

# Sarah Caroleo

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## ACADEMIC EMPLOYMENT

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<b>Brown University</b> Postdoctoral Research Associate, Annenberg Institute	Providence, RI 2025–present
<b>Johns Hopkins University</b> Adjunct Professor, M.S. Education Policy Program Adjunct Professor, M.S. International Teaching and Global Leadership Program	Baltimore, MD 2026 2022–2023

## EDUCATION

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<b>Johns Hopkins University</b> Ph.D. Education <u>Dissertation</u> : Equipping Educators for Critically Inclusive Instruction <u>Committee</u> : Jonathan Plucker (chair), Rebecca Cruz, Alexandra Shelton, Lieny Jeon, Meghan Comstock	Baltimore, MD 2025
<b>University of Georgia</b> M.Ed. Educational Psychology	Athens, GA 2020
<b>Lipscomb University</b> K–12 English Language Learning Endorsement	Nashville, TN 2017
<b>Greenville University</b> B.S. Elementary Education	Greenville, IL 2013

## RESEARCH FELLOWSHIPS, PRIZES, & AWARDS

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10. Bayesian Longitudinal Data Modeling Training Participant (lodging), Institute for Education Sciences	2026
9. State School Finance Fellow (\$1,000, travel, lodging), EdFund	2025–2026
8. Doctoral Student Excellence Award, Johns Hopkins University	2025
7. Education Policy Fellow (\$142,000, tuition, benefits), Johns Hopkins University	2021–2025
6. Carolyn Callahan Doctoral Student Award (\$200), National Association for Gifted Children (NAGC)	2024
5. Conference Attendance Grant (\$500), Society for Research on Educational Effectiveness	2024
4. Education Policy Academy Fellow (travel, lodging), American Enterprise Institute	2024

3. 2<sup>nd</sup> Place Completed Graduate Research Paper, NAGC 2023
2. Outstanding GCE Master's Student Award, University of Georgia 2020
1. Excellence in Education Award, Greenville University 2013

## SCHOLARSHIP

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\* = denotes equal first authorship; ‡ = denotes student author.

## Refereed Journal Articles

12. Cruz, R. A., Shelton, A., McClam, R. S., Shepard, L., **Caroleo, S. A.**, Ramirez, I., & Mullins, K. (In press). Policy as an interlocutor between agency and the normative center of schools. *Education Policy Analysis Archives*.
11. Cruz, R. A., Firestone, A. L., **Caroleo, S. A.**, McDermott, C. L., Malekghassemmi, I., Howes, A.‡, McClam, R. S., Shin, C., & Love, H. (In press). The numbers and the narrative behind disproportionality: A mixed methods literature synthesis. *Race Ethnicity and Education*.
10. Shelton, A., McClam, R. S., **Caroleo, S. A.**, & Mullins, K. (2026). Over-worked and under-resourced: First-year out-of-field special education teachers' induction experiences and intent to return. *Professional Development in Education*, 1–22. [\[Link\]](#)
9. **Caroleo, S. A.\***, McClam, R. S.\*, Shelton, A., Cruz, R. A., & Aramburo, C. M. (2026). Self-efficacy for equity-centered teaching: A scale development study. *AERA Open*, 12(1), 1–29. [\[Link\]](#)
8. Makel, M. C., **Caroleo, S. A.**, Meyer, M. S., Pei, M. A., Fleming, J. I., Cook, B. G., & Plucker, J. A. (2026). “Don’t hate the players, hate the game”: Qualitative insights from education researchers on questionable and open research practices. *Royal Society Open Science*, 13(1), 251888. [\[Link\]](#)
7. McClam, R. S., Shelton, A., Shepard, L. R., Cruz, R. A., **Caroleo, S. A.**, & Love, M. (2025). Inclusion in the time of anti-DEIA: Lessons learned from a research-practice partnership promoting a critical inclusion framework for students with disabilities. *School-University Partnerships*, 1–21. [\[Link\]](#)
6. McClam, R. S., **Caroleo, S. A.**, Cruz, R. A., Firestone, A. L., & Ochoa, A. L. (2025). Teaching statistics with honesty: Embedding critical theories into instruction. *Inquiry: Critical Thinking Across the Disciplines*, 34(2), 569–608. [\[Link\]](#)
5. **Caroleo, S. A.** & Hines, M. E. (2025). Teachers' dispositions regarding giftedness in the classroom: An ecological systems perspective. *Journal for the Education of the Gifted*, 48(3), 227–257. [\[Link\]](#)
4. Sodergren, C. D. C., **Caroleo, S. A.**, & Guilbault, K. M. (2025). District gifted education coordinator preparation and development: Establishing training pathways that equip for excellence and strong equity. *Gifted Child Today*, 48(2), 129–142. [\[Link\]](#)

