

Adam Kho

Assistant Professor of Education, K-12 Policy and Leadership
University of Southern California
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EDUCATION

Vanderbilt University, Nashville, TN
Ph.D., K-12 Education Leadership and Policy Studies, Minor in
Quantitative Methods – 2018

Georgia State University, Atlanta, GA
M.A.T., Mathematics Education – 2010

Massachusetts Institute of Technology, Cambridge, MA
B.S., Chemical-Biological Engineering, Minor in Biology,
Concentration in Education – 2008

PUBLICATIONS

Peer-Reviewed Journal Articles

Kho, A., Zimmer, R. & McEachin, A. (2022). A Descriptive Analysis of
Cream-Skimming and Push-Out in Choice versus Traditional Public
Schools. *Education Finance and Policy*, 17(1), 160-187.
https://doi.org/10.1162/edfp_a_00333

Viano, S., Pham, L., Henry, G., **Kho, A.** & Zimmer, R. (2021). What
Teachers Want: School Factors Predicting Teachers' Decisions to Work in
Low-Performing Schools. *American Educational Research Journal*, 58(1),
201-233. <https://doi.org/10.3102/0002831220930199>

Pham, L., Henry, G. T., **Kho, A.**, & Zimmer, R. (2020). Sustainability and
Maturation of School Turnaround: A Multiyear Evaluation of Tennessee's
Achievement School District and Local Innovation Zones. *AERA Open*.
<https://doi.org/10.1177/2332858420922841>

Henry, G. T., Pham, L., **Kho, A.**, & Zimmer, R. (2020). Peeking Into the
Black Box of School Turnaround: A Formal Test of Mediators and
Suppressors. *Educational Evaluation and Policy Analysis*, 42(2), 232-256.
<https://doi.org/10.3102/0162373720908600>

Zimmer, R., Henry, G. & **Kho, A.** (2017). The Effects of School
Turnaround in Tennessee's Achievement School District and Innovation
Zones. *Educational Evaluation and Policy Analysis*, 39(4), 670-696.
<https://doi.org/10.3102/0162373717705729>

Kho, A., Henry, G. T., Zimmer, R. & Pham, L. (Revise & Resubmit). Spillover Effects of Recruiting Teachers for School Turnaround: Evidence from Tennessee.

Kho, A. & Hunter, S. B. (Under Review). Free Meals for All: The Effect of Tennessee's Community Eligibility Provision on Student Non-Academic Outcomes.

Kho, A., Marianno, B., Garza, T., Hilpert, J. (Under Review). Prepping for Another Recession: Re-Assessing the Validity of Teacher Evaluation Systems for Teacher Layoffs.

Other Publications

Kho, A., Zimmer, R., & McEachin A. (2021, February 24). Evaluating Claims that Charter Schools Practice “Cream Skimming” and “Pushout”. *Education Next*. <https://www.educationnext.org/do-charter-schools-cream-skim-high-achievers-push-out-low-performing-students/>

Marianno, B., **Kho, A.**, Garza, T., & Hilpert, J. (2021). Prepping for Another Recession: Re-Assessing the Validity of Teacher Evaluation Systems for Human Capital Decision-Making. *Policy Issues in Nevada Education*.

Kho, A., Zimmer, R., & Buddin, R. (2020). The Economics of Charter Schools. In Bradley, S. & Green, C. (Ed.), *Economics of Education* (pp. 531-542). Academic Press.

Marianno, B., Garza, T., Hilpert, J., & **Kho, A.** (2020). *Nevada Educator Performance Framework: Impact and Validity Final Report*. Center for Research, Evaluation, and Assessment. <http://crea.sites.unlv.edu/wp-content/uploads/2020/08/CREA-NEPF-REPORT-FINAL.pdf>

Pham, L., Henry, G. T., **Kho, A.**, & Zimmer, R. (2019). School Turnaround in Tennessee: Insights After Six Years of Reform. Tennessee Education Research Alliance.

Pham, L., Henry, G. T., Zimmer, R., & **Kho, A.** (2018). School Turnaround After Five Years: An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones. Tennessee Education Research Alliance.

