

Adam Kho

Rossier School of Education · University of Southern California
3470 Trousdale Parkway · Waite Phillips Hall, 901E · Los Angeles, CA 90089
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Research Interests

Education Policy, School Reform, School Turnaround, School Choice, School Improvement

ACADEMIC POSITIONS

- 2018-Present **Assistant Professor of Education**, K-12 Policy and Leadership
Rossier School of Education,
University of Southern California
- 2020-Present **Research Affiliate**
Los Angeles Education Research Institute
- 2018-Present **Research Affiliate**
Tennessee Education Research Alliance

EDUCATION

- 2013-2018 **Vanderbilt University**, Nashville, TN
Ph.D., K-12 Education Leadership and Policy Studies
Minor, Quantitative Methods
- 2009-2010 **Georgia State University**, Atlanta, GA
M.A.T., Mathematics Education
- 2004-2008 **Massachusetts Institute of Technology**, Cambridge, MA
B.S., Chemical-Biological Engineering
Minor, Biology
Concentration, Education

PUBLICATIONS

* Published with a graduate student

Peer-Reviewed Journal Articles

- (11) Fienberg, M.* & Kho, A. (in press). Who Teaches Algebra I: Examining Teacher Characteristics, Math Course Assignments, and Teacher Turnover. *Journal of Education Human Resources*.

- (10) Smith, S. L.*, Dawson-Amoah, M.*, Tong, T.*, Pardo, N.*, Alonso-Morris, E. A.*, & **Kho, A.** (2024). Public School Choice Options in the United States. *Encyclopedia*, 4(1), 60-78. <https://doi.org/10.3390/encyclopedia4010006>
- (9) Dawson-Amoah, M.*, Smith, S. L.*, O'Neal D.*, Clay, I.*, Alonso-Morris, E. A.*, & **Kho, A.** (2024). Understanding the Education Policymaking Process in the United States. *Encyclopedia*, 4(1), 46-59. <https://doi.org/10.3390/encyclopedia4010005>
- (8) Hunter, S. & **Kho, A.** (2023). The Effects of Teacher Evaluation Policy on Student Achievement and Teacher Turnover: Leveraging Teacher Accountability and Teacher Development. *Journal of Education Human Resources*. <https://doi.org/10.3138/jehr-2023-0040>
- (7) Tong, T.*, Smith, S. L.*, Fienberg, M.*, & **Kho, A.** (2023). Charter Schools: An Alternative Option in American Schooling. *Encyclopedia*, 3(1), 362–370. <https://doi.org/10.3390/encyclopedia3010022>
- (6) **Kho, A.**, Henry, G. T., Zimmer, R. & Pham, L. (2023). Spillover Effects of Recruiting Teachers for School Turnaround: Evidence from Tennessee. *Educational Evaluation and Policy Analysis*, 45(2), 268-284. <https://doi.org/10.3102/01623737221111807>
- (5) **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
- (4) 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>
- (3) 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>
- (2) 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>
- (1) 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>

Under Review

Hunter, S. B. & **Kho, A.** (Under Review). Policy-Assigned Teacher Observations, Their Implementation, and Student Discipline Outcomes: Main, Mediated, and Moderated Relationships.

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

Pham, L. D., Sengstaken, N.*, & **Kho, A.** (Under Review). Investments that Pay Off: School Spending, Working Conditions, and Teacher Retention in Low-Performing Schools during COVID-19.

Book Chapters

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.
<https://doi.org/10.1016/B978-0-12-815391-8.00039-2>