3. **Caroleo, S. A.** (2024). From fixed to flexible: Needed conditions to promote elementary teachers' equitable use of within-class grouping. *Neag School of Education Journal*, 2(1), 19–41. [\[Link\]](#)
2. **Caroleo, S. A.** (2023). A revised GTCrit framework: A broadened critical lens for gifted and advanced education settings. *Berkeley Review of Education*, 12(2), 81–108. [\[Link\]](#)
1. Guilbault, K. M. & **Caroleo, S. A.** (2023). A survey of the challenges and responsibilities of district gifted education coordinators before and during the COVID-19 pandemic. *Journal of Gifted Education and Creativity*, 10(4), 275–292. [\[Link\]](#)

### Book Chapters

7. **Caroleo, S. A.**, Shin, C., & Plucker, J. A. (In press). Replication in educational research. In D. Trafimow (Ed.), *Research handbook on the replication crisis*. Edward Elgar Publishing.
6. Fredericks, S. J., & **Caroleo, S. A.** (2026). Afterschool education: A promising lever to promote excellence and equity. In J. A. Plucker & M. S. Meyer (Eds.), *The future of advanced education and talent development* (pp. 123–132). Emerald Publishing Limited. [\[Link\]](#)
5. **Caroleo, S. A.**, Pei, M. A., & Danielian, J. (2026). Eminent scholars' past hopes for the future of advanced education and talent development. In J. A. Plucker & M. S. Meyer (Eds.), *The future of advanced education and talent development* (pp. 5–15). Emerald Publishing Limited. [\[Link\]](#)
4. Wytko, R., **Caroleo, S. A.**, & Plucker, J. A. (2026). Using the Excellence Gap Intervention Model to dismantle equity barriers and empower advanced achievement among all students. In M. Nuñez-Zippelius, S. Z. Zhang, & P. Merrotsy (Eds.), *Topics in extraordinary achievement in historically excluded groups* (pp. 1–17). Springer. [\[Link\]](#)
3. Meyer, M. S., **Caroleo, S. A.**, & Guilbault, K. M. (2025). Identification for equal access and the assessment of learning progress. In C. L. Weber, C. Boswell, & W. A. Behrens (Eds.), *Exploring critical issues in gifted education: A case studies approach* (2<sup>nd</sup> ed.). Routledge. [\[Link\]](#)
2. **Caroleo, S. A.**, & Plucker, J. A. (2024). Giftedness. In F. Darbellay (Ed.), *Elgar encyclopedia of interdisciplinarity and transdisciplinarity* (pp. 235–239). Edward Elgar Publishing. [\[Link\]](#)
1. Guilbault, K. M., Chandler, K., & **Caroleo, S. A.** (2023). Supervision and observation in the gifted education classroom. In A. L. Lavigne & M. L. Derrington (Eds.), *Actionable feedback to PK–12 teachers* (pp. 149–161). Bloomsbury Publishing. [\[Link\]](#)

### Working Papers & In Submission

15. Shin, C., **Caroleo, S. A.**, & Plucker, J. A. (2026). Replication prevalence in school psychology research [Revise & resubmit at *Journal of School Psychology*]. [\[Preprint\]](#)

