

LAURA K. ROGERS

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RESEARCH AREAS OF SPECIALIZATION

Principal and teacher working conditions and retention; District central office; Organizations; Implementation; Mixed methods

ACADEMIC APPOINTMENTS

2025 – Present	University of Virginia, Associate Professor of Education
2019 – 2025	University of Utah, Assistant Professor of Education Leadership and Policy. (<i>Parental leave: Fall 2020, Fall 2023</i>)

AFFILIATIONS AND PROFESSIONAL EXPERIENCE

2025 – Present	Faculty Affiliate, UVA EdPolicyWorks
2020 – Present	Faculty Research Associate, Utah Education Policy Center
2012 – 2014	Assistant Language Teacher, JET Program. Okagakimachi, Japan.
2011 – 2012	First Grade Teacher, Aurora Public Schools. Aurora, CO.
2009 – 2011	Second Grade Teacher / Teach for America corps member, Harrison District 2. Colorado Springs, CO.
2007 – 2012	Adult ESL Teacher (volunteer), Intercambio. Boulder / Denver, CO.

EDUCATION

2019	Vanderbilt University, Peabody College of Education, PhD., Leadership and Policy Studies
2011	University of Colorado, Denver, MA, Curriculum and Instruction
2009	University of Colorado, Boulder, BA, English <i>Summa cum laude, Phi Beta Kappa</i>

AWARDS

2024	University of Utah College of Education Early Career Outstanding Teaching Award
2023	University of Utah Provost's Banner Project

GRANTS AND FUNDING

Under review	Family-friendly For Whom? How Parenthood, Paid Leave, and Childcare Benefits Shape Educators' Career Trajectories (PI). Spencer Foundation, \$370,280.
Under review	The Prevalence and Effects of Family-friendly Amenities on Educator Outcomes and Effectiveness (PI). Institute of Education Sciences. \$1,292,339.
Under review	Investigating How and Under What Conditions Student Loan Debt Affects Teacher Occupational Choices and Student Outcomes. (Consultant; PI: Michael Hansen). Institute of Education Sciences.
2022-2024	Understanding Leadership Pipelines Across California District Contexts (PI). University of Utah College of Education LEARNT Grant. \$8,020.
2022-2024	Postdoctoral Scholar of Leadership Pipelines and Pathways. Postdoctoral Faculty Sponsor/Mentor (co-Sponsor, David Woo). University of Utah College of Education Postsecondary Research Scholars Program, \$140,000 to support postdoc salary.
2021-2023	Utah Principal and Teacher Well-Being During the COVID-19 Pandemic (PI). ULEAD Utah Institutional Research Partner Grant, \$15,000.
2021-2023	Bright Spots in Utah's Implementation of Expanded Distance Learning: Evidence from an Enrollment Increase at Utah Virtual Academy (Co-PI; PI: David Woo). ULEAD Utah Institutional Research Partner Grant, \$24,111.
2021-2023	Principal Pipeline Learning Community (PPLC): Readiness and Strategies for Accelerated Take Up (Co-I; PI: Ellen Goldring). The Wallace Foundation, \$699,677.
2020-2021	Investigating the Role of Informal Supports in Turnaround Principals' Job Satisfaction and Retention (PI). University of Utah College of Education LEARNT Grant, \$7,910.
2018	Bonsal Family Applied Education Research Award. Vanderbilt University, \$10,000.

