

Kate E. Kennedy

University of Southern California, Rossier School of Education
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I am a K-12 education leadership and policy scholar. I draw on sociological theory and qualitative methods to examine contemporary issues related to educational equity, care, social-emotional well-being, school choice, and politics.

Education

University of Southern California, Rossier School of Education, Los Angeles, CA Expected 2022
Ph.D. in Urban Education Policy

Dissertation: *Queering Notions of Care, Love, and Social-Emotional Well-Being: Organizational Conditions in Policy and Practice*

Committee: Julie A. Marsh (chair, University of Southern California), Patricia Burch (University of Southern California), Julie Posselt (University of Southern California), Christine Beckman (University of Southern California)

Teachers College, Columbia University, New York, NY 2007
Master of Education in Education Leadership
Concentration in Public School Leadership
K-12 principal license

Loyola Marymount University, Los Angeles, CA 2003
Master of Arts in Elementary Education
Multiple subject teaching credential
Kappa Delta Pi Honor Society

The Ohio State University, Columbus, OH 2001
Bachelor of Arts
Major: Women's Studies
Cum Laude

Research Experience

Senior Doctoral Researcher, Policy Analysis for California Education (PACE) 2020 - present
University of Southern California and Stanford University
Crisis Response and Recovery: The Role of Local Governance and Civic Capacity
Funded by: Stuart Foundation and Kabcenell Foundation, \$450,000
Principal Investigators: Julie Marsh & Heather Hough

Doctoral Researcher, National Center for Research on Education Access & Choice (REACH) 2018 - present
Tulane University
Funded by: Institute of Education Sciences (2018-2023), \$10,000,000
Principal Investigator: Doug Harris
Co-principal investigator: Julie Marsh

Research Associate , Center on Educational Policy, Equity and Governance University of Southern California, Los Angeles, CA	2017 - present
Research Assistant , LCFF Research Collaborative with Policy Analysis for California Education (PACE), University of Southern California, and Stanford University <i>Analysis of Local Control Funding Formula (LCFF) in California</i> Funded by: William and Flora Hewlett Foundation, Stuart Foundation, and Kabcenell Foundation, \$685,000 Principal Investigators: Julie Marsh, Dan Humphrey, Julie Koppich, Jennifer O'Day, & Magaly Lavadenz	2017 - 2018
Research Assistant , Policy Analysis for California Education (PACE) Stanford, CA <i>PACE-CORE Accountability System Evaluation</i> Funded by: Bechtel Foundation, \$123,000 (USC Portion).	2017 - 2018
Research Assistant , Learning Policy Institute (LPI) through PACE Stanford, CA Positive Outliers Study, \$30,000 (USC Portion).	2017 - 2018

Grants

USC Summer Research & Writing Grant, 2022	\$2,000
USC Rossier Dean's Research Grant, "Anti-Racist, Loving School Systems: Lessons from Two Districts," Principal Investigator, 2020-2021	\$5,000
USC Rossier Internal Research Funds, "Agents of Care: Leadership of Caring School Systems in a Time of Crisis," Principal Investigator, 2020-2021	\$1,500
USC Rossier Internal Research Funds, "Charter School Teachers and Unionization," Principal Investigator, 2018-2019	\$1,500

Peer-Reviewed Journal Articles

- Bridgeforth, J., **Kennedy, K.**, Alonso, J., & Enoch-Stevens, T. (2021). Conceptions of Choice, Equity, & Rurality in Educational Research. *The Rural Educator*, 42(2), 1-15.
- Marsh, J.A. & **Kennedy, K.E.** (2020). Possibilities and Challenges: Conditions Shaping Educators' Use of Social-Emotional Learning Indicators. *Teachers College Record*, 122(14).
- Marsh, J.A., Allbright, T.N., Bulkley, K.E., **Kennedy, K.E.**, & Dhaliwal, T.K. (2020). Institutional Logics in Los Angeles Schools: Do Multiple Models Disrupt the Grammar of Schooling? *American Journal of Education*, 126(4), 603-651.
- Kennedy, K.** (2019). Centering Equity and Caring in Leadership for Social-Emotional Learning: Toward a Conceptual Framework for Diverse Learners. *Journal of School Leadership*, 29(6), 473-492.
- Allbright, T. N., Marsh, J. A., **Kennedy, K. E.**, Hough, H. J., & McKibben, S. (2019). Social-emotional learning practices: Insights from outlier schools. *Journal of Research in Innovative Teaching & Learning*, 12(1), 35–52. <https://doi.org/10.1108/jrit-02-2019-0020>

