

CURRICULUM VITAE

Personal Details

Name: Ms. Dr. Annemarie Neeleman
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Nationality: Dutch

Professional Experience

- April 2019 – present *Senior Policy Advisor, CVO Rotterdam (NL)*
Senior Policy Advisor to a large secondary school board in greater Rotterdam, the Netherlands. Field of expertise include educational policies, quality management, professionalization, and (practitioner) research. Organizer of and participant in various local, regional, and national networks.
- August 2013 - present: *Owner, Annemarie Neeleman Research & Consultancy*
Research and consultancy activities in the educational field (policy, practice, and research). Specialised in strategic educational policy advice, qualitative and quantitative analyses of complex educational organizations, quality management, professional learning networks, evidence-based leadership, professionalisation projects, and international comparisons.
- Aug. 2014 - Dec. 2018: *PhD candidate, School of Business & Economics, Maastricht University (NL)*
PhD study on the use of school autonomy; a multi-method study on school intervention decisions by Dutch secondary school leaders, the accompanying considerations, and the research used in the decision-making process. Regular paper presentations at national and international conferences, publications in peer-reviewed and professional journals, and joint research projects with (inter)national colleagues.
- Aug. 2013 - Aug. 2014: *Researcher, School of Business & Economics, Maastricht University (NL)*
Project leader to the long-range educational research agenda for the Dutch province of Limburg in dialogue and cooperation with school boards for primary and secondary education.
- May 2009 - July 2013: *Senior consultant and researcher, CBE Amsterdam Office (NL)*
Advising educational organizations - in primary, secondary, VET and higher education - on various themes; among which educational innovation, teacher and management professionalism, leadership development, strategy building, international comparisons, quality management systems, sustainable vitality, public value, and vocational training and education. Advising governmental bodies and business organizations on business administration, governance, project management, change management, strategy building, corporate social responsibility, management information and intercultural communication. Doing research and publicizing articles on the listed themes.

- April 2008 - May 2009: *Programme Manager of Educational Conferences and Master Classes, Management Study Centre, Maassluis (NL)*
 Designing and organizing conferences, seminars, and master classes for higher management in the fields of education, general management, and professional communication. Building networks of (a.o.) professors, statesmen, captains of industry, experts, ministries, branch organizations, universities, and unions in the mentioned fields of expertise.
- May 2006 - April 2008: *Coordinator of language and culture courses for expats, Inter Consultancy Bureau, Leiden University (NL)*
 Organizing and coordinating both individual and group language and culture courses (intercultural communication) for higher management of governmental bodies, trade & industry and private people. Additionally, organizing translations and interpretations of both current and legal texts (all languages).
- 2005 - June 2006: *English Teacher/tutor (private)*
 Teaching and tutoring English to students and professionals (all levels).
- 1995 – May 2006: *Various jobs in the catering industry and retail*
 Various part time jobs next to secondary education and university.

Education

- Aug. 2014 - Dec. 2018: PhD study (multi-method) into the use of school autonomy by secondary school leaders, School of Business and Economics, Maastricht University (NL).
- 1999 - 2005: Master European Studies, University of Amsterdam (NL), degree obtained.
- 2002 - 2005: Bachelor English Language & Literature, University of Amsterdam (NL), final thesis due.
- 2000 - 2002: Propaedeutics English Language & Literature, University of Amsterdam (NL), diploma obtained.
- 1998 - 1999: Propaedeutics Spanish Language & Literature, University of Amsterdam (NL), diploma obtained.
- 1992 - 1998: Pre-academic secondary education, Stanislascollege, Delft (NL), diploma obtained.

Training activities

- June 2015: Stata Course, CLS Trainingen (NL).
- Feb. - March 2014: Research Master course Economic and Social Policy Research, School of Business and Economics, Maastricht University (NL).
- Sept. - Oct. 2013: Research Master course Economics of Education, School of Business and Economics, Maastricht University (NL).
- April - May 2012: Commercial Writing Course, Eduvision (NL).

May 2010:	Certified support partner of “ManagementVenster”, a management application by the Dutch branch organization for Secondary Education (VO-raad).
April 2008 - present:	Various masterclasses and conferences for higher management in the fields of Education, Communication and Business Administration.
Feb. - June 2007:	Arabic Language Course (MSA), Inter Consultancy Bureau, Leiden University (NL).
Sept. - Dec. 2001:	Spanish language and literature course, Institute Alcalaingua, University of Alcalá de Henares, Madrid, Spain.

