

# Paul Bruno

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pbruno@illinois.edu  
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## ACADEMIC APPOINTMENTS

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<b>Assistant Professor of Education Policy, Organization, and Leadership</b>	2020-present
College of Education, University of Illinois Urbana-Champaign, Champaign, IL	

## EDUCATION

### University of Southern California

Ph.D. in Urban Education Policy (2020); M. A. in Economics (2018)

### University of California, Berkeley

M.A. in Science and Math Education; Single Subject Teaching Credential (Biology) (2009)  
B.A. in Philosophy & Molecular and Cell Biology (2004)

## HONORS & AWARDS

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Teacher Ranked Excellent by Their Students	<i>University of Illinois Urbana-Champaign (8x 2020-2023)</i>
Distinguished Research and Practice Fellow	<i>National Education Finance Academy (2023)</i>
Journal of Education Finance Article of the Year	<i>National Education Finance Academy (2020)</i>
Emerging Education Policy Scholar	<i>Thomas B. Fordham Institute (2019)</i>
New Scholar Grant	<i>Association for Education Finance and Policy (2018)</i>
David L. Clark Scholar	<i>University Council for Educational Administration (2018)</i>
Rossier/Graduate School Ph.D. Fellow	<i>University of Southern California (2015-2019)</i>
Teaching Effectiveness Award	<i>University of California, Berkeley (2009)</i>
Outstanding Graduate Student Instructor	<i>University of California, Berkeley (2009)</i>
California Flanders Fellow	<i>University of California, Berkeley (2007-2009)</i>
Distinction in General Scholarship	<i>University of California, Berkeley (2004)</i>

## FUNDING

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<b>National Science Foundation</b> (PI, \$499,012)	2023-2026
<ul style="list-style-type: none"><li>Collaborative research: Impacts of state policy on computer science participation and teacher preparation (Nos. 2317943 &amp; 2317944)</li></ul>	
<b>UIUC College of Education Public Engagement Faculty Fellowship</b> (PI, \$6,308)	2023-2024
<ul style="list-style-type: none"><li>The operations and effectiveness of teacher hiring committees</li></ul>	
<b>Illinois State Board of Education</b> (Co-PI, \$293,480)	2022-2023
<ul style="list-style-type: none"><li>Illinois principal recruitment</li></ul>	
<b>UIUC Campus Research Board Research Support Award</b> (PI, \$29,182)	2021-2024
<ul style="list-style-type: none"><li>Hiring under constraint: How school administrators perceive and respond to centralized screening by the district (No. RB22001)</li></ul>	
<b>UIUC College of Education COVID-19 Seed Funding</b> (PI, \$10,000)	2020-2021
<ul style="list-style-type: none"><li>Teacher hiring before, during, and after a pandemic</li></ul>	
<b>Google Computer Science Education Research (CS-ER) Program</b> (Co-PI, \$125,000)	2020-2021
<ul style="list-style-type: none"><li>Equitable expansion of high school CS: Trends and trade-offs between and within states (No. 93661913)</li></ul>	

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**PEER-REVIEWED PUBLICATIONS**


