

*Curriculum Vitae*

# CADE TOMAS CHARLTON

## Professional Address

Counseling Psychology & Special Education  
Brigham Young University  
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## EDUCATION

- 2016      Doctorate of Philosophy, Emma Eccles Jones College of Education, Utah State University, Disability Disciplines  
*Specialization:* Special Education  
*Dissertation:* Effects of a Self-Management Procedure Using Student Feedback on Staff Members' Use of Praise in an Out-Of-School Time Program  
*Chair:* Richard P. West, Ph.D.
- 2008      Master of Science, Jon Huntsman School of Business, Utah State University, Business Administration
- 2007      Bachelor of Science, Utah State University  
Major: Psychology  
Honors: Magna Cum Laude
- 2007      Bachelor of Science, Utah State University  
Major: Economics  
Honors: Magna Cum Laude

## HONORS AND AWARDS

- 2008      Jon Huntsman School of Business Commitment to Excellence Award
- 2007      Utah State University, Department of Psychology Robins Award Nominee
- 2007      Utah State University, Department of Psychology Outstanding Student
- 2005      Utah State University A-pin Scholar (3 semesters 4.0 GPA maintained)

## SCHOLARSHIP

### Refereed articles

- Sabey, C., **Charlton, C. T.**, Pyle, D., Ross, S. W. (Accepted). A review of classwide or universal social, emotional, behavioral programs for students in kindergarten. *Review of Educational Research*, xx(x), xx-xx.

Snyder, K., Pyle, D., **Charlton, C. T.**, Sabey, C., Lund, E. M., & Ross, S. W. (2016). A systematic review of the empirical support for Check-In Check-Out. *Journal of Positive Behavior Interventions*, 18(2), 74-88. doi:10.1177/1098300715595957

Campbell, K., **Charlton, C. T.**, Maynes, J., & West, R. P. (2014). Utah. In D. Thompson & F. Crampton (Eds) State of the States 2013. *Journal of Education Finance*, 39(3), 283-286.

Taylor, M. J., Hallam, P. **Charlton, C. T.**, Wall, D. G. (2013). The Formative Assessment of Collaborative Teams. *NASSP Bulletin*, 98, 26-52 doi:10.1177/0192636513514109.

Wheatley, R. K., West, R. P., **Charlton, C. T.**, Sanders, R. B., Smith, T. G., & Taylor, M. J. (2009). Improving behavior through differential reinforcement: A praise note system for elementary school students. *Education and Treatment of Children*, 32, 551-571.

### **Book Chapters**

Ross, S., Lund, E., Sabey, C., **Charlton, C. T.** (in press) Students' Perspectives on Bullying. In Rosen, DeOrnellas, and Scott (Ed.), *Bullying in the School: Perspectives from Across Campus*. New York: Palgrave Macmillan.

### **Trade journal articles**

West, R. P., **Charlton, C. T.**, & Taylor, M. J. (2016). Students are the real experts on school reform and improvement. *UASSP Impact Journal*, 17(1), 44-51.

### **Manuscripts under review or in preparation**

**Charlton, C. T.**, Sabey, C., Dawson, M., Pyle, D., Ross, S. W., & Lund, E. (in preparation). Identifying critical incidents in the development of state multi-tiered system of support projects. *American Journal of Educational Research*.

**Charlton, C. T.**, Ross, S. W., & West, R. P. (under review). Effects of a check-in/check-out system on the classroom engagement of at-risk high school students. *Journal of Positive Behavior Interventions*.

Taylor, M. J., West, R. P., **Charlton, C. T.**, & Smith T. G. (revise-resubmit). The link between school learning environment and academic achievement. *Journal of Learning Environments Research*.

**Charlton, C. T.**, West, R. P., Lignugaris-Kraft, B., Ross, S. W., (in preparation). Effects of a self-management procedure using student feedback on the use of behavior specific praise. *Journal of Positive Behavior Interventions*.

Sabey, C., Ross, S. W., **Charlton, C. T.**, & Pyle, D. (in preparation). Integrating social skills within Check-in Check-out: CICO+. *Education and Treatment of Children*.