14. Cruz, R. A., Marcucci, O., Parker, A., Alicea, M., **Caroleo, S. A.**, Malekghassemmi, I. & Rice, E. (2026). Restorative or carceral: A mixed methods analysis of school leaders' discipline equity logics [Revise & resubmit at *American Educational Research Journal*].
13. **Caroleo, S. A.**, & Miller, J. L. (2026). Emotional variability and educator wellbeing: Evidence from a semester-long study [Revise & resubmit at *Educational Studies*].
12. **Caroleo, S. A.**, Shelton, A., Meyer, M. S., Wytko, R., Cai, F., Sutherland, K.‡, Guilbault, K. M., & Plucker, J. A. (2026). Professional learning for advanced education: A systematic review of multifaceted, equity-focused training approaches [Revise & resubmit at *Journal of Advanced Academics*].
11. Cruz, R. A., **Caroleo, S. A.**, & McClam, R. S. (2026). Overcoming “atheoretical” statistics and decontextualized data through Crit/HLM: A Charm City narrative [Chapter accepted in *Teaching QuantCrit Approaches for Quantitative Methods*; in revisions].
10. **Caroleo, S. A.**, McClam, R. S., Dmoshinskaia, N., Pellegrini, M., & Visscher, A. J. (2026). An overview of the methods and findings of teacher professional development meta-analyses [Under external review].
9. Cleveland, C., **Caroleo, S. A.**, & Kaler, L. (2026). Quantifying students' special education service hours [Under external review].
8. **Caroleo, S. A.**, McClam, R. S., Cruz, R. A., & Shelton, A. (2026). Equity under pressure: The role of DEI-related instructional bans on K-12 teachers' self-efficacy for equity-centered teaching [Under external review].
7. Cleveland, C., Kaler, L., & **Caroleo, S. A.** (2026). Examining how special education service hours vary [Under internal review].
6. Cleveland, C., Almes, J., & **Caroleo, S. A.** (2026). Illuminating IEP present levels: A topic modeling approach [Under internal review].
5. Bjorklund-Young, A., **Caroleo, S. A.**, Ochoa, A. L., & Watson, A. (2026). Unpacking the black box of K–12 curriculum implementations in the United States: A systematic review [Under internal review].
4. **Caroleo, S. A.**, Comstock, M. C., Malekghassemi, I., & Howes, A.‡ (2026). Framing learner variability in states' educator preparation policy and guidance: A critical policy analysis [In preparation].
3. **Caroleo, S. A.**, & Cleveland, C. (2026). Special education accountability systems in large U.S. states: Lessons amidst threats to federal oversight [In preparation].
2. **Caroleo, S. A.** (2026). Elementary teachers' modification priorities with district-provided curriculum [In preparation].
1. **Caroleo, S. A.**, & McClam, R. S. (2026). Educators' conceptualizations of and self-

efficacy for equity in the face of divisive concepts policies [In preparation].

### Policy/Research Reports and Briefs

2. Cleveland, C., & **Caroleo, S. A.** (In press). Individualized Education Programs (IEPs) at scale: How research-practice partnerships focused on IEPs can improve special education policy and programming. *Wheelock Educational Policy Center*.
1. Cruz, R. A., McClam, R. S., & **Caroleo, S. A.** (In press). Best practices for reducing disproportionality in discipline. *EdResearch for Action*.

### Data & Resource Products

4. Cruz, R. A., **Caroleo, S. A.**, & McClam, R. S. (2026). Overcoming “atheoretical” statistics and decontextualized data through Crit/HLM. *OSF*. [\[Link\]](#)
3. **Caroleo, S. A.\***, McClam, R. S.\*, Shelton, A., Cruz, R. A., & Aramburo, C. M. (2026). Data access files: Measuring self-efficacy for equity-centered teaching: A scale development and evaluation study. *Inter-university Consortium for Political and Social Research* [distributor]. [\[Link\]](#)
2. **Caroleo, S. A.**, Shelton, A., Meyer, M. S., Guilbault, K. M., & Plucker, J. A. (2025). Professional learning for advanced education: A systematic review of multifaceted training approaches. *OSF*. [\[Link\]](#)
1. Meyer, M. S., Guilbault, K. M., & **Caroleo, S. A.** (2025). Case studies in gifted education and advanced academics. *OSF*. [\[Link\]](#)