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- Bruno, P.** (forthcoming). Unions, monitoring, and deferred compensation: Evidence from California school districts. *Review of Public Personnel Administration*.
- Bruno, P.** & Lewis, C. M. (forthcoming). Equity in high school computer science: Beyond access. *Policy Futures in Education*.
- Saffar Pérez, M. & **Bruno, P.** (2023). Analyzing the effects of CTE grant funding on CS course offerings and enrollment in California. *Proceedings of the 54th ACM Technical Symposium on Computer Science Education (SIGCSE '23)*, 46-52.
- Isenegger, K., George, K., **Bruno, P.**, & Lewis, C. M. (2023). Goal-congruity theory predicts students' sense of belonging in computing across racial/ethnic groups. *Proceedings of the 54th ACM Technical Symposium on Computer Science Education (SIGCSE '23)*, 1069-1075.
- Bruno, P.** (2022). Weighted student funding and the incentives of charter schools. In T. Downes & K. M. Killeen (Eds.), *Recent Advancements in Education Finance and Policy* (pp. 209–238). Information Age Publishing, Inc.
- Bruno, P.** & Lewis, C. M. (2022). Computer science trends and trade-offs in California high schools. *Educational Administration Quarterly*, 58(3), 386-418.
- Mann, B. A. & **Bruno, P.** (2022). The effects of charter school enrollment losses and tuition reimbursements on school districts: Lifting boats or sinking them? *Educational Policy*, 36(5), 1078-1107.
- Bruno, P.** (2021). OPEB accounting and teacher diversity. *Journal of Education Human Resources*, 39(2), 214–238.
- Dhaliwal, T. K. & **Bruno, P.** (2021) The rural-nonrural divide? K-12 district spending and implications of equity-based school funding. *AERA Open*, 7(1), 1-21.
- Marianno, B. D., **Bruno, P.**, & Strunk, K. O. (2021). The effect of teachers' union contracts on school district efficiency: Longitudinal evidence from California. *SAGE Open*, 11(1), 1-16.
- Bruno, P.**, Rabovsky, S. J., & Strunk, K. O. (2020) Taking their first steps: The distribution of new teachers into school and classroom contexts and implications for teacher effectiveness. *American Educational Research Journal*, 57(4), 1688-1729.
- Bruno, P.** & Strunk, K. O. (2019). Making the cut: The effectiveness of teacher screening and hiring in the Los Angeles Unified School District. *Educational Evaluation and Policy Analysis*, 41(4), 426–460.
- Bruno, P.** (2019). Charter competition and district finances: Evidence from California. *Journal of Education Finance*, 44(4), 361–384. (Journal of Education Finance Article of the Year)
- Lewis, C., **Bruno, P.**, Raygoza, J., & Wang, J. (2019). Alignment of goals and perceptions of computing predicts students' sense of belonging in computing. *Proceedings of the fifteenth annual conference on International Computing Education Research (ICER '19)*, 11-19.

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**POLICY BRIEFS & TECHNICAL REPORTS**


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- Bruno, P.** & Polikoff, M. (2023). *The effect of computer science course-taking on science outcomes in Chicago Public Schools*. The Learning Partnership. Chicago, IL.

- Bruno, P.**, Saffar Pérez, M., & Lewis, C. M. (2022). *Four practical challenges for high school computer science*. Policy Analysis for California Education. Stanford, CA.
- Bruno, P.**, & Goldhaber, D. (2021). *Reflections on what pandemic-related state test waiver requests suggest about the priorities for the use of tests* (CALDER Policy Brief No. 26-0721). National Center for Analysis of Longitudinal Data in Education Research. Arlington, VA.
- Bruno, P.** (2020). *Teacher screening and hiring: Lessons from the Los Angeles Unified School District*. Education Policy Innovation Collaborative, Michigan State University. East Lansing, MI.
- Bruno, P.** (2019). *The challenges of health and welfare benefit costs for California districts*. Policy Analysis for California Education. Stanford, CA.
- Bruno, P.** (2018). *District dollars 2: California school district finances, 2004-5 through 2016-17*. Getting Down to Facts II. Stanford, CA.
- Imazeki, J., **Bruno, P.**, Levin, J., Brodziak de los Reyes, I., & Atchison, D. (2018). *Working toward K-12 funding adequacy: California's current policies and funding levels*. Getting Down to Facts II. Stanford, CA.
- Johnson, R.C., **Bruno, P.**, Tanner, S. (2018). *Effects of the Local Control Funding Formula on revenues, expenditures, and student outcomes*. Getting Down to Facts II. Stanford, CA.
- Strunk, K. O., Marsh, J., & **Bruno, P.** (2017). *An effective teacher for every student: Developing a research agenda to further policy change*. Policy Analysis for California Education. Stanford, CA.

#### OTHER BOOK CHAPTERS

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- Bruno, P.** (2022). What we know about the impacts of charter schools on district school finances. In C. Kiracofe, M. Hirth, & T. Hutton (Eds.), *Charter School Funding Considerations* (pp. 115–145). Information Age Publishing, Inc.