Peer-Reviewed Policy Briefs and Reports

- Kennedy, K.** & Gallagher, H.A. (2019). *Leadership that supports continuous improvement: The case of Ayer Elementary*. Palo Alto, CA: Policy Analysis for California Education.
- Gallagher, H.A., Cottingham, B.W., Park, V., Gong, A., & **Kennedy, K.** (2019). *Learning and Practicing School Improvement: Summary of 2018-2019 Research in the CORE Districts*. Stanford, CA: Policy Analysis for California Education.
- Allbright, T. N., Marsh, J. A., Daramola, E. J., & **Kennedy, K. E.** (2019). *Hawthorne School District: Positive outliers case study*. Palo Alto, CA: Learning Policy Institute.
- Gallagher, H.A., Gong, A., Hough, H.J., **Kennedy, K.**, Allbright, T., & Daramola, E.J. (2019). *Engaging district and school leaders in continuous improvement: Lessons from the 2nd year of implementing the CORE Improvement Community*. Stanford, CA: Policy Analysis for California Education.
- Marsh, J., Hall, M., Allbright, T., Tobben, L., Mulfinger, L., **Kennedy, K.**, & Daramola, E.J. (2018). *Taking stock of stakeholder engagement in California's Local Control Funding Formula: What we can learn from the past four years to guide next steps?*. Getting Down to Facts II, policy report. Stanford, CA: PACE.

Book Chapters and Books

- Harris, D.N., Marsh, J.A., Dhaliwal, T.K., Allbright, T.N., Brown, D.R., **Kennedy, K.E.**, Daramola, E.J., and Balfe, C. (2020). School choice: Expanded options, increased competition. In K.E. Bulkley, J.A. Marsh, K.O. Strunk, D.N. Harris, & A. K. Hashim, *Challenging the One Best System: The portfolio management model and urban school governance*. Harvard Education Press.
- Kennedy, K.**, Peters, M., & Thomas, M. (2012). *How to use value-added analysis to improve student learning: A field guide for school and district leaders*. Thousand Oaks, CA: Corwin Press.

Other Publications

- Kennedy, K.** & Walls, J. (2022). How school leaders create caring organizations. *Pbi Delta Kappan*, (103)(5), 13-17.
- Kennedy, K.**, Enoch-Stevens, T., Daramola, E.J., Marsh, J.A., Burch, T., & Robles, D. (2021). *Educational Equity in Greater L.A.: An Updated Research Agenda in Service to Practice*. USC Rossier School of Education Center on Education Policy, Equity and Governance.
- Marsh, J.A., **Kennedy, K.** (2018). What is “Meaningful” stakeholder engagement, and how can we facilitate it? *Leadership*, 47(4), 12-16.

Publications Forthcoming & Under Review

- Alonso, J, Dhaliwal, T., Allbright, T.N., Bridgeforth, J., Santander, M.A., & **Kennedy, K.** (forthcoming, *AASA Journal of Scholarship & Practice*). Flipping the Script: Transformational Teamwork for Communicating Equity.
- Eisenlohr, A., **Kennedy, K.**, Bulkley, K.E., & Marsh, J.A. (under review, *Educational Policy*). A Tale of Two Systems: Choice and Equity in the District of Columbia's Charter Schools.

Marianno, B., Woo, D., & **Kennedy, K.** (under review, *Educational Policy*). Collective bargaining agreement strength in unionized charter schools and traditional public school districts.

Park, V., **Kennedy, K.E.**, Gallagher, A., Cottingham, B., & Gong, A. (under review, *Journal of Educational Change*). Weaving and Stacking: A Case Study of How Six Urban Districts Craft Coherence Towards Continuous Improvement.

Publications in Progress

Kennedy, K.E. & Marsh, J.A. (in progress). Feeling the Chaos: The Role of Emotions in Sensemaking at the District Level.

Kennedy, K.E. (in progress). Organizing for Care: Distributed District Leadership During a Crisis.

Kennedy, K.E., Miglani, N., Alonso, J., Bridgeforth, J., Nelson, H., & Marsh, J.A. (in progress). Disdain, Frustration, and Pity: Exploring Affect in State Education Policy Discourse.

Walls, J. & **Kennedy, K.** (in progress). A Constellation of Care: How District Leaders Use Partnerships to Support Caring in Schools.

Kennedy, K. & Walls, J. (in progress). Care and Social-Emotional Supports: A National Study of District Leaders.

