps	John Greene
1977-78	Leslee Bishop	Peter Oliva	Robert Krajewski
1978-79	Leslee Bishop	Peter Oliva	Robert Krajewski
1979-80	John Lovell	Noreen Garman	Fred Wood
1980-81	Robert Alfonso	Ray Bruce	Noreen Garman
1981-82	Fred Wood	Barbara Pavan	(Secretary-
1982-83	Edith Grimsley	Barbara Pavan	Treasurer roles
1983-84	Richard Hawthorne	Helen Hazi	combined)
1984-85	Thomas Sergiovanni	Helen Hazi	
1985-86	Robert H. Anderson	Helen Hazi	
1986-87	Barbara Pavan	Helen Hazi	
1987-88	Carl Glickman	Gillian Cook	
1988-89	Noreen Garmen	Gillian Cook	
1989-90	Lee Goldsberry	Gillian Cook	
1990-91	Isobel Pfeiffer	Gillian Cook	
1991-92	Ray Bruce	Don Beach	
1992-93	Gillian Cook	Don Beach	
1993-94	Richard Neville	Saundra Tracy	
1994-95	Joyce Killian	Saundra Tracy	

President

Treasurer

1995-96	Karolyn Snyder	Saundra Tracy
1996-97	Saundra Tracy	Francis Duffy
1997-98	Francis Duffy	Francis Duffy
1998-99	Francis Duffy	Nancy Hoffman
1999-00	Gerald Firth	Nancy Hoffman
2000-01	Paulette Lemma	Nancy Hoffman
2001-02	Martha Ovando	Edward Pajak
2002-03	Edward Pajak	Edward Pajak
2003-04	Edward Pajak	Daisy Arredondo Ricinski
2004-05	Daisy Arredondo Ricinski	Zach Kelehear
2005-06	Zach Kelehear	Karen Wetherill
2006-07	Jeffrey Glanz	Susan Sullivan
2007-08	Jeffrey Glanz	Susan Sullivan
2008-09	Susan Sullivan	Marcia Knoll
2009-10	Marcia Knoll	Don M. Beach
2010-11	Don M. Beach	Patricia Holland
2011-12	Patricia Holland	Jennifer Jacobs
2012-13	Jennifer Jacobs	Diane Yendol-Hoppey
2013-14	Diane Yendol-Hoppey	Jim Nolan-Bernard Badiali
2014-15	Jim Nolan & Bernard Badiali	Kathleen Jorissen

COPIS Chronology (Through 1987)

1974 Exploratory Conversations COPIS Meetings * Meetings at ASCD

1975 *March 15, New Orleans

1976 *March 13, Miami Beach

1977 *March 19, Houston (Charter Meeting)

1978 *March 4, San Francisco

December 7–9, Kent, OH (Kent State University)

1979 *March 3, Detroit

December 6–8, Athens (University of Georgia)

1980 *March 30, Atlanta

December 4–6, Hollywood, Florida (Peter Oliva, host)

1981 *March 7, St. Louis

November 12–14, Pittsburgh (University of Pittsburgh)

1982 *March 20, Anaheim

November 11–13, Knoxville (University of Tennessee)

1983 *March 5, Houston

November 3–5, DeKalb (Northern Illinois University)

1984 *March 12, New York

November 2–5, Austin (University of Texas, Austin)

1985 *March 25, Chicago

November 3, Washington, D.C. (Gallaudet University)

1986 *February 28, San Francisco

November 7–9, Tampa (University of South Florida)

1987 *March 20, New Orleans

November 6–8, Philadelphia (Temple University)