#### INVITED TALKS & PRESENTATIONS

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- Bruno, P.** (2023, October 10). *Current school staffing challenges in Illinois: Evidence and solutions* [Invited lecture]. Fall 2023 Illini Division meeting of the Illinois Association of School Boards, Georgetown, IL.
- Bruno, P.** (2023, September 27). *Staffing challenges and diversity in the educator workforce* [Invited moderated discussion]. Fall 2023 meeting of the Society for Research on Educational Effectiveness, Arlington, VA.
- Bruno, P.** (2023, April 29). *The state of education in Illinois* [Invited panelist]. Spring 2023 Convention of the Illinois News Broadcasters Association, Springfield, IL.
- Bruno, P.** (2023, April 3). *Navigating the academic job market* [Invited lecture]. ACademic Excellence (ACE) Series, University of Illinois Urbana-Champaign, Champaign, IL.
- Bruno, P.** (2023, January 24). *Who teaches high school computer science and does it matter?* [Invited lecture]. Expanded Education Policy Virtual Brown Bag Series, Texas Tech University.
- Bruno, P.** & Lewis, C. M. (2022, January 28) *Trends, trade-offs, and equity in computer science in California high schools* [Invited lecture]. Digital Learning Lab, University of California, Irvine.

- Bruno, P.** (2021, August 10). *Weighted student funding and the incentives of charter schools* [Invited lecture]. Recent Advancements in Education Finance and Policy Webinar Series, University of Vermont.
- Bruno, P.** (2020, September 25). *Secondary CS equity, policy, and administration issues: Lessons from California* [Invited lecture]. 2020 Illinois Statewide K-12 Computer Science Education Summit, Virtual.
- Bruno, P.** (2020, March 31). *Studying new teacher personnel management in Los Angeles: Two studies with different impacts* [Invited lecture]. Organizations and Policy: Current Issues (EDUC 630) at the University of Southern California, Los Angeles, CA.
- Bruno, P.** (2019, October 22). *Current school finance issues in California* [Invited lecture]. Teach Plus Teaching Policy Fellowship Program, Los Angeles, CA.
- Bruno, P.** (2019, June 11). *The challenges of health and welfare benefit costs for California districts* [Invited lecture]. Policy Analysis for California Education (PACE) seminar on school district health benefit costs, Sacramento, CA.
- Bruno, P.** (2019, March 28). *Research perspectives on school district fiscal pressures* [Legislative testimony]. California Senate Budget and Fiscal Review Subcommittee No. 1 on Education, Sacramento, CA.
- Bruno, P.** (2018, October 15). *District dollars 2: California school district finances, 2004-5 through 2016-17* [Invited lecture]. Getting Down to Facts II Fall Conference, Sacramento, CA.

#### CONFERENCE PRESENTATIONS (Initial Presentations Only)

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- Bruno, P.** (2023, November 9-11). *Pandemic-era school staff shortages: Evidence from unfilled position data in Illinois* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.
- Bruno, P.** (2023, November 9-11). *What the unwinding of federal Covid-relief funding means for the teacher labor market* [Roundtable]. Annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.
- Isenegger, K., Perdriau, C., **Bruno, P.**, & Lewis, C.M. (2023, April 13-16). *Devaluation may mitigate the financial benefits of expanding access to computing education* [Poster presentation]. Annual meeting of the American Educational Research Association, Chicago, IL.
- Bruno, P.** (2023, April 5-8). *Spatial explanations for deferred teacher compensation: Unions and competition for teachers*. [Paper presentation]. Annual meeting of the National Education Finance Academy, Indianapolis, IN.
- Bruno, P.** (2023, March 23-25). *Who teaches high school computer science and does it matter?* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Denver, CO.
- Bruno, P.**, Mirakhur, Z., Cerrone, B., & Nguyen, T. (2023, March 23-25). *K-12 computer science education policy across states: Successes and challenges*. [Policy talk]. Annual meeting of the Association for Education Finance and Policy, Denver, CO.
- Saenz-Armstrong, P. A., Haug, C., **Bruno, P.**, Goldhaber, D., & Zamarro, G. (2023, March 23-25). *Getting the story right on teacher shortages*. [Policy talk]. Annual meeting of the Association for Education Finance and Policy, Denver, CO.

