

Roddy Theobald

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EDUCATION:

2009-2015 **University of Washington**, PhD in Statistics

2002-2006 **Carleton College**, B.A. in Mathematics

PROFESSIONAL EXPERIENCE:

2026- **RAND**, Senior Policy Researcher

2015-2026 **American Institutes for Research**, Managing Researcher and Deputy Director, National Center for Analysis of Longitudinal Data in Education Research (CALDER)

2010-2015 **Center for Education Data and Research**, Research Assistant

2006-2009 **Oakland (CA) Unified School District**, 7th grade math teacher at Westlake Middle School, Teach For America corps member

PUBLICATIONS:

Carruthers, C., Dougherty, S., Goldring, T., Kreisman, D., **Theobald, R.**, Urban, C., & Villero, J. (in press). Who takes high-earning CTE pathways? *Southern Economic Journal*.

Dizon-Ross, E., Falken, G., Goldhaber, D., Lavalley, P., & **Theobald, R.** (in press). The front end of the CTE teacher pipeline: Characterizing the prior work experiences of CTE teachers. *AERA Open*.

Gilmour, A., Aniagyei-Cobbold, E., & **Theobald, R.** (2026). Unequal and maybe inequitable: Emergency permitted special education teachers in Pennsylvania. *Teacher Education and Special Education*, 49(2), 134-155.

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Kaler, L., **Theobald, R.**, Jones, N., & Bettini, E. (2026). Impacts of staff turnover on test scores for students with and without disabilities. *Journal of Research on Educational Effectiveness*, 1-25.

Kaler, L. & **Theobald, R.** (2026). Turnover patterns in the paraeducator workforce in Washington. *Teacher Education and Special Education*, 49(1), 73-91.

Theobald, R., Xu, Z., Gilmour, A., Lachlan-Hache, L., Bettini, E., & Jones, N. (2026). The impact of a \$10,000 bonus on special education teacher shortages in Hawai'i. *Educational Evaluation and Policy Analysis*, 48(1), 238-267.

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Gilmour, A., Aniagyei-Cobbold, E., & **Theobald, R.** (2025). Special education personnel attrition in Pennsylvania. *Exceptional Children*, 92(2), 122-143.

