

CURRICULUM VITAE

Bethney M. Bergh, PhD

School of Education, Leadership & Public Service
191 Whitman Hall - Northern Michigan University
1401 Presque Isle Ave, Marquette, MI 49855
906.227.1864 – bbergh@nmu.edu

Education

Western Michigan University, Kalamazoo, MI 2005-2009, Ph.D.

Educational Leadership: K-12 Leadership

Dissertation Title: "A Qualitative Study of School Lockdown Procedures and Teachers' Ability to Conduct and Implement Them at the Classroom Level"

Chair of Doctoral Committee: Patricia Reeves, Ed.D.

Northern Michigan University, Marquette, MI 2002-2003 Master of Arts

Master of Arts in Education: School Counseling

Institute of Conscious BodyWork-Alive & Well, 2001, CMT

100 Shaw Drive, San Anselmo, CA

Northern Michigan University, 1996-1998

Secondary Education Certification: English

Carthage College, Kenosha, WI 1993-1995 Bachelor of Arts

Psychology

Fieldwork in Psychology: Completed in Tallinn, Estonia

Michigan Certifications

School Administrator K-12 (ES)

English (BA) 6-12

Guidance and Counseling (NT) K-12

Psychology (CE) 6-12

University Experience

Assistant Professor of Educational Leadership

Northern Michigan University, Marquette, MI (2011-Present)

Undergraduate Courses taught:

ED 411 Violence in Schools

Graduate Courses taught:

ED 530 Introduction to Educational Leadership – Online

ED 530 Introduction to Educational Leadership (HESA) - Online

ED 532 The Principalship – Online

ED 533	School & Community Relations - Online
ED 534	Administering Special Programs – Online
ED 541B	Supervision of Instruction – Online
ED 543	School Finance - Online
ED 544	School Law - Online
ED 548	Internship in Educational Administration – Online
ED 574	Seminar in Educational Research – Online
ED 599	Thesis
ED 630	Advanced Educational Leadership – Hybrid & Online
ED 644	Current Issues on School Law- Hybrid & Online
ED 648	Administrative Internship (Hybrid & Online)
ED 650	The Superintendency (Hybrid)
ED 699	Thesis

Charter Schools Office – Northern Michigan University (2013 - Present)

Field Quality Monitoring – Site visits and Monitoring Reports

Adjunct Instructor

Northern Michigan University (2011)

ED 533 School and Community Relations - Online

Professional K-12 Experience

Superintendent, K-12 Principal, Guidance Counselor

Mid Peninsula School, Rock, MI, January 2010 – June 2011

School Improvement Team Coordinator

School Safety Team Coordinator

Professional Development Coordinator

MiBLSi Team Leader

Secondary Principal, Guidance Counselor, Teacher

Mid Peninsula School, Rock, MI, August 2006 to December 2009

School Improvement Team Coordinator

School Safety Coordinator

Professional Development Coordinator

DSISD Curriculum Development Team

DSISD SSSHS Element I School Safety Team Member

MME/MEAP Coordinator

Teacher, 8th - 12th Grade English, Psychology, Sociology

Mid Peninsula School, Rock, MI, August 2001 - August 2009

National Honor Society, Key Club & Student Council Advisor

Teacher, Upward Bound Math & Science

Northern Michigan University, Summer 2008 - 2010

Subjects: Guidance Counseling, Technical & Report Writing

Teacher, Upward Bound

Northern Michigan University, Summer 2003 – 2006

Subject: Literature & Creative Writing

Teacher, 9th Grade English, 9th Grade Honors English

Chino Valley High School, Chino Valley, AZ, August 1998 - May 2001

Presenter: Northern Arizona University 1998 - 2000

Student Teaching: "What to expect . . ."

School Improvement Team

Professional Development Team

Student Teacher, Secondary English

Woodgreen High School, Wednesbury, England, January 1998 - May 1998

K-12 Committees, Teams & Contracts

NMU Charter Schools Office

Monitor (2014 – Present)

Mid Peninsula School

MiBLSi Team Leader 2009 – 2011

School Improvement Team Leader 2007 – 2011

School Safety Team Leader 2006 – 2011

Delta-SchoolCraft Intermediate School District

Superintendents Round Table 2010 –2011

Teacher Evaluation Document Development Team 2011

LEA Principals 2006 –2011

SSHS Element 1 Team Member 2007 – 2009

Scholarship

Peer-reviewed chapter

Bergh, B., Edge, C., & Cameron-Standerford, A. (in press). Reframing our use of visual literacy through academic diversity: A cross-disciplinary collaborative self-study. In J. Sharkey & M. Percy (Eds.), *Self-Study of Language and Literacy Teacher Education Practices across Culturally and Linguistically Diverse Contexts*.