Kennedy, K.E., Alonso, J., Bridgeforth, J., & Nelson, H. (in progress). Body and Soul: Creating Conditions for Student Care, Love, and Well-Being in the State Policy Process.

Kennedy, K.E. & Alonso, J. (in progress). Love and Care in Education Leadership and Policy: A Qualitative Research Synthesis.

Kennedy, K.E., Woo, D.S., & Marianno, B. (in progress). The Micropolitics of Charter School Teacher Unionization within CMO-Operated Schools.

Woo, D.S., **Kennedy, K.**, & Marianno, B. (in progress). The “Perfect Storm”: Charter Management Organizations, Unionization, and the Psychological Needs of Teachers.

Peer-Reviewed Conference Presentations

Kennedy, K.E. & Marsh, J.A. (2022). *Feeling the Chaos: The Role of Emotions in Sensemaking at the District Level*. Presented at the AERA Annual Meeting, San Diego, CA.

Kennedy, K.E. (2022). *Organizing for Care: Distributed District Leadership During a Crisis*. Presented at the AERA Annual Meeting, San Diego, CA.

Kennedy, K.E., Miglani, N., Alonso, J., Bridgeforth, J., Nelson, H., & Marsh, J.A. (2022). *Disdain, Frustration, and Pity: Exploring Affect in State Education Policy Discourse*. Presented at the AERA Annual Meeting, San Diego, CA.

Walls, J. & **Kennedy, K.** (2022). *A Constellation of Care: How District Leaders Use Partnerships to Support Caring in Schools*. Presented at the AERA Annual Meeting, San Diego, CA.

- Kennedy, K.** & Walls, J. *Care and Social-Emotional Supports: A National Study of District Leaders.* (2021). Presented to the UCEA Annual Meeting. Columbus, OH.
- Allbright, T.N., Marsh, J.A., **Kennedy, K.**, Daramola, E.J., Nelson, H., & Jabbar, H. (2021). *All Things to All People: How State-Level Policy Actors Frame School Choice.* Presented at the AERA Annual Meeting. (Conference held virtually).
- Woo, D.S., **Kennedy, K.**, & Marianno, B. (2021). *The "Perfect Storm": Charter Management Organizations, Unionization, and the Psychological Needs of Teachers.* Presented at the AERA Annual Meeting. (Conference held virtually).
- Eisenlohr, A., Bulkley, K.E., **Kennedy, K.**, & Marsh, J.A. (2021). *A Tale of Two Systems: Choice and Equity in the District of Columbia's Charter Schools.* Presented at the AERA Annual Meeting. (Conference held virtually).
- Allbright, T.N., Dhaliwal, T., Alonso, J., Bridgeforth, J., Santander, M.A., & **Kennedy, K.** (2021). *Selling the Savior Narrative: A Critical Discourse Analysis of Institutional Scripts in High School Websites.* Presented at the AERA Annual Meeting. (Conference held virtually).
- Marianno, B., Woo, D.S., & **Kennedy, K.E.** (2021). *Collective Bargaining Agreement Strength in Charter Schools and Traditional Public School Districts.* Presented at the Association for Education Finance and Policy (AEFP) annual conference. (Conference held virtually).
- Kennedy, K.**, Alonso, J., Bridgeforth, J., Nelson, H., & Marsh, J.A. *Body and Soul: Creating Conditions for Student Care and Love in the State Policy Process.* (2020). Presented to the UCEA Annual Meeting. Virtual due to COVID-19.
- Kennedy, K.**, Woo, D. S. & Marianno, B. (2020). *The Micropolitics of Charter Management Organization Charter Teacher Union Organizing.* Manuscript accepted to the AERA Annual Meeting. San Francisco, CA. (Conference canceled due to COVID-19).
- Park, V., Gallagher, A., Cottingham, B., **Kennedy, K.** & Gong, A. (2020). *System-Wide Approaches to Continuous Improvement: Lessons From Eight Urban School Districts.* Manuscript accepted to the AERA Annual Meeting. San Francisco, CA. (Conference canceled due to COVID-19).
- Kennedy, K.** *With Care and Love: Affective Policy Making at the District Level.* (2020). Manuscript accepted to the AERA Annual Meeting. San Francisco, CA. (Conference Canceled due to COVID-19).
- Kennedy, K.**, Marsh, J. A. & Allbright, T. N. (2020). *Principal Sense-Making of Social-Emotional Learning Reforms: A Collectivist Approach.* Manuscript accepted to the AERA Annual Meeting. San Francisco, CA. (Conference canceled due to COVID-19).
- Kennedy, K.**, Woo, D.S., & Marianno, B. (2020). *The Micropolitics of CMO Charter Teacher Union Organizing.* Presented at the Association for Education Finance and Policy (AEFP) annual conference. Fort Worth, TX. (Conference held virtually due to COVID-19).
- Gallagher, A., Hough, H.J., Allbright, T.N., & **Kennedy, K.** (2019). *The CORE Improvement Community: Testing Continuous Improvement in a Network of Large Urban Districts.* Presented at the AERA Annual Meeting. Toronto, ON.