- Gilmour, A., Feng, L., & **Theobald, R.** (2025). Studying special education turnover and outcomes of students with disabilities: Leveraging administrative data. *Remedial and Special Education*, 46(2), 118-131.
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- Goldhaber, D., Falken, G., & **Theobald, R.** (2025). What do teacher job postings tell us about school hiring needs and equity? *Educational Evaluation and Policy Analysis*, 47(3), 774-796.
- Goldhaber, D., Krieg, J., Theobald, R., & Falken, G. (2025). National Board Certification as a signal of cooperating teacher quality. *AERA Open*, 1-20.
- Theobald, R.**, Goldhaber, D., & Katz, A. (2025). Special education identification throughout the COVID-19 pandemic. *Educational Evaluation and Policy Analysis*.
- Theobald, R.**, Kaler, L., Bettini, E., & Jones, N. (2025). A descriptive portrait of the paraeducator workforce in Washington State. *Exceptional Children*, 91(2), 166-186.
- Backes, B., Cowan, J., Goldhaber, D., & **Theobald, R.** (2024). Four years of pandemic-era emergency licenses: Retention and effectiveness of emergency-licensed Massachusetts teachers over time. *Economics of Education Review*.
- Backes, B., Cowan, J., Goldhaber, D., & **Theobald, R.** (2024). How to measure a teacher: The influence of test and nontest value-added on long-run student outcomes. *Journal of Human Resources*.
- Carruthers, C. K., Dougherty, S., Goldring, T., Kreisman, D., **Theobald, R.**, Urban, C., & Villero, J. (2024). Career and technical education alignment across five states. *AERA Open*, 10.
- Chen, B., Cowan, J., Goldhaber, D., & **Theobald, R.** (2024). Assessing the predictive validity of the Massachusetts Candidate Assessment of Performance. *Educational Policy*, 38(4), 864-896.
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- Goldhaber, D., **Theobald, R.**, Choate, K., & Brown, N. (2023). The front end of the STEM teacher pipeline: Early career STEM teachers' field experiences and perceptions of preparation. *AERA Open*, 9(1), 1-13.
- Ansel, D., Dougherty, S., Ecton, W., Holden, K., & **Theobald, R.** (2022). Student interest and equitable access to career and technical education high schools of choice. *Journal of School Choice*, 16(4), 588-622.
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- Goldhaber, D., Krieg, J., & **Theobald, R.**, & Liddle, S. (2022). Lost to the system? A descriptive exploration of teacher candidates' career paths. *Educational Researcher* 51(4), 255-264.
- Goldhaber, D. & **Theobald, R.** (2022). Teacher attrition and mobility over time. *Educational Researcher* 51(3), 235-237.
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- Strunk, K. O., Cowen, J., Goldhaber, D., Marianno, B. D., **Theobald, R.**, & Kilbride, T. (2022). Public school teacher contracts and state-level reforms: Assessing changes to collective bargaining restrictiveness across three states. *American Educational Research Journal*, 59(3), 538-573.
- Theobald, R.**, Goldhaber, D., Holden, K., & Stein, M. (2022). Special education teacher preparation, literacy instructional alignment, and reading achievement for students with high-incidence disabilities. *Exceptional Children* 88(4), 381-400.
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- Goldhaber, D., Krieg, J., Naito, N., & **Theobald, R.** (2021). Student teaching and the geography of teacher shortages. *Educational Researcher*, 50(3), 165-175.
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- Theobald, R.**, Goldhaber, D., Gratz, T., & Holden, K. (2021). High school English Language Arts teachers and postsecondary outcomes for students with and without disabilities. *Journal of Disability Policy Studies*, 31(4), 217-229.
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- Goldhaber, D., Krieg, J., & **Theobald, R.** (2020). Effective like me? Does having a more productive mentor improve the productivity of mentees? *Labour Economics*, 63, 101792.
- Goldhaber, D., Krieg, J., & **Theobald, R.** (2020). Exploring the impact of student teaching apprenticeships on student achievement and mentor teachers. *Journal of Research on Educational Effectiveness*, 13(2), 213-234.
- Krieg, J. M., Goldhaber, D., & **Theobald, R.** (2020). Teacher candidate apprenticeships: Assessing the who and where of student teaching. *Journal of Teacher Education*, 71(2), 218-232.
- Goldhaber, D., Grout, C., Harmon, K., & **Theobald, R.** (2019). A practical guide to challenges and opportunities in student teaching: A school district's perspective. *WERA Educational Journal*, 12(1), 13-25.
- Goldhaber, D., Quince, V., & **Theobald, R.** (2019). Teacher quality gaps in U.S. public schools: Trends, sources, and implications. *Phi Delta Kappan*, 100(8), 14-19.
- Goldhaber, D., **Theobald, R.**, and Tien, C. (2019). Why we need a diverse teacher workforce. *Phi Delta Kappan*, 100(5), 25-30.
- Theobald, R.**, Goldhaber, D., Gratz, T., & Holden, K. (2019). Career and technical education, inclusion, and postsecondary outcomes for students with learning disabilities. *Journal of Learning Disabilities*, 52(2), 109-119.
- Goldhaber, D., Quince, V., & **Theobald, R.** (2018). Has it always been this way? Tracing the evolution of teacher quality gaps in U.S. public schools. *American Educational Research Journal*, 55(1), 171-201.
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- Strunk, K.O., Cowen, J.M., Goldhaber, D., Marianno, B.D., Kilbride, T., & **Theobald, R.** (2018). It's in the contract: How the policies set in teachers' unions collective bargaining agreements vary across states and districts. *Educational Policy*, 32(2), 280-312.
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- Goldhaber, D., Cowan, J., and **Theobald, R.** (2017). Evaluating prospective teachers: Testing the predictive validity of the edTPA. *Journal of Teacher Education*, 68(4), 377-393.
- Goldhaber, D., Gratz, T., and **Theobald, R.** (2017). What's in a teacher test? Assessing the relationship between teacher licensure test scores and student secondary STEM achievement and course taking. *Economics of Education Review* 61, 112-129.