### Other Public Scholarship

4. Burnett, C., (Host) & **Caroleo, S. A.** (2026–present). Training educators for positive advanced learning outcomes [Audio podcast episode]. In *Fueling Creativity in Education*. Podbean. [\[Link\]](#)
3. Parker, A. E., Guilbault, K. M., & **Caroleo, S. A.** (2024). Navigating the storm: Strategies for supporting teachers and administrators amid on-going pandemic-related burnout. *SENG*.
2. Barkley, S., (Host) & **Caroleo, S. A.** (2023–present). Promoting self-efficacy [Audio podcast episode]. In *Ponders Out Loud*. Podbean. [\[Link\]](#)
1. **Caroleo, S. A.** (2023, April 20). Teachers don’t need more self-care. They need self-efficacy. *Education Week*. [\[Link\]](#)

## RESEARCH FUNDING

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### Principal or Co-Principal Investigator

Spencer Foundation Research Grants on Education: Small. <i>Strengthening teacher preparation for inclusive instruction: Policy, program, and graduate perspectives.</i> PI. \$50,000. Not funded; in revisions for next RFP cycle.	2027–2030
The Brady Education Foundation. <i>The impacts of preschool and full-day kindergarten expansion in Massachusetts.</i> Co-PI w/ Christopher Cleveland (PI). \$100,000. Invited to Stage 1 submission post-LOI.	2027–2029
American Psychological Association Division 15 Early Career Research Grant. <i>Examining the profiles and predictors of U.S. elementary teachers' curricular modification priorities.</i> PI. \$10,000. Under review.	2026–2028
California Department of Education. <i>Evaluating the special education compliance and improvement monitoring process.</i> Co-PI w/ Christopher Cleveland (PI). \$150,000.	2026–present
JHU SOE Faculty Senate Teaching and Research Pitch Grant. <i>Teachers' self-efficacy for equity-centered teaching practices: A scale development and evaluation study.</i> PI w/ Rachel McClam & Rebecca Cruz (Co-PIs). \$1,500.	2024–2025
<b>Key Personnel</b>	
U.S. Department of Education, Office of English Language Acquisition Enhancing literacy for English learners: Valuing assets through engagement. Contractor w/ Patricia Rice Doran (PI). \$3,800,000.	2026–present
Oregon State University Faculty Seed Grant. <i>General educator perspectives on special education.</i> Consultant w/ Logan McDermott (PI). \$5,000.	2026–present
Maryland State Department of Education. <i>Transforming inclusion dedicated to equity.</i> Research Assistant w/ Rebecca Cruz (PI). \$700,000.	2024–2026
U.S. Department of Education, Jacob K. Javits Program Grant. <i>Project PTAL: Professional transformation for advanced learning.</i> Research Assistant w/ Jonathan Plucker (PI). \$1,000,000.	2023–2025
Maryland State Department of Education. <i>Rising into special education teacher collaborative.</i> Research Assistant w/ Alexandra Shelton (PI). \$1,400,000.	2023–2025
Bill & Melinda Gates Foundation. <i>An evaluation of Eureka Math 2 curriculum.</i> Research Assistant w/ Alanna Bjorklund-Young (PI). \$1,000,000.	2022–2024

## CONFERENCES & TALKS

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### Conference Presentations

