

Norma Hancock

Department of Communication Sciences and Disorders, MGH Institute of Health Professions
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EDUCATION

- 2023 Ph.D. Rehabilitation Sciences
MGH Institute of Health Professions, Boston, MA
- 2017 CAS in Literacy and Language
MGH Institute of Health Professions, Boston, MA
- 2006 M.Ed. in Curriculum and Instruction, Social Justice and Equity
Keene State College, Keene, NH
- 2004 B.A. in Sociology
Keene State College, Keene, NH

PROFESSIONAL EXPERIENCE

- 2023-present **National Institute of Health Postdoctoral Research Fellow (P50 HD052120)**
Speech and Language (SAiL) Literacy Lab, Director: Tiffany P. Hogan
MGH Institute of Health Professions, Boston, MA
- 2023-present **Research Affiliate**, Center for Translational research, Implementation science,
and Dissemination for Equity (cTIDE) in CSD, Director: Tiffany P. Hogan
MGH Institute of Health Professions, Boston, MA
- 2021-2023 **Consultant**
Speech and Language (SAiL) Literacy Lab, Director: Tiffany P. Hogan
MGH Institute of Health Professions, Boston, MA
- 2019-2023 **K-5 District Literacy Coordinator and Reading Specialist**
Nauset Public Schools, Brewster, MA
- 2018-2020 **National Institute of Health Doctoral Research Fellow (R01DC16895)**
Speech and Language (SAiL) Literacy Lab, Director: Tiffany P. Hogan
MGH Institute of Health Professions, Boston, MA
- 2014-2018 **Reading Teacher, District Mentor, ESY Title I Program Coordinator**
Harwich Elementary School, Monomoy Regional School District, Harwich, MA
- 2008-2012 **Teacher, K-2, Lead Science Teacher, District Curriculum Writer**
Hartford Public Schools, Hartford, CT
- 2007-2008 **Kindergarten Teacher**

- Chaplin Elementary School, Chaplin, CT
- 2005-2007 **Kindergarten Teacher, ESY Preschool, Intern Pre-K/Multi-Age 1 & 2**
Hinsdale Elementary, Monadnock Regional School District, Hinsdale, NH
- 2005-2006 **Graduate Assistant**
World Education Links Program, Keene State College, Keene, NH
- 2004-2005 **Teaching Assistant**
Sociology Department, Keene State College, Keene, NH

FELLOWSHIPS AND AWARDS

- 2024-2026 **Principal Investigator**, Eunice Kennedy Shriver National Institute of Child Health & Human Development (NICHD), Pediatric Research LRP Award: *Validating the Structural Racism Index* (Total award: \$100,000), 2024-2026.
- 2023-present **Postdoctoral Research Fellow**, National Institutes of Health (P50 HD052120): *Learning Disabilities Translational Science Collective: Building on the Florida LDRC* (Total award: \$ 8,900,000), 2023-2028. Co-PIs: Sara Hart, Tiffany Hogan, Emily Solari, Nicole Patton Terry.
- 2018-2020 **Doctoral Research Fellow**, National Institutes of Health (R01DC16895): *Orthography and phonology in word learning as a predictor of dyslexia in children with language impairment* (Total award: \$3,718,181), 2018-2023. Co-PIs Tiffany Hogan and Julie Wolter.

GRANTS SUBMITTED

- 2025 Subaward PI, Spencer Foundation Transformative Research Grants, *Quantifying the Impact of Structural Racism on School Reading Outcomes with the SRI* (Submitted Award: \$284,300), 2026-2028. Consultant: Callie Little, Florida State University. Prime PI: Michael Russell, Boston College. [Grant proposal submitted]

PUBLICATIONS

PEER-REVIEWED MANUSCRIPTS

- Hancock, N.**, Redmond, S. M., Ash, A. C., Fox, A. B., & Hogan, T. P. (2025). Word reading and attention-deficit/hyperactivity disorder in children with and without developmental language disorder (DLD), *American Journal of Speech-Language Pathology*, 34(4), 1324-1340.
- Hancock, N.**, Fox, A. B., & Hogan, T. P. (in revision). *Evaluating the risk of dyslexia pre- and post-COVID-19 school closures.*
- Hancock, N.**, Fox, A. B., & Hogan, T. P. (in revision). *Defining the theoretical and empirical domains of structural racism in American schools.*
- Hogan, T.P. & **Hancock, N.** (2022). Common but Hidden: A spotlight on developmental language disorder. *Literacy Today*, 40(2), 14-16.