- Goldhaber, D., Krieg, J. M., & **Theobald, R.** (2017). Does the match matter? Exploring whether student teaching experiences affect teacher effectiveness. *American Educational Research Journal*, 54(2), 325-359.
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- Goldhaber, D., Lavery, L., and **Theobald, R.** (2016). Inconvenient truth? Do CBAs help explain the mobility of teachers within school districts? *Journal of Policy Analysis and Management* 35(4), 848-880.
- Krieg, J., **Theobald, R.**, and Goldhaber, D. (2016). A foot in the door: Exploring the role of student teaching assignments in teachers' initial job placements. *Educational Evaluation and Policy Analysis* 38, 364-388.
- Goldhaber, D., Krieg, J., **Theobald, R.**, and Brown, N. (2015). Refueling the STEM and special education teacher pipelines. *Phi Delta Kappan* 97, 56-62.
- Goldhaber, D., Lavery, L., and **Theobald, R.** (2015). Uneven playing field? Assessing the teacher quality gap between advantaged and disadvantaged students. *Educational Researcher*, 44(5), 293-307.
- Goldhaber, D., Krieg, J., & **Theobald, R.** (2014). Knocking on the door to the teaching profession? Modeling the entry of prospective teachers into the workforce. *Economics of Education Review*, 42, 106-124.
- Goldhaber, D., Lavery, L., and **Theobald, R.** (2014). My end of the bargain: Are there cross-district effects in teacher contract provisions? *Industrial and Labor Relations Review* 67(4), 1274-1305.
- Theobald, R.** and Freeman, S. (2014). Is it the intervention or the students? Using linear regression to control for student characteristics in undergraduate STEM education research. *CBE—Life Sciences Education* 13, 41-48.
- Brownell, S., Wenderoth, M.P., **Theobald, R.**, Okoroafor, O., Koval, M., Freeman, S., Walcher, C., Crowe, A. (2014). How students think about experimental design: Novel conceptions revealed by in-class activities. *Bioscience* 64(2), 125-137.
- Goldhaber, D. and **Theobald, R.** (2013). Managing the teacher workforce in austere times: The determinants and implications of teacher layoffs. *Education Finance and Policy* 8(4), 494-527.
- Goldhaber, D., Liddle, S., and **Theobald, R.** (2013). The gateway to the profession: Evaluating teacher preparation programs based on student achievement. *Economics of Education Review* 34, 29-44.
- Goldhaber, D., Lavery, L., **Theobald, R.**, D'Entremont, D., and Fang, Y. (2013). Teacher collective bargaining in Washington State: Assessing the internal validity of partial independence item response measures of contract restrictiveness. *SAGE Open*, April-June 2013, 1-16.
- Goldhaber, D., Liddle, S., **Theobald, R.**, and Walch, J. (2012). Teacher effectiveness and the achievement of Washington's students in mathematics. *WERA Educational Journal* 4(2), 6-12.

EXTERNAL FUNDING:

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| 2024-2029 | Institute of Education Sciences , The Special Educator Workforce: A Research Collaborative, \$4,999,552, PI |
| 2024-2029 | Institute of Education Sciences , CALDER Recruitment and Retention, \$9,999,827, co-PI |
| 2022-2026 | Institute of Education Sciences , CTE teacher labor markets, attributes, and student outcomes, \$1,699,991, co-PI |
| 2022-2026 | Institute of Education Sciences , Assessing the potential of outcomes-based licensure test standards, \$797,814, co-PI |