**FUNDED PROJECTS**

- 2017-2019     Enhancing Tier I Instruction Through the Use of Real-time Student Feedback on Specific Instructional Skills. The purpose of this project is to explore the effects of student feedback on teachers' use of specific praise, opportunities to respond, and effective error correction. This project was funded by the McKay School of Education (Total Funds: \$39,964).  
**Role:** Principal Investigator
- 2017            Using School Climate Data to Enhance Implementation and Operation of a Multi-Tiered System of Supports (MTSS). The purpose of this project was to work with school personnel to develop a handbook to support the integration of multiple data sources, including school climate, into work of MTSS problem solving teams. This project was funded by the Utah Multi-Tiered System of Supports (UMTSS) project. (Total Funds: \$22,935)
- 2014-2018     District-wide Evaluation of the Conditions for Learning and School Climate for the School Leadership Pipeline Grant in Granite School District. Scope of work includes data collection for 90+ schools, consultation with school principals, and work with district administration to examine the effects of the grant on school climate. (Total Funds: \$201,000).  
**Role:** Project Director & Co-Principal Investigator
- 2013-2014     Utah Personnel Development Center graduate research award to fund an exploration of the effects of Check-in/Check-out on the academic behavior of secondary school students (Total funds: \$1,000).  
**Role:** Principal Investigator
- 2012-2013     School Support Team member at Granger High School (ARRA SIG), Millville Elementary School, and Greenwood Elementary School. Provided assessment, evaluation, and professional development to priority schools during multi-year school improvement projects. (Total funds: appr. \$280,000)  
**Role:** School Improvement Consultant
- 2010            Funds for the expansion of the Prevention Plus project and the creation of the Land-grant Education and Research Network (Project LEARN) included in H.R.1105 - Omnibus Appropriations Act of 2009 (Total funds: \$920,000).  
**Role (Prevention Plus):** Grant Writer & Project Coordinator  
**Role (Project LEARN):** Team Leader.
- 2009            AmeriCorps\* VISTA School Improvement Partnership expansion funded by the American Reinvestment and Recovery Act (Total funds: \$62,000).  
**Role:** Co-Principal Investigator

- 2008-2009 Office of Juvenile Justice and Delinquency Prevention awarded the McKay School of Education at Brigham Young University funds to collaborate with the Center for the School of the Future and five project schools in northern Utah on innovative delinquency prevention efforts (Total funds: \$268,000).  
**Role:** Project Coordinator.
- 2006-2008 AmeriCorps\* VISTA operational grant for the School Improvement Partnership (Total Funds through 2012: \$1,276,000).  
**Role:** Co-Principal Investigator

## TEACHING EXPERIENCE

- 2017 Instructor: Brigham Young University  
Counseling Psychology and Special Education 443: Social and Behavioral Strategies for Students with Severe Disabilities
- 2016-2017 Instructor: Brigham Young University  
Counseling Psychology & Special Education 615: Academic and Behavioral Problem Solving
- 2016-2017 Instructor: Brigham Young University  
Counseling Psychology & Special Education 460: Collaboration
- 2015-2016 Instructor: Brigham Young University  
Counseling Psychology & Special Education 402: Educating Students with Disabilities in Secondary Settings
- 2015-2016 Instructor: Brigham Young University  
Counseling Psychology & Special Education 300: Exceptional Students in Primary Settings: Principles of Collaboration
- 2014 Instructor: Utah State University  
Psychology 1730: Strategies for Academic Success  
[Aggies Elevated](#)
- 2014 Guest Lecturer and Teaching Assistant: Utah State University  
Special Education 6770: Coaching and Systems Change
- 2012-2014 Student Teaching Supervisor: Utah State University  
Special Education 5410: Practicum: Direct Instruction Reading & Language Arts for Students with Mild/Moderate Disabilities  
Special Education 6030: Student Teaching in Special Education
- 2012 Instructor: Utah State University  
Special Education 6280: Instructional Leadership for At-Risk Students.

- 2009 Teaching Assistant: Utah State University  
Education 6570: Introduction to Educational and Psychological Research.  
Instructor: Matthew J. Taylor, PhD
- 2009 Teaching Assistant: Utah State University  
Special Education 6280: Instructional Leadership for At-Risk Students.  
Instructor: Richard P. West, PhD
- 2006-2007 Undergraduate Teaching Assistant: Utah State University  
Psychology 3460: Physiological Psychology.  
Instructor: Carl D. Cheney, PhD
- 2004-2005 Undergraduate Teaching Assistant: Utah State University  
Psychology 1400: Learning and Behavior.  
Instructors: Carl D. Cheney, PhD Susan G. Friedman, PhD, and Ana Neves

