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Janie Zimmer is the president of Research-Based Education, LLC. Formerly she was the senior mathematics associate with Research for Better Schools, where she provided mathematics expertise to the staff and was the liaison for the Pennsylvania State Team for Mathematics and Science Education. She has 40 years of middle and high school mathematics teaching and supervision experience in Virginia and Maryland, and served for over 10 years as the K-12 coordinator of mathematics in Maryland's Howard County Public School System. Ms. Zimmer has held numerous local and national leadership roles, including serving on the board of the National Council of Supervisors of Mathematics. She has written numerous articles for Maryland's mathematics journal, *The Banneker Banner*, is author of *Motivate Your Students with ZIP the Mathemagician*, and has been and editor of several books, including *EdThoughts (Mathematics)*, *EdThoughts (Science)*, and co-edited *IMAGES, A Resource Guide for Improving Measurement and Geometry in Elementary Schools*. She received her B.A. in mathematics from Trinity University and her M.Ed. from Loyola College. Janie may be reached at zimmer@rbed.us.