- 2022-2025 **PaTTAN Pittsburgh**, Special educator licensure pathways, shortages, and retention in Pennsylvania, \$187,571, PI
- 2021-2023 **Anonymous Foundation**, CTE: A career and technical education policy exchange, \$736,934, co-PI
- 2020-2025 **National Science Foundation**, Applicant information, selection, and STEM teacher retention and effectiveness, \$1,270,887, co-PI
- 2020-2026 **Institute of Education Sciences**, CTE teachers and long-term outcomes for students with disabilities, \$1,398,963, co-PI
- 2018-2024 **Institute of Education Sciences**, What is the value of apprenticeship for teachers? Linking preservice mentor quality to inservice teacher and student outcomes, \$1,396,583, co-PI
- 2017-2023 **Institute of Education Sciences**, The special education teacher pipeline in Washington State: A comprehensive analysis of preservice predictors of special education teacher career paths and effectiveness, \$1,381,671, PI
- 2017-2022 **National Science Foundation**, The STEM teacher pipeline in Washington State: A comprehensive analysis of preservice predictors of STEM teacher career paths and effectiveness, \$1,252,933, co-PI
- 2019-2020 **Massachusetts Department of Elementary and Secondary Education**, Career and technical education in Massachusetts: Student participation, teacher characteristics, and later student outcomes, \$215,000, PI
- 2017-2020 **Institute of Education Sciences**, The teacher pipeline in Massachusetts: Connecting preservice performance measures to inservice teacher outcomes, \$399,344, PI
- 2015-2020 **Anonymous Foundation**, The teacher pipeline in Washington State: Examining the transition from student teaching to the classroom and implications for student achievement, \$300,000, co-PI
- 2015-2020 **Bill and Melinda Gates Foundation**, The teacher pipeline in Washington State: Examining the transition from student teaching to the classroom and implications for workforce diversity, \$710,391, co-PI
- 2015-2019 **Spencer Foundation**, Seizing a missed opportunity: Transforming the placement, evaluation, and hiring of student teachers in Spokane Public Schools, \$399,935, co-PI
- 2015-2018 **Institute of Education Sciences**, Predictors of postsecondary success for students with disabilities, \$589,459, co-PI
- 2015-2018 **William T. Grant Foundation**, Understanding teacher quality gaps: How did they form, and how might they be closed? \$460,433, co-PI
- 2015-2017 **Massachusetts Department of Elementary and Secondary Education**, Evaluation of state education programs: Educator preparation and licensure, \$150,000, co-PI

REPORTS, WORKING PAPERS, AND BOOK CHAPTERS:

- Ansel, D., Carruthers, C., Dewil, E., Dougherty, S., Goldring, T., Kreisman, D., & **Theobald, R.** (2025). Oh, CTE teacher, where art thou? Administrator perspectives on and strategies for CTE staffing challenges. Georgia State University Working Paper
- Backes, B., Cowan, J., Goldhaber, D., & **Theobald, R.** (2026). The diversity and climate of preservice teachers' student teaching experiences: Implications for students of color. CALDER Working Paper No. 332-0126.
- Backes, B., Cowan, J., Goldhaber, D., & **Theobald, R.** (2022). Teachers and school climate: Effects on student outcomes and academic disparities. CALDER Working Paper 274-1022.