BOOK CHAPTERS

Hancock, N. (in press). Dyslexia: Current and Past Perspectives. In Scott Johnson (Ed.), *The Oxford Handbook of Perceptual Development*. Oxford University Press.

RESEARCH PRESENTATIONS

COMPETITIVELY REVIEWED RESEARCH PRESENTATIONS

- Hancock, N.,** Little, C., Campbell, D., Rawls, E., Johnson, L., Terry, N. P., & Hogan, T. P. (2025, July). *Understanding social risk and resilience in urban and rural areas with GIS data*. Poster Presented at the Society for the Scientific Study of Reading Annual Meeting, Calgary, CA.
- Goldberg, M., Allardice, J., **Hancock, N.,** & Hogan, T. P. (2025, July). *Literacy transformation in the face of obstacles*. Presented at the Society for the Scientific Study of Reading Annual Meeting, Calgary, CA.
- Deluca, T., Radville, K., **Hancock, N.,** Wolter, J., Ricketts, J. & Hogan, T. P. (2025, July). *An examination of research, school, and caregiver-reported measures for identifying literacy difficulties in children with developmental language disorder*. Presented at the Society for the Scientific Study of Reading Annual Meeting, Calgary, CA.
- Campbell, D., **Hancock, N.,** Rawls, E., Johnson, L., Hogan, T. P., & Terry, N. P. (2025, July). *Educators' knowledge of dyslexia and developmental language disorder*. Poster Presented at the Society for the Scientific Study of Reading Annual Meeting, Calgary, CA.
- Rawls, E., Campbell, D., **Hancock, N.,** Johnson, L., Hogan, T. P., & Terry, N. P. (2025, July). *Decision-making during the pre-implementation phase for a professional learning community on evidence-based assessment practices utilizing stakeholder expertise*. Poster Presented at the Society for the Scientific Study of Reading Annual Meeting, Calgary, CA.
- Hancock, N.,** Campbell, D., Smith, J., Blake, M., Harris, M., Doss, C., King, S., Johnson, L., Terry, N.P., & Hogan, T.P. (2025, April). *Content validation of the novel barriers and facilitators to professional learning survey*. Poster Presented at American Educational Research Association Annual Conference, Denver, CO.
- Shaw-King, N., **Hancock, N.,** & Hogan, T.P. (2025, April). *AMANI Reads: A pilot program for culturally-centered and community-based mentorship and reading intervention*. Poster Presented at the World Literacy Summit, Oxford, UK.
- Campbell, D., **Hancock, N.,** Hogan, T.P., & Terry, N.P. (2025, February). *Urban vs. rural educators' self-efficacy in dyslexia and DLD assessment*. Poster Presented at Sanford University's annual Pacific Coast Research Conference, San Diego, CA.
- Hancock, N.,** Fox, A. B., & Hogan, T. P. (2024, August). *Defining the theoretical and empirical domains of structural racism in American schools*. Poster Presented at the Society for the Study of Measurement Annual Meeting, Berkeley, CA.
- Hancock, N.,** Fox, A. B., & Hogan, T. P. (2024, July). *Evaluating the risk of dyslexia pre- and post-COVID-19 school closures*. Poster Presented at the Society for the Scientific Study of Reading Annual Meeting, Copenhagen, DK.

- Deluca, T., Komesidou, R., **Hancock, N.** & Hogan, T. P. (2023, March 30). *Building capacity in public schools*. Presented at the Speech, Language, and Learning Intervention Research Symposium, Online, ASU.
- Hancock, N.**, Redmond, S. M., Ash, A. C., Fox, A. B., & Hogan, T. P. (2022, July 16). *Word reading and Attention Deficit/Hyperactivity Disorder in children with and without language impairment*. Poster presented at the Society for the Scientific Study of Reading Annual Meeting, Newport Beach, CA.
- Komesidou, R., Wolter, J. A., Ricketts, J., Alonzo, C. N., **Hancock, N.**, Feller, M., Bao, X., Rasner, M., & Hogan, T.P. (2021, January 7). *Implementing school-based, whole-classroom screenings for developmental language disorder and dyslexia*. MGH Institute of Health Professions Research and Scholarship Day, Boston, MA.
- Hancock, N.**, Redmond, S. M., Ash, A. C., Fox, A. B., & Hogan, T. P. (2019, June 24). *Modeling the relationship between language, decoding, and ADHD symptoms in children with and without language impairment*. New England Research on Dyslexia Society, MGH Institute of Health Professions, Boston, MA.

