

ACKNOWLEDGEMENTS

The writer acknowledges with gratitude the contributions of all those who made this study possible. Completing this degree has been a long process and it would be impossible to acknowledge all those who have assisted. However, several individuals have been especially important providing guidance and support through the process.

I must thank my family. To my wife, Linda you have always been there for me. Without your unquestioning love and support this journey would not have been possible. To express how much I love you would be impossible, just know that it grows with each day. To my children, Coralyn and Anthony thank you for your love and patience as I neglected you to pursue my dream. It is my hope that you have learned to appreciate the importance of working hard in order to achieve your goals. To my mother and father who have always encouraged me and were never reticent to show their pride in me, I thank you. To the rest of the family thank you for your encouragement.

Thank you to my committee chairperson, Dr. Steve R. Parson, for his advice, guidance, patience and support. Thank you to my committee members: Dr. Glen Earthman, Dr. Patrick O'Reilly, Dr. Robert Richards and Dr. Richard Salmon. I am appreciative of your help and direction. To Dr. Larkin Phillips, thank you for allowing me to replicate your study. Without your assistance the project could not have been completed.

Thank you to my colleagues who have given me their friendship and encouragement. A special thank you to Dr. Charles Harris who encouraged me

and would not let me give up when it looked at times that I would not complete the process. To three special co-workers, Lori Bogart, Lynn Edwards, Carrie Rehberg, who provided technical assistance, I give you a special thank you.

As mentioned earlier, this journey has been long and in many ways difficult. The most difficult times occurred when I lost two close friends, Ron Wall and John Galyean, due to their unexpected and untimely deaths. I can not finish my acknowledgements without expressing my gratitude to the memories of these beloved friends. Ron was my mentor and long time friend. It was Ron who first inspired in me the desire to become an educator. I will always be grateful for his influence on my life. John was my colleague and my friend. It was John who encouraged me to pursue this degree and for two years was my companion on those lengthy trips to Northern Virginia for class. I strive to continue his legacy of excellent educational programs in Spotsylvania County Schools.

All the people who have given of their time, talents, and expertise to help me on this project have enriched my life. For their special friendships and assistance, I am most grateful.