## **PROFESSIONAL POSITIONS**

- 2016 Assistant Professor, Counseling Psychology & Special Education,  
Brigham Young University, Provo, UT
- 2015-2016 Visiting Assistant Professor, Counseling Psychology & Special Education,  
Brigham Young University, Provo, UT
- 2016 Registered Behavior Technician (RBT),  
Chrysalis, Inc., Orem, UT
- 2014-2015 Vice President of Client Engagement and Support,  
Tetra Analytix, LLC, Logan, UT
- 2008-2013 Program Coordinator, The Center for the School of the Future  
Utah State University, Logan, UT
- 2006-2008 AmeriCorps\* VISTA Member,  
Corporation for National and Community Service, Logan, UT
- 2006 Skills Development Specialist  
Bear River Mental Health, Logan, UT

## **CONFERENCE PRESENTATIONS**

- Charlton, C. T.,** West, R. P., & Lignugaris-Kraft, B. (2016). Using self-management and student feedback to improve teachers' classroom management skills. Paper presented at the annual conference of Teacher Educators for Children with Behavioral Disorders, Tempe, AZ.
- Charlton, C. T.,** & Sabey, C. (2016). Effects of the ratio of positive to negative feedback on performance. Paper presented at the annual conference of Teacher Educators for Children with Behavioral Disorders, Tempe, AZ.

- Sabey, C., **Charlton, C. T.**, Charlton, S. R. (2016). The Effects of a 3:1 Positive to Negative Ratio on Performance During a Pattern Recall Task. Poster at the Association for Positive Behavior Support, San Francisco, CA.
- Charlton, C. T.**, West, R. P., Hopkins, K. (2015). Creating the conditions for learning. Presentation at the Utah Multi-Tiered System of Supports Conference, Layton, UT.
- Charlton, C. T.**, Sabey, C., Charlton, S. R. (2015). Examining the Effects of Varying the Availability of Positive Feedback on Performance of a Multiplication Task. Poster at the Association for Behavior Analysis International, San Antonio, TX.
- Sabey, C., **Charlton, C. T.**, Charlton, S. R. (2015). The Effects of a 3:1 Positive to Negative Ratio on Performance During a Pattern Recall Task. Poster at the Association for Behavior Analysis International, San Antonio, TX.
- Charlton, C. T.**, West, R. P., & Young, R. K. (2014). *Administrative Intervention*. Presentation at the Utah Multi-Tiered System of Supports Conference, Layton, UT.
- Charlton, C. T.** (2013). *Beyond storming: Building collaboration teams*. Utah Conference of School Community Councils, Invited Presentation, Draper, UT.
- Snyder, K., Ross, S. W., Sabey, C., **Charlton, C. T.**, Pyle, D., Lund, E. M., & Slocum, T. A. (2013). Check-in/Check-out and Check, Connect, and Expect: A systematic review of common secondary interventions. Symposium at the Association for Behavior Analysis International, Minneapolis, MN.
- Teemant, B., **Charlton, C. T.**, Wheatley-Wardle, R. K., West, R. P., Wessman, R., & Taylor, M. J. (2013). Improving attendance and school climate while reducing at-risk behaviors in a troubled urban high school implementing the Administrative Intervention model. Symposium at the Association for Behavior Analysis International, Minneapolis, MN.
- Wessman, R., **Charlton, C. T.**, West, R. P., Teemant, B., Wheatley-Wardle, R. K., & Taylor, M. J. (2013). The effects of a school-based, targeted dropout prevention program on attendance and academic performance of at-risk students in an urban high school. Symposium at the Association for Behavior Analysis International, Minneapolis, MN.
- Oaks, R., Wheatley-Wardle, R. K., **Charlton, C. T.**, West, R. P., Teemant, B., & Taylor, M. J. (2013). An analysis of a schoolwide praise note system implementation in an urban high school: Methods, penetration, and teacher participation. Symposium at the Association for Behavior Analysis International, Minneapolis, MN.
- Charlton, C. T.**, Bird, M., Maynes, J., Campbell, K., & West, R. P. (2013, May). America's School Trust Lands: An Untapped Resource for School Funding. Paper session at the National Education Finance Conference, Indianapolis, IN.