INVITED RESEARCH PRESENTATIONS AND WORKSHOPS

- Hancock, N.** (2025, April). *Evidence-based interventions for dyslexia and DLD*. Webinar presented for the Macomb Dyslexia Network.
- Hancock, N.** (2025, March). *Hiding in plain sight: Developmental language disorder with and without dyslexia*. Presented at the Dyslexia and Related Disorders Education Service Center, Region 20, San Antonio, TX.
- Hancock, N.** (2025, January). *Developmental language disorder in the context of language-based learning disabilities*. Webinar presented for the Currey Ingram Academy.
- Hancock, N.** (2024, December). *Where does DLD fit into the science of reading?* Webinar presented for Stronger Together: The Alliance for Reading Science in Higher Education.
- Hancock, N.** (2024, November). *Early intervention and identification of dyslexia within a Multitiered System of Support*. Presented at The Dyslexia Foundation Annual Fall Conference, Boston, MA.
- Hancock, N.** (2024, April). *Getting the word out about DLD: What Higher Ed needs to teach preservice candidates*. Webinar presented for The Reading League EPP Community of Practice.
- Hancock, N.** (2024, February). *The language basis of reading disabilities*. Webinar presented for the Macomb Dyslexia Network.
- Hancock, N.** (2023, October). *Facilitating academic success for students with dyslexia and DLD using an Interprofessional Collaborative Practice model*. Tewksbury Public Schools, Tewksbury, MA.
- Hancock, N.** (2023, October). *Dyslexia screening, intervention, and diagnostics in the context of Massachusetts dyslexia legislation*. MA School Psychology Association Conference, Norwell, MA.
- Hancock, N.** (2023, January). *Leveraging high-quality instructional materials for standards-based instruction*. Presented for Nauset Regional School District, Brewster, MA.

- Hancock, N.** (2022, November). *Post-LETRS: Implementation of evidence-based instruction so all students can learn to read*. Presented for Nauset Regional School District, Brewster, MA.
- Hancock, N.** (2022, October). *The language basis of dyslexia and developmental language disorder (DLD) in the context of specific learning disabilities*. Elevating Equity: MA School Psychology Association Annual Conference, Norwell, MA.
- Hancock, N.** (2022, October). *Evidenced-based interventions for children with dyslexia and developmental language disorder (DLD)*. Elevating Equity: MA School Psychology Association Annual Conference, Norwell, MA.
- Hancock, N.** (2022, October). *Massachusetts dyslexia legislation and guidance: Case studies from the field and best practice*. Elevating Equity: MA School Psychology Association Annual Conference, Norwell, MA.
- Hancock, N.** (2022, March). *Identifying dyslexia in the context of public schools: Screening, diagnostics, and remediation*. Webinar presented for Massachusetts School Psychology Association.
- Hancock, N.** (2022, March). *Language basis of reading disabilities: Case studies from the field*. Webinar presented for Tewksbury Public Schools, Tewksbury, MA.
- Hancock, N.** (2021, November). *Assessing dyslexia and developmental language disorder within an interprofessional collaborative practice model*. Webinar presented for Tewksbury Public Schools, Tewksbury, MA.
- Hancock, N.** (2021, May). *Getting started with MASS Literacy Guidance: Empowering educators and students in Massachusetts through evidence-based early literacy*. Webinar presented for Nauset Regional School District, Eastham, MA.
- Hancock, N.** (2021, May). *Dyslexia and Developmental Language Disorder in the Context of the Simple View*. Webinar presented for Tewksbury Public Schools, Tewksbury, MA.
- Hancock, N.** (2021, February). *Identifying dyslexia in the context of public schools: Screening, diagnostics, and remediation*. Webinar presented for Boston Public Schools, Boston, MA.
- Hancock, N.** (2020, June). *Connecting assessment and practice*. Webinar presented for Worcester Public Schools, Worcester, MA.
- Hancock, N.** (2020, March). *Assessing language and literacy risk in kindergarten*. Webinar presented for Worcester Public Schools, Worcester, MA.
- Hancock, N.** (2020, January). *Designing learning experiences for struggling and high-achieving students*. Nauset Regional School District Professional Development Day, Brewster, MA.
- Hancock, N.** (2019, November). *Language and literacy in the context of ADHD*. November 16, 2019. Cape Cod Speech and Language Pathologist Conference, Cape Cod Hospital, Hyannis, MA.
- Hancock, N.** (2019, May). *The comorbidity of ADHD with language and literacy disorders: A cognitive perspective*. Cape Cod Speech and Language Pathologist Conference, Cape Cod Hospital, Hyannis, MA.