PUBLICATIONS

Refereed Journal

- [12] Rogers, L. K., Nguyen, T., Timmer, M.* & Samson, J.* (in press). Principal Burnout: A Systematic Review. *Review of Educational Research*. Working paper available from <https://dx.doi.org/10.2139/ssrn.5096001>.
- [11] Jameson, J. M., Ryan, J., Rogers, L. K., Polychronis, S., & Woodruff, M. (2025). Conducting Special Education Survey Research in Rural Schools: Challenges and Suggested Practices. *Rural Special Education Quarterly*. <https://doi.org/10.1177/87568705251342499>
- [10] Neumerski, C., Goldring, E., Cox, A., Rogers, L. K., Rubin, M., & Moyer, A. (2025). Instructional Leadership *Plus*: Central Office Leaders Rethink the Principalship. *Educational Administration Quarterly*. <https://doi.org/10.1177/0013161X251335335>
- [09] Rogers, L. K., Cox, A., Goldring, E., Moyer, A., Neumerski, C., & Rubin, M. (2025). School districts' use of talent analytics: Barriers and possibilities. *Journal of Education Human Resources*. Special issue: Talent Analytics in Education. <https://doi.org/10.3138/jehr-2023-0067>
- [08] Darling-Aduana, J. S., Rogers, L. K., & Woo, D. S. (2025). The Potential, Reality, and Contextual Pressures Shaping Instructional Practices in a Virtual School. *American Journal of Education*. <https://doi.org/10.1086/735008>
- [07] Bartanen, B., Husain, A., Liebowitz, D., & Rogers, L. K. (2024). The Returns to Experience for School Principals. *American Educational Research Journal*. <https://doi.org/10.3102/00028312241266216>
- [06] Rogers, L. K. (2022). Is Role Change Enough? District Organizational Supports for Principal Supervision. *Educational Administration Quarterly*, 58(4), 527-560.
- [05] Rogers, L. K., & VanGronigen, B. A. (2021). Beyond Preparation: The Landscape of State Support for Early Career Principal Induction. *Leadership and Policy in Schools*. <https://doi.org/10.1080/15700763.2021.1977333>
- [04] Patrick, S. K., Rogers, L. K., Goldring, E., & Neumerski, C., & Robinson, V. M. J. (2021). Opening the Black Box of Leadership Coaching: An Examination of Coaching Behaviors. *Journal of Educational Administration*, 59(5), 549-563.
- [03] Bartanen, B., Rogers, L.K., Woo, D. S. (2021). Assistant Principal Mobility and its Relationship with Principal Turnover. *Educational Researcher*, 50(6), 368-380. <https://doi.org/10.3102/0013189X21993105>

* Graduate student.

[02] Rogers, L. K., & Doan, S. (2019). Late to Class: Estimating the Relationship Between Teacher Assignment Change and Student Sorting. *The Elementary School Journal*, 120(2), 347-371. <https://doi.org/10.1086/705965>

[01] Bartanen, B., Grissom, J. A., & Rogers, L. K. (2019). The Impacts of Principal Turnover. *Educational Evaluation and Policy Analysis*, 41(3), 350-374. <https://doi.org/10.3102/0162373719855044>

Policy Reports and Briefs

[05] Goldring, E. B., Rubin, M., Rogers, L. K., Neumerski, C. M., Moyer, A., & Cox, A. (2023) *Planning and Developing Leadership Pipelines: Approaches, Opportunities, and Challenges*. New York, NY: The Wallace Foundation. Available from <https://www.wallacefoundation.org/knowledge-center/pages/planning-and-developing-principal-pipelines.aspx>

[04] Goldring, E. B., Rubin, M., Clark., M., Rogers, L. K., Grissom, J. A., Gill., B., Kautz, T., McCullough, M., Neel., M., & Burnett, A. (2020). *Changing the Principal Support Role to Better Support Principals: Evidence from the Principal Supervisor Initiative*. New York, NY: The Wallace Foundation. Available from <https://www.wallacefoundation.org/knowledge-center/pages/changing-the-principal-supervisor-role-to-better-support-principals.aspx>.

[03] Goldring, E. B., Rogers, L. K., Clark., M. (2020). *Leading the Change: A Comparison of the Principal Supervisor Role in Principal Supervisor Initiative Districts and Other Urban Districts*. The Wallace Foundation. Available from <https://www.wallacefoundation.org/knowledge-center/pages/leading-the-change-a-comparison-of-the-principal-supervisor-role.aspx>.

[02] Doan, S. & Rogers, L. K. (2019). *Comparing the Effectiveness of Early and Upper Elementary Teachers in Tennessee*. Tennessee Education Research Alliance. Available from https://peabody.vanderbilt.edu/TERA/labor_market.php.

