

James H. Wyckoff
(2025)

School of Education and Human Development
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EXPERIENCE

2024-	Memorial Professor of Education and Professor of Public Policy <i>Emeritus</i>
2011-2024	Memorial Professor of Education
2010-2024	Professor of Leadership and Public Policy, University of Virginia
2010-2022	Director, EdPolicyWorks
2019	Visiting Scholar in School Reform, Annenberg Institute, Brown University
2008-2024	Professor, School of Education and Human Development, University of Virginia
2002-2003	Visiting Associate Professor of Policy Studies, Duke University
1998-2000	Acting Dean, Graduate School of Public Affairs, University at Albany
1996-1998	Chair, Department of Public Administration and Policy, University at Albany
1986-2007	Professor, Associate Professor, Assistant Professor of Public Administration, Public Policy, and Economics, University at Albany, Albany, New York.
1982-1986	Assistant Professor, Division of Economics, University of Oklahoma, Norman

EDUCATION

B.A., Economics, Denison University, Granville, OH, 1974
Ph.D., Economics, University of North Carolina, Chapel Hill, NC, 1982

RESEARCH

Articles and Book Chapters

- “Puzzling Over Declining Academic Achievement”, 2025, *Journal of Policy Analysis and Management, Policy Insights*, <https://doi.org/10.1002/pam.70052>.
- “‘Refining’ Our Understanding of Early Career Teacher Skill Development: Evidence from Classroom Observations,” 2025, *Educational Evaluation and Policy Analysis*, (B. Bartanen, C. Bell, J. James & J. Wyckoff)
- “Measuring returns to experience using supervisor ratings of observed performance: The case of classroom teachers” 2024, *Journal of Policy Analysis and Management* (C. Bell, J. James, E. Taylor & J. Wyckoff) <https://doi.org/10.1002/pam.22584>
- “Teacher Salaries, A Policy Brief,” 2024, *Journal of Policy Analysis and Management, Policy Insights* 44(3), 944-953. <https://doi.org/10.1002/pam.22591>
- “Core Requirements, Structured Flexibility, and Local Judgment: Balancing Adherence and Adaptation in the Design and Implementation of District-Wide Professional Development,” 2023, (Cohen, J. Boguslav, A., Wyckoff, J., Katz, V., Sadowski, K. & Wiseman, E.) *Educational Evaluation and Policy Analysis*, <https://doi.org/10.3102/01623737231210285>
- “Racial and Socioeconomic Disparities in the Relationship Between Children’s Early Literacy Skills and Third-Grade Outcomes: Lessons From a Kindergarten Readiness Assessment” 2022, Herring, W. A., Bassok, D., McGinty, A. S., Miller, L. C., & Wyckoff, J. H., *Educational Researcher*, 51(7), 441–

450. <https://doi.org/10.3102/0013189X221091535>

- "Teacher Evaluation in Washington, DC Public Schools" (A. Husain, J. James & J. Wyckoff), 2022 in Manzi, J., Y. Sun & M.R. Garcia Eds, *Teacher Evaluation Around the World: Experiences, Dilemmas and Future Challenges*.
- "Can Effective Teacher Evaluation Be Sustained? Evidence from DCPS" 2021, (Dee, T. James, J. & Wyckoff, J.) *Education Finance & Policy*, 16(2): 313-346. doi.org/10.1162/edfp_a_00303
- "Teacher Evaluation and Teacher Turnover in Equilibrium: Evidence from DC Public Schools" 2020 (James, J. & Wyckoff, J.) *AERA Open*, doi.org/10.1177/2332858420932235
- "Fostering Faculty Diversity by Supporting Access to Graduate Study in Education" 2020 (Henderson, L., Silver, B., Booren, L., Rimm-Kaufman, S. & Wyckoff, J. *Journal of College Student Development*, 61(5) 663-666-573. doi: [10.1353/csd.2020.0065](https://doi.org/10.1353/csd.2020.0065)
- "Teacher Labor Markets: An Overview" 2020, (James, J. & J. Wyckoff), in S. Bradley & C. Green, Eds, *The Economics of Education*, 2nd edition, Academic Press, 355-370.
- "Policy Implementation, Principal Agency, and Strategic Action: Improving Teaching Effectiveness in New York City Middle Schools" 2020 (J. Cohen, S. Loeb, L. Miller & J. Wyckoff) *Educational Evaluation and Policy Analysis*, 42(1): 134-160.
- "A Lasting Impact" (Dee, T.S. & J. Wyckoff), *Education Next*, 2017, 17(4)
- "More than Content: The Persistent Cross-Subject Effects of English Language Arts Teachers' Instruction" (Master, B., S. Loeb, J. Wyckoff), *Educational Evaluation and Policy Analysis*, 2017, 39(3): 429-447.
- "Policies to Improve Teacher Quality" (Katz, V. & J. Wyckoff). In M. Akiba & G. LeTendre (Eds.), *Routledge international handbook of teacher quality and policy*, 2017, London and New York: Routledge.
- "Teacher Turnover, Teacher Quality and Student Achievement in DCPS" (Adnot, M., T. Dee, V. Katz & J. Wyckoff), *Educational Evaluation and Policy Analysis*, 2017, 39(1), pp. 54-76.
- "Teacher Churning: Reassignment Rates and Implications for Student Achievement, (Atteberry, A., S. Loeb and J. Wyckoff), *Educational Evaluation and Policy Analysis*, 2017, 39(1), pp. 3-30
- "Different Skills? Identifying Differentially Effective Teachers of English Language Learners" (B. Master, S. Loeb, C. Whitney and J. Wyckoff) *Elementary School Journal*, 2016, 117(20), pp. 261-284.
- "Do First Impressions Matter? Improvement in Early Career Teacher Effectiveness" (Atteberry, A., S. Loeb and J. Wyckoff), *AERA Open*, 2015, 1 (4) DOI: [10.1177/2332858415607834](https://doi.org/10.1177/2332858415607834)
- "Performance Screens for School Improvement: The Case of Teacher Tenure Reform in New York City" (S. Loeb, L. Miller and J. Wyckoff), *Educational Researcher*, 2015, 44(4): 199-212.
- "Incentives, Selection, and Teacher Performance: Evidence from IMPACT" (T. Dee and J. Wyckoff) *Journal of Policy Analysis and Management*, 2015, 34(2): 267-297.
- "Increasing the Effectiveness of Teachers in Low-Performing Schools" (M. Adnot and J. Wyckoff), in *Handbook of Research in Education Finance*, H. Ladd and M. Goertz (Eds.), 2015 New York: Routledge, 528-545.
- "Who Enters Teaching? Encouraging Evidence of Improving Quality" (A. McEachin, L. Miller, H. Lankford, S. Loeb and J. Wyckoff), *Educational Researcher*, 2014, 43(9): 444-453.