TEACHING EXPERIENCE

Term Lecturer at MGH Institute of Health Professions, Boston, MA.

- CD889-01 *School-based Literacy Practicum* (Spring 2022, 2024, 2025)
- CD825 *Reading and Writing in the Schools* (Summer 2024, 2025)
- CD826 *Leading Literacy Change* (Summer 2024)

Guest Lecturer:

- *Quantifying the Impact of Structural Racism on Reading Achievement in American Schools*, MESA8280: Seminar in Educational Measurement Research (March 2025, Boston College, Boston, MA)
- *Idea Development Workshop (IDW)*, HRS 960: Interdisciplinary Seminar in Rehabilitation Science (October 2024, MGH Institute of Health Professions, Boston, MA)
- *So, You Say You Want to Create a Survey... Measuring Your Measure*, OH/CSH 884: Outcomes Measurement (April 2024, MGH Institute of Health Professions, Boston, MA)
- *Leading Literacy Change in the Field: Panel Discussion*, CD826 (August 2021 & 2022, MGH Institute of Health Professions, Boston, MA)
- *Diagnostics and Remediation for Students with Developmental Language Disorder*, EDSP (March 2022, University of Oklahoma, OK)

Graduate Co-Instructor at MGH Institute of Health Professions, Boston, MA.

- CD826 *Leading Literacy Change* (Summer 2019) Primary Instructor: Tiffany Hogan
- CD825 *Reading and Writing in the Schools* (Summer 2019) Primary Instructor: Tiffany Hogan

IMPACT & OUTREACH

Hogan, T.P. (Producer). **Hancock, N.**, Hanford, E., Nation, K. (Contributors). (2019, April). See Hear Speak Podcast: *The Reading Wars Part 2* [Audio Podcast]. Retrieved from:

<https://www.seehearspeakpodcast.com>

Hogan, T.P. (Producer). **Hancock, N.**, & Young, I. (Contributors). (2019, June). See Hear Speak Podcast: *Anti-Oppressive Instruction* [Audio Podcast]. Retrieved from:

<https://www.seehearspeakpodcast.com>

Hogan, T.P. (Producer). **Hancock, N.**, & O'Shea, D. (Contributors). (2019, June). See Hear Speak Podcast: *Managing Burnout* [Audio Podcast]. Retrieved from:

<https://www.seehearspeakpodcast.com>

Hogan, T.P. (Producer). **Hancock, N.**, & Jacobs, C. (Contributors). (2019, June). See Hear Speak Podcast: *School Change Models and the Reading Specialist* [Audio Podcast]. Retrieved from:

<https://www.seehearspeakpodcast.com>

- Hogan, T.P. (Producer). **Hancock, N., & Sindelar, T.** (Contributors). (2019, June). See Hear Speak Podcast: *Creating Effective PowerPoint Presentations* [Audio Podcast]. Retrieved from: <https://www.seehearspeakpodcast.com>
- Hogan, T.P. (Producer). **Hancock, N., & Maxwell, L.** (Contributors). (2019, June). See Hear Speak Podcast: *Coaching* [Audio Podcast]. Retrieved from: <https://www.seehearspeakpodcast.com>
- Hogan, T.P. (Producer). **Hancock, N., & Redmond, S.** (Contributors). (2019, October). See Hear Speak Podcast: *DLD, SLI, and ADHD with Sean Redmond* [Audio Podcast]. Retrieved from: <https://www.seehearspeakpodcast.com>

REGIONAL SERVICE

- 2023- present **Board Member**, Massachusetts Chapter of The Reading League
- 2023-present **Secretary**, Massachusetts Learning Disabilities Association of America
- 2021-present **Research Advisor**, Literacy & Dyslexia Screening, Office of Literacy and Humanities, Massachusetts Department of Elementary and Secondary Education
- 2020-2023 **Board Member**, Massachusetts Learning Disabilities Association of America
- 2021-present **Founding Member**, Cape & Islands Chapter of Decoding Dyslexia, MA
- 2020 **Research Advisor**, Early Literacy Guidance, Office of Literacy and Humanities, Massachusetts Department of Elementary and Secondary Education
- 2020-2021 **Working Group**, The Reading League MA Chapter
- 2019-2020 **Exemplar Educator**, MASS Literacy Initiative, Office of Literacy and Humanities, Massachusetts Department of Elementary and Secondary Education
- 2017 **Panel Speaker**, MA Joint Committee on Education, Legislation: H.330, H.2872, S.313, S.294, panel five, July 11, 2017
- 2008 **Invited Speaker**, National Education Association, No Child Left Behind Reform Congressman Joe Courtney (D-CT) in Washington, D.C., April 2008.
- 2007 **Public Commentator**, NH Joint House and Senate Task Force Hearing: *Defining Adequate Education in the State of New Hampshire*, March 13, 2007.