Kho, A., Henry, G. T., Zimmer, R. & Pham, L. (2018). How has iZone Teacher Recruitment Affected the Performance of Other Schools? Tennessee Education Research Alliance.

Henry, G., Zimmer, R., **Kho, A.**, Pham, L. (2017). Recruitment and Retention of Teachers in Tennessee's Achievement School District and iZone Schools. Tennessee Education Research Alliance.

Zimmer, R., **Kho, A.**, Henry, G., Viano, S. (2015). *Evaluation of the Effect of Tennessee's Achievement School District on Student Test Scores*. Tennessee Consortium on Research, Evaluation, and Development.

Henry, G., Zimmer, R., Attridge, J., **Kho, A.** & Viano, S. (2014). *Teacher and Student Migration In and Out of Tennessee's Achievement School District*. Tennessee Consortium on Research, Evaluation, and Development.

WORKS IN
PROGRESS

Kho, A. & Pham, L. *School Priorities During the COVID-19 Pandemic*

Kho, A. & Pham, L. D. *Do They Stay or Do They Go? Teachers in Tennessee's Lowest-Performing Schools*

Kho, A., Rabovsky, S., & Polikoff, M. *Alternatives for Whom? Trends in Alternative School Enrollment and Student and Staff Characteristics*

Kho, A. & Tong, T. *High School Employment and Academic & Economic Outcomes*

Kho, A., Tong, T., & Polikoff, M. *The Effects of Instructional Leadership Coaching on Leader and Teacher Practices and Student Achievement*

Rabovsky, S., **Kho, A.**, & Polikoff, M. *The Impact of Mainstream School Accountability Measures on Alternative School Enrollment*

Kho, A., Quigley, A., & Lauen, D. *Assessing the Predictive Validity of Charter Authorizer Evaluations: Evidence from North Carolina*

Kho, A., Gilmour, A., & Gottfried, M. *Differences in Special Educator Mobility*.

Kho, A. *A Study of Los Angeles Unified School District's Alternative Schools*

Hunter, S. B. & **Kho, A.** *Teacher Accountability Systems: Does Assignment to Lower Effectiveness Scores or More Observations Affect Student Achievement?*

Kho, A., Dhaliwal, T., Huerta, A., & Marsh, J. A. *Perceived Impacts of Conflict Resolution Education on Student Outcomes*

PRESENTATIONS

Peer-Reviewed Conferences

The Effects of Instructional Leadership Coaching on Student Achievement. Joint work with Tong Tong. AERA conference: Virtual, April 8-12, 2021.

Do They Stay or Do They Go? Teacher Attrition in Tennessee's Turnaround Schools. Joint work with Lam D. Pham. AEFPP conference: Virtual, March 17-19, 2021.

The Impact of Mainstream School Accountability Measures on Alternative School Enrollment. Joint work with Sarah Rabovsky and Morgan Polikoff. AEFPP conference: Virtual, March 17-19, 2021.

The Effects of Instructional Leadership Coaching on Leader and Teacher Practices and Student Achievement. Joint work with Tong Tong. AEFPP conference: Virtual, March 17-19, 2021.

Do They Stay or Do They Go? Teacher Attrition in Tennessee's Turnaround Schools. Joint work with Lam D. Pham. APPAM conference: Virtual, November 11-13, 2020.

A Descriptive Analysis of Cream-Skimming and Pushout in Choice versus Traditional Public Schools. Joint work with Ron Zimmer and Andrew McEachin. AERA conference: San Francisco, CA, April 17-21, 2020. (Conference canceled).

General Equilibrium Effects of Recruiting High-Performing Teachers for School Turnaround: Evidence from Tennessee. Joint work with Gary Henry, Lam Pham, and Ron Zimmer. AERA conference: San Francisco, CA, April 17-21, 2020. (Conference canceled).

Alternatives for Whom? Trends in Alternative Charter Network Enrollment and Student and Staff Characteristics. Joint work with Sarah Rabovsky and Morgan Polikoff. AERA conference: San Francisco, CA, April 17-21, 2020. (Conference canceled).

