

# REBEKAH HORNAK

## Educational Implementation Leader

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2021 - Present

National  
Implementation  
Research Network | NC  
Remote

### K-12 Implementation Specialist & Lead

*SISEP Director:* Oversee core activities of the center, including all intensive, targeted, and universal technical assistance for the use of implementation practice and science. Development of a micro-credentialing program. Attend all meetings as required by the Office of Special Education Programming. Implementation coaching for the Wisconsin Department of Public Instruction.

*Principal Investigator:* Project Lead on the New York Math Network, working with the school districts of Yonkers, Rochester, and Buffalo to implement selected math curriculum and the Minnesota Building Capacity, examining 15+ years of implementation data and the impact on student outcomes.

*NIRN Leadership:* Member of the NIRN leadership team to provide K-12 perspective, implementation practice, and field experience and to function as the communication lead.

2020 - Present

Independent

### Education Consultant

Alma Public Schools, MI - CHAMPS Implementation & Fidelity Measurement

Freeland Community School District, MI - District Fidelity Coaching & Coaching System Design

Clare-Gadwin RESD, MI - Mental Health Infrastructure & Regional Strategic Planning

Reach out and Read, NC - Development of a Fidelity Measurement

SISEP Center, NC - Implementation and Communication Specialist (2020 - 2021)

Bellbrook-Sugarcreek Schools, OH - Implementation Infrastructure Support

2014 - 2020

Saginaw Intermediate  
School District | MI

### Executive Director of Instruction

*Service Oversight for 12 Districts:* State-Level Advocacy, Professional Learning Development & Facilitation, County and Regional Coordinated Services, State & Federal Programs Consulting, Continuous Improvement Coaching, Principal Support & Coaching, Instructional Consultant Program Development (Math, Social Studies, Whole Child, Literacy, Science & MTSS)

*Program Oversight:* Transformation Zone Lead, Great Lakes Bay Early College Oversight, Saginaw County Juvenile Detention Center Oversight, Regional Homeless Liaison Coordinator, Multi-Tiered System of Supports Project Lead, 31N Mental Health Project Lead

2011 - 2014

Freeland Community  
School District | MI

### Middle School Principal and Curriculum Coordinator

Middle School Principal: Instructional Leader, Student Body Oversight & Support (Grades 7-8), Staff Oversight and Growth (Grades 7-12), Response to Intervention Lead

Curriculum Coordinator: District Continuous Improvement Coordinator, Professional Learning Facilitator, K-12 Curriculum & Instruction Alignment

2008 - 2011

Durand Area  
Schools | MI

### High School Assistant Principal and Athletic Director

Instructional Leader, Grades 9-12 Dean of Students, Alternative Education Program Oversight, Athletic Director, District Homeless Liaison, Positive Behavior Intervention & Supports Coordinator

2002 - 2008

Mt. Pleasant Public  
Schools | MI

### 6-12 Teacher

Middle School & High School English/History Content Teacher

## Education

University of North  
Carolina

Ed.D. – Current Doctoral Student  
Organizational Leadership

May 2008  
Central Michigan  
University

Master of Art in School Principalship  
Secondary Focus

December 2002  
Central Michigan  
University

Bachelor of Science in Secondary Education  
Major: History  
Minor: English

## Certifications

Expires 2026

MI School Administration (K-12) – SA0000000773798

Expires 2027

MI Professional Teaching Certificate – IF0000000243486

2015

Michigan Speciality Endorsement: District Level Curriculum & Instruction

2020

Michigan Association of Superintendents & Administrators  
Communications Micro-credential

## Presentations

2024

*Streamlining Teacher Workloads for Effective Continuous Improvement*  
Michigan Continuous Improvement Conference

*Strategic Internal and External Communications*  
Gerstacker Fellowship – Saginaw Valley State University

*OSEP Leadership & Project Directors Conference*  
Micro-Credentialing: Empower Leaders with Implementation

*Developing a Coaching System for Sustainable and Durable Change*  
New York State Training and Technical Assistance Professional (T-TAP) Statewide Meeting

2023

*Education Transformation: Using Implementation Science to Support Systems Level Change*  
Dartmouth College Guest Seminar

*Humanizing Research Through Emotions*  
SPDG National Meeting

2022

*Keynote Presentation: Implementation Science & Your Work*  
Pennsylvania EITA Preschool Policy Forum

*What is Fidelity?*  
SISEP Center Webinar

*Spilling the Tea: Dissemination Strategies Panel*  
OSEP National Leadership & TA Annual Conference

2019

*Understanding ACES to Implement Trauma-Informed Practices*  
Michigan Elementary & Middle School Principal Association SEL Conference

*6-12 Disciplinary Literacy Essentials*  
Michigan Reading Association Annual Conference

2018

*Developing a Literacy Coach Service Model*  
Michigan Association of Superintendents & Administrators Mid-winter Conference

*Literacy Coaching & the Impact on your District*  
Michigan Association of School Boards Annual Conference

## Publications

Hornak, R., & Perkins, Y. (2023). *Defining Sustainability* [web log]. SISEP Center Implementation for Educators. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from <https://sisep.fpg.unc.edu/blog/defining-sustainability>.

Ward, C., Hornak, R., & Morgan, W. (2023). *Building Capacity* [Online learning object]. Chapel Hill, NC: National Implementation Research Network, Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill. <https://modules.fpg.unc.edu/sisep/build-capacity/index.html>

Downing, M., & Hornak, R. (2022). *Addressing Readiness and the Impacts of Covid-19 During Implementation*. Effective Implementation Cohort. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from <https://eic.fpg.unc.edu/wp-content/uploads/EIC-Brief-ANet-and-Atlanta-Public.pdf>

Hornak, R., Farmer, S., Perkins, Y., Nacik, E., & Ward, C. (2022). *Recommendations for Addressing Readiness Impacted During and After COVID-19*. Effective Implementation Cohort. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from <https://eic.fpg.unc.edu/wp-content/uploads/Recommendations-for-Addressing-Readiness-Impact-During-and-After-Covid-19.pdf>.

Hornak, R., & Ward, C. (2022). Context-Specific Readiness Factors to Consider for Implementation of Curriculum. Effective Implementation Cohort. Retrieved from <https://eic.fpg.unc.edu/wp-content/uploads/EIC-Context-Specific-Readiness-Factors.pdf>

Watkins, C. & Hornak, R. (2022). What is Fidelity? Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from: <https://sisep.fpg.unc.edu>

Wassmann, A. & Hornak, R. (2022). Hexagon Tool process – lessons learned. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from: <https://sisep.fpg.unc.edu>

Hornak, R. (2022). Reflecting on your implementation journey. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from: <https://sisep.fpg.unc.edu>

Watkins, R. & Hornak, R. (2022). A review of implementation science theories, models, and frameworks through an equity lens. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from <https://nirn.fpg.unc.edu>

Farmer, S., McColskey-Leary, C., Hornak, R., Morgan, W., & Ward, C. (2021). Building Teams. [Online learning object]. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from <https://modules.fpg.unc.edu/sisep/teams/index.html>

Farmer, S., McColskey-Leary, C., Hornak, R., Morgan, W., & Ward, C. (2021). Cultivating Leadership. [Online learning object]. Chapel Hill, NC: National Implementation Research Network, University of North Carolina at Chapel Hill. Retrieved from <https://modules.fpg.unc.edu/sisep/cl/index.html>

## References

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