

# VERONICA KATZ

---

University of Virginia · School of Education & Human Development · Charlottesville, Virginia

---

## EDUCATION

Ph.D. Education Policy, University of Virginia	2017
M.A. Public Policy, University of Virginia	2013
M.Ed. Elementary Education, Loyola Marymount University	2008
B.A. Anthropology & Spanish, Washington University in St. Louis	2006

## RESEARCH INTERESTS

Educational equity · Teacher quality and teacher retention, particularly in urban schools

## PROFESSIONAL EXPERIENCE

Research Assistant Professor, University of Virginia	2018 - Present
Post-Doctoral Research Associate, University of Virginia	2016 – 2018
Research Assistant to James Wyckoff, University of Virginia	2012 – 2016
Research Assistant to Daniel Player, University of Virginia	2011 – 2012
Associate Teacher, Crossroads School for Arts & Sciences, Santa Monica, CA	2009 – 2011
Substitute Teacher, Crossroads School for Arts & Sciences, Santa Monica, CA	2008 – 2009
Field Researcher, RAND Institute of Santa Monica	2008 – 2009
Lead Teacher, Gompers Middle School, Los Angeles, CA	2006 – 2008

## RESEARCH GRANTS

Institute of Education Sciences (Co-Investigator) “Equity in Virginia’s Public Education System: A Longitudinal Examination Spanning the COVID-19 Shutdown” (\$999,912)	2021 – 2024
Strada Education Network (Co-Primary Investigator) Evaluation of philanthropic investments and strategy (\$287,000)	2018 – 2022
National Academy of Education/Spencer, Dissertation Fellowship “Do D.C. teachers value IMPACT? An analysis of teacher retention and mobility in Washington D.C. Public Schools” (\$27,500)	2015 – 2016
American Educational Research Association, Minority Dissertation Fellowship “Have human capital reforms implemented in District of Columbia Public Schools improved student achievement?” (\$20,000 offer declined)	2015 – 2016
Mellon Mays Undergraduate Research Fellowship “Understanding motherhood among Hispanic immigrant women” (\$9,200)	2004 – 2006

## HONORS

National Academy of Education/Spencer Dissertation Fellow	2015 – 2016
Institute of Education Sciences Pre-Doctoral Fellow	2011 – 2015
Urban Education Partnership Honor Roll	2007
Annika Rodriguez Scholar	2002 – 2006

## SCHOLARSHIP

Katz, V. (2018). “Teacher retention: Evidence to inform policy.” Policy brief prepared for Virginia’s teacher Retention Summit.

Katz, V., & Markowitz, A. (2018). “Summary of lessons from select investments.” Report prepared for Strada Education Network.

Katz, V., & Markowitz, A. (2018). “A proposed evaluation protocol for future grants.” Report prepared for Strada Education Network.

Katz, V., & Wyckoff, J. (2017). “U.S. teacher evaluation in practice: Some illustrative examples.” Report prepared for the Inter-American Development Bank.

Katz, V., & Wyckoff, J. (2017). “The re-design of U.S. teacher evaluation.” Report prepared for the Inter-American Development Bank.

Katz, V., & Wyckoff, J. (2017). “Policies to improve teacher quality: An economic perspective.” *The International Handbook of Teacher Quality and Policy*. M. Akiba & G. LeTendre (Editors).

Adnot, M., Dee, T., Katz, V., & Wyckoff, J. (2017). “Teacher turnover, teacher quality, and student achievement in DCPS.” *Educational Evaluation and Policy Analysis*, 39(1), 54–76.

Player, D., & Katz, V. (2016). “Assessing school turnaround: Evidence from Ohio.” *The Elementary School Journal*, 116(4), 675–698.

Katz, V. (2013) “Improving teacher quality through instructional coaching.” Report prepared for the District of Columbia Public Schools.

## WORK IN PROGRESS

Cohen J, Wyckoff J, Katz V, Boguslav A, Sadowski K, Wiseman E. “Implementing Targeted Professional Development at Scale in the District of Columbia Public Schools.”

Katz, V., & Wiseman, E. “Using financial incentives to attract and retain high-performing teachers in low-performing schools: Evidence from D.C. Public Schools.”