30. **Caroleo, S. A.** (2026). *Towards critically inclusive classrooms: Patterns and predictors of U.S. elementary teachers' curricular modification priorities* [Roundtable presentation]. 2026 American Educational Research Association (AERA) Annual Meeting, Los Angeles, CA.
29. McClam, R. S., & **Caroleo, S. A.** (2026). *Mixed methods integration: Theory-driven joint displays for visualizing equity policy* [Roundtable presentation]. 2026 AERA Annual Meeting, Los Angeles, CA.
28. Cruz, R. A., Firestone, A., **Caroleo, S. A.**, McDermott, L. McClam, R. S., Malekghassemi, I., Howes, A., & Love, H. (2026) *Anti-racist critical perspectives diversifying special education research: Challenging traditional narratives of objectivity, neutrality, and science* [Symposium panel session]. 2026 AERA Annual Meeting, Los Angeles, CA.
27. McClam, R. S., Shelton, A., Shepard, L. R., Cruz, R. A., **Caroleo, S. A.**, & Love, M. L. (2026). *Thriving in context: Exploring dimensions of variation in equity-driven partnership research* [Symposium panel session]. 2026 AERA Annual Meeting, Los Angeles, CA, U.S.
26. **Caroleo, S. A.** (2026). *Teacher preparation for learner variability: A critical policy analysis of 15 states*. [Paper presentation]. 2026 Association of Education Finance and Policy (AEFP) Annual Conference, Chicago, IL.
25. Cleveland, C., **Caroleo, S. A.**, & Kaler, L. *Quantifying special education service hour variation: Evidence from a statewide set of IEPs* [Paper presentation]. 2026 AEFP Annual Conference, Chicago, IL.
24. Cleveland, C., Almes, J., & **Caroleo, S. A.** (2026). *Exploring individualized education program (IEP) present levels of performance at scale* [Paper presentation]. 2026 AEFP Annual Conference, Chicago, IL.
23. Cruz, R. A., Shelton, A., McClam, R. S., **Caroleo, S. A.**, Shepard, L. R., Ramirez, I., & Mullins, K. (2026). *Policy as an interlocutor between agency and the normative structure of schools* [Paper presentation]. 2026 AEFP Annual Conference, Chicago, IL.
22. Cruz, R. A., Shelton, A., Shepard, L., McClam, R. S., **Caroleo, S. A.**, Mullins, K., & Ramirez, I. (2026). *Policy as an interlocutor between agency and the normative center of schools* [Poster presentation]. 2026 Sociology of Education Association Conference. Pacific Grove, CA.
21. **Caroleo, S. A.**, Shelton, A., Meyer, M. S., Wytko, R., Cai, F., Sutherland, K., Guilbault, K., & Plucker, J. A. (2025) *Training educators for positive advanced learning outcomes: A systematic review* [Poster presentation]. 2025 National Association for Gifted Children (NAGC) Annual Convention, Pittsburgh, PA.
20. Pannone, C., McClam, R. S., **Caroleo, S. A.**, Dmonshiskaia, N., Pellegrini, & Visscher, A. (2025). *A review of the findings of teacher professional development meta-analyses* [Paper presentation].

- 2025 Society for Research on Educational Effectiveness (SREE) Conference, Chicago, IL.
19. **Caroleo, S. A.**, McClam, R. S., Shelton, A., & Cruz, R. A. (2025). *Measuring self-efficacy for equity-centered teaching practices: A scale development and evaluation study* [Paper presentation]. 2025 AERA Annual Meeting, Denver, CO.
  18. Shelton, A., **Caroleo, S.**, McClam, R., & Mullins, K. (2025). *First-year conditionally certified special education teachers' induction experiences and intent to return* [Roundtable presentation]. 2025 AERA Annual Meeting, Denver, CO.
  17. McClam, R. S., **Caroleo, S. A.**, Cruz, R. A., Firestone, A., & Ochoa, A. (2025). *Teaching statistics with honesty: A Quant/Crit approach* [Roundtable presentation]. 2025 AERA Annual Meeting, Denver, CO.
  16. Cruz, R., Firestone, A., **Caroleo, S. A.**, McDermott, L., McClam, R., Malekghassemi, I., Howes, A., & Love, H. (2025). *The numbers and the narrative: A mixed methods approach to literature synthesis using disproportionality* [Paper presentation]. 2025 AERA Annual Meeting, Denver, CO.
  15. McClam, R. S., **Caroleo, S. A.**, Shelton, A., & Cruz, R. A. (2025). *Self-efficacy for equity-centered teaching: A tool for teacher and school development* [Poster presentation]. 2025 Council for Exceptional Children (CEC) Convention, Baltimore, MD.
  14. McClam, R. S., Cruz, R. A., Shelton, A., & **Caroleo, S. A.** (2025). *Rising into special education (RISE): A research-practice collaborative* [Concurrent 60-minute presentation]. 2025 CEC Convention, Baltimore, MD.
  13. **Caroleo, S. A.**, & McClam, R. S. (2025). *Navigating instructional bans: The impact on teachers' self-efficacy in equity-centered practices* [Paper presentation]. 2025 AEFPP Annual Conference, Washington, D. C.
  12. **Caroleo, S. A.**, & Meyer, M. S. (2024). *Cultivating understanding of advanced learners: Professional learning with open-source case studies* [Paper presentation]. 2024 Maryland State Conference on Gifted and Talented Education. Virtual.
  11. **Caroleo, S. A.** (2024). *How to GTCrit: Applying a critical lens to gifted education research and beyond* [Concurrent 60-minute presentation]. 2024 NAGC Annual Convention, Seattle, WA.
  10. **Caroleo, S. A.**, McClam, R. S., Cruz, R. A., & Shelton, A. (2024). *In-the-pipeline: Development of a scale measuring teachers' self-efficacy for equity-centered teaching practices* [Poster presentation]. 2024 SREE Conference, Baltimore, MD.
  9. **Caroleo, S. A.** (2024). *Perceptions of rigor in an open enrollment environment* [Poster presentation]. 2024 AERA Annual Meeting, Philadelphia, PA.
  8. **Caroleo, S. A.** (2024). *Curriculum quality and high expectations better predict NYC constituents' perceptions of instructional rigor than school type* [Poster presentation]. 2024 AEFPP Annual Conference, Baltimore, MD.

