

ABEER HAKOUZ

CONTACT INFORMATION

Doctoral Candidate | Research and Teaching Assistant, University of Massachusetts Lowell, School of Education | Center for Program Evaluation | Massachusetts Consortium for Innovative Education Assessment. Email: abeerhakouz@yahoo.com | abeer_hakouz@student.uml.edu | abeer_hakouz@uml.edu Phone: +1 617-201-2529 (U.S.) | +962 788861277 (Jordan) [LinkedIn](#) | [Google Scholar](#) | [ResearchGate](#)

EDUCATION

- Ph.D. in Research and Evaluation in Education, University of Massachusetts Lowell, USA, expected Spring 2026.
 - Professional Diploma from the International Program for Development Evaluation Training (IPDET), Carleton University, Canada, 2014.
 - MBA in Finance, New York Institute of Technology (NYIT), USA, 2010.
 - B.A. in Accounting, Al-Zaytoonah Private University of Jordan, Jordan, 2007.
 - Associate Degree in Information Technology, Princess Sarvath College, Jordan, 2002.
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RESEARCH INTERESTS

- Program evaluation.
 - Participatory, equity-focused, and gender-responsive evaluation.
 - Research on evaluation.
 - Continuous school quality and improvement planning.
 - Responsible use of AI in research and evaluation.
 - Educational leadership and policy.
 - Pre-k12 educators preparation programs.
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AFFILIATIONS

- American Educational Research Association (AERA).
- American Evaluation Association (AEA).
- International Development Evaluation Association (IDEAS).
- International Program for Development Evaluation Training (IPDET).
- Center for Program Evaluation (CPE), University of Massachusetts Lowell.
- Center for Education Policy (CEP), University of Massachusetts Amherst.
- University of Massachusetts Lowell Graduate Student Advisory Group.
- Jordan Development Evaluation Association (EvalJordan), co-founder, former president.
- Middle East and North Africa Evaluation Network (EvalMENA).
- International Initiative for Equity-Focused and Gender-Responsive Evaluation (EvalGender+).
- Boston College Network for Strengthening Capacity for Equity in New England Evaluation Collaboration (SCENE).
- Interregional Initiative for the Professionalization of Evaluation (IRIPE).

CONFERENCE PRESENTATIONS

- 2025, American Educational Research Association (AERA): Towards Responsible Generative AI in Academia: Synthesizing AI Policies for Manuscript and Proposal Writing in Educational Research Field.
- 2024, International Conference on Business, Politics, Technologies and Law (ICBPTL): Knowledge acquisition, its influence on organizational learning and innovation.
- 2024, American Educational Research Association (AERA): Understanding School Principals' Perspectives about School Improvement Planning.
- 2024, American Educational Research Association (AERA): Using Emotions as Data in Qualitative Analysis.
- 2023, University Council for Educational Administration (UCEA): Understanding School Improvement Planning in Practice.
- 2023, University Council for Educational Administration (UCEA): Identifying and Addressing Leaders' Learning Needs to Develop Mindsets for Continuous Improvement.
- 2023, University Council for Educational Administration (UCEA): Understanding Data Use and School Improvement.
- 2023, University Council for Educational Administration (UCEA): Towards a Model of Culturally Responsive School Leadership.
- 2023, American Educational Research Association (AERA): Putting Feelings Where They're Useful: Piloting a Technique for Coding Emotions.
- 2023, American Educational Research Association (AERA): Identifying and Addressing Leaders' Learning Needs to Develop Mindsets for Continuous Improvement.
- 2023, American Educational Research Association (AERA): You Can't Just "Slap a Circle on it": Recommendations from Restorative Coordinators.
- 2022, American Evaluation Association (AEA): Empowerment Evaluation on a Time Budget.
- 2022, American Evaluation Association (AEA): What Contribution the Jordanian Evaluation Association Offers to Evaluation Capacity Building: The Case of EvalJordan.
- 2022, International Development Evaluation Association (IDEAS): Equity-Focused and Gender-Responsive Evaluation: An Evolving Practice in the Reporting of the VNRs.
- 2021, British Educational Research Association (BERA): We Now Know How to Learn - Preservice Teacher Preparation in Jordan.
- 2020, Arab Gulf Teacher Forum: Hybrid and Online Learning.
- 2020, Middle East and North Africa Evaluation Network (EvalMENA): Equity-Focused and Gender-Responsive Evaluation.
- 2019, American Evaluation Association (AEA): The Impact of Instructional leadership - School leaders Preparation in Jordan.
- 2019, Middle East and North Africa Evaluation Network (EvalMENA): Equity-Focused and Gender-Responsive Evaluation.
- 2008, Tunisian Cawtar and Isesko Network: Empowering Women in Attaining Business Sustainability.