- "Measuring Test Measurement Error: A General Approach" (D. Boyd, H. Lankford, S. Loeb and J. Wyckoff), *Journal of Educational and Behavioral Statistics*, 2013, 38(6) pp. 629-663.
- "Measure for Measure: The Relationship Between Measures of Instructional Practice in Middle School English Language Arts and Teachers' Value-Added Scores" (P. Grossman, S. Loeb, J. Cohen, J. Wyckoff, K. Hammerness, and D. Boyd), *American Journal of Education*, 2013, 119(3) 455-470.
- "Policymakers and Researchers Schooling Each Other: Lessons in Educational Policy from New York" (D. Cunningham and J. Wyckoff), *Education Finance and Policy*, 2013, 8(3): 275-286.
- "How Teacher Turnover Harms Student Achievement" (M. Ronfeldt, S. Loeb and J. Wyckoff), *American Education Research Journal*, 2013, 50(1), 4-36.
- "Analyzing the Determinants of the Matching of Public School Teachers to Jobs: Disentangling the Preferences of Teachers and Employers" (D. Boyd, H. Lankford, S. Loeb, and J. Wyckoff), *Journal of Labor Economics*, 2013, 31(1): 83-117.
- "Recruiting Effective Math Teachers, Evidence from New York City" (D. Boyd, P. Grossman, K. Hammerness, H. Lankford, S. Loeb, M. Ronfeldt and J. Wyckoff), *American Education Research Journal*, 2012, 49(6), 1008-1047.
- "Learning to teach in New York City: How teachers and schools jointly determine the implementation of a district-wide mentoring program" (P. Grossman, S. Loeb, J. Myung, D. Boyd, H. Lankford, J. Wyckoff) in *National Society for the Study of Education Yearbook*, 2012, 111(2): 309-341.
- "The Effectiveness and Retention of Teachers with Prior Career Experience" (D. Boyd, P. Grossman, H. Lankford, S. Loeb, R. O'Brien and J. Wyckoff) *Economics of Education Review*, 2011, 30: 1229-1241.
- "The Effect of School Neighborhoods on Teacher Career Decisions" (D. Boyd, P. Grossman, H. Lankford, S. Loeb, M. Ronfeldt and J. Wyckoff) in Murnane, R.M. & Duncan, G. *Whither Opportunity: Rising Inequality, Schools, and Children's Life Chances*, 2011, Washington, DC: Brookings Institution, 377-396.
- "Teacher Layoffs: An Empirical Illustration of Seniority v. Measures of Effectiveness" (D. Boyd, H. Lankford, S. Loeb and J. Wyckoff) *Education Finance and Policy*. 2011, 6(3): 439-454.
- "The Influence of School Administrators on Teacher Retention Decisions" (D. Boyd, P. Grossman, M. Ing, H. Lankford, S. Loeb and J. Wyckoff) *American Education Research Journal*, 2011, 48(2): 303-333.
- "Recruiting, Evaluating and Retaining Teachers: The Children First Strategy to Improve New York City's Teachers" (P. Goertz, S. Loeb and J. Wyckoff), *Education Reform in New York City: Ambitious Change in the Nation's Most Complex School System*, O'Day, J., Bitter, C., & Gomez, L. (Eds.), 2011, Cambridge, MA: Harvard Education Press.
- "The Role of Teacher Quality in Retention and Hiring: Using Applications-to-Transfer to Uncover Preferences of Teachers and Schools" (D. Boyd, H. Lankford, S. Loeb, M. Ronfeldt and J. Wyckoff), *Journal of Policy Analysis and Management*, 2010, 30(1), pp. 88-110.
- "Teacher Labor Markets: An Overview" (H. Lankford and J. Wyckoff) *International Encyclopedia of Education*, 3rd Edition, Editors-in-Chief: Penelope Peterson, Eva Baker and Barry McGaw, 2010, Elsevier, pp. 456-464
- "Teacher Preparation and Student Achievement" (D. Boyd, P. Grossman, H. Lankford, S. Loeb and J. Wyckoff), *Educational Evaluation and Policy Analysis* 2009 31: 416-440.

