

MATTHEW A. KRAFT

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EDUCATION

Harvard Graduate School of Education	2008-2013
Ed.D. in Quantitative Policy Analysis of Education (Economics of Education Concentration)	
Dissertation Committee: Richard Murnane, John Willett, Susan Moore Johnson	
Alliant International University	2005-2006
California Single Subject Teaching Credentials in English & History	
Stanford University	1999-2003
M.A., International Comparative Education	
B.A., International Relations: Concentration in Political Economy	

ACADEMIC APPOINTMENTS

Associate Professor of Education & (by affiliation) Economics, Brown University	2018-Present
Visiting Professor, Universidad Carlos III de Madrid	Spring 2023
Assistant Professor of Education & (by affiliation) Economics, Brown University	2013-2018

AFFILIATIONS

Invited Researcher, J-PAL North America	2024-Present
Research Fellow, IZA – Institute of Labor Economics	2023-Present
Fellow, CESifo Research Network	2023-Present
Senior Fellow, Esade Center for Economic Policy (Madrid, Spain)	2023-Present
Research Associate, National Bureau of Economic Research	2022-Present
Faculty Affiliate, Annenberg Institute at Brown	2018-Present
Faculty Affiliate, Taubman Center for American Politics and Policy at Brown	2017-Present
Faculty Affiliate, Population Studies & Training Center, Brown University	2015-Present
Faculty Affiliate, Center for Education Policy Research, Harvard University	2013-Present
Faculty Affiliate, Student Engagement Research Network	2016-2023

SELECTED ACADEMIC AWARDS

Outstanding Public Communication of Education Research Award, <i>American Educational Research Association</i>	2022
Outstanding Reviewer Award, <i>Educational Evaluation and Policy Analysis</i>	2021
Early Career Award, <i>Society for Research on Educational Effectiveness</i>	2021
Excellence in Reviewing Award, <i>American Economic Journal: Economic Policy</i>	2021
Dean's Award for Excellence in Teaching, <i>Brown University</i>	2016
Palmer O. Johnson Memorial Award for most outstanding publication appearing in an AERA-sponsored publication, <i>American Educational Research Association</i>	2015
Early Career Scholar Award, <i>William T. Grant Foundation</i>	2015
Runner-up Award for Outstanding Dissertation, Division H (Research, Evaluation and Assessment in Schools), <i>American Educational Research Association</i>	2014
Honorable Mention, Jean Flanigan Outstanding Dissertation Award, <i>Association for</i>	2014

Education Finance and Policy

Spencer Dissertation Fellowship, <i>National Academy of Education/Spencer Foundation</i>	2012
Emerging Education Policy Scholars Fellowship, <i>Thomas B. Fordham Institute</i>	2012
Dean's Summer Fellowship for Research, <i>Harvard Graduate School of Education</i>	2010, 2011, & 2012
Qualifying paper passed with Distinction, <i>Harvard Graduate School of Education</i>	2011
Education Pioneers Graduate School Fellowship, <i>Education Pioneers</i>	2009

PAPERS UNDER REVIEW

* Indicates undergraduate student, graduate student, or research assistant

Edwards, D.S., & Kraft, M.A. Grow Your Own: An umbrella term for very different localized teacher pipeline programs

Wedenoja, L., Papay, J.P., & Kraft, M.A. Second time's the charm? How sustained relationships from repeat student-teacher matches build academic and behavioral skills.

Kraft, M.A., & Falken*, G. Preferences, inequities, and incentives in the substitute teacher labor market.

Kraft, M.A., & Lyon, M.A. The rise and fall of the teaching profession: Prestige, interest, preparation, and satisfaction over the last half century. (R&R *American Educational Research Journal*)

Kraft, M.A., & Novicoff*, S. Learning time in U.S. public schools: Wide variation, causal effects, and lost hours. (R&R *American Educational Research Journal*)

Bleiberg, J., Brunner, E., Harbatkin, E., Kraft, M., & Springer, M. Taking teacher evaluation to scale: The effects of state reforms on student achievement and attainment. (R&R *Journal of Political Economy: Microeconomics*).

** Authors listed in alphabetical order.

ACADEMIC PUBLICATIONS

Edwards, D.S., Kraft, M.A., Christian, A., & Candelaria, C. (in press). Teacher shortages: A unifying framework for understanding and predicting vacancies. *Education Evaluation and Policy Analysis*.

Lyon, M.A & Kraft, M.A. (in press). Teacher Strikes as Public Signals: Impacts on Political Campaigns and Public Education Funding. *Journal of Human Resources*.

Kraft, M.A. (2023). The effect size benchmark that matters most: Education interventions often fail. *Educational Researcher*, 52(3), 183-187.

James, J.K., Kraft, M.A., & Papay, J.P. (2023). Local supply, temporal dynamics, and unrealized potential in teacher hiring. *Journal of Policy Analysis and Management*, 42(4), 1010-1044.

Kraft, M.A., Bolves*, A. & Hurd, N. (2023). How informal mentoring by teachers, counselors, and coaches supports students' long-rung academic success. *Economics of Education Review*, 95, 102411