[01] Goldring, E. B., Grissom, J. A., Rubin, M., Rogers, L. K., Neel, M., & Clark, M. (2018). *A New Role Emerges for Principal Supervisors: Evidence from Six Districts in the Principal Supervisor Initiative*. The Wallace Foundation. Available from <https://www.wallacefoundation.org/knowledge-center/pages/a-new-role-emerges-for-principal-supervisors.aspx>.

Book Chapters

[06] Parker, L., Rogers, L. K, & Woo, D. S. (2025). Poverty as Interlocking with Racism and Indigenous Oppression in Education Policy. In L. Cohen-Vogel, P. Youngs, & J. Scott (Eds), *Handbook of Education Policy Research* (2nd volume). American Educational Research Association.

[05] Rogers, L. K., & Bartanen, B. (2025). The Importance of Leaders and Administrators. *Association for Education Finance and Policy Live Handbook*. <https://livehandbook.org/k-12-education/workforce-administrators/other/the-importance-of-administrators-and-leaders/>

[04] Bartanen, B. & Rogers, L. K. (2025). Administrator Mobility and Turnover. *Association for Education Finance and Policy Live Handbook*. <https://livehandbook.org/k-12-education/workforce-administrators/other/administrator-mobility-and-attrition/>

[03] Rogers, L. K., Goldring, E. B., Rubin, M., Neel, M., & Grissom, J. A. (2021). Managing Time? Principal Supervisors' Time Use to Support Principals. In M. Lee, K. Pollock, & P. Tulowitzki (Eds.), *How School Principals Use Their Time: Implications for School Improvement, Administration, and Leadership*. Routledge.

[02] Rubin, M., Goldring, E. B., Neel, M., Rogers, L. K., & Grissom, J. A. (2020). Changing Principal Supervision to Develop Principals' Instructional Leadership Capacity. In J. Kim, M. Mavrogordato, & P. Youngs (Eds.), *Exploring Principal Development and Teacher Outcomes: How School Leaders Can Strengthen Teacher Efficacy and Commitment*. Routledge.

[01] Rogers, L. K., Goldring, E. B., Rubin, M., & Grissom, J. A. (2018). Principal Supervisors and the Challenge of Principal Support and Development. In S. J. Zepeda & J. Ponticelli (Eds.), *The Wiley Handbook of Educational Supervision* (pp. 433-457). Wiley-Blackwell.

CONFERENCE PRESENTATIONS SINCE 2019

Rogers, L. K., & Moyer, A. M. (2025). Differences in Family-Friendly Job Amenities for Teachers and Principals. Accepted to the annual meeting of the *American Educational Research Association*. Denver, CO.

Moyer, A. M., & Rogers, L. K. (2025). Parenthood, Family-Friendly Benefits, and Educators' Careers: An Exploratory Analysis Using Nationally Representative Data. Accepted to the annual meeting of the *American Educational Research Association*. Denver, CO.

Rogers, L. K., Gandy-Fastovich, L., & Woo, D. (2024). Principal and teacher organizational conditions, wellbeing, and turnover. Accepted to the annual meeting of the *American Educational Research Association*. Philadelphia, PA.

Woo, D. S., Rogers, L. K., & Gandy-Fastovich, L. (2024). Principal pipelines for equity and diversity: Evidence from five California districts. Accepted to the annual meeting of the *Association for Education Finance and Policy*. Baltimore, MD.

Mirakhur, Z., Rogers, L. K., & Weddle, H. (2024). The goodness of mixed methods research for policy and practice. AEFPPolicy Talk. Speakers: Angela Henneberger, Stacey Pelika, Kimberly Sterin, Rachel White. Accepted to the annual meeting of the *Association for Education Finance and Policy*. Baltimore, MD.

Rogers, L. K., Nguyen, T. D., Timmer, M.^{*}, & Samson, J.^{*} (2023). Principal Burnout: A Systematic Review. Accepted to the annual meeting of the *Association for Education Finance and Policy*. Denver, CO.

Rogers, L. K., Goldring, E. B., Neumerski, C. M., Moyer, A., Cox, A., & Rubin, M. (2023). District Capacity for Implementing Principal Pipelines. Accepted to the annual meeting of the *Association for Education Finance and Policy*. Denver, CO.