Cameron-Standerford, Edge, C. & **Bergh, B.** (2016). Toward a framework for reading lived experiences as texts: A four-year self-study of teacher education practices. In D. Garbett & A. Ovens (Eds.), *Enacting self-study as methodology for professional inquiry* (pp. 371-377). Auckland, New Zealand: Auckland University.

Peer-reviewed journal articles / proceedings

Bergh, B., Edge, C., Cameron-Standerford, A., Imdieke, S., Standerford, N.S., & Reissner, L. (2014). (Re)seeing our teacher education practices through visual literacy. *American Reading Forum Annual Yearbook* [Online]. Vol. 34

Edge, A., Cameron-Standerford, A., & **Bergh, B.** (2014). Using self-study to navigate the changing seas of standards based education. In D. Garbett & A. Ovens (Eds.), *Changing Practices for Changing Times: Past, Present and Future Possibilities for Self-Study Research*. (pp. 63-68).

Bergh, B. & Cowell, J. (2013). Discipline referral outcomes: Meeting the needs of students. *NCPEA Educational Leadership Review* [Online].14(3). Retrieved from <http://www.ncpeapublications.org/index.php/volume-14-number-3-fall-2013>

Cameron-Standerford, A., **Bergh, B.**, Edge, C., Standerford, N.S., Reissner, L., Sabin, J., & Standerford, C. (2013). Textualizing experiences: Reading the “texts” of teacher education practices. *American Reading Forum Annual Yearbook* [Online]. Vol. 33. Retrieved from http://www.americanreadingforum.org/yearbook/13_yearbook/volume13.htm

Reports

Cameron-Standerford, A., Anderson, D., **Bergh, B.**, Selling, J., Bohjanen, S. et al. (2017). *Michigan teachers' and administrators' perceptions of the teacher evaluation process*. Marquette, MI: Northern Michigan University.

Peer-reviewed professional presentations

Bergh, B. (January 2018). *Teaching and Leading: Using Visual Literacy to Construct Meaning in Educational Leadership*. Peer-reviewed presentation at the Hawaii International Conference on Education. Honolulu, HI.

Cameron-Standerford, A. & **Bergh, B.** (January 2018). *Fairness for Teachers and Protection for Districts: A Statewide Analysis of Teacher and Administrator Perspectives on the Teacher Evaluation Process in Michigan*. Peer-reviewed presentation at the Hawaii International Conference on Education. Honolulu, HI.

Bergh, B. (August 2017). *Teaching and Leading: Using Visual Literacy to Construct Meaning in the Online Classroom*. Peer-reviewed presentation at the International Council of Professors of Educational Leadership (ICPEL) conference, San Juan, Puerto Rico.

Bergh, B., Cameron-Standerford, A., Edge, C. & Reissner, L. (December 2016). *Connecting Worlds through Multimodal Literacy Practices in Three Academic Disciplines*. Research presentation, American Reading Forum Annual Conference: Sanibel Island, FL.