- "Surveying the Landscape of Teacher Education in New York City: Constrained Variation and the Challenge of Innovation," (D. Boyd, P. Grossman, K. Hammerness, H. Lankford, S. Loeb, M. McDonald, M. Reininger, M. Ronfeldt and J. Wyckoff) *Educational Evaluation and Policy Analysis*, 2008, 30(4), pp. 319-343.
- "The Narrowing Gap in New York City Teacher Qualifications and its Implications for Student Achievement in High-Poverty Schools" (D. Boyd, H. Lankford, S. Loeb, J. Rockoff and J. Wyckoff) *Journal of Policy Analysis and Management* 2008, 27(4), pp. 793-818.
- "Closing the Student Achievement Gap by Increasing the Effectiveness of Teachers in Low-Performing Schools" (D. Boyd, and H. Lankford and J. Wyckoff) in *Handbook of Research in Education Finance and Policy*, H. Ladd and E. Fiske eds., Routledge (2008), pp. 535-550.
- "The Impact of Assessment and Accountability on Teacher Recruitment and Retention: Are There Unintended Consequences?" (D. Boyd, H. Lankford S. Loeb and J. Wyckoff), *Public Finance Review*, 2008, 36(1), pp. 88-111.
- "The Role of Teacher Preparation and Certification in Improving the Quality of K-12 Teachers" (D. Boyd, D. Goldhaber, H. Lankford and J. Wyckoff), in Susanna Loeb, Cecilia Rouse and Anthony Shorris, eds. *Excellence in the Classroom: Policies to Improve the Teacher Workforce*, 2007 17(1), pp. 45-68.
- "The Imperative of 480 Schools" *Education Finance and Policy*, 2006 1(3): 279-287.
- "How Changes in Entry Requirements Alter the Teacher Workforce and Affect Student Achievement" (D. Boyd, P. Grossman, H. Lankford, S. Loeb and J. Wyckoff), *Education Finance and Policy* March 2006 1(2): 176-216.
- "Complex by Design: Investigating Pathways into Teaching in New York City Schools" (D. Boyd, P. Grossman, H. Lankford, S. Loeb, N. Michelli and J. Wyckoff), *Journal of Teacher Education*, March/April 2006 57(2): 155-166.
- "The Effect of School Choice and Residential Location on Racial and Economic Segregation of Students" (H. Lankford and J. Wyckoff), T. Gronberg and D. Jansen, eds. *Advances in Applied Microeconomics, Volume 14, Improving School Accountability: Check-Ups or Choice*, Elsevier (2006), pp.185-240.
- "Explaining the Short Careers of High-Achieving Teachers in Schools with Low-Performing Students" (D. Boyd, H. Lankford, S. Loeb and J. Wyckoff), *American Economic Association Proceedings*, May 2005 95(2): 166-171.
- "The Draw of Home: How Teachers' Preferences for Proximity Disadvantage Urban Schools" (D. Boyd, H. Lankford, S. Loeb and J. Wyckoff), *Journal of Policy Analysis and Management*, 2005, 24(1): 113-132.
- "Why are Schools Racially Segregated? Implications for School Choice Policies" (H. Lankford and J. Wyckoff) J. Scott, (ed.). *School Choice and Diversity: What the Evidence Says*. Teachers College Press (2005), pp. 9-26.
- "Placing the Preparation and Recruitment of Teachers into a Labor Market Framework" (D. Boyd, H. Lankford, S. Loeb and J. Wyckoff) in F. Hess, A. Rotherham and K. Walsh (ed.) *A Qualified Teacher in Every Classroom: Appraising Old Answers and New Ideas*, 2004, pp.149-172.
- "Understanding Teacher Labor Markets: Implications for Educational Equity" (D. Boyd, H. Lankford, S. Loeb and J. Wyckoff), in D. Monk and M. Plecki, eds., *School Finance and Teacher Quality: Exploring the Connection*, 2003, pp. 55-84.