Trends in Alternative School Enrollment: A National Perspective. Joint work with Sarah Rabovsky & Morgan Polikoff. AEFPP conference: Ft. Worth, TX, March 19-21, 2020.

What Teachers Want: School-Level Factors Predicting Teachers' Decisions to Work in Turnaround Schools. Joint work with Samantha Viano, Lam Pham, Gary T. Henry, & Ron Zimmer. SREE conference: Crystal City, VA, March 11-14, 2020.

Evaluating the Community Eligibility Provision Program: Evidence from Tennessee. AERA conference: Toronto, ON, Canada, April 5-9, 2019.

North Carolina's Charter Schools After Twenty Years: How Are They Doing Now? Joint work with Andrew McEachin & Doug Lauen. AEFPP conference: Kansas City, MO, March 21-23, 2019.

Peeking into the Black Box of School Turnaround: A Formal Test of Mediators and Suppressors. Joint work with Gary Henry, Lam Pham & Ron Zimmer. AEFPP conference: Kansas City, MO, March 21-23, 2019.

Evaluating the Community Eligibility Provision Program: Evidence from Tennessee. APPAM conference: Washington, DC, November 8-10, 2018.

An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones. Joint work with Lam Pham, Gary Henry, & Ron Zimmer. APPAM conference: Washington, DC, November 8-10, 2018.

Is It a Zero-Sum Game? Systemic Effects of Recruiting High-Performing Teachers for School Turnaround. Joint work with Gary Henry, Ron Zimmer & Lam Pham. AEFPP conference: Portland, OR, March 15-17, 2018.

Free Meals for All: The Effect of the Community Eligibility Provision Program in Tennessee. AEFPP conference: Portland, OR, March 15-17, 2018.

Is It a Zero Sum Game? Systemic Effects of Recruiting High-Performing Teachers for School Turnaround. Joint work with Gary Henry, Ron Zimmer & Lam Pham. APPAM conference: Chicago, IL, November 2-4, 2017.

Investigating Selective Enrollment Practices in North Carolina's Schools of Choice. Joint work with Andrew McEachin. APPAM conference: Chicago, IL, November 2-4, 2017.

Dynamics of the Teacher Labor Market in the 21st Century: Theoretical Underpinnings and an Empirical Investigation. Joint work with Samantha L. Viano, Lam Pham, Gary T. Henry & Ron Zimmer. AERA conference: San Antonio, TX, April 27 - May 1, 2017.

School Choice in North Carolina: Is Selective Enrollment at Play? Joint work with Andrew McEachin. AEFPP conference: Washington, DC, March 16-18, 2017.

A Comprehensive Examination of the Performance Levels of Students Served by Tennessee's Charter Schools: An Update. Joint work with Ron Zimmer. AEFPP conference: Washington, DC, March 16-18, 2017.

The Effects of School Turnaround in Tennessee's Achievement School District and Innovation Zones. Joint work with Ron Zimmer & Gary T. Henry. APPAM conference: Washington, DC, November 3-5, 2016.

The Role of Governance in School Turnaround Policies: The Case of Tennessee's Achievement School District. Joint work with Ron Zimmer & Gary T. Henry. AERA conference: Washington, DC, April 8-12, 2016.

Evaluating Turnaround Policies for State Takeover of Low-Performing Schools in Tennessee. Joint work with Ron Zimmer & Gary T. Henry. AEFPP conference: Denver, CO, March 17-19, 2016.

Student Mobility in Tennessee's Schools of Choice: Is There Evidence of Strategic Selection of Students? Joint work with Ron Zimmer. UCEA conference: San Diego, CA, November 20-23, 2015.

Dynamics of the Teacher Labor Market in the 21st Century: Theoretical Underpinnings and an Empirical Investigation. Joint work with Gary T. Henry, Samantha L. Viano, Ron Zimmer, & Eryn Block. APPAM conference: Miami, FL, November 12-14, 2015.