Other Publications

- (15) **Kho, A.**, Dhaliwal, T. K., Huerta, A. H., Smith, S. L.*, & Marsh, J. (2023, October 30). The Implementation and Perceived Impacts of Conflict Resolution Education in Azusa Unified School District. Los Angeles, CA: University of Southern California.
- (14) **Kho, A.** & Rabovsky, S.* (2022, July 28). The Students Alternative Schools Serve. *Urban Institute*. <https://www.urban.org/research/publication/students-alternative-schools-serve>
- (13) **Kho, A.**, Tong, T.*, Morris, E.*, & Polikoff, M. (2022). ANet Breakthrough Results Fund: 2018-19 to 2020-21 Impact Report. Los Angeles, CA: University of Southern California.
- (12) **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/>
- (11) 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*. https://digitalscholarship.unlv.edu/co_educ_policy/33/
- (10) **Kho, A.**, Tong, T.*, Polikoff, M., & Silver, D.* (2020). ANet Breakthrough Results Fund: Impact Report 1.2. Los Angeles, CA: University of Southern California.
- (9) 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>
- (8) **Kho, A.**, Tong, T.*, Polikoff, M., & Silver, D.* (2020). ANet Breakthrough Results Fund: Impact Report 1. Los Angeles, CA: University of Southern California.
- (7) Pham, L., Henry, G. T., **Kho, A.**, & Zimmer, R. (2019). School Turnaround in Tennessee: Insights After Six Years of Reform. Tennessee Education Research Alliance.
<https://peabody.vanderbilt.edu/tera/school-turnaround/turnaround-after-six-years/>
- (6) Polikoff, M., Silver, D.*, & **Kho, A.** (2019). ANet Breakthrough Results Fund: Year 1 Implementation Report. Los Angeles, CA: University of Southern California.
- (5) 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. <https://peabody.vanderbilt.edu/tera/school-turnaround/turnaround-after-five-years/>

- (4) **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. <https://peabody.vanderbilt.edu/tera/school-turnaround/izone-recruitment/>
- (3) 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. <https://peabody.vanderbilt.edu/tera/school-turnaround/recruitment-and-retention/>
- (2) 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. https://cdn.vanderbilt.edu/vu-sub/wp-content/uploads/sites/280/2023/07/ASD_Impact_Policy_Brief_Final_12.8.15.pdf
- (1) 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. https://cdn.vanderbilt.edu/vu-sub/wp-content/uploads/sites/280/2023/07/ASD_Teacher_Student_Migration.pdf

Working Papers

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

Kho, A. & Pham, L. D. *The Effect of School Accountability on Teacher Attrition in Low-Performing Schools: Evidence from Tennessee*

Kho, A., Tong, T.*, & Quinn, D. *A Teacher Similar to Me: The Role of Student-Teacher Race*

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

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

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

Kho, A., Dawson-Amoah, M.*, & Viano, S. L. *Teacher-Principal Race Similarity and Teacher Retention: Evidence from National Data*

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

Kho, A., Dhaliwal, T. K., Huerta, A. H., Smith, S. L.*, Torres, G.*, & Marsh, J. *The Implementation and Perceived Impacts of a Peer Mediation Practices.*

Vite, A.*, Patall, E., & **Kho, A.** *Enhancing Student Well-Being through Culturally Responsive Education and a Positive School Cultural Climate.*

RESEARCH GRANTS & CONTRACTS

- 2023-2026 **Principal Investigator**, Hattie's Influences on Student Achievement Under an Institutionally Racist System: What Works for Black and Brown Students?, *William T. Grant Foundation* (\$600,000)
- 2023-2025 **Principal Investigator**, Charter School Enrollment and Performance Before, During, and After the COVID-19 Pandemic, *Tennessee State Collaboration on Reforming Education* (\$302,275)
- 2023-2024 **Principal Investigator**, Do Charter Authorizer Evaluations Predict School Success? Evidence from North Carolina, *Thomas B. Fordham Institute* (\$30,000)
- 2022-2024 **Principal Investigator**, A Teacher Somewhat Like Me: The Role of Student-Teacher Race, *AERA-NSF Research Grant* (\$35,000)
- 2022-2023 **Principal Investigator**, Perceived Impacts of Conflict Resolution Education on Student Outcomes, *Western Justice Center* (\$25,000)
- 2021-2022 **Principal Investigator**, Hattie's Influence on Student Achievement Under an Institutionally Racist System: What Works for Black and Brown Students? Pilot Study, *University of Southern California* (\$30,000)
- 2021 **Principal Investigator**, Alternative School Enrollment During the Era of Consequential Accountability, *Urban Institute* (\$1,000)
- 2020-2021 **Principal Investigator**, School Priorities in the COVID-19 Pandemic, *RAND* (\$5,000)
- 2020 **Co-Principal Investigator**, Impact and Validity Study for the Nevada Educator Performance Framework (NEPF) (PI: Bradley Marianno), *Nevada Department of Education* (\$174,975)
- 2018-2022 **Co-Principal Investigator**, AchievementNet Evaluation (PI: Morgan Polikoff), *Breakthrough Results Funds* (\$259,215)
- 2017-2020 **Senior Analyst**, An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones (PI: Gary T. Henry & Ron Zimmer), *Walton Family Foundation* (\$555,972)
- 2017-2020 **Senior Analyst**, An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones (PI: Gary T. Henry & Ron Zimmer), *Laura and John Arnold Foundation* (\$381,618)