- Bleiberg, J. & Kraft, M.A. (2023). What happened to the K-12 education labor market during COVID? The acute need for better data systems. *Education Finance and Policy*, 18(1), 156-172.
- Kraft, M.A., & Bolves*, A. (2022). Can technology transform communication between schools, teachers, and parents? Evidence from a randomized field trial. *Education Finance and Policy*, 17(3): 479-501
- Papay, J.P., Kraft, M.A., & James, J.K. (2022). Operator versus partner: A case study of the Blueprint School Network's model for school turnaround. *Journal of Research on Educational Effectiveness*, 15(2), 367-393.
- Kraft, M.A., & Christian*, A. (2022). Can teacher evaluation systems produce high-quality feedback? An administrator training field experiment. *American Educational Research Journal*, 59(3), 500-537.
- Kraft, M.A. & Bleiberg, J. (2022). The inequitable effects of teacher layoffs: What we know and can do. *Educational Finance and Policy*, 17(2), 367-377.
- Kraft, M.A., List, J.A., Livingston, J.A., and Sadoff, S. (2022). Online tutoring by college volunteers: Experimental evidence from a pilot program. *American Economic Review: Papers & Proceedings*, 112, 614-618.
- Kraft, M.A., Simon, N.S., & Lyon, M.A. (2021). Sustaining a sense of success: The protective role of teacher working conditions during the COVID-19 pandemic. *Journal of Research on Educational Effectiveness*, 14(4), 727-769.
- Kraft, M.A. & Falken*, G.T. (2021). A blueprint for scaling tutoring and mentoring across public schools. *AERA Open*, 7(1), 1-21.
- Kraft, M.A., & Monti-Nussbaum*, M. (2021). The big problem with little classroom interruptions. *AERA Open*, 7(1), 1-17.
- Kraft, M.A., & Hill, H.C. (2020). Developing ambitious mathematics instruction through web-based coaching: An experimental trail. *American Educational Research Journal*, 57(6), 2378-2414.
- Kraft, M.A., Brunner, E.J., Dougherty, S.M., & Schwegman*, D. (2020). The effect of teacher accountability reforms on new teacher supply and quality. *Journal of Public Economics*, 188, 104212
- Kraft, M.A. (2020). Interpreting Effect Sizes of Education Interventions. *Educational Researcher*, 49(4), 241-253.
- Kraft, M.A., Papay, J.P., Chi*, O.L. (2020). Teacher skill development: Evidence from performance ratings by principals. *Journal of Policy Analysis and Management*, 39(2), 315-347.
- Blazar, D.L. & Kraft, M.A. (2019). Balancing rigor, replication, and relevance: A case for multiple-cohort, longitudinal experiments. *AERA Open*, 5(3), 1-18.
- Kraft, M.A. (2019). Teacher effects on complex cognitive skills and social-emotional competencies. *Journal of Human Resources*, 54(1), 1-36.

Kraft, M.A., Blazar, D., Hogan*, D. (2018). The effect of teacher coaching on instruction and achievement: A meta-analysis of the causal evidence. *Review of Educational Research*, 88(4), 547-588.

** [Most-read](#) article published in *Review of Educational Research* and second most-read in all AERA journals in 2018.

Kraft, M.A., & Monti-Nussbaum*, M. (2017). Can schools empower parents to prevent summer learning loss? A text messaging field experiment to promote literacy skills. *The ANNALS of the American Academy of Political and Social Science*, 674(1), 85-112.

Steinberg, M.P. & Kraft, M.A. (2017). The sensitivity of teacher performance ratings to the design of teacher evaluation systems. *Educational Researcher*, 46(7), 378–396.

Kraft, M.A. & Blazar, D. (2017). Individualized coaching to improve teacher practice across grades and subjects: New experimental evidence. *Educational Policy*, 31(7), 1033-1068.

Kraft, M.A. & Gilmour*, A. (2017). Revisiting the widget effect: Teacher evaluation reforms and distribution of teacher effectiveness ratings. *Educational Researcher*, 46(5), 234-249.

Charner-Laird, M., Ng, M., Johnson, S.M., Kraft, M.A., Papay, J.P., & Reinhorn S.K. (2017). Gauging goodness of fit: Teachers' expectations for their instructional teams in high-poverty schools. *American Journal of Education*, 123(4), 553-584.

Blazar, D. & Kraft, M. (2017). Teacher and teaching effects on students' attitudes and behaviors. *Educational Evaluation and Policy Analysis*, 39(1), 146-170.**

** [Most read](#) article in *Educational Evaluation and Policy Analysis* in 2017.

Kraft, M.A. & Gilmour*, A. (2016) Can principals promote teacher development as evaluators? A case study of principals' views and experiences. *Educational Administration Quarterly*, 52(5), 711-753.

Kraft, M.A., Marinell, W.H. & Yee, D*. (2016). School organizational contexts, teacher turnover, and student achievement: Evidence from panel data. *American Educational Research Journal*, 53(5), 1411-1499.

Papay, J.P., Kraft, M.A. (2016). The productivity costs of inefficient hiring practices: Evidence from late teacher hiring. *Journal of Policy Analysis and Management*, 35(4), 791–817.

West, M.R., Kraft, M.A., Fin, A. S., Martin, R., Duckworth, A., Gabrieli, C.F., & Gabrieli, J.D. (2016). Promise and paradox: Measuring students' non-cognitive skills and the impact of schooling. *Educational Evaluation and Policy Analysis*, 38(1), 148-170.

Blazar, D., & Kraft, M.A. (2015). Exploring mechanisms of effective teacher coaching: Results from two cohorts of an experimental evaluation. *Educational Evaluation and Policy Analysis*, 37(4) 542–566.

Papay, J.P. & Kraft, M.A. (2015). Productivity returns to experience in the teacher labor market:

Methodological challenges and new evidence on long-term career improvement. *Journal of Public Economics*, 130, 105-119.