A Comprehensive Examination of the Performance Levels and Churn of Students Served by Tennessee's Charter Schools. Joint work with Ron Zimmer. APPAM conference: Miami, FL, November 12-14, 2015.

The Impact of Priority School Interventions on Student Achievement in Tennessee's Lowest-Performing Schools. AERA conference: Chicago, IL, April 16-20, 2015.

A Comparison of Accountability Policies on Identifying and Addressing Low-Performing Schools: the United States, England, Korea, and Finland. CIES conference: Washington, D.C., March 8-13, 2015.

Does Working in High School Increase the Likelihood of Dropping Out? AEFPP conference: Washington, D.C., February 26-28, 2015.

The Dynamics of School Turnaround: Student Mobility in the Achievement School District. Joint work with Gary T. Henry, Ron Zimmer & Jonathon Attridge. AEFPP conference: Washington, D.C., February 26-28, 2015.

Other Presentations

Marianno, B., Garza, T., Hilpert, J., & **Kho, A.** (May 27, 2020). *Nevada Educator Performance Framework: Impact and Validity Report.* Presented to the Nevada Department of Education Teachers and Leaders Council.

Henry, G., Zimmer, R., **Kho, A.** & Pham, L. (March 26, 2018). *Tennessee School Turnaround After Five Years: Preliminary Results*. Presented to the Tennessee State Commissioner of Education, Tennessee Department of Education, and Achievement School District.

Zimmer, R. & **Kho, A.** (May 15, 2017). *Examination of the Performance Levels of Students Served by Tennessee's Charter Schools*. Presented to the Tennessee State Board of Education.

Zimmer, R. & **Kho, A.** (May 15, 2017). *Examination of the Performance Levels of Students Served by Tennessee's Charter Schools*. Presented to the Tennessee State Collaborative on Reforming Education.

Henry, G. T., Zimmer, R., Kho, A., Viano, S., & Pham, L. (May 10, 2016). *Project Update: Evaluation of the Achievement School District*. Presented to the Tennessee State Commissioner of Education, Tennessee Department of Education, and Achievement School District.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (December 11, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-3)*. Presented to the Achievement School District Charter Management Organizations' Executive Directors.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (October 13, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-3) & Achievement School District Teacher Survey: Preferences on Job Attributes*. Presented to the Tennessee State Commissioner of Education, Tennessee Department of Education, and Achievement School District.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (August 31, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-3)*. Presented to the Walton Family Foundation.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (May 21, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-2)*. Presented to the Tennessee Department of Education and Achievement School District.

Henry, G. T., Zimmer, R., **Kho, A.**, Attridge, J. (September 17, 2014). *Teacher and Student Migration In and Out of Achievement School District Schools*. Presentation to the Tennessee Department of Education and Achievement School District.

Henry, G. T., Zimmer, R., **Kho, A.**, Attridge, J. (May 2, 2014). *Teacher and Student Migration In and Out of Achievement School District Schools*:

Preliminary Results. Presentation to the Tennessee Department of Education and Achievement School District.

GRANT
RESEARCH
EXPERIENCE

University of Southern California, Los Angeles, CA
PI, Alternative School Enrollment During the Era of Consequential Accountability, Urban Institute (2021, \$1,000)

PI, Hattie's Influence on Student Achievement Under an Institutionally Racist System: What Works for Black and Brown Students?, University of Southern California – Zumberge Diversity and Inclusion Award (2021-2022, \$30,000)

PI, School Priorities in the COVID-19 Pandemic, RAND (2020-2021, \$5,000)

Co-PI, AchievementNet Evaluation, Breakthrough Results Funds (2018-2022, \$259,215)

Co-PI, Impact and Validity Study for the Nevada Educator Performance Framework (NEPF), Nevada Department of Education (2020, \$174,975)

Vanderbilt University, Nashville, TN
Lead Data Analyst, An Evaluation of the Tennessee Achievement School District, Race to the Top, U.S. Department of Education & Tennessee Higher Education Commission (2013-2015, \$350,000)

Lead Data Analyst, An Evaluation of the Tennessee Achievement School District, Walton Family Foundation (2014-2017, \$350,000)