1988 *March 11, Harvard GSE, Cambridge, MA

San Antonio, TX

*Prior to ASCD Conference

1989 State College, PA (Penn State University)
1990 Athens, GA (University of Georgia)
1991 Houston, TX (University of Houston)
1992 Baltimore, MD (Johns Hopkins University)
1993 Tampa, FL (University of South Florida)
1994 New York City (Fordham University)
1995 State College, PA (Penn State University)
1996 Tempe, AZ (Arizona State University)
1997 Pittsburg, PA (University of Pittsburg with University of West Virginia)
1998 Norman, OK (University of Oklahoma)
1999 Miami of Ohio University
2000 Austin, TX (University of Texas)
2001 Seattle University (Conference canceled)
2002 Portland, ME (University of Southern Maine)
2003 Wilmington, NC (University of North Carolina-Wilmington)
2004 Seattle, WA (Seattle University)
2005 Athens, GA (University of Georgia)
2006 Gainesville, FL (University of Florida)
2007 Staten Island, NY (Wagner College)
2008 Tarleton State University (Conference canceled)
2009 State College, PA (Penn State University)
2010 Austin, TX (University of Texas)
2011 Aguadilla, PR (University of Puerto Rico)
2012 Asheville, NC (Western Carolina University)

- 2013 State College, PA (Penn State University)
- 2014 Atlanta, GA (Georgia State University)
- 2015 Ft. Worth, TX (Tarleton State University)

CHARACTERISTICS AND CAREER PATHS OF PROFESSORS OF SUPERVISION

A Survey of the Membership of COPIS

(Data as of Autumn 1987)

Fifty-two COPIS members, 40 males, and 12 females, responded to a questionnaire prepared and distributed by Robert J. Alfonso of East Tennessee State University. Seventeen of these reported holding the Ph.D. degree, and 33, the Ed.D. Of the doctoral holders, 21 majored in Educational Administration, 14 in Curriculum and Supervision, 6 in Curriculum, 3 in Curriculum and Instruction, 2 in Supervision, and 1 each in Educational Administration and Supervision, Learning Environment, and Social Psychology.

The current rank as reported was Assistant Professor, 5; Associate Professor, 14; and Professor, 32. At the time of response, 43 were tenured and 7 were untenured.

With respect to age, there were none under 30; 4 between 30 and 39; 13 between 40 and 49; and 33 were 50 and over.

Undergraduate Majors reported by the professors were:

English - 9	Political Science - 1
History/Social Studies - 7	Religion/Speech - 1
Mathematics - 5	Music - 1
Elementary Education - 4	Liberal Arts - 1
Psychology - 3	Classical Language - 1
Education - 2	Romance Language - 1
Biology - 2	Sociology & Anthropology - 1
Chemistry - 2	Industrial Education - 1
Economics - 2	Business Education - 1
Physical Science - 1	Business Administration - 1
Mathematics and Science - 1	Special Education - 1
Science - 1	Speech Education - 1
Physical Education - 1	

Years of public school teaching experience:

(Range 0 to 26)

3 years or less – 14	12 years or more - 9
6 years or less - 29	15 years or more - 6
10 years or less – 39	20 years or more – 3

With respect to teaching level, 9 were at elementary, 27 at secondary, and 14 at both elementary and secondary.

When asked about years of experience as a supervisor, the following figures were reported:

0 – 22	7 - 2
1 – 5	8 - 1
2 – 5	9 - 2
3 – 1	10 - 1
4 – 2	13 - 1
5 – 7	18 - 1
6 - 1	

Level

- Elementary - 4
- Secondary - 14
- Elementary & Secondary - 7
- General - 8

Several questions inquired about the members' public school administrative experience and the following responses were received:

Experience as Assistant Principal, Principal, Assistant Superintendent, Superintendent

Yes – 25

No - 27

Number of Years as Assistant Principal

1 – 5 - 15

6 - 10 - 0

Number of Years as Principal

1 - 5 - 10

6 - 10 - 4

11- 15 - 0

Number of Years as Assistant Superintendent

1 – 5 – 11

6 – 10 - 1

11–15 - 0

Number of Years as Superintendent

1 – 5 - 5

6 - 10

Number of Years of Experience in Higher Education

(Range 4 to 33)

1 - 5:	3	21 - 25:	13
6 -10:	7	26 - 30:	4
11 - 15:	8	31 - 33:	3
16 - 20:	14		

Number of Universities at Which Served as Faculty Member

1 – 18

4 – 4

2 - 11

5 – 1

3 - 14

6 – 4

Number of Years of Administrative Experience in Higher Education

(Department Chair or Above)