- Kraft, M.A., Papay, J.P., Charner-Laird, M., Johnson, S.M., Ng, M., & Reinhorn, S.K. (2015). Educating amidst uncertainty: The organizational supports that teachers need to serve students in high-poverty, urban schools. *Educational Administration Quarterly*, 51(5), 753–790.
- Kraft, M.A. (2015). Teacher layoffs, teacher quality and student achievement: Evidence from a discretionary layoff policy. *Education Finance and Policy*, 10(4), 467-507.
- Kraft, M.A. & Rogers, T. (2015). The underutilized potential of teacher-to-parent communication: Evidence from a field experiment. *Economics of Education Review*, 47, 49-63.
- Kraft, M.A. (2015). How to make additional time matter: Extending the school day for individualized tutorials. *Education Finance and Policy*, 10(1), 81-116.
- Kraft, M.A. & Papay, J.P. (2014). Can professional environments in schools promote teacher development? Explaining heterogeneity in returns to teaching experience. *Educational Evaluation and Policy Analysis*, 36(4), 476-500.**
- ** Awarded the Palmer O. Johnson Memorial Award for most outstanding publication appearing in an AERA-sponsored publication in 2014.
- Johnson, S.M., Reinhorn S.K., Charner-Laird, M., Kraft, M.A., Ng, M., Papay, J.P. (2014) Ready to lead, but what role will they play? Teachers' experiences in high-poverty urban schools. *Teachers College Record*, 116(10), 1-50.
- Herlihy, C., Karger, E., Pollard, C., Hill, H.C., Kraft, M.A., Gregory, M., & Howard, S. (2014) State and local efforts to investigate the validity and reliability of scores from teacher evaluation systems. *Teachers College Record*, 116(1), 1-28.
- Fin, A.S., Kraft, M.A., West, M.R., Leonard, J.A., Bisch, C.E., Martin, R.E., Sheridan, M.A., Gabrieli, C.F., & Gabrieli, J.D. (2014). Cognitive skills, student achievement tests, and schools. *Psychological Science*, 25(3), 736-744.
- Kraft, M.A. & Dougherty, S.M. (2013). The effect of teacher-family communication on student engagement: Evidence from a randomized field experiment. *Journal of Research on Educational Effectiveness*, 6(3), 199-222.
- Hill, H.C., Charalambous, C.Y., McGinn, D., Blazar, D., Kraft, M.A., Beisiegel, M., Humez, A., Litke, E., & Lynch, K. (2012). Validating arguments for observational instruments: Attending to multiple sources of variation. *Educational Assessment*, 17, 1-19.
- Hill, H.C., Charalambous, C.Y., & Kraft, M.A. (2012). When rater reliability is not enough: Teacher observation systems and a case for the G-study. *Educational Researcher*, 41(2), 56-64.
- Johnson, S.M., Kraft, M.A., & Papay, J.P. (2012). How context matters in high-need schools: The effects of teachers' working conditions on their professional satisfaction and their students' achievement. *Teachers College Record*, 114(10), 1-39.

** Authors listed in alphabetical order.

Kraft, M.A. (2007). Toward a school-wide model of teaching for social justice: An examination of the best practices of two small public schools. *Equity & Excellence in Education*, 40(1), 77-86.

WORKS IN PROGRESS

Kraft, M.A., Edwards, D.S., & Cannata, M. The dynamics of scaling high-dosage tutoring within the K-12 public education system: A multi-year analysis

Steinberg, M.P., Kraft, M.A., Lyon, M.A., & Bowser, K.* The effect of teacher strikes on student achievement and teacher labor market outcomes: Evidence from Pennsylvania

Kraft, M.A., Papay, J.P., & Monti-Nussbaum*, M. Does teacher effectiveness translate across school contexts? Evidence from a randomized experiment

Kraft, M.A., Papay, J.P., & Wedenoja, L. & Jones, N. The benefits of early and unconstrained hiring: Evidence from teacher labor markets

Kraft, M.A., Buckley, K., Ruzek, E., Schenke, K., & Hulleman, C. The importance of belonging in school: Evidence from half a million students.

Papay, J.P. & Kraft, M.A. Toward a broader conceptualization of teacher quality: Individual characteristics, school context, and teacher effectiveness.

West, M.R., Kraft, M.A., Dow*, A., Scherer*, E., Gabrieli, C.F., & Gabrieli, J.D. Re-thinking high school readiness: The relationship between cognitive and non-cognitive skills, high school performance, and on-time graduation.

BOOK CHAPTERS

Kraft, M.A. (2018). Federal efforts to improve teacher quality. In Hess R. & McShane, M. (Editors). *Bush-Obama School Reform: Lessons Learned*. Harvard Education Press. 69-84.

Papay, J.P. & Kraft, M.A. (2017). Developing Workplaces Where Teachers Stay, Improve, and Succeed. In Quintero, E. (Editor). *Teaching in Context: How Social Aspects of School and School Systems Shape Teachers' Development & Effectiveness*. Harvard Education Press. 15-35.

OP-EDS, POLICY BRIEFS, PRACTITIONER ARTICLES, & BLOG POSTS

Grant, A. & Kraft, M.A. (2023, November 14th). Teacher looping and the fine balance of pitching education reforms. *Education Next*.

Kraft, M.A., Falken, G. & Jordan, P.W. (2022, November 16th). New Study: \$40 stipend draws substitute teachers into hard-to-staff schools. *The 74*.

Novicoff, S., & Kraft, M.A. (2022, November 15th). The potential role of instructional time in pandemic recovery. *Brookings Institute Brown Center Chalkboard*.

Kraft, M.A. (2022, October). A brief how-to-guide to public engagement in academia. AERA Highlights Newsletter.

- Kraft, M.A. (2022, August 26th). Are we at a crisis point with the public teacher workforce? Education scholars share their perspectives. *Brookings Institute Brown Center Chalkboard*.
- Kraft, M.A. (2022, February 24th). Better teacher feedback can happen outside of the evaluation process. *Brookings Institute Brown Center Chalkboard*.
- Robinson, C.D., Kraft, M.A., Loeb, S., & Schueler, B.E. (2021). Accelerating student learning with high-dosage tutoring. *EdResearch For Recovery*.
- Kraft, M.A. & Hattie, J. (2021, May). Interpreting education research and effect sizes. *Educational Leadership*.
- Kraft, M.A. & Falken G.T. (2020, December 9th). The case for a national student tutoring system. *Education Next Blog*
- Kraft, M.A. & Simon, N.S. (2020, October 25th). School organizational practices and the challenges of remote teaching during a pandemic. *The Albert Shanker Institute Blog*.
- Kraft, M.A. & Goldstein, M. (2020, May 21st). Getting tutoring right to reduce COVID-19 learning loss. *Brookings Institute Brown Center Chalkboard*.
- Kraft, M.A. & Simon, N.S. (2020, May 18th). Why school climate matters for teachers and students. *The Albert Shanker Institute Blog*.
- Kraft, M.A. (2020). The hidden cost of Classroom Interruptions. *Educational Leadership*, Summer 30-34.
- Kraft, M.A. & Falken, G. (2020, May). Why school climate matters for teachers and students. The National Association of State Boards of Education. *The State Education Standard*. 33-35.
- Kraft, M.A. (2019, June 13th). What will teacher raises buy students? *The New York Times*.
- Kraft, M.A., & Blazar, D. (2018). Taking teacher coaching to scale. *Education Next*, 18(4).
- Kraft, M.A. (2018, June 25th). What have we learned from the gates-funded teacher evaluation reforms? *Education Next Blog*.
- Kraft, M.A. (2018, March 15th). Were teacher evaluation reforms a net positive or net negative? Rick Hess Straight Up Blog. *Education Week*.
- Kraft, M.A. (2017). Engaging parents as partners in education through better communication. *Educational Leadership*, 75(1), 58-62.
- Blazar, D., & Kraft, M.A. (2016, October 25th). Social and emotional skills in school: Pivoting from accountability to development. *The Albert Shanker Institute Blog*.
- Papay, J.P. & Kraft, M.A. (2016). The myth of the teacher performance plateau? *Educational Leadership*, 73(8), 36-42.
- Kraft, M.A. (2016) The underutilized potential of teacher-parent communication. Federal Reserve Bank