PUBLICATIONS

- Understanding Principals' Perspectives about School Improvement Planning. **Abeer Hakouz**, and Elizabeth Zumpe. Under review, *Journal of Educational Administration* (2025).
 - [Exploring the relationship between principal mentoring, teacher assessment, and principal engagement.](#)
- Prabhakar Gantasala, V., Gantasala, S. B., **Hakouz, A.**, & Gantasala, S. A. (2025). Exploring the relationship between principal mentoring, teacher assessment, and principal engagement. *Mentoring & Tutoring: Partnership in Learning*, 1–26. <https://doi.org/10.1080/13611267.2025.2561614>.
- [Towards Responsible Generative AI in Academia: Synthesizing AI Policies for Manuscript and Proposal Writing in Educational Research Field.](#)
- Hsu, HY., **Hakouz, A.** & Fotouhi, G. Towards responsible generative AI in academia: a synthesis of AI policies on academic writing in the field of educational research. *AI Ethics* (2025). <https://doi.org/10.1007/s43681-025-00794-6>
- [Knowledge Acquisition and Its Influence on Organizational Learning and Innovation.](#)
- Prabhakar Gantasala, **Abeer Hakouz**. (2024). Knowledge Acquisition and Its Influence on Organizational Learning and Innovation. *European Economic Letters (EEL)*, 14(3), 942–954. Retrieved from <https://www.eelet.org.uk/index.php/journal/article/view/1855>
- [Developing Mindsets for Equity-focused Continuous Improvement: Tracing Shifts in an Ed.D. Program Using Critical Improvement Science.](#)
- Zumpe E, Uy PS, **Hakouz A** and Szczesiul SA (2024) Developing mindsets for equity-focused continuous improvement: tracing shifts in an Ed.D. program using critical improvement science. *Front. Educ.* 9:1426126. doi: 10.3389/feduc.2024.1426126
- [What Makes Restorative Justice Equitable? “It’s A Practice, Not A Program.](#)
- Lustick, H., **Hakouz, A.**, Ward-Seidel, A. and Gaias, L. (2024), "What makes restorative justice equitable? “It’s a practice, not a program.”", *Journal of Educational Administration*, Vol. 62 No. 4, pp. 403-416. <https://doi.org/10.1108/JEA-05-2023-0122>
- [The Role of Emotions in Qualitative Analysis: Researchers’ Perspectives.](#)
- Lustick, H., Yang, X., & **Hakouz, A.** (2024). The Role of Emotions in Qualitative Analysis: Researchers' Perspectives. *The Qualitative Report*, 29(4), 1103-1124.
- [Developing a Learning System for Continuous Quality Improvement.](#)
- Zumpe E., Dzormeku D., **Hakouz A.**, Piazza P., and Schneider J. (2023). The Beyond Test Scores Project. The beyond Test Scores Project. <https://www.beyondtestscores.org/research-publications>
- [Devising a Holistic Data Dashboard.](#)
- Zumpe E., Schneider J., **Hakouz A.**, Dzormeku D., and Piazza P. (2023). Colorado Association of School Boards. The Research Practice Partnership Project. https://casb.memberclicks.net/assets/devising_a_holistic_data_dashboard%20%281%29.pdf
- [Teaching and Learning English in Jordan: People, Policy and Practice.](#)
- British Council | Teaching and learning English in Jordan people, policy and practice. 2022 (n.d.). https://www.teachingenglish.org.uk/sites/teacheng/files/2022-12/Publication_Teaching_Learning_English_Jordan.pdf
- [Equity-Focused and Gender-Responsive Evaluation: An Evolving Practice in the Reporting of the VNRs.](#)

- Hakouz A., Zaveri S., and Tateossian F. (2022) Equity-focused and gender-responsive evaluation: AN EVOLVING PRACTICE IN REPORTING VOLUNTARY NATIONAL REVIEWS +. (n.d.).*<https://evalpartners.org/wp-content/uploads/2022/10/VNR-2020%E2%80%932021-summary.pdf>
- [Evaluation and Research on Impact of Professional Development on Prek-12 Educators.](#)
Queen Rania Teacher Academy | Reports. (2022). Qrta.edu.jo. <https://qrta.edu.jo/en/reports>
 - [Evaluation of Aaron's Presents Project-based Mentoring Program.](#)
Aaron's Presents | Our Impact (2014). Aaron's Presents. <https://www.aaronspresents.org/ourimpact>
 - [Dilemmas in Schools: A Casebook for Educators.](#)
Education Resources. (2021). Middle East Professional Learning Institute. <https://mepli.gse.harvard.edu/education-resources/>
 - [Equity-Focused, Gender-Responsive Evidence: A Blind Spot in VNR Reporting.](#)
Gender; Monitoring, evaluation and learning. (n.d.). Retrieved November 17, 2024, from <https://www.ied.org/sites/default/files/pdfs/migrate/17497IIED.pdf>
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RESEARCH AND EVALUATION PROJECTS