(Range 0 to 29)

0 Years of experience - 23

1 - 5: 7 16 - 20: 4

6 - 10: 11 20 - 29: 3

11 -15: 4

Primary Program for Teaching

Masters - 9

Masters & Educational Science - 6

Educational Science - 2

Masters & Doctoral - 9

Educational Science & Doctoral - 2

Masters, Educational Science & Doctoral - 18

Masters, Doctoral & Undergraduate - 1

Doctoral – 5

Courses Taught in Addition to Supervision

Number of respondents teaching courses outside of supervision - 45

Teaching supervision courses only – 7

Current Advisees

Number of Doctoral Advisees

(Range 0 - 50)

0 – 17	26 – 30 - 1
1 – 5 – 8	31 – 35 - 1
6 – 10 – 12	36 – 40 - 0
11 – 15 – 4	41 – 45 - 0
16 – 20 – 4	46 – 50 – 1
21 – 25 – 2	

Number of Other Advisees

(Range 0 - 250)

0 - 18	51 - 60 - 2
1 - 10 - 11	61 - 70 - 0
11 - 20 - 5	71 - 80 - 0
21 - 30 - 3	81 - 90 - 2
31 - 40 - 4	95 - 200 - 3
41 - 50 - 4	200 - 2

Number of Dissertations Currently Chairing

(Range 0 - 24)

0 - 17	11 - 15 - 1
1 - 5 - 19	16 - 20 - 3
6 - 10 - 9	21 - 25 - 1

Publications and Papers

Number of Books Authored or Edited

(Range 0 - 17)

0 - 20	7 - 1
1 - 4	8 - 0
2 - 9	9 - 2
3 - 5	10 - 1
4 - 1	11 - 1
5 - 5	16 - 1
6 - 0	17 - 1

Number of Published Articles

(Range 0 - 150+)

0 - 5 - 12	41 - 45 - 1
6 - 10 - 4	46 - 50 - 4
11 - 15 - 9	51 - 60 - 0
16 - 20 - 6	61 - 70 - 1
21 - 25 - 4	71 - 80 - 0
26 - 30 - 3	81 - 90 - 0
31 - 35 - 2	91 - 100 - 2
36 - 40 - 3	100 plus 1

Number of Papers Presented

(Range 0 – 400+)

0 – 10 – 9	91 110 2
11 – 30 – 20	111 130 0
31 – 50 – 9	131 150 1
51 – 70 – 3	150- 1
71 – 90 – 4	

Summary

Members with No Experience As Supervisor: - 22

Number with School Administrative Experience (Assistant Principal, Principal, Principal, Assistant Superintendent, or Superintendent) - 7

Number with Administrative Experience in Higher Education
(Department Chairman or above) - 9

Number with Administrative Experience in School and Higher Education - 3

Number with School or Higher Education Administrative Experience - 6

With respect to other national professional memberships, 47 are members of ASCD, 30 belong to AERA-SIG/IS, 29 to AERA, 8 to ATE, 7 to Professors of Curriculum, 6 to AASA, 5 to Kappa Delta Pi, 4 to Phi Delta Kappa, and 3 to AACTE.

Two each reported memberships to NCTE, NCTM and NSDC. Finally, 1 member each belongs to NCSS, ICET, SSCH, AAIE, NAESP, ACE, NARST, NSTA, ACHE, AASPA, AASCD, and AAAS.

If we were to try to construct a profile of the typical member of COPIS, he is above 50 years of age, tenured at the rank of Professor, and holder of a Ph.D. with the doctoral major in Educational Administration. Additionally:

School Training Experience: 4 years

School Supervisory Experience: 2 years

Undergraduate Major: English

Years of Experience in Higher Education: 22 years

Doctoral Advisees: 12

Other Advisees: 20

Dissertations Chaired: 8

Books Authored/ Edited: 2

Published Articles: 15

Papers Presented: 30

Programs Taught In: Masters, Educational Science & Doctoral

Member of ASCD

Teaches Courses in Addition to Supervision