- of Boston, *Communities and Banking*, 27(2). 15-17.
- Kraft, M.A., & Papay, J.P. (2015, June 1st) What teachers really need to stay, improve and succeed. *The Washington Post*.
- Kraft, M.A. (2015, August 20th). What if every struggling student had a tutor? Rick Hess Straight Up Blog. *Education Week*.
- Kraft, M.A. (2015, August 19th). What if students could relate to their teachers and classes? Rick Hess Straight Up Blog. *Education Week*.
- Kraft, M.A. (2015, August 18th). What if teachers could be promoted? Rick Hess Straight Up Blog. *Education Week*.
- Kraft, M.A. (2015, August 21st). What if we regularly communicated with parents? Rick Hess Straight Up Blog. *Education Week*.
- Kraft, M.A. (2015, August 17th). What if all teachers had a coach? Rick Hess Straight Up Blog. *Education Week*.
- West, M.R, Gabrieli, C.F., Fin, A.S., Kraft, M.A., & Gabrieli, J.D. (2014). What do effective schools do? Stretching the cognitive limits on achievement. *Education Next*, 14(4).
- Kraft, M.A. (2010). From ringmaster to conductor: 10 simple techniques can turn an unruly classroom into a productive one. *Phi Delta Kappan*, 91(7), 44-47.
- Reprinted in *Educational Horizons* 90, 8-12 in 2011
- Bloom, J., Buckley, K., Cohodes, S., Kraft, M.A., Liebowitz, D., Papay, J.P. & Viruleg, E. (2009). Teaches in charlotte-mecklenburg schools. Cambridge, MA: Strategic Data Project of the Center for Education Policy Research at Harvard University.
- Kraft, M.A. (2004). The Guatemalan elections: Reshuffling the same business elites. *Z Magazine*, 17(2).

SELECTED GRANT AWARDS

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|---|-----------|
| <i>Principal Investigator.</i> “Scaling High-Dosage Tutoring within the K-12 Public Education System: A Multi-Year Evaluation of the Accelerating Scholars Program” Tennessee SCORE. (\$40,000) [Co-PI Danielle Edwards] | 2023-2024 |
| <i>Principal Investigator.</i> “Increasing teacher diversity, supply, and retention through Grow Your Own programs” WT Grant Foundation. Grant #203453. (\$525,000) [Co-PI Danielle Edwards] | 2023-2026 |
| <i>Principal Investigator.</i> “Can Schools Grow Their Own? Assessing New Approaches to Developing Local Pipelines of Effective Teachers” Smith-Richardson Foundation. Grant #2022-2846. (\$153,010) [Co-PI Danielle Edwards] | 2023-2024 |
| <i>Principal Investigator.</i> “Platform-Driven Study of Cost-Effective Tutoring” Bill and Melinda Gates Foundation. (\$60,000) | 2022-2023 |

<i>Principal Investigator.</i> “An Evaluation of “Grow Your Own” Programs Aimed at Growing the Supply and Diversity of Teaching Talent in Hard-to-Staff School Districts” Schmidt Futures. Grant ID: 2022-6-23-1. (\$100,000) [Co-PI Danielle Edwards]	2022-2023
<i>Principal Investigator.</i> “Evaluating the Metro Nashville Public Schools Accelerating Scholars Program” Tennessee State Collaborative on Reforming Education. [Co-PI Marisa Cannata] (\$80,000)	2021-2022
<i>Principal Investigator.</i> “Understanding and Addressing Teacher Shortages in Tennessee” Tennessee Education Research Alliance. [Co-PI Christopher Candelaria] (\$40,000)	2021
<i>Principal Investigator.</i> “Personalizing Math Instruction at Scale: A Meta-Analytic and Cost-Effectiveness Analysis of Math Tutoring Programs.” National Science Foundation 19-508 EHR Core Research Award #2100334 [Co-PI Beth Schueler] (\$817,090)	2021-2024
<i>Principal Investigator.</i> “Reducing COVID-19 Learning Loss and Educational Inequity through Tutoring: A Meta-Analytic and Cost-Effectiveness Analysis.” William T. Grant Foundation. Grant #OR-201159 [Co-PI Beth Schueler] (\$40,000)	2020-2021
<i>Principal Investigator.</i> Scholars Mentoring Grant. William T. Grant Foundation. Grant Award #188928. [Co-PI Benjamin West] (\$52,288)	2018-2020
<i>Principal Investigator.</i> “Exploring Competing Theories of How Teacher Accountability Reforms Affect Teacher Labor Markets and Student Achievement” Institute for Education Sciences, U.S. Department of Education. Award # R305A170053 (\$1,192,566)	2018-2021
<i>Principal Investigator.</i> “The Effect of School Climate on Students’ Social-Emotional Competencies” Mindset Scholars Network [Co-PIs Katie Buckley & Chris Hulleman] (\$75,000)	2017-2018
<i>Principal Investigator.</i> “Improving the Teacher Hiring and Match Process: A Research Partnership with Boston Public Schools” Smith-Richardson Foundation grant #2016-1248 [Co-PIs John P. Papay & Nathan Jones] (\$150,000)	2017-2020
<i>Principal Investigator.</i> “How Does Eliminating Tenure and Collective Bargaining Affect Teacher Labor Markets and Student Achievement?” Spencer Foundation Lyle Spencer Award #201700052 (\$494,830)	2016-2021
<i>Principal Investigator.</i> “Teacher Effects on Students’ Non-Cognitive Competencies: A Study of Impacts, Instruction, and Improvement.” William T. Grant Scholars Program. Grant Award #184355. (\$350,000)	2015-2020
<i>Co-Principal Investigator.</i> “Developing Common Core Classrooms Through Rubric-Based Coaching.” National Science Foundation DRL-1348144 [PI – Heather C. Hill, Co-PI Corinne Herlihy] (\$1,499,683)	2014-2017
<i>Principal Investigator.</i> “Evaluating the MATCH Individualized Teacher Coaching Program.” New Schools for New Orleans (\$150,000)	2011-2014