- 2014-2017 **Senior Analyst**, An Evaluation of the Tennessee Achievement School District (PI: Gary T. Henry & Ron Zimmer), *Walton Family Foundation* (\$350,000)
- 2013-2015 **Senior Analyst**, An Evaluation of the Tennessee Achievement School District (PI: Gary T. Henry & Ron Zimmer), *Race to the Top, U.S. Department of Education & Tennessee Higher Education Commission* (\$350,000)

PEER-REVIEWED RESEARCH PRESENTATIONS

- (39) *Teacher-Principal Race Similarity and Teacher Retention: Evidence from National Data*. Joint work with Margaret Dawson-Amoah and Samantha Viano. AERA Conference: Chicago, IL, April 13-16, 2023.
- (38) *Policy-Assigned Teacher Observations, Their Implementation, and Student Discipline Outcomes: Main, Mediated, and Moderated Relationships*. Joint work with Seth B. Hunter. AEFPP Conference: Denver, CO, March 23-25, 2023.
- (37) *A Teacher Similar to Me: The Role of Student-Teacher Race*. Joint work with Tong Tong and David Quinn. AEFPP Conference: Denver, CO, March 23-25, 2023.
- (36) *High School Employment and Future Academic and Economic Outcomes: Evidence from the Education Longitudinal Study*. Joint work with Tong Tong. AERA conference: San Diego, CA, April 21-26, 2022.
- (35) *School Priorities in the COVID-19 Pandemic*. Joint work with Lam D. Pham. AERA conference: San Diego, CA, April 21-26, 2022.
- (34) *The Effect of School Reform on Teacher Attrition in Low-Performing Schools: Evidence from Tennessee*. Joint work with Lam D. Pham. AEFPP conference: Denver, CO, March 17-19, 2022.
- (33) *High School Employment and Future Academic and Economic Outcomes: Evidence from the Education Longitudinal Study*. Joint work with Tong Tong. AEFPP conference: Denver, CO, March 17-19, 2022.
- (32) *The Effects of Instructional Leadership Coaching on Student Achievement*. Joint work with Tong Tong. AERA conference: Virtual, April 8-12, 2021.
- (31) *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.
- (30) *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.
- (29) *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.

- (28) *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.
- (27) *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).
- (26) *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).
- (25) *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).
- (24) *Trends in Alternative School Enrollment: A National Perspective.* Joint work with Sarah Rabovsky & Morgan Polikoff. AEFPP conference: Ft. Worth, TX, March 19-21, 2020.
- (23) *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.
- (22) *Evaluating the Community Eligibility Provision Program: Evidence from Tennessee.* AERA conference: Toronto, ON, Canada, April 5-9, 2019.
- (21) *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.
- (20) *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.
- (19) *Evaluating the Community Eligibility Provision Program: Evidence from Tennessee.* APPAM conference: Washington, DC, November 8-10, 2018.
- (18) *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.
- (17) *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.
- (16) *Free Meals for All: The Effect of the Community Eligibility Provision Program in Tennessee.* AEFPP conference: Portland, OR, March 15-17, 2018.