- Rice, P. & **Bruno, P.** (2022, December 5-7). *Teacher shortages and their impacts on students of color* [Research presentation]. Multilingual Illinois 2022 Statewide Virtual Conference, held virtually.
- Bruno, P.** (2022, April 6-9). *Unions, monitoring, and deferred compensation: Evidence from California school districts* [Paper presentation]. Annual meeting of the National Education Finance Academy, held virtually.
- Bruno, P.** (2022, April 21-26). *The predictive validity of pre-hire screening assessments across teachers and contexts* [Paper presentation]. Annual meeting of the American Educational Research Association, San Diego, CA.
- Bruno, P.** (2021, November 11-14). *Computer science trends and trade-offs in California high schools* [Paper presentation]. Annual meeting of the University Council for Educational Administration, Columbus, OH.
- Bruno, P.** (2021, April 7-9). *OPEB accounting and teacher diversity* [Paper presentation]. Annual meeting of the National Education Finance Academy, held virtually.
- Bruno, P.** (2021, April 7-9). *What we know about the impacts of charter schools on district school finances* [Paper presentation]. Annual meeting of the National Education Finance Academy, held virtually.
- Bruno, P.** (2021, March 17-20). *How do weighted funding formulas affect charter school enrollments?* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, held virtually.
- Bruno, P.** (2020, November 11-13). *The causes of teacher salary schedule frontloading* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, held virtually.
- Bruno, P.** (2019, March 21-23). *Loaded questions: The measurement and consequences of teacher salary schedule frontloading* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Kansas City, MO.
- Mann, B. A. & **Bruno, P.** (2018, November 14-18). *The effects of charter schools on traditional public schools with and without tuition reimbursements* [Paper presentation]. Annual meeting of the University Council for Educational Administration, Houston, TX.
- Bruno, P.** & Strunk, K. O. (2018, March 15-17). *Making the cut: The effectiveness of teacher screening and hiring in the Los Angeles Unified School District* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Portland, OR.
- Bruno, P.**, Rabovsky, S. J., & Strunk, K. O. (2018, March 15-17). *Taking their first Steps: The distribution of new teachers into classroom and school contexts and implications for teacher effectiveness and growth* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Portland, OR.
- Korn, S. A., Dhaliwal, T. K., & **Bruno, P.** (2018, March 15-17) *Off the beaten track: The effect of metro line expansions on the teacher labor market in the Los Angeles Unified School District* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Portland, OR.
- Marianno, B., **Bruno, P.**, & Strunk, K. O. (2017, November 2-4). *Teachers' union contracts and the productive efficiency of school districts: Longitudinal evidence from California* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, Chicago, IL.

Dhaliwal, T. K. & **Bruno, P.** (2017, November 2-4). *Break from the past or more of the same? Exploring the impact of California's Local Control Funding Formula on school districts* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, Chicago, IL.

**Bruno, P.** (2017, April 27-May 1). *Charter competition and district finances: Evidence from California* [Paper presentation]. Annual meeting of the American Educational Research Association, San Antonio, TX.

### COMMENTARIES, PRACTITIONER-ORIENTED ARTICLES, ETC.

**Bruno, P.** (2022, August 8). Figuring out when to panic about “teacher shortages”. *The Education Next Blog*.

**Bruno, P., & Goldhaber, D.** (2021). What pandemic-related test waiver requests suggest about states' testing priorities. *Phi Delta Kappan*, 103(3), 48–53.

**Bruno, P.** (2019, September). A tough assignment. *Educational Leadership*, 77(1), 72-76.

**Bruno, P.** (2019, May 6). School districts must do more to manage costs of health benefits. *EdSource*.

**Bruno, P.** (2016, February 29). Overregulation Theory isn't enough to explain negative voucher effects. *The Brookings Institution's Brown Center Chalkboard*.