<i>Principal Investigator.</i> “What promotes teacher development? Examining the effect of the professional environment on the productivity growth of teachers.” Spencer Dissertation Fellowship, National Academy of Education/Spencer Foundation (\$25,000)	2012-2013
<i>Co-Principal Investigator.</i> “Exploring the Sources of Teacher Career Productivity Growth.” Institute for Education Sciences sub-grant R305C09002 from the National Center for Teacher Effectiveness [PI – John P. Papay] (\$42,090)	2011-2012
<i>Co-Principal Investigator.</i> “The Effect of Teacher–Family Communication on Student Engagement” Education Labs, Harvard University. [Co-PI – Shaun M. Daugherty] (\$10,000)	2009-2010

PROFESSIONAL EXPERIENCE

Harvard Teacher Education Program <i>Intern Teacher Advisor</i>	2008-2009
Life Academy, Berkeley Public High School, Berkeley, CA <i>Co-founder and Lead Teacher, 9th Grade Humanities Teacher</i>	2005-2008
Urban Promise Academy, Oakland, CA <i>Long-term Substitute Teacher, 8th Grade English</i>	2005
The School for Independent Learners, Mountain View, CA <i>Tutor</i>	2003-2004

KEYNOTE PRESENTATIONS & NAMED LECTURES

“From Efficacy to Effectiveness: Evaluating Efforts to Take Tutoring to Scale.” *KU Lueven* - 8th Annual LEER Conference on Education Economics. March, 2023

“From Efficacy to Effectiveness: Evaluating Efforts to Take Tutoring to Scale.” *Stockholm School of Economics* - Center for Educational Leadership and Excellence - Quality in Education Conference. May, 2023.

INVITED SEMINARS & PANELS

“Time in School” *Education Writers Association*. December, 2023.

“The Dynamics of Scaling High-Dosage Tutoring within the K-12 Public Education System: A Multi-Year Analysis.” *Education Policy Institute, UK*. November, 2023

“The Dynamics of Scaling High-Dosage Tutoring within the K-12 Public Education System: A Multi-Year Analysis.” *Wesleyan, College of Education*. September, 2023

“The Dynamics of Scaling High-Dosage Tutoring within the K-12 Public Education System: A Multi-Year Analysis.” *Universidad Autónoma de Madrid, Department of Economics*. June, 2023

“The Dynamics of Scaling High-Dosage Tutoring within the K-12 Public Education System: A Multi-Year Analysis.” *University of Bristol, Department of Economics*. June, 2023.

“¿Qué Sabemos Sobre cómo Diseñar e Implementar Programas Efectivos de *Coaching* Pedagógico?”
World Bank – Taller Regional. May, 2023.

“Lecciones de una Década de Reformas en el Sistema de Evaluación Docente en Estados Unidos.”
Fundación Ramon Areces. May, 2023

“Taking Teacher Evaluation to Scale: The Effect of State Reforms on Achievement and Attainment”
Bocconi University, Department of Economics. May, 2023

“Scaling High-Dosage Tutoring within the K-12 Public Education System: Causal Effects & Lesson Learned.” *University of Munich*, CESifo. May, 2023

“Tutorías Online de Voluntarios Universitarios para Mejorar el Aprendizaje de Matemáticas y Lengua en Educación Secundaria: Evidencia Experimental.” *Universidad Rey Juan Carlos*, Department of Economics. March, 2023.

“Preferences, Inequities, and Incentives in the Substitute Teacher Labor Market.” *EIEF - Einuadi Institute for Economics and Finance*. March, 2023

“Preferences, Inequities, and Incentives in the Substitute Teacher Labor Market.” *Universidad de Carlos III*, Department of Economics. March, 2023.

“La Potencia y los Desafíos de Escalar un Sistema de Tutorías ” *Chilean Ministry of Education*. January, 2023.

“Estrategias de Fortalecimiento a la Gestión de las Escuelas para Ampliar las Oportunidades Educativas de los Estudiantes – Respuesta al COVID-19” *Columbian Ministry of Education*. June, 2022.

“Acceleration and Other Best Practices for Learning Recovery.” *Education Week*. May, 2022.

“Examining the Evidence: What We're Learning From the Field About Implementing High-Dosage Tutoring Programs.” *Education Week*. January, 2022.

“School-based mentoring relationships and human capital formation.” Centre for Education Policy and Equalising Opportunities, *University College of London*, October, 2021

“A Blueprint for Scaling Tutoring and Mentoring in School: Promises and Pitfalls.” Featured Policy Panel. *6th IZA Economics of Education Conference*. September, 2021.

“Shortages, Preferences, and Incentives among On-demand Workers: Evidence from Substitute Teachers.” Dept of Economics, *University of Maryland*. September, 2021

“Taking tutoring to Scale.” *The Great Oaks Foundation*. June, 2021.

“The Protective Role of Teacher Working Conditions During the COVID-19 Pandemic.” Teaching amid the Struggles of COVID-19 and for Racial Justice. *The National Academies of Sciences, Engineering, and Medicine*. June, 2021.