Lead Data Analyst (with Gary Henry & Ron Zimmer), An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones, Walton Family Foundation (2017-2020, \$555,972)

Lead Data Analyst (with Gary Henry & Ron Zimmer), An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones, Laura and John Arnold Foundation (2017-2020, \$381,618)

TEACHING
EXPERIENCE

University of Southern California, Los Angeles, CA
Instructor – Fall 2021 & Spring 2020
Resourcing Schools for Equity and Excellence

Instructor – Summer 2021, Spring 2021, & Fall 2020
Proseminar in Urban Education Policy

Instructor – Fall 2020

Inquiry I (Introduction to Research)

Instructor – Fall 2019

Inquiry II (Research Design and Data Analysis)

Guest Speaker – November 4, 2019

Social Foundations of Research Design - Quasi-Experimental Designs

Instructor – Spring 2019

Schooling as an Economic Enterprise

Vanderbilt University, Nashville, TN

Instructor – Fall 2017

Research Design & Data Analysis I

Guest Speaker – July 20, 2017

Collaborative Innovation Center of Assessment toward Basic Education
Quality at Beijing Normal University Education Policy Research Summer
Institute - Research Workshop: School Turnaround in Tennessee

Guest Instructor – March 21, 2016

Program Evaluation - An Introduction to Cost-Benefit Analysis

Teaching Assistant – Fall 2016

Research Design & Data Analysis I

Guest Instructor – October 3, 2016

Causal Inference - Difference-in-Differences in Practice: Evaluating
Tennessee's Achievement School District

Teaching Assistant – Fall 2015

Ph.D. Student Research Practicum

Guest Instructor – October 5, 2015

Causal Inference - Implementing Difference in Differences in the
Achievement School District Impact Analysis

Alonzo A. Crim Open Campus High School, Atlanta, GA

Instructional Coach – 2011-2013

Mathematics Teacher – 2008-2011

Teach for America

Mathematics Content Leader – 2009-2010

SERVICE

Chair

AERA School Turnaround and Reform Special Interest Group

Secretary/Treasurer

AERA School Turnaround and Reform Special Interest Group

Program Committee

AEFP Annual Conference

Co-Chair

AEFP LGBTQ+ Scholars Community Group

Editorial Board

Educational Evaluation and Policy Analysis

Ad Hoc Peer Reviewer

American Educational Research Association Conference

American Educational Research Journal

American Journal of Education

Association for Education Finance and Policy Conference

Association for Public Policy Analysis and Management Conference

Education Policy

Educational Researcher

Journal of Policy Analysis & Management

School Effectiveness and School Improvement

Admissions Representative and Recruitment Weekend Coordinator

Vanderbilt University – 2015-16

HONORS AND
AWARDS

AERA School Turnaround and Reform Special Interest Group Emerging
Scholar Award, 2021

RAND American Educator Panels Scholarship, 2020

Emerging Education Policy Scholars Program, 2020

IES Summer Research Training Institute: Cluster Randomized Trials,
Selected Participant, 2019

AERA Division L Outstanding Policy Report Award, 2017

RAND Graduate Student Summer Associate, 2016

Experimental Education Research Training (ExpERT) Pre-Doctoral
Fellow, 2015

UCEA Barbara L. Jackson Scholar, 2014-2016

Peabody Dean's Fellowship, 2013-Present

Graduate Honor Scholarship, 2013-Present

Teacher of the Year, Alonzo A. Crim Open Campus High School,
Atlanta, GA, 2012

Outstanding Master of Arts in Teaching Student Award,
Georgia State University, Atlanta, GA, 2010

Amgen Fellowship, Teach for America, 2008

PROFESSIONAL
AFFILIATIONS

American Educational Research Association (AERA)
Association for Education Finance and Policy (AEFP)
Association for Public Policy and Management (APPAM)
University Council for Educational Administration (UCEA)

RESEARCH
INTERESTS

Education Policy, School Reform, School Turnaround, School Choice,
School Improvement, Educational Equity for Traditionally Underserved
Students