## PRESENTATIONS

*Using financial incentives to attract and retain high-performing teachers in low-performing schools: Evidence from D.C. Public Schools*

Education Policy Seminar Series, Charlottesville, VA	Dec 2019
APPAM annual conference, Chicago, IL	Nov 2017
AEFP annual conference, Washington, D.C.	Mar 2017

*Improving teacher quality in D.C.'s low-income and low-performing public schools*

AERA annual conference, Washington, D.C. (invited poster)	Apr 2016
-----------------------------------------------------------	----------

*Do D.C. teachers value IMPACT? An analysis of teacher retention and mobility in Washington D.C. Public Schools*

NAEd/Spencer spring retreat, Washington, D.C.	Mar 2016
NAEd/Spencer fall retreat, Washington, D.C.	Oct 2015
VERA annual conference, Charlottesville, VA	Sep 2015

*Teacher turnover, teacher quality, and student achievement in DCPS (with Melinda Adnot, Thomas Dee, and James Wyckoff)*

The Forum @ DC, Washington, D.C.	Feb 2018
APPAM annual conference, Miami, FL	Nov 2015
SPaRCME Conference, Berkeley, CA (invited poster)	May 2015

*Effects of district-level reforms on student achievement in DCPS (with Melinda Adnot, Thomas Dee, and James Wyckoff)*

AEFP annual conference, Washington, D.C.	Feb 2015
CASTL Works in Progress series, University of Virginia, Charlottesville, VA	Apr 2014

*Effects of teacher compositional change on student achievement in DCPS (with Melinda Adnot, Thomas Dee, and James Wyckoff)*

APPAM annual conference, Albuquerque, NM	Nov 2014
------------------------------------------	----------

*School improvement in Ohio: An evaluation of the School Turnaround Specialist Program (With Daniel Player)*

AEFP annual conference, San Antonio, TX	Mar 2014
-----------------------------------------	----------

*School improvement in Ohio and Missouri: An evaluation of the School Turnaround Specialist Program (With Daniel Player)*

AEFP annual conference, New Orleans, LA	Mar 2013
Curry Research Conference, University of Virginia, Charlottesville, VA	Feb 2013
CASTL Works in Progress series, University of Virginia, Charlottesville, VA	Feb 2013

## TEACHING

Examining the Effectiveness of Social Innovation  
University of Virginia, Instructor

Spring 2022  
Spring 2021  
Spring 2020

July 2022

Katz 3

Examining the Effectiveness of Social Innovation University of Virginia, Co-instructor (Co-instructor: Anna Markowitz)	Spring 2019
Education Policy Graduate Seminar University of Virginia, Co-instructor (Co-instructor: Anna Markowitz)	Spring 2018
Curriculum, Instruction, and Assessment for Elementary Education and Special Education University of Virginia, Teaching Assistant (Instructor: Hannah Mathews)	Fall 2016
U.S. Education Policy University of Virginia, Co-instructor (Instructor: James Wyckoff)	Fall 2014

## PROFESSIONAL DEVELOPMENT

Using data to inform decision-making, University of Virginia	2015
Navigating the Measures of Effective Teaching data set, University of Virginia	2015
Accessing and exploring NCES data, AEPF pre-conference workshop	2015
Introduction to R, University of Virginia	2014
Social network analysis, University of Virginia	2014
Missing data analysis, University of Virginia	2014
Grant writing, University of Virginia	2014
American Enterprise Institute Ed Policy Academy, Denver, CO	2013
Meta-analysis, University of Virginia	2013
Missing data and multiple imputation, University of Virginia	2013
Hierarchical linear modeling, University of Virginia	2012
Moderation and mediation, University of Virginia	2012

## PEER REVIEW OF JOURNAL ARTICLES

American Educational Research Journal, American Journal of Education, Educational Evaluation and Policy Analysis, AERA Open

## SERVICE

Invited panelist, National Journal Conference	2019
Invited panelist, VEST Alumni Panel	2017
Session convener, VERA annual conference	2015
Submission reviewer and session moderator, Curry Research Conference	2014
Session chair, AEPF annual conference	2014
Mentor, Summer Undergraduate Research Program (SURP)	2012

## PROFESSIONAL AFFILIATIONS

American Educational Research Association (AERA)  
 Association for Education Finance and Policy (AEFP)  
 Association for Public Policy Analysis and Management (APPAM)  
 Virginia Educational Research Association (VERA)  
 July 2022