“Coaching and High-Dosage Tutoring.” What the Research Says: Supporting Teachers this Fall, *Council of Chief State School Officers*. May, 2021

“High-Dosage Tutoring.” Communities and the American Rescue Plan Act, *Center for American Progress*. May, 2021

“School Navigators and High-Dosage Tutoring.” U.S. Program Meeting. *Gates Foundation*, May 2021

“Can Technology Transform Teacher-Parent Communication?” Synapse Lab, *University of Stavanger*, Norway. May, 2021

“More than teaching: The long-run effects of teachers’ mentoring relationships with students.” *Syracuse University*, April, 2021

“Center Relationships in Schools: High-Dosage Tutoring and Mentoring.” Leading Beyond Covid Virtual Leadership Summit, *Tech & Learning*. February, 2021.

“Tutoring as an Equity Intervention.” *Rhode Island Department of Education*. February, 2021

“A National Corps to Support Student Success: A Conversation with the New Administration.” *InnovativeEDU* and *City Year*. February, 2021.

“The National Landscape for Tutoring: A Policy-Level Look.” *Serve to Grow (MinnesotaReadingCorps)*. February, 2021.

“Acceleration vs. Remediation: Research-Driven Strategies to Address Learning Loss.” *National Association of State Boards of Education*. January, 2021.

Expert Testimony on High-Dosage. *D.C. State Board of Education*. January, 2021.

“Equitable Teacher Layoffs.” *W.T. Grant Foundation* Reducing Inequality Convening, December, 2020.

“Tutoring as an Equity Policy Intervention.” Annenberg Institute, *Brown University*. December, 2020.

“Interpreting the Policy Relevance of Effect Sizes.” *U.S. General Services Administration. Office of Evaluation Science*. December, 2020.

“The benefits of early and unconstrained hiring: Evidence from teacher labor markets.” Center for Economic and Social Research, *University of Southern California*. September, 2020.

“Interpreting the Policy Relevance of Effect Sizes.” Office of Planning, Research and Evaluation (OPRE), in the Administration for Children and Families (ACF), U.S. Department of Health and Human Services (DHHS). February, 2020.

“Innovations to Transform Teaching Practices.” *World Bank*. February, 2020.

“Hiring reforms to improve teacher productivity, diversity and retention.” *Wheelock College, Boston University*. December, 2019.

“Interpreting Effect Sizes of Education Interventions.” Office of Planning and Research, *Massachusetts Department of Elementary and Secondary Education*. May, 2019.

“Teacher Evaluation Reforms and the Supply and Quality of New Teachers.” PIER Program, *Harvard Graduate School of Education*. September, 2018.

“Teacher Accountability Reforms and the Supply of New Teachers.” Committee on Education, *University of Chicago*. May, 2018.

“Social Relationships in School Systems: What We Can and Cannot Learn from Large-Scale District Surveys.” Social Relationships Across the Life Span Conference, *Northwestern University*. October, 2017

“The Big Problem with Little Interruptions: How External Intrusions Disrupt Classroom Learning.” Education Policy and Program Evaluation Colloquium Series, *Harvard Graduate School of Education*. September, 2017.

“Misunderstanding Teacher Effectiveness.” The Character Lab Education Summit, *University of Pennsylvania*. July, 2017

“Teacher Accountability Reforms and the Supply of New Teachers.” Program on Education Policy and Governance, *Harvard Kennedy School*. April, 2017

“Teacher Accountability Reforms and the Supply of New Teachers.” Department of Education Reform, *University of Arkansas*. February, 2017

“Why Contexts Matter: How School Climate Affects Teacher Effectiveness, Teacher Turnover, and Student Achievement.” Peabody College, *Vanderbilt University*. January, 2017.

“Teacher Accountability Reforms and the Supply of New Teachers.” Department of Economics, *Tufts University*. December, 2016

“Teaching for Tomorrow’s Economy: Teacher Effects on Complex Cognitive Skills and Social-Emotional Competencies.” *Boston Federal Reserve*, New England Study Group Series. June, 2016

“Can Schools Empower Parents to Reverse Summer Learning Loss? A Text Messaging Intervention.” The Coleman Report 50 years later Conference, *Brown University*. April, 2016

“Teaching for Tomorrow’s Economy? Teacher Effects on Complex Cognitive Skills and Social-Emotional Competencies.” Interdisciplinary Training Program, *University of Wisconsin*, April 2016.

“School Organizational Contexts, Teacher Turnover, and Student Achievement.” The Social Side of Education Conference, *Albert Shanker Institute*. Washington, D.C. April, 2016

“Teaching for Tomorrow’s Economy: Teacher Effects on Students’ Grit, Growth Mindset and Complex Tasks.” Center for Education Policy Analysis, *Stanford Graduate School of Education*. Jan, 2016

“Should We Teach Character?” *American Economic Institute* K-12 Education Working Group, Washington D.C. Nov, 2015

“Teaching for Tomorrow’s Economy: Teacher Effects on Students’ Character and 21st Century Competencies.” Education Policy Colloquium, *Harvard Graduate School of Education*. Nov, 2015

“Teaching for Tomorrow’s Economy: Teacher Effects on Students’ Character and 21st Century Competencies.” Population Studies and Training Center, *Brown University*. October, 2015

“How to Make Additional Time Matter: Integrating Individualized Tutorials into an Extended Day.” Sao Paulo, Brazil. 12th Itaú *International Seminar on Economic Evaluation of Social Projects*: After school and expanded learning opportunities programs. October, 2015

“Teaching for Tomorrow’s Economy: Elementary Teacher Effects on Complex Tasks, Grit, and Growth Mindset.” *New York Federal Reserve*, Economics of Education Seminar Series. June, 2015

“Do Elementary Classrooms Affect Students’ Noncognitive Competencies?” *Teachers College, Columbia University*, Program in Economics of Education. March, 2015

“Do Teachers Affect Students’ Grit and Growth Mindsets?” *University of Connecticut*, Dept. of Economics. December, 2014

“Why do some teachers improve more than others?” *Brown University*, Dept. of Education. March, 2012

CONFERENCE PRESENTATIONS

“Preference, Inequities, and Incentives in the Substitute Teacher Labor Market.” *National Bureau of Economic Research (NBER) Economics of Education Meeting*. Cambridge, MA. December, 2023.