**Bruno, P.** (2015, July 20). The importance of the teacher supply to education reform. *The Brookings Institution's Brown Center Chalkboard*.

### POSTSECONDARY TEACHING (\* indicates developed course)

#### Instructor of Record

*University of Illinois Urbana-Champaign*

Champaign, IL

- ERAM 556: Program Evaluation (EdD)
- ERAM 560: Quantitative Policy Analysis (PhD, x3)\*
- EPOL 548: Human Resource Management at the School District Level (EdD)
- EPOL 549: School District Financial Management (EdD)
- EPOL 542: Public School Finance (EdM, x6)
- EPOL 595: Independent Study (EdD, x2)

#### Teaching Assistantships

*University of Southern California*

Los Angeles, CA

- EDUC 630: Organizations and Policy: Current Issues (PhD; 2018; Instructor: Julie A. Marsh)
- EDPT 652: Multiple Regression (PhD; 2017; Instructor: David M. Quinn)

*University of California, Berkeley*

Berkeley, CA

- Physics C10: Introduction to Physics (Undergraduate; 4x; 2007-2009; Instructor: Richard A. Muller)
  - Teaching Effectiveness Award
  - Outstanding Graduate Student Instructor Award

### STUDENT ADVISEMENT (Completion dates listed if applicable)

#### University of Illinois at Urbana-Champaign

- Graduate Students Advised
  - Darshan Jain (EdD)
  - Eric Ramos (EdD)
  - Joshua Swanner (EdD)
  - Haeryun Kim (PhD)
  - Brian Neighbors (PhD)
  - Benjamin Baird (EdD)

- Kristin Novy (EdD)
- Margaret McMahon (EdD, 2022)
- Charlette Belvin-Broxton (EdD)
- Graduate Student Early Research Project (ERP) and Dissertation Committees
  - Angela Jacobs (PhD; dissertation)
  - Aigul Rakisheva (PhD; ERP)
  - Lori Hensold (EdD; dissertation)
  - Anna Barkley (PhD; ERP)
  - Adam Mihelbergel (EdD; dissertation)
  - Patrick Baker (EdD; dissertation, 2023)
  - Joe Viola (EdD; dissertation)
  - Mike Dovilla (EdD; dissertation, 2023)
  - Stuart Mattingly (EdD; dissertation)
  - Thomas Sorenson (EdD; dissertation, 2022)
  - Dan Wessel (EdD; dissertation)
  - Richard Schroeder (EdD; dissertation, 2020)
- James Scholar Honors Projects
  - Echo Huang (Spring 2023)
  - Eliza Cadkin (Spring 2022)

## PROFESSIONAL SERVICE

### Professional Organization Leadership

- Trustee, National Education Finance Academy (2023-2025)

### Journal Reviewer:

- *AERA Open* (x4)
- *Journal of Education Human Resources* (x3)
- *American Educational Research Journal* (x2)
- *Journal of Teacher Education* (x6)
- *American Journal of Education* (x4)
- *Labor Studies Journal*
- *British Journal of Industrial Relations*
- *Philippine Sociological Review*
- *Education Finance & Policy*
- *Policy Futures in Education*
- *Education Sciences*
- *Review of Public Personnel Administration*
- *Educational Evaluation & Policy Analysis* (x7)
- *SAGE Open*
- *Educational Policy* (x4)
- *Social Science Research*
- *Educational Researcher* (x2)
- *Teaching and Teacher Education* (x8)
- *Evaluation Review*

### Report Reviewer (Report listed if released and credited):

- Berkeley Institute for Young Americans
- Public Policy Institute of California
  - *Funding California Schools When Budgets Fall Short* (2021)
- Center on Reinventing Public Education
  - *Do Charter Schools Cause Fiscal Distress in School Districts?* (2019)
- The Thomas B. Fordham Institute (x3)
  - *Robbers or Victims? Charter Schools and District Finances* (2021)
  - *The Acceleration Imperative* (2021)
  - *Think Again: Do charter schools drain resources from traditional public schools?* (2023)
- Getting Down to Facts II
  - *Financing School Facilities in California: A Ten-Year Perspective* (2018)
- Illinois Workforce and Education Research Collaborative (x4)
  - *Learning During the Pandemic in Illinois, Parts 1-3* (2022)
  - *Chronic Teacher Shortages, Part 1* (2022)
- Urban Institute
  - *Making Sense of State School Funding Policy* (2017)
- Policy Analysis for California Education (x2)