- Carruthers, C., Dougherty, S., Kreisman, D., & **Theobald, R.** (2021). A multi-state study of equity in career and technical education. <https://gpl.gsu.edu/publications/multi-state-study-of-equity-in-cte/>.
- Carruthers, C., Dougherty, S., McGuinness, S., Payne, S., & **Theobald, R.** (2022). Graduation, college, and employment outcomes for CTE students with an identified disability. <https://gpl.gsu.edu/publications/graduation-college-and-employment-outcomes-for-cte-students-with-an-identified-disability/>.
- Cowan, J., Goldhaber, D., & **Theobald, R.** (2017). Massachusetts educator preparation and licensure: Year 1 report. <http://www.doe.mass.edu/edprep/resources/improvement/TPS-1stYearReport.pdf>.
- Cowan, J., Goldhaber, D., & **Theobald, R.** (2018). Massachusetts educator preparation and licensure: Performance review program for initial licensure study. <http://www.doe.mass.edu/research/reports/2018/01prpil-analysis.docx>.
- Gilmour, A., Bartanen, B., Bettini, L., Feng, L., Klinenberg, J., Mason-Williams, L., Redding, C., Scott, L., & **Theobald, R.** (2025). The composition, distribution, and stability of the special education teacher workforce in seven states. SPARC Center Working Paper 01-1025.
- Gilmour, A., **Theobald, R.**, & Jones, N. (2023). Economic interventions as policy levers for attracting and retaining special education teachers. *Handbook of Research on Special Education Teacher Preparation*.
- Goldhaber, D., **Theobald, R.**, Roth McDuffie, A., Slavitt, D., Dechaine, J., Krieg, J., Chen, V., & Dewil, E. (2025). The beginning of the teacher pipeline: Which college students apply to teacher education programs? CALDER Working Paper 328-0925.
- Goldhaber, D., **Theobald, R.**, Roth McDuffie, A., Slavitt, D., Dechaine-Berkas, J., Krieg, J., & Dewil, E. (2024). Shaping the STEM teacher workforce: What university faculty value about teacher applicants. CALDER Working Paper 295-0324.
- Goldring, T., Carruthers, C., Dougherty, S., Kreisman, D. & **Theobald, R.** (2021). A multi-state analysis of trends in career and technical education. <https://gpl.gsu.edu/publications/2021-multi-state-analysis-of-trends-in-cte/>.
- Theobald, R.**, Aniagyei-Cobbold, E., & Stein, M. (2023). The special education teacher pipeline in Pennsylvania: Year 1 report. CALDER Working Paper No. 289-0723.
- Theobald, R.**, Aniagyei-Cobbold, E., & Stein, M. (2024). The special education teacher pipeline in Pennsylvania: Year 2 report. CALDER Working Paper No. 304-0724.
- Theobald, R.**, Aniagyei-Cobbold, E., & Stein, M. (2025). The special education teacher pipeline in Pennsylvania: Year 3 report. CALDER Working Paper No. 324-0725.

RESEARCH BRIEFS:

- Dougherty, S., Goldring, T., Heller, B., **Theobald, R.**, & Yoon, Y. (2025). Career and technical education teacher attrition during COVID-19: Insights from four states. Georgia Policy Labs, <https://gpl.gsu.edu/publications/career-and-technical-education-teacher-attrition-during-covid-19-insights-from-four-states/>.
- Goldhaber, D. & **Theobald, R.** (2023). Teacher turnover three years into the pandemic era: Evidence from Washington State. CALDER Policy Brief N. 32-0223.
- Theobald, R.** (2022). New evidence on special education teacher preparation. CALDER Policy Brief No. 31, American Institutes for Research.
- Aldeman, C., Goldhaber, D. & **Theobald, R.** (2021). Examining the dimensions of teacher turnover. CALDER Flash Brief No. 24-0421.

- Choate, K., Goldhaber, D., Katz, A., **Theobald, R.** (2020). Washington STEM Teacher Survey Summary Report. CEDR Policy Brief No. 03172020-1. University of Washington. <http://cedr.us/papers/working/CEDR%20PB%2003172020-1.pdf>.
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- Goldhaber, D., Quince, V., & **Theobald, R.** (2016). Reconciling different estimates of teacher quality gaps based on value added. CALDER Policy Brief 14.
- Goldhaber, D. and **Theobald, R.** (2015). Re-framing the discussion about teacher education. Washington, DC: National Center for the Analysis of Longitudinal Data in Education Research (CALDER), American Institutes for Research.
- Goldhaber, D. and **Theobald, R.** (2012). Do different value added models tell us the same things? *Carnegie Knowledge Network*, October 2012.
- Goldhaber, D. and **Theobald, R.** (2011). Managing the teacher workforce: The consequences of “last in, first out” personnel policies. *Education Next* 11(4), Fall 2011, 78-83.