- Ross, S. W., Sabey, C., **Charlton, C. T.**, & Pyle, D. (2012). *Evaluation of a Novel Approach to Social Skills*. Paper presentation at the Utah Conference on Effective Practices For Teachers and Human Service Professionals: Interventions Across the Lifespan, Logan, UT.
- Charlton, C. T.**, Taylor, M. J., & West, R. P. (2011, Sep). *FACT: Developing and sustaining collaborative learning communities through self-management tools*, Paper presentation at the International Conference on Children with Behavioral Disorders, New Orleans, LA.
- Wheatley, R. K., **Charlton, C. T.**, & West, R. P. (2011, May). *Using ClockLight to increase student on-task behavior in an after school club setting: Effectiveness, sustainability, and teacher satisfaction*, Poster presentation at the International Conference of the Association for Behavior Analysis International, Denver, CO.
- Taylor, M. J., West, R. P., **Charlton, C. T.**, & Wheatley, R. K. (2009). *Elements of effective instruction and academic performance: The achievement gap explained*. Poster, Logan, UT: The Center for the School of the Future.
- Wheatley, R. K., West, R. P., & **Charlton, C. T.** (2009, March). *Increasing Appropriate Lunchroom Behavior: A Praise Note System for Elementary Students*, Paper presentation at the Association of Positive Behavior Support Conference, Jacksonville, FL.
- Taylor, M. J. & **Charlton, C. T.** (2008, September). *Teacher Behaviors that Predict Average Daily School Attendance*, Paper presentation at the Teacher Educators for Children with Behavioral Disorders Conference, Tempe, AZ.
- West, R.P., Taylor, M.J. Wheatley, R.K., and **Charlton, C.T.** (2008, February) *Four Critical Elements of Instruction and their relationship to overall school quality*. Address, California Association of Behavior Analysis: Garden Grove, CA.
- Wardle, R.K. & **Charlton, C.T.** (2007, March) *ALERT: Student report as a more sensitive measure of school learning environment*. [Poster]. Association of Positive Behavior Support: Boston, MA.
- Larson, L.L., Wardle, R.K., & **Charlton, C.T.** (2007, March) *Increasing attendance and punctuality and decreasing office discipline referrals: The role of school-wide behavior support*. [Poster]. Association of Positive Behavior Support: Boston, Ma.
- Charlton, C.T.**, & Charlton, S. R. (2006, May). *The Role of Commodity Type and Reciprocity in the Iterated Prisoner's Dilemma*. [International Poster Session]. Association for Behavior Analysis, International: Atlanta, GA.
- Branch, M. N., **Charlton, C.**, Fisher, W., Madden, G. J., & Mawhinney, T. C. (2006, May). *Professional Development Series: Perspectives on the Future of Behavior Analysis*. [Panel Discussion] Association for Behavior Analysis, International: Atlanta, GA.
- Wheatley, R.K & **Charlton, C.T.** (May, 2006). *Clocklight: Affecting group behavior through immediate feedback*. Association for Behavior Analysis, International: Atlanta, GA.

- Bailey, J.S., Johnston, J.M., Mellichamp, F., Shook, G.L., **Charlton, C.T.** (2005, May) *Professional development series: On being a board certified behavior analyst*. Association for Behavior Analysis, International: Chicago, IL.
- Wheatley, Rikki K & **Charlton, C.T.** (May, 2006). *Increasing appropriate lunchroom behavior: A praise Note System for Elementary Students*. Association for Behavior Analysis, International: Atlanta, GA.
- West, R.P., Smith, T.G., Wheatley, R.K., and **Charlton, C.T.** (2006, March) *Clocklights: Affecting group behavior using immediate feedback*. Poster Presentation, Association for Positive Behavior Support: Reno, NV.
- West, R.P., Smith, T.G., Wheatley, R.K., and **Charlton, C.T.** (2006, March) *Increasing appropriate lunchroom behavior: A praise note system for elementary students*. Poster Presentation, Association for Positive Behavior Support: Reno, NV.
- Wheatley, R.K., **Charlton, C.T.**, Willett, B., Torres, M.M., Fullmer IV, W.P., Heninger, M. & Wheatley, M. (July, 2006). *Principles for effective teaching*, Boys and Girls Club of Cache Valley Employee Training.

## HONORS SOCIETIES

- 2008-to date The International Honor Society Beta Gamma Sigma
- 2007-2008 The Honor Society of Phi Kappa Phi
- 2007-2008 The National Society of Collegiate Scholars
- 2001 National Honors Society

## PROFESSIONAL AFFILIATIONS

- 2015-to-date USOE School Turnaround Experts – Tetra Analytix
- 2010-to date Utah State Office of Education School Support Team
- 2004-to date Association for Behavior Analysis International
- 2006-to date Organizational Behavior Management Network
- 2006-to date Association of Positive Behavior Support