7. Guilbault, K. M. & **Caroleo, S. A.** (2023). *A survey of the responsibilities and challenges of district gifted education coordinators before and during the COVID-19 pandemic* [Paper presentation]. International Congress on Gifted Youth and Sustainability of the Education, Virtual.
6. Meyer, M. S., **Caroleo, S. A.**, & Guilbault, K. M. (2023). *Creating and using case studies to customize professional learning* [Concurrent 60-minute presentation]. 2023 NAGC Annual Convention, Orlando, FL.
5. Guilbault, K. M., Chandler, K., & **Caroleo, S. A.** (2023). *Let's PIVOT! Perception of instruction in virtual/online teaching scales* [Speed 30-minute presentation]. 2023 NAGC Annual Convention, Orlando, FL.
4. McClam, R., & **Caroleo, S. A.** (2023). *Putting professional development into practice: Measuring the relationship between teacher motivation and PD implementation* [Poster presentation]. 2023 SREE Conference, Washington, D. C.
3. **Caroleo, S. A.**, & Miller, J. L. (2023). *Checking in on educator well-being: The promise of experiencing even some positive emotions* [Paper presentation]. 2023 American Psychological Association Convention, Washington, D. C.
2. Guilbault, K. M., Chandler, K., & **Caroleo, S. A.** (2023). *Content-focused feedback practices in teacher supervision* [Symposium panel presentation]. 2023 AERA Annual Meeting, Chicago, IL.
1. **Caroleo, S. A.**, & Hines, M. E. (2022). *Policy's role in shaping teachers' mindsets: A qualitative pilot study* [Poster presentation]. 2022 NAGC Annual Convention, Indianapolis, IN.

### Conference Discussant or Chair Duties

4. Paper session chair & discussant (2026). *Interpreting, Negotiating, Teaching: The Role of Teachers in Producing and Disrupting Curriculum*. Division B, Section 4 (Policies and the Politics of Curriculum). 2026 AERA Annual Meeting, Los Angeles, CA.
3. Roundtable session chair & discussant (2026). *Giftedness, Creativity, and Talent Roundtable: Behaviors and Learning Concepts*. Research on Giftedness, Creativity, and Talent SIG. 2026 AERA Annual Meeting, Los Angeles, CA.
2. Roundtable session chair & discussant (2026). *Fostering Social-Emotional Competence and Well-being*. Special and Inclusive Education SIG. 2026 AERA Annual Meeting, Los Angeles, CA.
1. Paper session chair & discussant. (2025). *Session 12A: Heterogeneity Matters for Science and Research*. Academic Learning and Supports in K–12 Section. 2025 SREE Conference, Chicago, IL.

### Invited Talks

3. **Caroleo, S. A.**, & Bala, K. (2026, Mar. 3). *Improving behavior systems in schools and classrooms*. Presented to the Rhode Island School Superintendents Association.