- Cameron-Standerford, Edge, C. & **Bergh, B.** (August 2016). *Toward a framework for reading lived experiences as texts: A four-year self-study of teacher education practices*. Peer-reviewed presentation at the 11th International Conference on Self-Study of Teacher Education Practices, Herstmonceux, England. (International)
- Bergh, B.**, Cameron-Standerford, A. & Edge, C. (April 2016). *Reframing Our Use of Visual Literacy through the Consideration of Academic Diversities: A Cross-Disciplinary Collaborative Self-Study*. Peer-reviewed structured poster presentation at the American Educational Research Association conference, Washington, DC.
- Edge, C., **Bergh, B.** & Cameron-Standerford, A. (April 2016). *Critically Reading Lived Experiences as Texts: A Four-Year Study of Teacher Education Practices*. Peer-reviewed presentation at the American Educational Research Association conference, Washington, DC.
- Cameron-Standerford, A., **Bergh, B.** & Edge, C. (February 2016). *Multimodal representations of academic diversity: An ethnographic cross-disciplinary collaborative study*. Peer-reviewed presentation at the Ethnographic and Qualitative Research Conference, Las Vegas, Nevada.
- Bergh, B.** (August 2015). *Teaching and Leading: Textualizing Experiences to Understand Educative Practices*. Peer-reviewed presentation at the National Council for Professors of Educational Administrators conference, Washington, DC.
- Edge, C., **Bergh, B.**, Cameron-Standerford, A. R. (February 2015). *Examining Lived Experiences: A Three-Year Inquiry of Teacher Education Practices as 'Texts'*. Peer-reviewed presentation at the Ethnographic and Qualitative Research Conference, Las Vegas, Nevada.
- Cameron-Standerford, A. R., **Bergh, B.**, Edge, C., (April 2015). *Examining the Culture of Policy: Creating the Space to Change our Teaching Practice*. Peer-reviewed presentation at the American Educational Research Association conference, *Chicago*, Illinois.
- Bergh, B.** (February 2015). *Leading through change: A phenomenological study of one school's story of transformation*. Ethnographic & Qualitative Research Conference, Las Vegas, NV.
- Edge, C., **Bergh, B.**, Cameron-Standerford, A. (February 2015). *Examining lived experiences: A three-year inquiry of teacher education practices as texts*. Ethnographic & Qualitative Research Conference Las Vegas, NV.
- Cameron-Standerford, A.R., **Bergh, B.**, Edge, C. (August 2014). *Using self-study to navigate the changing seas of standards-based education*. Herstmonceux IX: Castle Conference for the American Educational Research Association Self-Study of Teacher Education Practices, Herstmonceux, England. (International)

- Bergh, B.**, Edge, C., & Cameron-Standerford, A. (2014). *Examining educative experiences: Critically reading teacher education practices in a public homeplace*. American Educational Research Association, Philadelphia, PN.
- Edge, C., Cameron-Standerford, A., **Bergh, B.**, Standerford, N. S., Reissner, L., Imdieke, S., Sabin, J. M., & Licht-Mallo, M. (December 2013). *Looking back at policy: Re-seeing teacher education practices through visual literacy*. Research panel presentation, American Reading Forum Annual Conference: Sanibel Island, FL.
- Edge, C., Cameron-Standerford, A., **Bergh, B.**, Standerford, N. S., Reissner, L., Imdieke, S., & Sabin, J. M. (December 2012). *Textualizing experiences: Reading the “texts” of teacher education practices*. American Reading Forum Annual Conference: Sanibel Island, FL.
- Bergh, B.** & Cowell, J. (July 2012). *Responding to Aggressive and Violent Behavior: Meeting the Needs of Special Education Students*. Hawaii University International Conferences: Education, Math & Engineering Technology, Waikiki, HI. (International)
- Bergh, B.** (July/August 2012). *Responding to Aggressive and Violent Behavior: Meeting the Needs of Special Education Students*. National Council of Professors of Educational Administration (NCPEA) – July / August 2012, Kansas City, MO.
- Bergh, B.** (April 2012). *Violence in Schools: Prevention, Intervention, & Response Strategies*. Upper Peninsula Early Childhood Conference – Northern Michigan University
- Bergh, B.** & Berbohm, R. (October 2011). *K-12 Emergency Response & School Safety: 3 Outs for Active Shooter Response Schools / School Intruder Safeguards*. Fall Conference for Educators – MARESA

Professional presentations

- Bergh, B. (April 2017). *Making the Mission Matter*. NMU Charter School Office CSO Board & Administrator Retreat. Mount Pleasant, MI.
- Bergh, B. Holder, K. C. (September 2016). *Reauthorization Updates*. NMU Charter School Office CSO Board & Administrator Retreat. Mount Pleasant, MI.
- Bergh, B. & Holder, K. C. (August 2015). *NMU CSO Continuous Improvement and Performance Contracting*. NMU Charter School Office CSO Administrator/Teacher Retreat, Mackinac Island, MI.
- Bergh, B. & Holder, K. C. (2014). *Performance contracts: Educational goals and educational program monitoring (In other words...Section 7B and 7C of Contract)*. NMU Charter School Office Board & Administrator Retreat. Mount Pleasant, MI.

Evaluation / Monitoring Reports

- Bergh, B. & Anderson, D. (May, 2017). *North Star Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Anderson, D. (May, 2017). *Nah Tah wahsh Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Anderson, D. (May, 2017). *Burton Glenn Charter Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Anderson, D. (May, 2017). *Walton School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Anderson, D. (May, 2017). *South Pointe Scholars Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Anderson, D. (May, 2017). *George Crockett Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B., Anderson, D. & Holder, K.C. (May, 2017). *JKL Bahweting Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (October, 2016). *Burton Glen Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (October, 2016). *South Pointe Scholars Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (October, 2016). *Walton School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *East Short Leadership Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *Burton Glenn Charter Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *George Crockett Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *JKL Bahweting Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.