Darling-Aduana, J., Rogers, L. K., & Woo, D. S. (2022). Virtual Learning at Scale: Identifying Effective Online Teaching and Learning. Accepted to the annual meeting of the *University Council for Educational Administration*. Seattle, WA.

Rogers, L. K., Goldring, E. B., Rubin, M., Neumerski, C., & Moyer, A. (2022). Identifying District Capacity to Implement Leadership Pipelines. Accepted to the annual meeting of the *American Educational Research Association*. San Diego, CA.

Rogers, L. K., & Samson, J. N.* (2022). Teacher and Principal Wellbeing During the COVID-19 Pandemic. Accepted to the annual meeting of the *Association for Educational Finance and Policy*. Denver, CO.

Darling, J. S., Woo, D. S., & Rogers, L. K. (2022). Identifying Transferable Virtual Learning Structures and Practices During the COVID-19 Pandemic. Accepted to the annual meeting of the *Association for Educational Finance and Policy*. Denver, CO.

Liebowitz, D. L., & Rogers, L. K. (2022). Is a Good Principal Good for Everyone? Exploring the Heterogeneity of Principal Effects Across Student Characteristics. Accepted to the annual meeting of the *Association for Educational Finance and Policy*. Denver, CO.

Rogers, L. K. Social and Organizational Inputs into Principal Wellbeing. (2021). Accepted to the annual meeting of the *University Council for Educational Administration*. Columbus, OH.

Rogers, L. K., Goldring, E. B., Rubin, M., Moyer, A., & Neumerski, C. (2021). Districts' Learning to Scale Up Leadership Pipelines. Accepted to the annual meeting of the *University Council for Educational Administration*. Columbus, OH.

Rogers, L. K., VanGronigen, B. A. (2021). Beyond Preparation: The Landscape of State Support for Early Career Principal Induction. Accepted to the annual meeting of the *American Educational Research Association*. Virtual.

Rogers, L. K. (2020). Principal Supervisors as Drivers of School Improvement: Where Have We Been? What's Next? (Panel with Ellen Goldring, Meredith Honig, Lydia Rainey, & Mollie Rubin). Accepted to the annual meeting of the *University Council for Educational Administration*. Virtual.

Rogers, L. K., Bartanen, B., & Woo, D. (2020). Assistant Principal Mobility and its Relationship with Principal Turnover. Accepted to the annual meeting of the *Association for Public Policy Analysis and Management*. Virtual.

Rogers, L. K. (2020). Equity Under Constraint: How Principals Respond to Principal Supervisor Differentiation. Accepted to the annual meeting of the *American Educational Research Association*. Cancelled due to COVID-19.

Rogers, L. K. (2019). Is Role Change Enough? Exploring the Organizational Context of Principal Supervision. Accepted to the annual meeting of the *University Council for Educational Administration*. New Orleans, LA.

Rogers, L. K. (2019). Testing the Through-Line: Linking District Support to Principal Effectiveness. Accepted to the annual meeting of the *University Council for Educational Administration*. New Orleans, LA.

Rogers, L. K. (2019). Gauging the Role of the Central Office in Principal Supervision. Accepted to the annual meeting of the *American Educational Research Association*. Toronto, Canada.

INVITED TALKS AND PRESENTATIONS

Rogers, L. K. (2025). "The Long Goodbye: Is the Pandemic Still Affecting Utah Educators' Willingness to Stay in the Profession?" Presentation to Utah State First Lady Abby Cox and Directors of the *Show Up Utah* initiative. Salt Lake City, UT.

Rogers, L. K., & Bartanen, B. (2022). "Equity-Centered Principal Pipelines." With Karen Kapp and Michael Saylor. Presentation to the Delaware Academy for School Leadership (DASL) Superintendent Study Council. Newark, NJ & Virtual.

Rogers, L. K., & Bartanen, B. (2022). "Principal Retention and Principal Turnover." With Anne Clark and Edwin Quezada. Presentation to the Council of Chief State School Officers (CCSSO) SLDS Collaborative. Atlanta, GA.

Goldring, E. B., Rogers, L. K., Samuels, E. (2022). "Changing the Role of the Principal Supervisor." Presentation to the Council of Chief State School Officers (CCSSO). Jacksonville, FL.