- "Teacher Sorting and the Plight of Urban Schools: A Descriptive Analysis" (H. Lankford, S. Loeb and J. Wyckoff), *Educational Evaluation and Policy Analysis*, 2002 vol. 24(1), pp. 38-62.
- "Who Would be Left Behind by Enhanced Private School Choice?" (H. Lankford and J. Wyckoff) *Journal of Urban Economics*, vol. 50, 2001, pp. 288-312.
- "Educational Finance to Support High Learning Standards: A Synthesis," (M. Naples and J. Wyckoff) *Economics of Education Review*, vol. 19, 2000, pp. 305-318.
- "The Changing Structure of Teacher Compensation, 1970-94" (H. Lankford and J. Wyckoff), *Economics of Education Review*, vol. 16, no. 4, 1997, pp. 371-384.
- "The Allocation of Resources to Special Education and Regular Instruction" (H. Lankford and J. Wyckoff), H. Ladd ed., *Making Schools Accountable: Performance-Based Approaches to School Reform*, Washington, DC: Brookings Institution, 1996, pp. 221-57.
- (Reprinted in *Funding Special Education* edited by T. Parrish, J. Chambers, C. Guarino, 1998)
- "Do Medicaid Expenditures Crowd-Out State Aid for Primary and Secondary Education?" (J. Fossett and J. Wyckoff), *Journal of Health Politics, Policy and Law*, Fall 1996, pp. 409-32.
- "An Analysis of Elementary and Secondary School Choice" (H. Lankford, E. Lee and J. Wyckoff), *Journal of Urban Economics*, vol. 38, 1995, pp. 236-51.
- "Property Taxation, Taxpayer Burden and Local Educational Finance in New York" (with H. Lankford), *Journal of Educational Finance*, vol. 21, no. 1, Summer 1995, pp. 57-86.
- "Where has the Money Gone? An Analysis of School District Spending in New York State, 1979-80 to 1991-92" (with H. Lankford), *Educational Evaluation and Policy Analysis*, vol. 17, no. 2, Summer 1995, pp. 195-218.
- "Primary and Secondary School Choice Among Public and Religious Alternatives" (with H. Lankford), vol. 11, no. 4, 1992, *Economics of Education Review*, pp. 317-37.
- (Reprinted in *Market Approaches to Education*, Edited by Elchanan Cohn, 1996.)
- "The Intrastate Equality of Public Primary and Secondary Education Resources in the U.S., 1980-87," vol. 11, no. 1, 1992, *Economics of Education Review*, pp. 19-30.
- "Another Look at the Tax-Favored Retirement Savings Puzzle" (with J. Collins), *Journal of the American Taxation Association*, Fall 1991, pp. 74-86.
- "Modeling Charitable Giving Using a Box-Cox Standard Tobit Model" (with H. Lankford), *Review of Economics and Statistics*, vol. 73, no. 3, August 1991, pp. 460-70.
- "Estimates of Tax Deferred Retirement Savings Behavior" (with J. Collins), *National Tax Journal*, December 1988, pp. 561-72.
- "The Impact of Tax Favored Retirement Savings on Net Savings" (with J. Collins), S. Morriarity and J. Collins, eds., *Contemporary Tax Research*, Norman, Oklahoma: University of Oklahoma, 1988, pp. 58-69.
- "The Nonexcludable Publicness of Public Primary and Secondary Education," vol. 24, *Journal of Public Economics*, 1984, pp. 331-51.
- "The Demand for School Lunch: An Analysis of Individual Participation in the School Lunch Program" (with J. Akin, D. Guilkey, and B. Popkin), *Journal of Human Resources*, Spring 1983, pp. 213-30.

"Allocative Effects of Tax Substitution on Primary and Secondary Education" (with J. Akin), vol. 48, *Southern Economic Journal*, April 1982, pp. 1061-73.

Working Papers

"Teacher Sorting, School Segregation, and the Distribution of Teacher Effectiveness" (J. James & J. Wyckoff)

"Effects of Teacher Evaluation and Incentives on Student Achievement: Evidence from the District of Columbia" 2017 (M. Adnot, T. Dee, V. Katz, J. Wyckoff)

"Exit of Effective Teachers: Who Leaves Teaching and Why?" (N. Gao, S. Loeb and J. Wyckoff)

"Teacher Attrition from High Stakes Testing: Strategic Behavior or the Normal Chaos? (A. Atteberry, L. Miller, S. Loeb and J. Wyckoff)

"Who Leaves? Teacher Attrition and Student Achievement" (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb) NBER working paper.

"Attrition of Novice Black Teachers from Virginia Public Schools" (with Patten Mahler)

Other Research

"Teacher Labor Markets, Teaching Effectiveness and the Implications for Teacher Compensation", 2023, Goldhaber D., Hanushek, E., Kane, T. & Wyckoff, J.

"The Design and Practice of U.S. Teacher Evaluation" 2019 (Katz, V., Miller, L., Wyckoff, J.) prepared for the Virginia State Board of Education.

"Improving Student Achievement in Virginia Schools 2018 (L. Miller, D. Player & J. Wyckoff) prepared for the Virginia State Board of Education.

"State Policies to Improve Teacher Preparation" 2018 (J. Cohen and J. Wyckoff) for the SREB Teacher Preparation Commission. <https://www.sreb.org/teacher-preparation-commission>

"U.S. Teacher Evaluation in Practice, Some Illustrative Examples" (V. Katz and J. Wyckoff) prepared for the Inter-American Development Bank, 2017.

"The Redesign of U.S. Teacher Education" (V. Katz and J. Wyckoff) prepared for the Inter-American Development Bank, 2017.

"Teacher Preparation: Expanding the Intersection of Evidence and Policy" (J. Cohen and J. Wyckoff), prepared as a background paper for the Southern Regional Education Board Commission on Teacher Preparation, 2016.

National Academies of Sciences, Engineering, and Medicine. 2015. *Science Teachers Learning: Enhancing Opportunities, Creating Supportive Contexts*. Committee on Strengthening Science Education through a Teacher Learning Continuum, Board on Science Education, Division of Behavioral and Social Science and Education. Washington, DC: The National Academies Press.

Using the American Community Survey Data to Expand Access to the School Meals Program (co-authored with members of the NRC Panel on Estimating Children Eligible for School Nutrition Programs using the American Community Survey, National Academy Press, Washington, D.C., 2012.

Preparing Teachers: Building Evidence for Sound Policy (co-authored with members of the NRC Committee on the Study of Teacher Preparation Programs in the U.S.), National Academy Press, Washington, D.C., 2010.