- Bergh, B. & Holder, K. C. (May, 2016). *Nah Tah wahsh Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *South Pointe Charter Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *Walton Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2016). *North Star Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (November, 2015). *Experiencia Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (February, 2015). *Experiencia Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (March, 2015). *East Short Leadership Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (March, 2015). *Burton Glenn Charter Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (March, 2015). *George Crockett Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2015). *JKL Bahweting Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (May, 2015). *Nah Tah wahsh Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (March, 2015). *South Pointe Charter Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (March, 2015). *Walton Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (January 2015). *North Star Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.
- Bergh, B. & Holder, K. C. (September 2014). *Experiencia Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.

Bergh, B. & Holder, K. C. (May 2014). *Experiencia Public School Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.

Hirst, L. A., Holder, K. C., & Bergh, B. (2013). *South Pointe Scholars Academy Monitoring Report*. Charter Schools Office: Northern Michigan University.

Grants

Colleges of Health Sciences and Professional Studies Internal Grant (2017). "Exploring Multimodal Literacy in our Online Courses"; Co-Writer; Award \$5000.

Northern Michigan University Teaching and Learning Advisory Council (TLAC) Grant (2017). Support for NCPEA conference presentation: *Teaching and Leading: Using Visual Literacy to Construct Meaning in Educational Leadership* in Washington, DC. \$1,500.

Michigan Department of Education (2017). "Educator Evaluation Research"; Co-Writer and Co-Principal Investigator; Award, \$188,070.

College of Health and Human Performance Faculty Supplemental Grant (2016). "Exploring the Use of Multimodal Literacies in Academically Diverse Online Classrooms: Creating Opportunity, Access, and Ownership"; Co-Writer and Co-Principal Investigator; Award, \$3,000.

School of Education, Leadership and Public Service Internal Grant (2016). "Reframing Our Use of Visual Literacy through the Consideration of Academic Diversities: A Cross-Disciplinary Collaborative Self-Study"; Co-Writer and Co-Principal Investigator; Award, \$4,500.

College of Health and Human Performance Internal Grant (2016). "A Framework for Critically Reading Lived Experiences as Texts: A Four-Year Study of Teacher Education Practices"; Co-Writer and Co-Principal Investigator; Award, \$9,000.

Northern Michigan University, CHSPS and SELPS Grant (2016). *Toward a Framework for Critically Reading Lived Experiences as Texts: A Four-Year Study of Teacher Education Practices*. Presented at the 11th International Castle Conference on Self-Study of Teacher Education Practices, Herstmonceux, England. \$3250, (Written collaboratively with Drs. Abby Standerford and Christi Edge).

Northern Michigan University, CHSPS and SELPS Grant (2016). *Reframing Our Use of Visual Literacy through the Consideration of Academic Diversities: A Cross-Disciplinary Collaborative Self-Study and Critically Reading Lived Experiences as Texts: A Four-Year Study of Teacher Education Practices* Presented at the American Educational Research Association conference, Washington, DC. \$3250, (Written collaboratively with Drs. Abby Standerford and Christi Edge).

National Endowment for the Humanities Grant (2016). Digital Humanities Institute: *Photovoice Stories Using Technology for Educator-Researchers* (Digital HIPSTERS); Submitted but not selected for funding. (Written collaboratively with Drs. Cameron-Standerford, Christi Edge, Wendy Farkas, Joe Lubig, Melanie Reeves, and Ms. Kristen Beck).

Northern Michigan University Teaching and Learning Advisory Council (TLAC) Grant (2015). Support for NCEA conference presentation: *Teaching and Leading: Textualizing Experiences to Understand Educative Practices* in Washington, DC. \$1,500.

Northern Michigan University CHSPS Grant (2014). *Extending the conversation: Using visual literacy in the online classroom as a medium for understanding*; \$5,000. (Written collaboratively with Drs. Abby Standerford and Christi Edge).

Northern Michigan University COPS Grant (2014). *Using Self-study to Navigate the Changing Seas of Standards-Based Education*; \$5000. (Written collaboratively with Drs. Abby Standerford and Christi Edge).

Northern Michigan University COPS Grant (2013). *A Walk with Charlotte Danielson: Assessments for Clinical Practice*; \$3000.