EDITORIALS AND BLOG POSTS:

- Mason-Williams, L., Bettini, E., Gilmour, A., & **Theobald, R.** (2025). States face different special education staffing challenges that require targeted responses. Brown Center Chalkboard Blog, November 10, 2025.
- Bettini, E., Gilmour, A., Kolbe, T., & **Theobald, R.** (2023). Promises and limitations of financial incentives to address special education staffing challenges. Brown Center Chalkboard Blog, September 26, 2023.
- Goldhaber, D. and **Theobald, R.** (2021). Learning lessons from the pandemic for improvements in clinical practice. AACTE EdPrep Matters Blog, April 16, 2021.
- Goldhaber, D., Krieg, J., and **Theobald, R.** (2021). Rethinking the geography of student-teaching placements in a post-COVID-19 world. Brown Center Chalkboard Blog, February 8, 2021.
- Goldhaber, D. and **Theobald, R.** (2020). The COVID-19 crisis and teacher layoffs: Research on how to mitigate harm. CALDER Policy Brief No. 20-0620.
- Goldhaber, D., Krieg, J., and **Theobald, R.** (2019). Leveraging the student teaching experience to train tomorrow’s great teachers. Brown Center Chalkboard Blog, May 20, 2019.
- Cowan, J., Goldhaber, D., and **Theobald, R.** (2018). Partnering to assess teacher equity gaps in Massachusetts. *Education Week Urban Education Reform: Bridging Research and Practice Blog*, January 22, 2018.
- Goldhaber, D. and **Theobald, R.** (2016). Sorting out the issues in the teacher shortage crisis. *The 74 Million*, September 22, 2016.
- Goldhaber, D., Lavery, L., and **Theobald, R.** (2014). Closing the teacher quality gap. *Seattle Times*, June 9, 2014.
- Goldhaber, D., Lavery, L., and **Theobald, R.** (2014). Getting serious about the teacher quality gap. *Tacoma News Tribune*, March 26, 2014.

Goldhaber, D. and **Theobald, R.** (2011). Seniority-based layoffs hurt schools, students. *Tacoma News Tribune*, July 4, 2011.

PRESENTATIONS, WEBINARS, AND WORKSHOPS:

Presentations by co-authors omitted

- 2025 **Prepping for PROGRESS Conference**, remote. Keynote address, SPARC Center Overview.
- 2025 **Association for Education Finance and Policy Conference**, Washington, DC. Field-based experiences and outcomes for students of color.
- 2025 **CALDER Conference**, Washington, DC. Supply and demand in the post-pandemic teacher labor market in Washington State.
- 2024 **Association for Education Finance and Policy Conference**, Baltimore, MD. The impact of a \$10,000 bonus of special education teacher shortages in Hawai'i.
- 2024 **CALDER Conference**, Washington, DC. The impact of a \$10,000 bonus of special education teacher shortages in Hawai'i.
- 2023 **Association for Public Policy Analysis and Management Fall Conference**, Atlanta, GA. CTE teacher licensure and postsecondary outcomes for students with and without disabilities.
- 2023 **Teacher Education Division of the Council for Exceptional Children**, Long Beach, CA, Keynote panel: The role of teacher preparation in addressing special education teacher shortages.
- 2023 **PROGRESS Center Thought Leader Summit**, Washington DC, The special education teacher pipeline: Lessons from Washington, Pennsylvania, and Hawai'i.
- 2023 **Association for Education Finance and Policy Conference**, Denver, CO. Field-based experiences in Massachusetts: Exploring multiple dimensions of mentor teacher and early-career teaching effectiveness.
- 2022 **University of Arkansas Education Seminar**, Fayetteville, AR. Preservice predictors of teacher candidates' employment and earnings inside and outside of public schools.
- 2022 **Association for Public Policy Analysis and Management Fall Conference**, Austin, TX. Preservice predictors of teacher candidates' employment and earnings inside and outside of public schools.
- 2022 **Association for Education Finance and Policy Conference**, Denver, CO. Preservice predictors of teacher candidates' employment and earnings inside and outside of public schools.
- 2021 **Boston University Wheelock Educational Policy Center Research Seminar**. Teacher preparation, district practice, and special education teacher effectiveness.
- 2021 **Association for Education Finance and Policy Conference**. Teacher preparation, district practice, and special education teacher effectiveness.
- 2021 **University of Massachusetts Amherst Mathematics and Statistics Seminar**. Using performance evaluations as a measure of teacher effectiveness when standards differ: Accounting for variation across classrooms, schools, and districts.
- 2020 **Association for Public Policy Analysis and Management Fall Conference**. Teacher preparation, district practice, and special education teacher effectiveness.
- 2020 **Association for Education Finance and Policy Conference**. Do preservice feedback interventions improve teacher practice? Evidence from the Massachusetts Candidate Assessment of Performance.
- 2020 **CALDER Conference**, Washington, DC. The special education teacher pipeline: Teacher preparation, workforce entry, and retention.