- "Measuring Proficiency With Status and Growth Models: How Best to Maximize the Achievement of All Students?" Prepared for the Aspen Congressional Conference, 2007
- "Our Next Generation: School Leadership in New York" (with H. Lankford and R. O'Connell), New York State Education Department, 2003.
- "School District Expenditures and Fiscal Stress in New York, 1980-2000," (with D. Boyd and H. Lankford) Condition Report, Education Finance Research Consortium, University at Albany, SUNY, 2002.
- Small-Area Estimates of School-Age Children in Poverty: Evaluation of Current Methodology*, (co-authored with members of the NAS panel). National Academy Press, Washington, D.C., 2000.
- Small-Area Income and Poverty Estimates*, (co-authored with members of the NAS panel). National Academy Press, Washington, D.C., 2000.
- "The Labor Market for Public School Teachers: A Descriptive Analysis of New York State's Teacher Workforce," (with H. Lankford and F. Papa) Condition Report, Education Finance Research Consortium, University at Albany, SUNY, 2000.
- "The Allocation of Title 1 Funds to School Districts: Federal Direct Allocations v. Allocations by States" (with F. Papa) in *Small-Area Estimates of School-Age Children in Poverty, Interim Report 3*, National Academy Press, Washington, D.C., 1999.
- "High Spending on K-12 Education: How Does New York Differ from Other States? (with H. Lankford) Report submitted to Rockefeller Institute of Government under contract with the New York Office of the State Comptroller, 1998.
- "Educational Finance to Support High Learning Standards: A Synthesis," (with M. Naples), *Educational Finance to Support High Learning Standards*, James Wyckoff, ed. New York State Board of Regents, 1997, pp. 1-25.
- "The Allocation of Resources in New York State School Districts: 1979-80 to 1993-94" (with H. Lankford), *Cost Effectiveness in Education*, Robert Berne, ed., New York State Board of Regents, 1996, pp. 45-62.
- "The Dynamics of Teacher Salary Expense" (with H. Lankford and P. Ochshorn) in *Selected Papers in School Finance*, 1996 National Center for Education Statistics, W.J. Fowler, Jr., ed., NCES 98-217
- "Property Taxation, Taxpayer Burden and Local Educational Finance" (with H. Lankford), *Study on the Generation of Revenues for Education, Final Report*, David Monk, ed., New York State Board of Regents, 1995, pp. 48-74.
- "Which Teachers Received Real Salary Increases in New York, 1970-94?" (with H. Lankford), *Proceeding from NCES Conference on Putting It All Together*, 1994.
- "Tracking the Changing Pattern of School District Expenditures in New York" (with H. Lankford), *The Clearing House*, Nov/Dec 1994, pp. 78-81.
- "Where Has the Money Gone? An Analysis of School District Spending in New York, 1979-80 to 1991-92," Report Submitted to the New York State Special Commission on Educational Structure, Policies, and Practices, December 1993.
- "To What Extent is Education a Public Good," E. Brown, ed., *Readings, Issues, and Questions in Public Finance*, fourth edition, Homewood, IL: Irwin, 1996, pp. 6-11.
- "Accounting for Costs Would Improve State Aid for Education," *Rockefeller Institute Bulletin*, 1991, pp. 27-29.

“Intergovernmental Influences on Medicaid Program Expenditures: Comments and Additional Evidence” (with I. Lurie), *Public Administration Review*, July/August 1989, pp. 402-4.

“Needs Assessment Survey for a Statewide Online Database” (with W. Ferretti), submitted to Regional Information Network Gateway, Rockefeller Institute of Government, March 1987.

“The Effect of Merger on a Firm’s Behavior: A Survey,” Discussion paper 80-06, Research Triangle Institute, Economics Division, 1980.

“The Benefits Resulting From Implementation of PL 92-500 (The Clean Water Act Amendments)” (with I. Gutmanis and G. Sawdy), Report submitted to the National Commission on Water Quality, 1975.

AWARDS, FELLOWSHIPS and HONORS

Excellence in Collaborative Public Service, University of Virginia, 2019

Excellence in Faculty Mentoring Award, University of Virginia, 2017

Raymond Vernon Memorial Award for excellence in research, APPAM, 2015

Outstanding Service Award, AEF, 2013

Curry School Outstanding Faculty Member, 2012

Distinguished Research in Teacher Education Award, Association of Teacher Educators, 2007

President, Association for Education Finance and Policy, 2004

ASA/NSF Research Fellow, Census Bureau, Washington DC, 1994-95

OPINION ARTICLES

“Across-the-board teacher pay raises won’t help. Here’s what will” (with D. Goldhaber) *Richmond Times Dispatch*, February 21, 2024.

GRANTS

“Virginia Policy Partnerships Collaborative” (with Daphna Bassok, Ben Castleman, Anita McGinty and Amanda Williford), 2019-2023, \$998,895.

“Exploring the Development of Teaching Skills,” (with C. Bell and E. Taylor) Spencer Foundation, 2019-2023, \$596,828

“Evaluation of Strada Education Network’s National Engagement and Philanthropy Programs”, Strada, 2017-22, \$287,000.

“Teacher Quality Research” Virginia Department of Education, 2018-20, \$65,500.