List of Publications

Academic articles, chapters, and thesis

Neeleman, A. (2019). *School autonomy in practice. School intervention decision-making by Dutch secondary school leaders*. Maastricht: Universitaire Pers Maastricht.

Neeleman, A. (2019). *Schoolleiders en schoolautonomie: ambities, drijfveren en verantwoording*. Maastricht: ProefschriftMaken.

Neeleman, A. (submitted). Two realities: the relationship between actual school interventions and factors found in educational effectiveness syntheses.

Brown, C., J. Flood & A. Neeleman (submitted). The role of school leaders in maximizing the impact of Professional Learning Networks. Te verschijnen in: *School Effectiveness and School Improvement*, special issue ‘School Leadership and Sustainability in Professional Learning Networks’.

Reynolds, D. & A. Neeleman (submitted). Concept and design developments in school improvement capacity – A review and a reconceptualisation from the perspectives of educational effectiveness and educational policy. *Concept and design developments in school improvement research. State of the art longitudinal, multilevel, and mixed methods and their relevance for educational accountability*. Oude Grote Beverborg, A & T. Feldhoff (eds.).

Neeleman, A. (2018). The scope of school autonomy in practice: An empirically based classification of school interventions. *Journal of Educational Change*. <https://doi.org/10.1007/s10833-018-9332-5>.

Ritzen, J., A. Neeleman & P. Texeira (2017). European Identity and the Learning Union. In: Ritzen, J. (ed). *A Second Chance for Europe*. Springer International Publishing.

Ritzen, J., J. Haas, A. Neeleman & P. Texeira (2016). European Identity and the Learning Union. IZA Policy Paper No. 121. Bonn: IZA Institute of Labor Economics.

Academic papers

Neeleman (2020). *School autonomy in practice. School intervention decision-making by Dutch secondary school leaders*. International Congress for School Effectiveness and Improvement (ICSEI), Marrakesh, Morocco.

Neeleman (2019). School autonomy in practice. School intervention decision-making by Dutch secondary school leaders. Focal Meeting of the World Education Research Association (WERA), Tokyo, Japan.

Neeleman (2019). *Two realities: The relationship between actual school interventions and factors found in educational effectiveness syntheses*. Annual Meeting of the American Educational Research Association (AERA), Toronto, Canada.

Roessler, L. & A. Neeleman (2019). *The travels of ideas - How knowledge brokerage works between professional learning networks and schools*. International Congress for School Effectiveness and Improvement (ICSEI), Stavanger, Norway.

Neeleman (2018). *Two realities: The relationship between actual school interventions and factors found in educational effectiveness syntheses*. Annual Meeting of the European Educational Research Association (ECER), Bolzano, Italy.

Neeleman (2018). *Grasping the scope of school autonomy: An empirically-based classification for school interventions*. Annual Meeting of the American Educational Research Association (AERA), New York, NY.

Neeleman, A. (2018). *Two realities: The relationship between actual school interventions and factors found in educational effectiveness syntheses*. Annual Conference of the British Educational Leadership and Educational Research Society (BELMAS), Windsor, England.

Brown, C., J. Flood & A. Neeleman (2018). *Understanding the role of school leaders in maximizing the impact of professional learning networks: A case study from England*. Annual Conference of the British Educational Leadership and Educational Research Society (BELMAS), Windsor, England.

Neeleman, A. (2018). *Grasping the scope of school autonomy: An empirically-based classification for school policy interventions*. International Congress for School Effectiveness and Improvement (ICSEI), Singapore.

Neeleman, A. (2018). *One mission, two realities: Educational practice vs. educational research*. International Congress for School Effectiveness and Improvement (ICSEI), Singapore.

Neeleman (2017). *One mission, two realities: What works from educational research vs. what happens in educational practice - implications for educational leadership, research, and policy*. Annual Meeting of the European Educational Research Association (ECER), Copenhagen, Denmark.

Neeleman (2017). *Grasping the scope of school autonomy: A classification scheme for school policy practice*. Annual Meeting of the European Educational Research Association (ECER), Copenhagen, Denmark.

Neeleman, A. (2017). *Grasping the scope of school autonomy: A classification scheme for school policy practice*. Annual Conference of the British Educational Leadership and Educational Research Society (BELMAS), Stratford-upon-Avon, England.

Neeleman, A. (2017). *One mission, two realities: What works from educational research vs. what happens in educational practice*. Annual Conference of the British Educational Leadership and Educational Research Society (BELMAS), Stratford-upon-Avon, England.

Neeleman, A. (2017). *De praktische toepassing van schoolautonomie: Een classificatieschema voor de schoolbeleidspraktijk [The practical application of school autonomy: A classification scheme for school policy practice]*. Dutch/Flemish Educational Research Days (ORD), Antwerp, Belgium.