### Conference Program Committee or Reviewer:

- American Educational Research Association (AERA; 4x, 2021-2024)
- Association for Education Finance and Policy (AEFP; 2x, 2021-2022)
- Society for Research on Educational Effectiveness (SREE; 3x, 2020-2023)
- University Council for Educational Administration (UCEA; 2x, 2021-2022)

- ACM Technical Symposium on Computer Science Education (SIGCSE; 2x, 2023-2024)

#### Conference Session Chair or Discussant:

- Association for Education Finance and Policy (AEFP)
- National Education Finance Academy (NEFA x2)
- Association for Public Policy Analysis and Management (APPAM x2)
- American Educational Research Association (AERA x2)
- University of Illinois Urbana-Champaign College of Education Graduate Student Conference (x2)

#### Advisory Boards

- Advance Illinois' Educator Pipeline Project (2023-present)
- Research Advisory Council, Illinois Workforce and Education Research Collaborative (2020-present)
- *Learning by Scientific Design*, Deans for Impact (2019-2020)

#### Other Reviewing (Publication or proposal listed if released and credited)

- National Science Foundation
- National Education Finance Academy Article Award Committee (x2, 2021-2023)
- David L. Clark Graduate Student Research Seminar (2022)
- Harvard Education Press
- Routledge Education (x2)

#### University of Illinois Urbana-Champaign Committees and Other Service

- College of Education Faculty Secretary (2023-2025)
- Education Administration and Leadership Student Admissions Committee (2020-present)
- Education Administration and Leadership Culturally Responsive Teaching and Leading Standards Committee (2023)
- Social Sciences and Education Policy Student Admissions Committee (2021-present)
- Judge, Undergraduate Research Symposium (2022)
- Department of Education Policy, Organization, and Leadership Awards Committee (2021-2023)
  - Co-Chair (2022-2023)

#### Formal Professional Mentoring

- Association for Public Policy Analysis and Management Mentor Matching Program (2020-2023)

### INTERVIEWS & MEDIA MENTIONS

How much do S.F. teachers really get paid? It's complicated. *The San Francisco Chronicle*. (September 2, 2023) [Expert comment]

2023 teacher shortages: What to know about vacancies in the South. *The Clarion-Ledger*. (August 24, 2023) [Media coverage]

School staff shortages are here to stay. Here's why. *Education Week*. (August 18, 2023) [Expert comment]

Educational researcher: CA should be analyzing why some charters succeed and others fail. *Opportunity Now*. (July 18, 2023) [Expert comment]

Episode 863: How charter schools affect district resources. *The Education Gadget Show*. (March 29, 2023) [Expert comment]

New from Illinois: Whether and where teacher shortages exist, and how states can tell. *NCTQ Blog*. (February 23, 2023) [Media coverage]

Business needs good teachers. *New Hampshire Business Review*. (February 9, 2023) [Media coverage]