“A DCPS-UVA Research Partnership Proposal to Examine LEAP” (with J. Cohen) The Overdeck Family Foundation, 2016-20, \$600,000.

“A DCPS-UVA Research Partnership Proposal to Examine LEAP” (with J. Cohen) The Schusterman Family Foundation, 2016-20, \$640,000.

“Principal Strategies to Improve Teaching Effectiveness” (with J. Cohen, S. Loeb and L. Miller), Carnegie Corporation of New York, 2015-19, \$500,000.

“Principal Strategies to Improve Teaching Effectiveness: Planning Grant” (with S. Loeb and L. Miller), Carnegie Corporation of New York, 2014-15, \$50,000.

“Examining the Effects of IMPACT on Student Achievement: DCPS-UVA Research Partnership” (with Thomas Dee and Scott Thompson), USDOE Institute for Education Science, 2014-2016, \$399,940.

“Who Enters Teaching?” 2014, Sub-award from Stanford University from the Smith Richardson Foundation, \$50,000.

- "Assessing the Effects of IMPACT on DCPS Teacher Quality" (with Tom Dee), Carnegie Corporation of New York, 2013-14, \$49,890.
- "The Effects of Performance-Based Compensation: Evidence from the Teacher Incentive Fund (TIF)" (with Tom Dee and Alex Smith) Smith Richardson Foundation, 2013-2014, \$165,490.
- "Examining Teacher Labor Markets in NYC and DC" 2012-2017, Sub-award from Center for Analysis of Longitudinal Data in Education Research, AIR is prime contractor from IES, \$780,000.
- "Improving Virginia's Education and Workforce Systems," 2012-2014, Virginia Community College System, \$354,000.
- "TIF Learning Leaders Initiative in Henrico County Public Schools" US Department of Education, 2010-2015, \$568,000.
- "TIF Teacher Incentive Performance Award in Prince William County Public Schools" US Department of Education, 2010-2015, \$568,000.
- "Alternative Certification in the Long Run: Student Achievement, Teacher Retention and the Distribution of Teacher Quality in New York City" Noyce Foundation, 2010-2011, \$137,398.
- "Bringing DC into CALDER" Urban Institute (IES is prime contractor) 2009-2011, \$241,160.
- "Examining Teacher Preparation: Does the Pathway Make a Difference—Math for America" (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb), National Science Foundation, 2008-10, \$369,128.
- "Student Achievement and Teacher Retention: The Role of Working Conditions and Professional Development" (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb), National Science Foundation, 2006-11, \$838,475.
- "Education Finance Research Consortium (with W. Duncombe, D. Monk and L. Stiefel) New York State Education Department, 2006-2011, \$1.1 million.
- "Teacher Policy Research: Communicating Findings to Policy Makers" (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb) Carnegie Corporation of New York, 2006-07, \$9200
- "Do Lower Barriers to Entry Affect Student Achievement and Teacher Retention: The Case of Math Immersion," (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb) Institution of Education Sciences, U.S. Department of Education, 2006-2008, \$394,424.
- "Examining Teacher Preparation: An Evaluation of the New York City Teaching Fellows Program" (with D. Boyd, H. Lankford, and S. Loeb) New York State Education Department, 2004-06, \$76,010
- "Symposium on School Finance in New York State," (with David Monk) Regents Research Fund and the Wallace Foundation, 2003-04, \$115,000.
- "Examining Teacher Preparation: Does the Pathway Make a Difference?" (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb)
 City University of New York, 2003-04, \$600,000;
 The Spencer Foundation, 2003-06, \$648,000;
 The New York State Education Department, 2003 \$73,000;
 The Carnegie Corporation, 2003-06, \$799,000;
 The National Science Foundation, 2004-07, \$1,799,000.
- "Education Finance Research Consortium," (with D. Monk and L. Stiefel) New York State Education Department, 2003-04, \$213,000.

- "Identifying the Next Generation of School Leaders" (R. O'Connell and H. Lankford), New York State Education Department, period 2002-2003, \$79,543.
- "Understanding the Dynamics of Teacher Labor Markets: Attracting and Retaining High Quality Teachers in Low Performing Schools," (with D. Boyd, H. Lankford, and S. Loeb), Office of Educational Research and Improvement, US Department of Education, 2001-2003, \$595,227
- "Attracting and Retaining High-Quality Teachers in Low-Performing Schools," (with D. Boyd, H. Lankford, and S. Loeb), Smith Richardson Foundation, 2001-2003, \$206,348.
- "How Can Low-Performing Schools/Districts Attract and Retain High Quality Leaders?" (with H. Lankford) RAND Corporation and New York State Education Department, 2001-2002, \$132,557.
- "Education Finance Research Consortium," (with D. Monk and L. Stiefel) New York State Education Department, 1999-2003, \$644,000.
- "Supply and Demand for Vocational Education Teachers," (with H. Lankford) RAND Corporation, 1999, \$35,000.
- "Workshop at the Center for Public Affairs Studies at the Budapest University of Economic Sciences," Social Science Curriculum Development Program, International Research and Exchanges, May 1998
- Educational Finance Symposium on School Finance for High Standards, New York State Board of Regents, 1997-98 \$71,383.
- "High Spending on K-12 Education: How Does New York Differ from Other States? (with H. Lankford) Report submitted to the Center for the Study of the States, Rockefeller Institute of Government under contract from the New York State Office of the State Comptroller, 1997, \$12,500.
- "The Fiscal Impact of Enrollment and Retirement Increases on School District Budgets" (with H. Lankford and P. Ochshorn), National Center for Education Statistics, 1996-97, \$20,000.
- "The Effects of School Choice and Residential Location on the Educational Environment of K-12 Students" (with H. Lankford), The Spencer Foundation, 1996-97, \$9000.
- "A General Model of Public and Private School Choice" (with H. Lankford), National Science Foundation/American Statistical Association/Bureau Fellowship, 1994-95, \$40,000.
- "Where Has the Money Gone? An Analysis of School District Spending in New York, 1979-80 to 1991-92," (with H. Lankford) the New York State Special Commission on Educational Structure, Policies, and Practices, June 1993-January 1994, \$40,000.
- "The Financing of Tax-Favored Retirement Savings" (with J. Collins), The Arthur Young Foundation, \$20,000, May 1989-December 1990.