- (15) *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.
- (14) *Investigating Selective Enrollment Practices in North Carolina's Schools of Choice.* Joint work with Andrew McEachin. APPAM conference: Chicago, IL, November 2-4, 2017.
- (13) *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.
- (12) *School Choice in North Carolina: Is Selective Enrollment at Play?* Joint work with Andrew McEachin. AEFPP conference: Washington, DC, March 16-18, 2017.
- (11) *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.
- (10) *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.
- (9) *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.
- (8) *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.
- (7) *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.
- (6) *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.
- (5) *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.
- (4) *The Impact of Priority School Interventions on Student Achievement in Tennessee's Lowest-Performing Schools.* AERA conference: Chicago, IL, April 16-20, 2015.
- (3) *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.
- (2) *Does Working in High School Increase the Likelihood of Dropping Out?* AEFPP conference: Washington, D.C., February 26-28, 2015.

- (1) *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.

INVITED PRESENTATIONS

- (14) **Kho, A.** & Pham, L. (September 14, 2022). *The Effect of School Accountability on Teacher Attrition in Low-Performing Schools: Evidence from Tennessee*. Presented to the Tennessee Education Research Alliance.
- (13) **Kho, A.**, Rabovsky, S., & Polikoff, M. (April 13, 2022). *The Impact of Mainstream School Accountability Measures on Alternative School Enrollment*. Presented at the Annenberg Institute at Brown University Speaker Series.
- (12) 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.
- (11) 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.
- (10) **Kho, A.** (July 20, 2017). *School Turnaround in Tennessee*. Presented at the Collaborative Innovation Center of Assessment toward Basic Education Quality at Beijing Normal University Education Policy Research Summer Institute.
- (9) 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.
- (8) 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.
- (7) 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.
- (6) 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.
- (5) 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.

- (4) 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.
- (3) 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.
- (2) 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.
- (1) 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.

HONORS & AWARDS

2024	AERA School Effectiveness and School Improvement Special Interest Group Early Career Award
2023	IES Methods Training in Economic Evaluation, Selected Participant
2022	USC Rossier School of Education Outstanding Mentor Award
2022	AERA Educational Evaluation and Policy Analysis Outstanding Reviewer
2021	AERA School Turnaround and Reform Special Interest Group Emerging Scholar Award
2020	RAND American Educator Panels Scholarship
2020	Emerging Education Policy Scholars Program
2019	IES Summer Research Training Institute: Cluster Randomized Trials, Selected Participant
2017	AERA Division L Outstanding Policy Report Award
2016	RAND Graduate Student Summer Associate
2015	Experimental Education Research Training (ExpERT) Pre-Doctoral Fellow
2014-2016	UCEA Barbara L. Jackson Scholar
2013-2018	Peabody Dean's Fellowship
2013-2018	Graduate Honor Scholarship
2012	Teacher of the Year, Alonzo A. Crim Open Campus High School
2010	Outstanding Master of Arts in Teaching Student Award, Georgia State University
2008	Amgen Fellowship, Teach for America

TEACHING EXPERIENCE

University of Southern California, Los Angeles, CA

2023	Instructor , EDUC 682: Introduction to Quantitative Research Methods in Education (Ph.D. Level)
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2023 **Instructor**, EDUE 780: Dissertation in Practice (Ed.D. Level)
 2022 **Instructor**, EDUC 599: Practicum: Preparing Data for Quantitative Analyses (Ph.D. Level)
 2020-2022 **Instructor**, EDUC 717: Resourcing Schools for Equity and Excellence (Ed.D. Level)
 2020-2021 **Instructor**, EDUC 683: Proseminar in Urban Education Policy (Ph.D. Level)
 2020 **Instructor**, EDUC 532: Inquiry I (Ed.D. Level)
 2019 **Instructor**, EDUC 536: Inquiry II (Ed.D. Level)
 2019 **Instructor**, EDUC 717: Schooling as an Economic Enterprise (Ed.D. Level)

Vanderbilt University, Nashville, TN

2017 **Instructor**, LPO 7860: Research Design & Data Analysis I (Master's Level)
 2016 **Teaching Assistant**, LPO 7860: Research Design & Data Analysis I (Master's Level)
 2015 **Teaching Assistant**, LPO 3921: Methods Practicum (Ph.D. Level)