- What Brown Center scholars will be watching in education policy and politics in 2023. *The Brookings Institution's Brown Center Chalkboard*. (January 10, 2023) [Media coverage]
- Opinion: Attacking Teachers From Every Angle Is Not the Way to Improve Schools. *The New York Times*. (December 14, 2022) [Media coverage]
- US test scores fell during the pandemic — but experts say don't blame school closings. *Salon*. (October 25, 2022) [Expert comment]
- Facing Regional Shortages, U.S. Schools Now Employing 160,000 'Underqualified' Teachers. *The 74*. (October 5, 2022) [Media coverage]
- An Interview With Richard Ingersoll and Tuan Nguyen About Teacher Shortages. *National Education Policy Center Talks Education Podcast*. (September 21, 2022) [Media coverage]
- The teacher shortage is testing America's schools. *NPR's 1A*. (September 13, 2022) [Expert comment]
- Episode 67: Teacher Shortage & Homework Inequality. *The Two Pint PLC Podcast*. (September 12, 2022) [Expert comment]
- Teacher shortages are real, but not for the reason you heard. *The Associated Press and the Alabama Media Group*. (September 12, 2022) [Media coverage]
- Is Illinois Experiencing a "Teacher Shortage"? No Shortage of Ideas to Solve Teacher Vacancies this School Year. *Center for Illinois Politics*. (September 10, 2022) [Expert comment]
- How Bad Is the Teacher Shortage? What Two New Studies Say. *Education Week*. (September 6, 2022) [Media coverage]
- Staffing struggles: Here is where teacher shortages are hitting K-12 hardest. *District Administration*. (September 6, 2022) [Media coverage]
- The Role of Data in the National Teacher Shortage. *The Data Quality Campaign Blog*. (September 1, 2022) [Media coverage]
- Illinois schools are unable to fill one out of every one-hundred teaching positions. *217 Today, Illinois Public Media*. (August 31, 2022) [Expert comment]
- Teacher shortage? Depends where you look. *EdSource*. (August 31, 2022) [Media coverage]
- Teacher shortage affects these disadvantaged students the most. *USA Today*. (August 29, 2022) [Media coverage]
- Are we facing a national teacher shortage? *The Today Show*. (August 28, 2022) [Media coverage]
- 'Teacher shortage' stories are everywhere. Is school staffing in Illinois actually more difficult this year? *Northern Public Radio*. (August 26, 2022) [Expert comment]
- Even Schools Flush With Cash Can't Keep Up With Teacher Shortage. *Bloomberg*. (August 25, 2022) [Media coverage]
- K-State researchers explore teacher shortages – along with lack of data. *The Mercury*. (August 25, 2022) [Media coverage]
- Schools across the country offer teachers more money to staff their classrooms. *NPR's Morning Edition*. (August 24, 2022) [Expert comment]
- K-State research breaks down teacher shortage by state. *KWCH*. (August 23, 2022) [Media coverage]

Report by K-State researchers details teacher shortages by state. *K-State News*. (August 23, 2022) [Media coverage]

'Substantial, but not an exodus' — Kansas teacher shortage isn't what you think it is. *The Topeka Capital-Journal*. (August 22, 2022) [Media coverage]

America's new "national teacher shortage" is neither new nor national. *The Economist*. (August 21, 2022) [Media coverage]

Are shortages leading to underqualified teachers in North Carolina classrooms? *WGHP Fox 8*. (August 18, 2022) [Media coverage]

A 'National Teacher Shortage'? New Research Reveals Vastly Different Realities Between States & Regions. *The 74*. (August 17, 2022) [Media coverage]

Is there a teacher shortage? It's complicated. *CNN*. (August 13, 2022) [Expert comment]

Six steps to hire a strong teacher workforce. *NCTQ Blog*. (July 14, 2022) [Media coverage]

Can California forgive OUSD's debt? *Oakland North*. (May 16, 2022) [Expert comment]

Enrollment losses in cities prompt talk of school closures. *Chalkbeat*. (April 26, 2022) [Expert comment]

Studies examine effects of California's push for computer science education. *Illinois News Bureau*. (February 24, 2022) [Media coverage]

What's going on with the Illinois school mask mandate? *Northern Public Radio*. (February 22, 2022) [Expert comment]

Why educators need to be really clear about the benefits of testing. *District Administration*. (February 3, 2022) [Media coverage/Expert comment]

'I Don't Know that the Tests Would Survive': As Students Enter Third Pandemic School Year, Researchers Make Case for Assessments. *The 74*. (September 8, 2021) [Media coverage]

Economists Worry Covid-19 May End Standardized Testing Altogether. *Common Dreams*. (July 23, 2021) [Media coverage]

Standardized Tests Could Be in Jeopardy in Wake of Biden Decisions, Experts Say. *Education Week*. (July 21, 2021) [Media coverage/Expert comment]