PROFESSIONAL ACTIVITIES

Editorial Service

- Editorial Board, *American Education Research Journal*, 2020-2025
- Editorial Board, *Journal of Policy Analysis and Management*, 2016-
- Editorial Board, *Educational Researcher*, 2015-2023
- Editorial Board, *Education Finance and Policy*, 2005-
- Editorial Board, *Economics of Education Review*, 2004-08
- Associate Editor, *Economics of Education Review*, 2001-04

National Committee Service

Position Statement on Teacher Compensation, National Science Teaching Association, Committee Chair, 2024
 National Research Council Committee, Strengthening Science Education through a Teacher Learning Continuum, 2012-2015
 Panel on the Estimating Children Eligible for School Nutrition Programs Using the American Community Survey, Committee on National Statistics, 2009-11.
 Education Systems and Broad Reform Scientific Review Panel, Institute of Education Sciences, USDOE, 2008-2011
 Committee on the Study of Teacher Preparation Programs in the United States, National Research Council, 2005-08
 Member, Education Systems and Broad Reform Scientific Review Panel, Institute of Education Sciences, USDOE, 2006-07
 Proposal Review Panel, Institute for Education Sciences, USDOE, 2005
 National Center for Education Statistics, Technical Review Panel, 2002-2005
 National Research Council, Panel on Small Area Estimates of Poverty, 1996-2000.

University of Virginia

Chair, Endowed Chairs Committee, School of Education and Human Development, 2022-24
 Chair, Daphna Bassok promotion committee (Batten School), 2022
 Member, Endowed Chair review committee (Batten School), 2021-22 & 2022-23
 Chair, Search Committee Education Policy Cluster Hire, 2021
 Co-chair, Batten School Committee on Centers, 2019-21
 Member, Search Committee for Dean of Batten School, 2018-19
 Co-chair, Dan Player promotion committee (Batten School), 2018
 Member, Search Committee, Executive Director Weldon Cooper Center, 2017-18
 Chair, Curry School Faculty Search Committee in Education Policy, 2017-18
 Member, Batten School promotion committee, 2017
 Chair Batten School promotion committee, 2017
 Chair, Curry School Faculty Search Committee in Education Policy, 2016-17
 Member, Batten School Executive Committee, 2016-18
 Member, University Library Committee, 2012-18
 Member, Curry School IRC, 2016
 Member, Batten School Promotion Committee, 2016
 Member, Curry School Faculty Search Committee in Higher Education, 2015-16
 Chair, Batten School Faculty Search Committee, 2015-16
 Chair, IRC Promotion Committee, 2015-16
 Member, Curry Search Committee, Pre-Award Administrator, 2015
 Member, Curry Search Committee, Post-Award Administrator, 2015
 Member, Batten 3rd Year Review Committee, 2014-15
 Co-chair, Batten School Faculty Search Committee, 2014-15
 Chair, Curry School Promotion and Tenure Committee, 2014-15
 Member, Curry School Promotion and Tenure Committee, 2013-16
 Member, Batten School Curriculum Committee, 2013-14
 Member, Batten School Dean's Council, 2010-14
 Chair, Search Committee, Education Policy faculty search, 2012-13
 Member, Internal Review Committee, Curry School, 2012
 Member, Batten Search Committee, Policy Analysis search, 2012-13, 2013-14

Chair, Batten Search Committee, Policy Analysis search, 2011-12
 Member, PLE Engagement Committee, 2011-13
 Member, Search Committee, RSE junior faculty search, 2011-12
 Member, Search Committee, RSE senior faculty search, 2010-2012
 Chair, Curry School Standing Committee on Doctoral Studies, 2011-2012
 Member, Curry School Standing Committee on Doctoral Studies, 2010-2013
 Chair, Batten School Admissions Committee, Accelerated MPP 2011
 Member, Curry School Faculty Council, 2010-2012
 Member, Batten School Faculty 2010-
 Member, Third Year Review Committee, Patrick Meyer, 2010
 Member, Batten School Faculty Recruitment Committee, Economic Development
 Member, Batten School Faculty Recruitment Committee
 Member, Curry Student Mentor Qualifications and Guidelines committee, 2009
 Member, Batten School Interim Faculty Council, 2009-10
 Director, Center for Education Policy and Workforce Competitiveness, University of Virginia, 2009-
 Associate Program Director, IES-University of Virginia Pre-Doctoral Training Program 2009-
 Chair, Third Year Review Committee, Heather Wathington, 2009
 Chair, search committee, Education Policy, Assistant/Associate Professor, 2008-09
 Co-chair, Research and Assessment in Teacher Education committee, 2008-09
 Member, Search Committee, Director, Medical Education Research Institute, 2008
 Program Coordinator, Education Policy Program, Curry 2008-18
 Member, Search Committee, RSE, Assistant Professor, 2007-2008