2. **Caroleo, S. A.** (2025, Dec. 12). *A critical policy analysis of states' teacher preparation for learner variability*. Presented as part of the Annenberg Institute Half-Baked Speaker Series.
1. **Caroleo, S. A.** (2024, May 10). *Perceptions of rigor in an open enrollment environment*. Presented to the Johns Hopkins University School of Education's National Advisory Council.

### Guest Lecture

1. **Caroleo, S. A.** (2025). *Using data dictionaries for maximal organizational and workflow*. Johns Hopkins University School of Education ED.883.812 Data Workflow PhD. Class.

## ACADEMIC TEACHING EXPERIENCE

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### Instructor of Record

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|----------------|---|
| Spr 2026       | ED.820.606 State and Local Education Policy<br>Johns Hopkins, M.S. Education Policy Program<br>19 students. Online. Substantially revised.  |
| Sum 2022, 2023 | ED.885.510 Curriculum, Instruction, and Assessment for Advanced Learners<br>Johns Hopkins, M.S. International Teaching and Global Leadership Program<br>29 students per class. In person. Developed from scratch. |

### Teaching Assistant

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| Fall 2023 | ED.820.601 Intermediate Statistics<br>Johns Hopkins, M.S. Education Policy Program<br>Jodi Miller. 26 students. Online.   |
| Spr 2022  | ED.813.652 Introduction to Global Education Policy and Analysis<br>Johns Hopkins, M.S. International Teaching and Global Leadership Program<br>Laurence Peters. Three sections, 78 students total. In person. |

## PROFESSIONAL SERVICE

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### Teaching Credentials

California Multiple Subjects Teaching Credential, English Language Learning Endorsement (K–12),  
Tennessee Gifted Teaching Standard

### Teaching Positions

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| 2018–2021 | 4 <sup>th</sup> Grade Teacher, Burbank Unified School District, Burbank, CA   |
| 2017–2018 | 1 <sup>st</sup> Grade Teacher, Seven Arrows Elementary, Pacific Palisades, CA |

2014–2017 K–4 Advanced Academics Teacher, Metro Nashville Public Schools, Nashville, TN  
 2013–2014 4-year-olds Pre-K Teacher, Woodmont Christian Preschool, Nashville, TN

### Consulting Positions

2025–2026 GLEAM Framework Research Evaluator, *UnboundEd*  
 2023–2024 Program Evaluator, EdInquiry's *The Biggest Winner Math Challenge*

## SERVICE ACTIVITIES

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### Reviewing Activities

#### *Journals*

*Behavioral Sciences, Education Sciences, Educational Policy Analysis Archives, Exceptional Children, Journal of Advanced Academics, Journal for the Education of Gifted, Social Sciences*

#### *Conferences*

2026–present AAFP, K-12 School Politics, Governance, Leadership, and Organizations section  
 2025–present SREE, Teachers & School Leaders section; Academic Learning & Supports section  
 2023–present AERA, Division L Educational Policy & Politics; Access, Tracking, & Detracking SIG; Division K Teaching & Teacher Education; Research on Giftedness, Creativity, and Talent SIG

### University Service

2026–present Undergraduate Research Fellows Mentor; Annenberg Institute, Brown University  
 2025–present Social Chair, Brown Postdoctoral Leadership Committee  
 2024–2025 Member, PhD Advisory Committee for Vice Provost of JHU Graduate Education  
 2024–2025 Search Committee Member, Grigg Endowed Professorship in Education Policy  
 2024 Co-leader, Hidden Curriculum Doctoral Student Book Club Series  
 2023–2024 Co-organizer, Schoolhouse Talks Doctoral Student Speaker Series  
 2023–2024 Member, JHU Sustainability Leadership Council; K-12 Education Working Group  
 2022 Speaker, JHU Ph.D. Program Informational Webinar for Prospective Students

### External Service

2025–present Committee Chair, Jeannie Oakes Research into Practice Award; AERA Access, Tracking, & Detracking SIG  
 2024–present Advisory Board Member, Columbia Gifted and Talented Youth; New York City, NY  
 2023–2025 Graduate Student Committee Member; AERA Research on Giftedness, Creativity,

and Talent SIG

2022–2023 Expert Research Advisor, AP Research Course, Sayville High School; Sayville, NY