Rogers, L. K. (2022). "Principal Mentoring and Induction." Session facilitated for the Utah State Board of Education School Leader Development Community of Practice. Salt Lake City, UT.

Rogers, L. K. (2021). "Reframing Principal and Teacher Wellbeing in Utah." Presentation to Utah First Lady Abby Cox's *Show Up for Teachers* symposium. Salt Lake City, UT.

Rogers, L. K. (2018). "Survey Research in the Field: Conceptual Design and Practical Applications." Presentation to students and faculty of Beijing Normal University. Beijing, China.

Doan, S., & Rogers, L. K. (2016). "Investigating Within-School Teacher Mobility in Tennessee." Presentation to the Tennessee Department of Education. Nashville, Tennessee.

OTHER MEDIA FEATURES

Most & Least Education Cities in America 2025: Ask the Experts. WalletHub Feature article.

How Are You—Really? Taking a Closer Look at School Leaders’ Wellbeing. (2022). *The Leader* (magazine). Utah Association of Elementary School Principals (UAESP).

Best and Worst States for Teachers 2021: Ask the Experts. (2021). WalletHub Feature Article.

COURSES TAUGHT

University of Virginia

EDLF 8821 Education Politics, Policy, and Advocacy

University of Utah

ELP 6010 Evidence-Based Decision Making

ELP 6050 Program Planning & Decision-Making

ELP 6120/7120 Evidence-Informed Leadership for Learning

ELP 7030 Introduction to Inquiry

ELP 7142 Introduction to Mixed Methods Research

ELP 7240 Organizational Theory

ELP 7800 PhD Proseminar

ELP 7960 Special Topics: Teacher Policy

Research Apprenticeship Course: Systematic Review of Principal Burnout (PhD)

Research Apprenticeship Course: Teacher and Principal Wellbeing (PhD)

Vanderbilt University

EHLP 8810 Logic of Inquiry (teaching assistant)

COMMUNITY ENGAGEMENT AND LEARNING

Murray School District / Parkside Elementary Lab School Partnership. Faculty team member. Salt Lake City, UT. 2024 – 2025

“Evidence-based Decision-making.” Learning session for David Eccles School of Business Principal Leadership Academy for Granite School District. Salt Lake City, UT. November 2022

“Differentiation for Principal Supervisors.” With Priscilla Rodriguez. Learning session for the Utah Principal Supervisors Academy (UPSA). Salt Lake City, UT. October 2022.

“Principal induction.” Learning session for Utah State Board of Education School Leader Development Community of Practice. Salt Lake City, UT. February 2022.

Salt Lake City School District principal pipeline survey, design and analysis. Salt Lake City, UT. 2019.

PROFESSIONAL SERVICE

2025 – 2028	Senior Associate Editor, <i>American Journal of Education</i>
2024	AEFP Conference Program Committee Section Reviewer, Schools, K-12 School Politics, Governance, Leadership, and Organizations
2024	SREE Annual Meeting reviewer
2024	AERA Org Theory SIG best paper award committee
2024 – present	AEFP Affinity Group Co-Chair, Qualitative Scholars
2023	AEFP Conference Program Committee Section Chair, Educator Labor Markets
2023	AERA Division L dissertation award committee
2023 – present	AERA Org Theory SIG, member
2022 – present	UCEA Plenary Session Representative
2015 – present	AERA Annual Meeting reviewer, Division L & Division A
2015 – present	UCEA Annual Meeting reviewer

Association Membership

American Educational Research Association (AERA)
Association for Education Finance and Policy (AEFP)
Society for Research on Educational Effectiveness (SREE)
University Council for Educational Administration (UCEA)

Ad Hoc Journal Referee

AERA Open, American Educational Research Journal, Educational Administration Quarterly, Educational Evaluation and Policy Analysis, Educational Policy, Educational Researcher, Journal of Cases in Educational Leadership, Journal of Research on Educational Effectiveness, Journal of Research on Leadership Education, Journal of Educational Change, Journal of Teacher Education, Review of Educational Research, School Effectiveness and School Improvement