Atlanta Public Schools, Atlanta, GA

2011-2013 **Instructional Coach**, Alonzo A. Crim Open Campus High School
 2008-2011 **Mathematics Teacher**, Alonzo A. Crim Open Campus High School
 2009-2010 **Mathematics Content Leader**, Teach for America

NATIONAL SERVICE

2022-2024 **Chair**, AERA School Turnaround and Reform Special Interest Group
 2021-2023 **Co-Chair**, AEFPP LGBTQ+ Scholars Community Group
 2021-2022 **Secretary/Treasurer**, AERA School Turnaround and Reform Special Interest Group
 2021 **Program Committee**, AEFPP Annual Conference
 2019-Present **Editorial Board**, Educational Evaluation and Policy Analysis

Ad Hoc Peer Reviewer

AERA Open
 American Educational Research Journal
 American Journal of Education
 Cambridge Journal of Education
 Education Finance and Policy
 Education Policy
 Educational Researcher
 Journal of Education Human Resources
 Journal of Policy Analysis & Management
 School Effectiveness and School Improvement
 Scientific Reports

Conference Peer Review

2022-Present Society for Research on Educational Effectiveness Conference
 2021-Present Association for Public Policy Analysis and Management Conference

2018-Present American Educational Research Association Conference
2020-2021 Association for Education Finance and Policy Conference

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)

UNIVERSITY SERVICE

2018-Present **Mentor**, Asian-American Pacific Islander Student Collective
2022-2023 **Member**, K-12 Faculty Search Committee
2018-2023 **Co-Course Coordinator**, Resourcing Schools for Equity and Excellence
2021-2022 **Member**, Committee on Measuring Racial Climate
2015-2016 **Admissions Representative and Recruitment Weekend Coordinator**, Vanderbilt University

STUDENT ADVISEMENT

Doctor of Philosophy

Nicolas Pardo (expected 2028). **Advisor**. USC Rossier School of Education.

Shelby Smith (expected 2026). **Advisor**. USC Rossier School of Education.

Margaret Dawson-Amoah (expected 2026). **Advisor**. USC Rossier School of Education.

Kirsten Elliott (expected 2025). **Qualifying Exam Committee Member**. USC Rossier School of Education.

Isabel Clay (expected 2025). **Co-Advisor**. USC Rossier School of Education.

Amanda Vite (expected 2024). **Dissertation Committee Member**. USC Rossier School of Education.

Tong Tong (expected 2024). **Advisor and Dissertation Chair**. USC Rossier School of Education.

Sarah Rabovsky (expected 2024). **Dissertation Committee Member**. USC Rossier School of Education.

Elizabeth Morris (expected 2024). **Advisor and Dissertation Chair**. USC Rossier School of Education.

Jingxian Li (expected 2024). **Qualifying Exam Committee Member.** USC Rossier School of Education.

Michael Fienberg (expected 2024). **Co-Advisor and Dissertation Co-Chair.** USC Rossier School of Education.

John Ezaki (PhD, 2023). **Qualifying Exam Committee Member.** USC Rossier School of Education.

Doctor of Education

Katelynn Wright (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Daniela Wiener (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Adam Thompkins (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Sebastian Smoak (expected 2024). **Dissertation Committee Member.** USC Rossier School of Education.

Shawn Sieu (expected 2024). **Dissertation Committee Member.** USC Rossier School of Education.

Alesha Neziyana (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Sheree Mooney (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Alex Gilewski (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Jillian Giese (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Katarina Garcia (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Stefany Espana (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Timothy Castaneda (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Devang Brahmhatt (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Romeo Baldeviso (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

Ani Aharonian (expected 2024). **Dissertation Co-Chair.** USC Rossier School of Education.

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Ryan Kachold (2021). **Dissertation Committee Member.** USC Rossier School of Education.

Amanda Cermak (2021). **Dissertation Committee Member.** USC Rossier School of Education.

Ella Baker (2021). **Dissertation Committee Member.** USC Rossier School of Education.