- 2020 **Council for Exceptional Children Conference**, Portland, OR. Recent developments in research on CTE for students with disabilities.
- 2019 **Association for Public Policy Analysis and Management Fall Conference**, Denver, CO. The coherence between special education teachers' preparation and early-career experiences.
- 2019 **Association for Public Policy Analysis and Management Fall Conference**, Denver, CO. From the clinical experience to the classroom: Assessing the predictive validity of the Massachusetts Candidate Assessment of Performance.
- 2019 **Association for Education Finance and Policy Conference**, Kansas City, MO. From the clinical experience to the classroom: Assessing the predictive validity of the Massachusetts Candidate Assessment of Performance.
- 2018 **CALDER Webinar Series**. Recent developments in research on Career and Technical Education.
- 2018 **Association for Public Policy Analysis and Management Fall Conference**, Washington, DC. What can preservice surveys tell us about future teacher quality?
- 2018 **College and Career Readiness and Success Center Webinar Series**. Pursuit of equity: Teacher preparation for the inclusion of students with disabilities in career and technical education.
- 2018 **College and Career Readiness and Success Center Webinar Series**. Pursuit of equity: Leveraging career and technical education for students with disabilities.
- 2018 **College and Career Readiness and Success Center Webinar Series**. Pursuit of equity: Aligning transition planning from the state, district, and school levels.
- 2018 **American Educational Research Association Annual Meeting**, New York, NY. How did it get this way? Disentangling the sources of teacher quality gaps across two states.
- 2018 **Washington State Professional Educator Standards Board**, Des Moines, WA. Processes in the teacher pipeline impacting teacher workforce diversity and student achievement.
- 2018 **Association for Education Finance and Policy Conference**, Portland, OR. How did it get this way? Disentangling the sources of teacher quality gaps across two states.
- 2017 **Association for Public Policy Analysis and Management Fall Conference**, Chicago, IL. Seizing a missed opportunity: Transforming the placement and evaluation of student teachers in Spokane Public Schools.
- 2017 **University of Washington Secondary Special Education Doctoral Leadership Program Seminar**, Seattle, WA. Career and technical education, inclusion, and postsecondary outcomes for students with disabilities.
- 2017 **University of Vermont College of Education**, Burlington, VT (remote). Career and technical education, inclusion, and postsecondary outcomes for students with disabilities.
- 2017 **Association for Education Finance and Policy Conference**, Washington, DC. Predictors of intermediate and postsecondary outcomes for students with disabilities.
- 2017 **University of Washington Center for Statistics in the Social Sciences Seminar**, Seattle, WA. Does the match matter? Exploring how student teaching experiences affect teacher effectiveness.
- 2016 **Western Washington University Economics Seminar**, Bellingham, WA. Does the match matter? Exploring how student teaching experiences affect teacher effectiveness.
- 2016 **Association for Education Finance and Policy Conference**, Denver, CO. Lord's paradox and targeted interventions: The case of special education.
- 2015 **Association for Public Policy Analysis and Management Fall Conference**, Miami, FL. Does the match matter? Exploring how student teaching experiences affect teacher career paths and effectiveness.