“The effects of state teacher evaluation reforms on student achievement and attainment.” *National Bureau of Economic Research (NBER) Economics of Education Meeting*. Palo Alto, CA. April, 2022.

“What Happened to the K-12 Education Labor Market During COVID? The Acute Need for Better Data Systems.” *Association for Education Finance and Policy* annual conference. Denver, CO. March 2022

“Elevating Education in Politics: How Teacher Strikes Shape Congressional Election Campaigns.” *Association for Education Finance and Policy* annual conference. Denver, CO. March 2022.

“The Effect of Teacher Strikes on Student Achievement and Teacher Labor Market Outcomes: Evidence from Pennsylvania.” *Association for Public Policy and Management* annual meeting. Austin, TX. March 2022.

“Elevating Education in Politics: How Teacher Strikes Shape Congressional Election Campaigns.” *Association for Public Policy and Management* annual meeting. Austin, TX. March 2022.

“The effects of state teacher evaluation reforms on student achievement and attainment.” *Association for Public Policy and Management* annual meeting. Austin, TX. March 2022.

“School-based mentoring relationships and human capital formation.” *Student Experiences Research Network*, November, 2021

Shortages, preferences, and incentives among on-demand workers: Evidence from substitute teachers. *University of Nottingham Education Economics Workshop*. May, 2021

The benefits of early and unconstrained hiring: Evidence from teacher labor markets. *Society of Labor Economists*. May, 2021.

The benefits of early and unconstrained hiring: Evidence from teacher labor markets. *National Bureau of Economic Research (NBER) Economics of Education Meeting*. April, 2021.

The benefits of early and unconstrained hiring: Evidence from teacher labor markets. *Association for Public Policy and Management* annual meeting. November 2020.

The benefits of early and unconstrained hiring: Evidence from teacher labor markets. *5th IZA Economics of Education Conference*, September, 2020.

The Potential for Teachers and Schools to Cultivate Students' Mindsets. *Organization for Economic Cooperation and Development* growth mindset online workshop. September, 2020.

Taking Stock of Teacher Evaluation Reforms. *Strategic Data Project Annual Convening*, Boston, MA, May, 2018.

Hiring reforms to improve worker productivity, diversity and retention: Evidence from teachers. *American Educational Research Association* annual conference, New York, NY. March, 2018

The Importance of Belonging in School: Evidence from Half a Million Students. *American Educational Research Association* annual conference, New York, NY. March, 2018

Teacher Accountability Reforms and the Supply of New Teachers. *Association for Public Policy and Management* annual meeting, Chicago, IL. November 2017

Does Teacher Effectiveness Translate across School Contexts? Evidence from a Randomized Experiment. *Association for Public Policy and Management* annual meeting, Chicago, IL. November 2017

Teacher Effects on Complex Cognitive Skills and Social-Emotional Competencies. *National Bureau of Economic Research (NBER) Education and Children's Meeting*. Chicago, IL. April 2017.

The effect of teaching coaching on instruction and achievement: A meta-analysis of the causal evidence. *Association for Education Finance and Policy* annual conference, Washington, DC. March, 2017

Revisiting the widget effect: Teacher evaluation reforms and distribution of teacher effectiveness ratings. *Association for Education Finance and Policy* annual conference, Washington, DC. March, 2017

Teacher Accountability Reforms and the Supply of New Teachers. *Association for Education Finance and Policy* annual conference, Washington, DC. March, 2017

Can principals promote teacher development as evaluators? A case study of principals' views and experiences. *Association for Education Finance and Policy* annual conference, Denver, CO. March, 2016

Teaching for tomorrow's economy? Teacher effects on grit, growth mindset and complex tasks. *Association for Education Finance and Policy* annual conference, Denver, CO. March, 2016

Can Principals Promote Teacher Development as Evaluators? *Society for Research on Educational Effectiveness* spring conference, Washington, D.C., March, 2016

Teaching for Tomorrow's Economy: Teacher Effects on Students' Character and 21st Century Competencies. *Association for Public Policy and Management* annual meeting, Miami, FL. November 2015

Teaching for Tomorrow's Economy: Teacher Effects on Students' Character and 21st Century Competencies. *New England Economics of Education Working Group*, Hartford, CN, October, 2015

School Organizational Contexts, Teacher Turnover, and Student Achievement: Evidence from Panel Data. *Society for Research on Educational Effectiveness* spring conference, Washington, D.C., March, 2015

Promise and Paradox: Measuring Students' Non-Cognitive Skills and the Impact of School. *Society for Research on Educational Effectiveness* spring conference, Washington, D.C., March, 2015

Do Elementary Classroom Affect Students' Grit and Growth Mindset? *Society for Research on Educational Effectiveness* spring conference, Washington, D.C., March, 2015

Critical Conversations: Experimental Evidence on Improving Evaluator Feedback to Teachers. *Association for Education Finance and Policy* annual conference, Washington D.C. February, 2015

Do Elementary Classroom Affect Students' Grit and Growth Mindset?. *Association for Education Finance and Policy* annual conference, Washington D.C. February, 2015

School Organizational Contexts, Teacher Turnover, and Student Achievement: Evidence from Panel Data. *Association for Education Finance and Policy* annual conference, San Antonio, TX. March, 2014

Teacher Layoffs, Teacher Quality and Student Achievement: The Implementation and Consequences of a Discretionary Reduction-in-force Policy. *Association for Public Policy and Management* annual meeting, Albuquerque, NM. November 2014

School Organizational Contexts, Teacher Turnover, and Student Achievement: Evidence from Panel Data. *Association for Public Policy and Management* annual meeting, Albuquerque, NM. November 2014

Teacher-to-Parent Communication: Experimental Evidence from a Low-Cost Communication Policy. *Society for Research on Educational Effectiveness* spring conference, Washington, D.C. 2014

School Organizational Contexts, Teacher Turnover, and Student Achievement: Evidence from Panel Data. *Association for Education Finance and Policy* annual conference, San Antonio, TX. March, 2014