NATIONAL AND INTERNATIONAL SERVICE

- 2025 **co-Guest Editor**: Language abilities in persons with dyslexia, *Annals of Dyslexia* Special Issue
- 2024 **Reviewer**, Society for the Scientific Study of Reading Annual Conference
- 2024 **Ad Hoc Reviewer**, *Language, Speech, and Hearing Services in Schools*
- 2024 **Ad Hoc Reviewer**, *Journal of Learning Disabilities*
- 2024 **Ad Hoc Reviewer**, *Journal of the International Neuropsychological*
- 2024 **Ad Hoc Reviewer**, *British Journal of Special Education*
- 2024 **Ad Hoc Reviewer**, *Annals of Dyslexia*
- 2024 **Ad Hoc Reviewer**, *BMC Psychology*
- 2020 **Ad Hoc Reviewer**, *Journal of Experimental Child Psychology*
- 2020 **Reviewer**, Learning Disabilities Association of America Annual Conference

ADVANCED MEASUREMENT TRAINING

- 2025 *Scale Development and Psychometrics*, Jessica Flake, Ph.D., Rocky Mountain Methodology Academy, University of Calgary
- 2024 *Opening up Open Science: Nuts and Bolts for Beginners*, Society for the Scientific Study of Reading Preconference
- 2024 *Item Writing and Questionnaire Design*, Laura Stapleton, Ph.D., University of Maryland, short course
- 2024 *Lies, Damned Lies, and Surveys*, Anthony R. Artino, Ph.D., MGH Grand Rounds

ADVANCED LANGUAGE AND LITERACY TRAINING

- 2019 *Language Essentials for Teachers of Reading and Spelling (LETRS)*, Nauset Public Schools, Brewster, MA.
- 2018 *Lindamood Phoneme Sequencing® Program for Reading, Spelling, and Speech (LiPS®)*, Commonwealth Learning, Newton, MA. Trainer: Lisa Brooks.
- 2017 *Structured Literacy*, Field Practicum (IDA Accredited)
263.5 hours, Supervisor: Patricia Kelley-Nazzaro, M.S., CCC-SLP
- 2017 *Level 1, Wilson Reading System*, 100 hours, Supervisor: Maureen O'Donnell
- 2016 *Leveled Literacy Intervention*, Blue and Red Level, Site Training, Falmouth, MA.
- 2014 *Wilson Foundations*, Level 1 & 2, Wilson Just Words 4-12
Wilson Language Training, Hyannis, MA.
- 2008 *Guided Reading and Writing*, Summer Institute,
Lesley University, Boston, MA.
- 2008 *Reading Workshop*, The Teachers College Reading and Writing Project
Trainer: Cathy Collins, State Department of Education, CT.
- 2006 *Wilson Foundations K*, Site Training, Hinsdale, NH.

ADVANCED BEHAVIORAL TRAINING

- 2018 *Level 2, Collaborative Problem Solving*
Massachusetts General Hospital, Think: Kids, Hyannis, MA.
- 2017 *Level 1, Collaborative Problem Solving*
Massachusetts General Hospital, Think: Kids, Barnstable, MA.
- 2015 Positive Behavior Intervention and Supports, Harwich, MA.
- 2011 Positive Behavior Intervention and Supports, Hartford, CT.

PROFESSIONAL AFFILIATIONS

Society for the Scientific Study of Reading

Learning Disabilities Association of America

American Education Research Association, Measurement & Research Methodologies, Division D

Norma Hancock

Curriculum Vitae Updated: May 2025

Society for the Study of Measurement

CERTIFICATIONS

MA #479221 Reading All Levels, Pre-K-2 with and without disabilities, SEI Teacher
CT # C092010000099 113 Early Childhood/Special Education N-K, Elementary 1-3
Wilson Reading Level I, Wilson Dyslexia Practitioner ID: CRAFFEYN1000