- 2015 **Joint Statistical Meetings**, Seattle, WA. Single World Object Oriented Plates (SWOOPs): A graphical framework for causal reasoning in multivariate, multilevel, and longitudinal settings.
- 2015 **Association for Education Finance and Policy Conference**, Washington, DC. Inconvenient truth? Do CBAs help explain the mobility of teachers within school districts?
- 2014 **Society for the Advancement of Biology Education Research National Meeting**, Minneapolis, MN. Making sense of regressions with student outcome data.
- 2014 **American Education Research Association Annual Meeting**, Philadelphia, PA. Response to intervention? Estimating the causal effect of special education services on student performance.
- 2014 **American Education Research Association Annual Meeting**, Philadelphia, PA. My end of the bargain: Are there cross-district effects in teacher contract provisions?
- 2014 **Society for Research on Educational Effectiveness Spring Conference**, Washington, DC. Evaluating non-randomized educational interventions: A graphical discussion.
- 2013 **Northwest Math Conference**, Bellevue, WA. Pictures, measures, and models of association in data.
- 2012 **Association for Education Finance and Policy Conference**, Boston, MA. My end of the bargain: Are there cross-district effects in teacher contract provisions?
- 2011 **Association for Education Finance and Policy Conference**, Seattle, WA. Managing the teacher workforce in austere times: The determinants and implications of teacher layoffs.

AWARDS AND FELLOWSHIPS:

- 2022 **Early Career Award**, Association for Education Finance and Policy
- 2020 **Society for Research on Educational Effectiveness**, Outstanding Paper Award
- 2013 **Z.W. Birnbaum Award for Outstanding General Exam**, University of Washington Department of Statistics
- 2010 **Dorothy M. Gilford Prize for Excellence in Teaching by a Graduate Student**, University of Washington Department of Statistics
- 2009 **VIGRE Fellowship**, University of Washington Department of Statistics and the National Science Foundation

UNIVERSITY TEACHING EXPERIENCE:

- 2014 **University of Washington**, Instructor for STAT 395: Probability II
- 2012 **University of Washington**, Instructor for STAT 220: Basic Statistics
- 2009 **University of Washington**, Teaching Assistant for STAT 221: Statistical Concepts and Methods for the Social Sciences (Instructor: June Morita)

PROFESSIONAL SERVICE:

Education Finance and Policy, Associate Editor
Institute of Education Sciences, 2023 IES PI Meeting Co-Chair
Journal of Teacher Education, Editorial Review Board member
Action in Teacher Education, Reviewer
Active Learning in Higher Education, Reviewer
AERA Open, Reviewer
American Educational Research Association, Reviewer
American Educational Research Journal, Reviewer
American Statistician, Reviewer
CBE—Life Sciences Education, Reviewer

Economics of Education Review, Reviewer
Educational Administration Quarterly, Reviewer
Education Economics, Reviewer
Educational Evaluation and Policy Analysis, Reviewer
Educational Policy, Reviewer
Educational Researcher, Reviewer
Elementary School Journal, Reviewer
Journal of Educational and Behavioral Statistics, Reviewer
Journal of Learning Disabilities, Reviewer
Journal of Policy Analysis and Management, Reviewer
Journal of Research on Educational Effectiveness, Reviewer
New Educator, Reviewer
SAGE Open, Reviewer
Social Science Research, Reviewer
Teaching and Teacher Education, Reviewer
Teacher Education and Special Education, Reviewer
The Review of Economics and Statistics, Reviewer