Neeleman, A. (2017). *Een missie, twee realiteiten: Wat werkt volgens onderwijsonderzoek vs. waar de onderwijspraktijk zich mee bezighoudt – implicaties voor onderzoek, beleid en praktijk [One mission, two realities: What works from educational research vs. what happens in educational practice - implications for research, policy, and practice]*. Dutch/Flemish Educational Research Days (ORD), Antwerp, Belgium.

Neeleman, A. (2017). *One mission, two realities: What works from educational research vs. what happens in educational practice - implications for research, policy, and practice*. International Conference Quality and Equity in Education: Theories, Applications and Potentials (ERASMUS+ Key Action 2 project "Promoting Quality and Equity: A Dynamic Approach to School Improvement), Nicosia, Cyprus.

Reynolds, D. & A. Neeleman (2017). *School improvement practice – A review and a reconceptualisation from the perspectives of educational effectiveness and educational policy*. International Conference Quality and Equity in Education: Theories, Applications and Potentials (ERASMUS+ Key Action 2 project "Promoting Quality and Equity: A Dynamic Approach to School Improvement), Nicosia, Cyprus.

Neeleman, A. (2017). *Grasping the scope of school autonomy: A classification scheme for school policy practice*. International Congress for School Effectiveness and Improvement (ICSEI), Ottawa, Canada.

Neeleman (2016). *The construction of a classification scheme for school policy interventions for interdisciplinary and international use and validated by educational practitioners*. Annual Meeting of the European Educational Research Association (ECER), Dublin, Ireland.

Neeleman, A. (2016). *De constructie van een door schoolleiders gevalideerd en interdisciplinair bruikbaar classificatieschema voor schoolbeleidsinterventies in het VO? [The construction of a classification scheme for school policy interventions for interdisciplinary use and validated by educational practitioners]*.

Dutch/Flemish Educational Research Days (ORD), Rotterdam, the Netherlands.

Neeleman, A. (2016). *Why do school leaders make the choices they make? The construction of classification schemes for school policy interventions that are considered by secondary education school leaders and their accompanying motives*. International Congress for School Effectiveness and Improvement (ICSEI), Glasgow, Scotland.

Neeleman, A. (2015). *Wat beweegt schoolleiders VO in hun keuzes voor beleidsinterventies? [What motivates secondary school leaders in their school policy decisions?]*. Dutch/Flemish Educational Research Days (ORD), Leiden, the Netherlands

Neeleman, A. (2014). *On the interplay between educational practice, educational policy, and educational research: Which interventions are carried out in educational practice, why have these been chosen, and how do they relate to educational research and policy?* Annual Meeting of the European Association for Practitioner Research on Improving Learning (EAPRIL), Nicosia, Cyprus.

Professional publications

Brown, C. & A. Neeleman (2016). Hoe onderzoekend is uw school? De schoolleider als aanjager van onderzoeksgebruik in de school [How to achieve evidence-informed school improvement? A check list for school leaders]. *SchoolManagement Totaal (1)*, 18-21.

Neeleman, A. & W. Jansen (2016). Dubbel leren met collegiale visitatie [Double learning with professional peer reviews]. *SchoolManagement Totaal (1)*, 6-9.

Neeleman, A. (working paper). Allemaal naar het vhb? Vhbo als flexibel en leerlinggericht alternatief voor die leerlingen die suboptimaal bediend worden in vmbo-TL en havo [Let's All Go to Preparatory Higher Vocational Education (PHVE)? PHVE as a Flexible and Student Oriented Alternative for those Pupils that are Suboptimally Addressed in both Secondary Vocational Education and Secondary General Education].