Can California withstand a teacher retirement boom? *CalMatters*. (June 1, 2021) [Expert comment]

Want To Stop Charter Schools Cherry-Picking The 'Best' Students? Use The Carrot Not The Stick. *Forbes*. (April 9, 2021) [Media coverage]

How Do Weighted Funding Formulas Affect Charter School Enrollments? *AERA Study Snapshot*. (April 9, 2021) [Media coverage]

Learning curve: Yawning gaps in school funding across LA County. *Crosstown*. (February 27, 2020) [Expert comment]

In Judging the Consequences of Charter Growth, Weigh Benefits to District Students Against Financial Strains. *The Center for Reinventing Public Education's The Lens Blog*. (November 18, 2019) [Media coverage]

Can Improved Screening Identify Better Teaching Candidates? *CPRE Knowledge Hub Research Minutes*. (September 19, 2019) [Media coverage/Expert comment]

- Critics of charter schools say they're hurting school districts. Are they right? *Chalkbeat*. (June 11, 2019) [Media coverage]
- Charter schools: Good or bad for students in district schools? *The Brookings Institution's Brown Center Chalkboard*. (June 7, 2019) [Media coverage]
- Sacramento City Unified, teachers union at odds on healthcare. *The Sacramento Bee*. (June 4, 2019) [Expert comment]
- Lose-lose: New teacher assignments. *National Council on Teacher Quality's Teacher Quality Bulletin*. (April 18, 2019) [Media coverage]
- New teachers are often assigned to the students struggling the most—That's a problem. *Chalkbeat*. (March 20, 2019) [Media coverage]
- Which Aspects of the Work Environment Matter Most for New Teachers? *Bellwether Education Partners' Ahead of the Heard Blog*. (February 12, 2019) [Media coverage]
- Essential Guide to Getting Down to Facts II. *EdSource*. (September 17, 2018) [Media coverage]
- Screening for the Strongest Teachers. *FutureEd*. (February 23, 2018) [Media coverage]
- The effectiveness of Los Angeles's new teacher hiring and screening process. *The Thomas B. Fordham Institute Flypaper Blog*. (February 21, 2018) [Media coverage]
- School districts struggle when hiring new teachers. A new study suggests L.A. has found a better way. *Chalkbeat*. (February 6, 2018) [Media coverage/Expert comment]

## OTHER PREVIOUS WORK EXPERIENCE

- |   |                           |           |
|---|---------------------------|-----------|
| <b>Research Assistant, University of Southern California</b>  | Los Angeles, CA           | 2015-2020 |
| <ul style="list-style-type: none"> <li>• <i>Center for Analysis of Longitudinal Data in Education Research (CALDER)</i>.             <ul style="list-style-type: none"> <li>○ Principal Investigator, Los Angeles share: Dr. Katharine Strunk</li> </ul> </li> <li>• <i>Bargaining for the Future? The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and Student Achievement</i> and <i>The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and School District Performance</i>.             <ul style="list-style-type: none"> <li>○ Principal Investigators: Drs. Katharine Strunk, Joshua Cowen, and Eric Brunner</li> </ul> </li> </ul> |                           |           |
| <b>Middle School Science Teacher</b>  | Oakland & Los Angeles, CA | 2009-2014 |
| <ul style="list-style-type: none"> <li>• Teacher (life science; physical science; computer science; philosophy) and induction coach.</li> </ul>   |                           |           |
| <b>Making Waves Education Program</b>   | Richmond, CA              | 2001-2007 |
| <ul style="list-style-type: none"> <li>• Administrative coordinator, school liaison, and tutor for an after-school program.</li> </ul>  |                           |           |

## PROFESSIONAL MEMBERSHIPS

- |   |              |
|---|--------------|
| National Education Finance Academy                    | 2020-present |
| Association for Public Policy Analysis and Management | 2017-present |
| American Educational Research Association, Division L | 2016-present |
| Association for Education Finance and Policy          | 2016-present |
| University Council for Educational Administration     | 2021-2022    |