- (2024–Present), Dissertation: Empowerment Evaluation for School Improvement Planning.
 - (2024–Present), Responsible use of AI in research and academia.
 - (2022–Present), Understanding School Principals' Perspectives on School Improvement Planning.
 - (2022 – 2024), Developing Mindsets for Equity-Focused Continuous Quality Improvement.
 - (2022–2024), Uplifting Restorative Practices and Equity in Schools.
 - (2022–2023), Research-Practice Partnership: Developing a Learning System for Continuous Quality Improvement in schools.
 - (2022), Developing Monitoring and Evaluation System and Practices at Al Hussein Bin Abdallah II Technical University in Jordan.
 - (2021 – 2024), The Role of Emotions in Qualitative Analysis: Researchers' Perspectives.
 - (2021), Understanding Policies and Practices of Teaching and Learning English Language at Jordanian Schools.
 - (2021), Evaluation of Aaron's Presents Project-based Mentoring Program.
 - (2020), Evaluation of the Livelihood Pathways at the Norwegian Refugee Council and the United Nations High Commissioner for the Refugees.
 - (2019), Evaluation of the German Adult Education at the Institute for International Cooperation of the Deutscher Volkshochschul-Verband e.V.
 - (2016–2019), Impact Evaluation of Subject-Specialized Training on Changing Teachers and Leaders' Practices, and Students' Academic Achievement in Jordan.
 - (2018–2022), EvalPartners/ EvalGender+/ UNWomen Research on Sustainable Development Goals (SDGs) Voluntary National Reviews (VNRs).
 - (2018), EvalPartners/EvalJordan Research on Mapping Monitoring and Evaluation Capacities in Jordan.
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WORK EXPERIENCE

(2020–Present), University of Massachusetts Lowell | Center for Program Evaluation | Massachusetts Consortium for Innovative Education Assessment, USA, Research and Teaching Assistant

- Support the design and implementation of research at the [Massachusetts Consortium for Innovative Education Assessment \(MCIEA\) School Quality Measures](#).
- Lead and participate in the design and implementation of research and evaluations at [UMass Lowell CPE](#), [UMass Amherst CEP](#), and the [UMass Lowell School of Education](#).
- Course facilitation, grading, student feedback, and classroom observation.
- Support the development and delivery of professional development workshops to PreK-12 educators at schools.
- Provide on-site coaching on data use and monitoring and evaluation practices to school educators to support school improvement planning.

(2015–2021), Queen Rania Teacher Academy, Jordan, Monitoring and Evaluation Manager

- Led the design and implementation of evaluation and research projects for multi-million-dollar initiatives funded by various donors, including the World Bank, EU, USAID, and Global Affairs Canada.
- Collaborated with staff to develop monitoring, evaluation, and research capacity, enhance reporting skills, and foster strategic planning expertise.
- Participated in grants and proposal writing.

(2009–2015), Ministry of Labor | World Bank | King Abdulla II Fund for Development, Jordan, Monitoring and Evaluation Specialist

- Led the design and implementation of monitoring and evaluation systems and projects for the National Employment Strategy and World Bank projects.
- Participated in the preparation of the National Qualification Framework in Jordan.
- Supported the design and delivery of various training courses to build monitoring, evaluation, and research capacity.

(2008), Microfund for Women, Jordan, Finance Consultant

- Led the design and implementation of the Treasury Department.
- Participated in developing financial objectives, strategic plans, and financial statements.
- Supervised the preparation and timely delivery of financial reports to relevant stakeholders.

(2004–2008), CHF International, Jordan, Senior Corporate Treasurer

- Led the design and implementation of the Treasury Department.
- Participated in developing financial objectives, strategic plans, and financial statements.
- Supervised the investment portfolio.
- Build staff capacity in financial planning.

TECHNICAL SKILLS

- Software: SPSS, Stata, R, Dedoose, NVivo, SurveyMonkey, Qualtrics, Canva.
 - Language fluency: Arabic | English.
 - Evaluation Design | Research Methods | Project Management | Grant Writing | Project Management | Leadership Skills |
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