- Neeleman, A. (2014). Excellente initiatieven in het Noorse beroepsonderwijs [Excellent Initiatives in Norwegian Vocational Education]. *SchoolManagement Totaal* (6), 7-10.
- Neeleman, A. (2013). Noorwegen: het nieuwe Finland. Noorwegen als lichtend voorbeeld voor de Nederlandse beleidsagenda [Norway: the New Finland. Norway as a shining light to the Dutch Educational Policy Agenda]. *SchoolManagement Totaal* (1), 18-20.
- Jong, B. de & W. Jansen. Editor: A. Neeleman (2013). *Interim of niet? Handreiking voor het aanstellen van een interim manager* [Interim or not? A Guide when Appointing an Interim Manager]. VO-raad, Utrecht (NL).
- Lenssen, L. & A. Neeleman (2011). Vmbo of vhbo: naar een voorzieningengeheel waarin leerlingen ruimte en mogelijkheden krijgen hun (leer)loopbaan te realiseren vanuit zelforiëntatie en persoonlijkheidsvorming [Secondary Vocational Education or Preparatory Higher Vocational Education: Towards a Construction of Facilities in which Students Get Both Space and Opportunities to Realise their Educational Careers by means of Self Orientation and Personality Development]. Van der Wolf, K. & P. Huizinga (ed.). *Het Nederlandse Beroepsonderwijs: valt daar iets aan te doen?* Garant, Antwerp (BE) / Apeldoorn (NL).
- McDaniel O. & A. Neeleman (2010). *Sturingsinformatie voor de MBO-sector. Een onderzoek uit het VO op relevantie voor de MBO-sector bezien* [Steering Information for the VET Sector. Research from the Field of Secondary Education Put into Perspective for VET]. Gids voor Beroepsonderwijs en Volwasseneneducatie Reed Business, The Hague (NL).
- McDaniel O., R. Immers, A. Neeleman & G. Schmidt (2010). *Op de grens van individuele verantwoordelijkheid en bestuurlijk verlangen. Onderzoek bij 12 MBO-instellingen naar de professionaliteit van de docent* [Balancing Between Individual Responsibility and Managerial Desires. Research Carried out at Twelve Institutes for VET into Teacher Professionalism]. Gids voor Beroepsonderwijs en Volwasseneneducatie Reed Business, The Hague (NL).
- Jansen, W., O. McDaniel & A. Neeleman (2010). *Sturingsinformatie in het Voortgezet Onderwijs. Door de cijfers het bos weer zien* [Steering Information in Secondary Education. Seeing Clearly Through the Data]. CBE Nederland, Amsterdam (NL).
- McDaniel O., A. Neeleman, G. Schmidt, & H. Smaling (2009). *De professionaliteit van MBO-docenten in vergelijkend perspectief. Comparatieve analyse van professionaliteit in 9 beroepen in vergelijking tot de MBO-docent* [The Professionalism of VET Teachers Compared. A Comparative Analysis of Professionalism in Nine Professions Compared to the VET Teacher]. Gids voor Beroepsonderwijs en Volwasseneneducatie Reed Business, The Hague (NL).

Keynotes

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| December 2018 | External reviewer to the Northern Ireland conference, part of the BELMAS project 'Educational Leadership and Administration in the UK: A Comparative Review'. |
| September 2018 | Discussant symposium 'Professional Learning Networks: perspectives on achieving sustainability'. Annual Meeting of the European Educational Research Association (ECER), Bolzano, Italy. |

August 2018	Keynote 'Schulleitung und erweiterte Autonomie? Ein Blick über den Tellerrand! The use of school autonomy by Dutch secondary education school leaders'. Symposium Zentrum für lernende Schulen, St. Johann im Pongau, Austria.
January 2018	Discussiant symposium 'Networks for learning. Effective collaboration for teacher, school and system improvement'. International Congress for School Effectiveness and Improvement (ICSEI), Singapore.
January 2018	Keynote 'Two realities: the relationship between Dutch school interventions and factors found in educational effectiveness syntheses'. Symposium Institut für LehrerInnenbildung und Schulforschung, Universität Innsbruck, Austria.
November 2017	Keynote 'Evidence-informed school leadership'. Dutch National Secondary School Leaders Summit, Utrecht (NL).
June 2017	Workshops 'School strategy plans'. Secondary School Board LVO, Sittard (NL).
September 2014	Keynote 'Norwegian VET as role model?!'. Dutch National VET Summit, Amersfoort (NL).
October 2014	Masterclass 'Predictors of educational success'. Dutch National VET Summit, Amersfoort (NL).
January 2014	Keynote 'Managing quality: School self-assessment and peer review'. Conference VET schools LVO, Vlodrop (NL).
February 2014	Keynote 'Teacher professionalization'. Conference Raayland College, Venray (NL).
October 2013	Keynote 'Outcome based leadership: what, why, and how?'. Conference Wellant College, Dordrecht (NL).
October 2012	Keynote 'Outcome based approaches in your organization's DNA'. Internationaal educational conference 'Making Shift Happen', Amsterdam (NL).

International study trips

Organiser

March 2016	Study trip for Dutch entrepreneurial educational practitioners, Cooperative Association for Entrepreneurial Education, Valnalón, Spain (25 participants). Theme: good practices in entrepreneurial education.
January 2013	Study trip for Dutch secondary school (board) leaders and policy makers to the Norwegian Ministry of Education, the local authorities of Oslo and Trondheim, Trondheim University (teacher training), and various schools (10 participants). Theme: Norway as a role model for Dutch education?