University at Albany

Member, Search Committee, Dean, Business School, 2007
 Member, Search Committee, Dean, Rockefeller College, 2005-06
 Member Enrollment and Resource Allocation Committee, 2005
 Member Search Committee for University Provost, 2005
 Member, Rockefeller College Resource Advisory Council, 2004-05
 Member, Ad-Hoc University Governance Committee, 2004
 Member, Provost's Advisory Task Force on Graduate Assistant Stipends, Tuition
 Scholarships and Targeted Awards, 2001-2002
 Chair, Search Committee, Dean, School of Criminal Justice, 2000-01
 Member, Steering Committee, Capital Plan 2000
 Member, Search Committee, Dean, School of Business, 1998-99
 Chair, Department of Public Administration and Policy, 1996-98.
 Director, MA Public Policy Program, Department of Public Administration and Policy, University at
 Albany, 1993-94.
 Director, Ph.D. Program, Department of Public Administration and Policy, University at Albany,
 1987-91.

Other Professional Service

Member, Leadership Council, DC Education Research Collaborative, 2020-22
 Member, Virginia Department of Education VLDS Research Agenda Committee, 2020
 Member, District of Columbia Public Schools IMPACT National Advisory Group, 2020-21
 Member, Technical Working Group, IES/Mathematica Study on Teacher Residency, 2020-2024.
 Member, Technical Working Group, CALDER-Massachusetts Researcher Practitioner Partnership,
 2018-2019
 Member, Governor McAuliffe Advisory Commission on Teacher Shortages, 2017

Member, Technical Working Group, IES/Mathematica Study on Teacher Preparation, 2015-2020

Adviser, TNTP, Study to Examine Student Work, 2016

Adviser, TNTP, Study to Examine Teacher Improvement, 2013-2015

Member, Technical Advisory Committee, New York State Education Department Value-Added Measures of Teacher Effectiveness, 2012

Member, Technical Work Group, Abt Study of Promising Teacher Preparation Programs, 2012-

Member, Advisory Panel, District of Columbia Public Schools Value-Added Measures of Teacher Effectiveness, 2012-2013

Member, Technical Work Group, Mathematica Policy Research Study of TFA, 2011-14

Member, Evaluation Advisory Committee for the NSF Noyce Teacher Scholarship Program 2011-13

Advisor, The New Teacher Project, Study to Examine the Distribution of Effective Teachers, 2010-12

Member, Technical Work Group, Mathematica Policy Research Study of Teacher Residency Programs, 2010

Member, What Works Clearinghouse panel on Teacher Effectiveness and Teacher Evaluation, 2009

Member, Technical Work Group, Mathematica Policy Research Study of Teachers from Highly Selective Alternative Certification Programs, 2009-12

Member, APPAM Nominating Committee, 2008, 2009.

Member, APPAM Research Conference Program Committee, 2008, 2009, 2010.

Member, Technical Work Group, Alternative Teacher Certification, Mathematica Policy Research, 2008.

Member, National Advisory Board, U.S. Teacher Education Development Study, 2007-

Member, NSF Review Panel for the Faculty Early Career Development (CAREER) program, 2007

Member, Policy Council, Association for Public Policy Analysis and Management (APPAM), 2006-10

Member, Education Policy Advisory Committee, Spitzer Transition, 2006

Member, Local Government Research Advisory Committee, Office of the State Comptroller, 2006-08

Member, Committee of Institutional Representatives, APPAM, 2006.

Member, New York Latino Research and Resources Advisory Board, 2005-07

Member, NASPAA Doctoral Committee 2004-2006

President, American Education Finance Association, 2003-04.

Co-chair, New York State Regents Symposium on Financing Education in New York, 2003-04.

Member, Advisory Council on Teacher Education, SUNY, 2001-2005

Director and Governing Board, Educational Finance Research Consortium, 1999-

Member, Review Panel, OERI Field Initiated Grants, U.S. Department of Education, May 2001.

Member, Board of Directors, American Education Finance Association, 1999-2002

Member, Board of Directors, Albany Academy of Finance, Albany High School, 1997-2000

Co-Chair, New York State Regents Technical Study Group on Financing High Learning Standards, 1997-98.

Member, Peer Review Panel, Hubert H. Humphrey Fellowship Program, 1997.

Member, New York State Regents Technical Study Group on Cost-Effectiveness, 1995-96.

Member, New York State Regents Technical Study Group on Local Revenue for Education, 1994-95.

Member, New York State Regents Task Force on State Aid, 1993.

Member, Doctoral Programs Committee, National Association of Schools of Public Affairs and Administration, 1989-91.

Referee/Reviewer, Carnegie Corporation, *Economics of Education Review*, *Education Evaluation and Policy Analysis*, *Education Finance and Policy*, *Journal of Policy Analysis and Management*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Urban Economics*, Mathematica Policy Research, National Academy of Science, National Science Foundation, *Science*, Smith Richardson Foundation, Society for Research on Educational Effectiveness.