Improving Teacher Practice: Experimental Evidence on Individualized Teacher Coaching. *American Educational Research Association*, annual meeting, San Francisco, CA. April, 2013

Do Supportive Professional Environments Promote Teacher Development? Explaining Heterogeneity in Returns to Teaching Experience. *American Educational Research Association*, annual meeting, San Francisco, CA. April, 2013

Missed Opportunities in the Labor Market or Temporary Disruptions? How Late Teacher Hiring Affects Student Achievement. *Association for Education Finance and Policy*. Annual conference, New Orleans, LA. March 2013

Teacher-Parent Communication: Is Positive or Negative Student Feedback to Parents More Potent? *Association for Education Finance and Policy*. Annual conference, New Orleans, LA. March 2013

Teacher Layoffs, Teacher Quality and Student Achievement: The Implementation and Consequences of a Discretionary Layoff Policy. *Society for Research on Educational Effectiveness* spring conference, Washington, D.C. March 2013

Improving Teacher Practice: Experimental Evidence on Individualized Teacher Coaching. *Society for Research on Educational Effectiveness* spring conference, Washington, D.C. March 2013

Do Supportive Professional Environments Promote Teacher Development? Explaining Heterogeneity in Returns to Teaching Experience. *Association for Public Policy and Management* annual meeting, Baltimore, MD. November 2012

Committed to their Students but in Need of Support: Teachers-Student Relationships and the Work Context in High-Poverty, Urban Schools. *American Educational Research Association*, annual meeting, Vancouver, BC. April, 2012

Teacher Layoffs, Teacher Quality and Student Achievement: The Implementation and Consequences of a Discretionary Reduction-in-force Policy. *American Educational Research Association*, annual meeting, Vancouver, BC. April, 2012

Do Supportive Professional Environments Promote Teacher Development? *Association for Education Finance and Policy*. Annual conference, Boston, MA. March 2012

Teacher Layoffs, Teacher Quality and Student Achievement: The Implementation and Consequences of a Discretionary Reduction-in-force Policy. *Association for Education Finance and Policy*. Annual conference, Boston, MA. March 2012

What Promotes Teacher Development? Exploring the Sources of Career Productivity Growth. *Society for Research on Educational Effectiveness* spring conference, Washington, D.C. March 2012

How Context Matters in High-Need Schools: The Effects of Teachers' Working Conditions on their Professional Satisfaction and their Students' Achievement. *Association for Public Policy and Management* annual meeting, Washington, D.C. November 2011

Do Teachers Continue to Improve with Experience? *American Educational Research Association*, annual meeting, New Orleans, LA. April, 2011

Measuring Instructional Quality Reliably and Cost-Effectively: Insights From the Development of the Mathematical Quality of Instruction Instrument, *American Educational Research Association* annual meeting, New Orleans, LA. April, 2011

Using Generalizability Theory to Develop Reliable and Cost-Effective Measures of Instructional Quality: Insights from the Mathematical Quality of Instruction Instrument, *National Council on Measurement in Education* annual meeting, New Orleans, LA. April, 2011

Isolating the Effects of Teacher Communication with Parents and Students: Evidence from a Randomized Field Experiment. *Institute for Quantitative Social Science*, Cambridge, MA. December 2010

Do Teachers Continue to Improve with Experience? Evidence of Long-Term Career Growth in the Teacher Labor Market. *Association for Public Policy and Management* annual meeting, Boston, MA. November 2010

Principals and Student Behavior: How to Establish School-wide Behavioral Norms and Support Effective Classroom Management. *Principals' Partnership* Leadership Institute, Phoenix, AZ. July 2009

The Prevalence and Effects of Teacher Dismissal Practices. *Harvard Student Research Conference*. Cambridge, MA. March 2009

From Ringmaster to Conductor: Practical Behavior Management Techniques for Transforming Challenging Classrooms. *Coalition of Essential Schools* Fall Forum. Charlotte, NC. November 2008

From Ringmaster to Conductor: Practical Behavior Management Techniques for Challenging Classes. *Coalition of Essential Schools* Fall Forum. Denver, NC. November 2007

Teaching for Academic Depth with Students Who Rarely Jump In: Integrated Project-Based Learning with At-Risk Youth at Berkeley High School. *Coalition of Essential Schools* Fall Forum. Chicago, IL. November 2006

REFeree SERVICE

Editorial Board Member, <i>Educational Researcher</i>	2023-Present
Editorial Board Member, <i>Educational Evaluation and Policy Analysis</i>	2016-Present
Editorial Board Member, <i>Education Finance and Policy</i>	2015-2019

Economics Journals:

Quarterly Journal of Economics, American Economic Review, Journal of Political Economy, American Economic Review: Insights, American Economic Journal: Applied Economics, American Economic Journal: Policy, Review of Economics and Statistics, Journal of Public Economics, Journal of Labor Economics, Journal of Human Resources, Journal of Urban Economics, Economics of Education Review, International Labor Relation Review, Journal of Human Capital, World Bank Economic Review, Journal of Policy Analysis & Management

Education Journals:

American Educational Research Journal, Review of Educational Research, Educational Researcher, Educational Finance and Policy, Educational Evaluation and Policy Analysis, AERA Open, Journal of Research on Educational Effectiveness, Journal of Educational and Behavioral Statistics, Education Administration Quarterly, Education Policy, Elementary School Journal, American Journal of Education, Education Next

Conferences:

Society for Research in Educational Effectiveness, 2015 spring, 2017 spring, 2019
American Educational Research Association, 2014
Association for Education Finance and Policy, 2016
Association for Public Policy and Management, 2018

Foundations & Government:

Smith Richardson Foundation
Institute for Education Sciences
Spencer Foundation
National Science Foundation

ASSOCIATION MEMBERSHIPS

American Economic Association (AEA)

Association for Public Policy and Management (APPAM)
Association for Education Finance and Policy (AEFP)
Society for Research in Educational Effectiveness (SREE)
American Educational Research Association (AERA)

LANGUAGES

English – native
Spanish – advanced
Portuguese – beginner