Northern Michigan University COPS Grant (2012). "Textualizing Experiences: Reading the "Texts" of Teacher Education Practices"; \$5000. (Written collaboratively with Drs. Abby Cameron-Standerford, Suzanne Standerford, Laura Reissner, and Christi Edge).

Northern Michigan University Teaching and Learning Advisory Council Grant (2011). Support for eLearning 2012 Conference in Long Beach, CA. \$800

Reviewer

American Education Research Association- *Self-Study of Teacher Education Practices Conference* Paper Reviewer, 2016

American Education Research Association- *Self-Study of Teacher Education Practices Conference* Proposal Reviewer, 2015

American Education Research Association- *Self-Study of Teacher Education Practices Conference* Paper Reviewer, 2015

American Education Research Association- *Self-Study of Teacher Education Practices Conference* Proposal Reviewer, 2014

American Reading Forum Online Yearbook – Volume XXXIV 2014

American Reading Forum Online Yearbook – Volume XXXIII 2013

Committees

School of Education, Leadership & Public Service

Search Committee, Higher Education and Student Affairs

Chair 2015
 Search Committee, Higher Education and Student Affairs
 Chair 2014
 School of Education, Leadership & Public Service
 Chair 2012 - 2015
 Graduate Review Committee (GRC) 2011 - Present
 Chair 2012 - 2015
 Student Grievance Committee (Secretary) 2011 – Present
 School of Education Executive Committee 2012 - 2015

University

Faculty Grants Committee 2016 - Present
 Academic Affairs Restructuring Task Force 2016
 University Safety Committee 2012 - Present
 Graduate Programs Committee (GPC) 2012 - 2016
 Institutional Review Board (IRB) 2012 - Present
 Committee on Elections and Committees (CEC) 2012 - 2016
 AAUP Collective Bargaining Council (BC) 2012 - 2014
 Committee W 2011 - 2013

Professional Development

Division of Extended Learning and Community Engagement and the Center for Teaching and Learning- *Online Teaching Fellows Initiative* May – July 2016

Quality Matters

Applying the Quality Matters Rubric 2013, 2016
 Quality Matters Peer Reviewer 2013, 2016

Epicenter (Charter Schools Office)

User Training 2014

MDE’s Bureau of Assessment and Accountability September 2013
 Fall Conference – Northern Michigan University

Educator Evaluations: *The Current Landscape, your Role and Best Practice*
 Presented by MASA, MASSP, MEA 2012

eLearning 2012 Conference: Long Beach, CA 2012

PDK International 2012
 Bullying: Building and Understanding w/ Dr. Sherie Williams

When Cyber Bullying Spills Into School

N. Willared & B. Paris	2012
Michigan Department of Education	2012
A Silent Crisis – Creating Safe Schools for Sexual Minority Youth	
School Safety and Crisis Response Training	2012
Delta & MQT County Emergency Management	
Against All Odds	2012
Upper Peninsula Special Education Conference	
Education Law Association	2011
Teaching School Law: Top Tips and Helpful Hints to Create Empowered Educators	
Center for Instructional Technology in Education Classes (CITE)	2011
Intro to EduCat Training	
Introduction to Teaching Online & the Quality Matters Rubric	
Discussion Forums in EduCat	
EduCat Assignments	
RSS in EduCat	
Grades in EduCat	
United Conference	2011, 2012, 2013
Northern Michigan University	
Upper Great Lakes Economic, Education, Legislative and Workforce Development Summit	
Northern Michigan University	2011

Service

Superior Edge - Northern Michigan University	2013/2014
Volunteer Service Work - Ban Leepa Village Tribe	
Chang Rai, Thailand	
Superior Edge - Northern Michigan University	2012/2013
Volunteer Teaching & Community Education	
Palampur, India	
Dissertation Committee	2011-2013
Candidate: Mathew Reeves – Central Michigan University	
Examining the Impact of the Changes to the Michigan Teacher Evaluation Requirements on the Workload of Michigan School Principals.	
School of Education	2011- 2014

Student Teacher Mock Interviews

Northern Michigan University Presidential Scholarship Interviews	2011- 2016
Action in Education Summer Institute Planning Committee	2012- 2016
School of Education Building Safety & Crisis Response	2012

Organization Membership

National Council of Professors of Educational Leadership (NCPEA)
Michigan Association of Professors of Educational Leadership (MAPEA)
Michigan Association of School Administrators (MASA)
American Educational Research Association (AERA)
American Reading Forum (ARF)
Philanthropic Education Organization (PEO)