June 2010	Study trip for 22 school directors and members of the board of the Dutch Primary Educational Foundation of Rijn- & Heuvelland, North Humberside, England (22 participants).
April 2001	Cultural trip Dutch Spanish Student Union 'Los Guiris', Madrid and region, Spain (40 participants).
Participant	
May 2014	Study visit European Centre for the Development of Vocational Training (CEDEFOP), Tartu, Estonia. Theme: Impact of National Institutions and Local Authorities on Effectiveness and Autonomy of the School.
April 2014	Annual Meeting of the American Educational Research Association (AREA), Philadelphia, PA. Theme: The power of education research for innovation in practice and policy.
November 2013	Annual Meeting of the European Association for Practitioner Research on Improving Learning in education and professional practice (EAPRIL), Biel/Bienne, Switzerland. Theme: Where Practice and Research on Learning and Development Meet.
May 2012	Education Summit, Abu Dhabi Education Council (ADEC), Abu Dhabi, United Arab Emirates.
March 2012	Study visit European Centre for the Development of Vocational Training (CEDEFOP), Bodø & Steigen, Norway. Theme: Access, Quality and Efficiency in Secondary Education: Measures to Prevent Early School Leaving, An Arctic Approach.
August 2011	Study visit to Jin Cai High School, Shanghai, China (including the preparation of the Jin Cai delegation to CBE's International Educational Conference of 2011).
March 1994	European Youth Conference 'College des jeunes Européens', Lyon, France.

Other Activities

Professional

January 2020 – present	Member of the Advisory Board of the Dutch Professional Register for Secondary School Leaders.
May 2017 - present	Editor-in-Chief <i>SchoolManagement</i> – professional journal for educational management.
July 2017 - Oct. 2018	Developer and senior lecturer 'Evidence-based school leadership', Academy for Secondary School Leaders, Council for Secondary Education.
February 2017 - March 2018	President collegial audits Association of Waldorf Schools Southwest Netherlands.

March 2016 - present	Facilitator professional learning networks for Future Educational Leadership, Dutch Council for Secondary Education.
September 2014 - May 2017	Member of the Editorial Board of <i>SchoolManagement Totaal</i> , professional journal for Dutch school (board) leaders.
March 2014 - present	Facilitator professional learning networks for Female Leadership in Education, Council for Secondary Education.
September 2015	Participation in publication <i>Samen leren in netwerken. Leernetwerken voor en door schoolleiders en bestuurders [Learning together in networks. Professional networks for and by school leaders and school board leaders]</i> . Utrecht (the Netherlands), Council for Secondary Education.
December 2013	Contribution on the state of Technical Vocational Education in the Netherlands for quarterly magazine “De Brug” of the Mosa Lira School Board.
December 2012	Advising ‘Public One’, a Berlin based consultancy firm specialised in governance with regard to German and Dutch educational issues.
Sept. 2010 - July 2012	Coaching and guidance of junior consultants and trainees at CBE Amsterdam Office.
Jan. - Aug. 2010	Supervisor of the Master thesis of Ms. Y. Theuns BSc., Tilburg University (NL) (Thesis: <i>Group decision sessions within ROC's – a sensemaking perspective.</i>)
Non-professional	
Feb. 2011 - present	Board member to the Cooperative Association of House Owners Piet Heinstraat 24-22, Delft (NL).
2006-2007	Financial secretary to the Cooperative Association of House Owners Spaarndammerstraat 73-75, Amsterdam (NL).
April - May 2003	Research visit for final thesis European Studies in Dublin, Ireland. (Thesis: <i>Terrorist of Statesman? The Portrayal of Michael Collins in the Irish and British Press – a Comparative Analysis, 1917-1922.</i>)
2001 - 2002	Erasmusperiod (academic study period abroad), University of Alcalá de Henares, Madrid, Spain.
2000 - 2001	President of the Dutch Spanish Student Union 'Los Guiris'. Including: Member of the Committee for the 10-year lustrum; Founder of the website.
1999 - 2000	Member of the Board of the Dutch Spanish Student Union 'Los Guiris'.
1998 - 1999	Member of Committee of the Dutch Spanish Student Union 'Los Guiris'.

Language Skills

Based on a scale of 1 to 5 (1 = basic; 5 = excellent)

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
Dutch	5	5	5
English	5	5	5
Spanish	5	5	5
German	5	5	4
French	5	3	3
Arabic (MSA)	1	1	1