Marsh, J.A., Allbright, T.N. Bulkley, K. E., & **Kennedy, K.** (2019). *Kaleidoscope of School Options: Differentiating School Missions, Values, and Practices in Los Angeles*. Presented at the AERA Annual Meeting. Toronto, ON.

Smith, J.R., Gallagher, A., Allbright, T.N., & **Kennedy, K.** (2019). *Nested Ecological Systems: An Examination of the District Role in School Improvement*. Presented at the AERA Annual Meeting. Toronto, ON.

Kennedy, K. (2018). *What's Love Got to Do With it?* Presented at the University Council on Educational Administration (UCEA) Annual Meeting. Houston, TX.

Kennedy, K. (2018). *Redefining School Leadership of Social-Emotional Learning from an Equity Lens: Towards a Conceptual Framework*. Presented at the University Council on Educational Administration (UCEA) Graduate Student Conference. Houston, TX.

Invited Presentations

Kennedy, K. (2022). *Creating Caring & Inclusive Systems*. Invited guest lecture for The School Superintendents Association (AASA)/USC Urban Superintendents Academy. Virtual Presentation. March 21.

Kennedy, K. (2022). *Cultivating Systems of Care*. Invited guest lecture for EDUE 718: Leading for Instructional Improvement, Doctor of Education in Educational Leadership (EDL) Program at the University of Southern California. Los Angeles, CA.

Kennedy, K. (2021, 2020). *School and District Leadership of Social-Emotional Learning: Towards Systems of Care*. Invited asynchronous guest lecture for EDUE 718: Leading for Instructional Improvement, Doctor of Education in Educational Leadership (EDL) Program at the University of Southern California. Los Angeles, CA.

Kennedy, K. (2021). *Care and Social-Emotional Supports in a Time of Crisis: Early Findings*. Invited guest lecture for The School Superintendents Association (AASA)/USC Urban Superintendents Academy. Virtual Presentation. March 22.

Kennedy, K. (2020). *School and District Leadership of Social-Emotional Learning: Towards Systems of Care*. Invited guest lecture for EDA 700: Equity and Cultural Leadership, Doctor of Education-Executive Educational Leadership doctoral program at the University of Nevada, Las Vegas. Virtual. June 17.

Kennedy, K. (2020). *Leadership of Social-Emotional Learning from a Caring, Equity-Oriented Lens*. Invited guest lecture for The School Superintendents Association (AASA)/USC Urban Superintendents Academy. Los Angeles, CA. March 23.

Kennedy, K. (2020). *"It Was the First Time I Ever Felt Heard": The Micropolitics of CMO Charter Teacher Union Organizing*. Presented at the USC Rossier Graduate Student Poster Session. Los Angeles, CA. March 5.

Kennedy, K. (2019). *Labor Unions & Negotiations*. Invited guest lecture for PPD 320, Organizational Behavior in Public Administration, undergraduate course at the University of Southern California. Los Angeles, CA. April 2.

Kennedy, K. (2019). *Demand for Democracy, Passion for Equity: The Unionization of Charter School Teachers*. Presented at the USC Rossier Graduate Student Poster Session. Los Angeles, CA. February 28.

Media, Essays and Blog Writing

- Kennedy, K.** Podcast guest. (2022, April 18). Episode #236: Cultivating Caring Systems at the District Level with Kate Kennedy. *Leading Equity Podcast*. <https://www.leadingequitycenter.com/236>
- Kennedy, K.** Podcast guest. (2020, March 2). Episode #128: How School Leaders Can Place an Equity-Oriented Lens on Social-Emotional Learning with Kate Kennedy. *Leading Equity Podcast*. <https://www.leadingequitycenter.com/128>
- Kennedy, K.** (2018, June 28). How to Avoid a Federal Investigation. *Inside HigherEd*. Available at <https://www.insidehighered.com/views/2018/06/28/lessons-universities-wake-sexual-abuse-charges-university-southern-california>
- Kennedy, K.,** Polikoff, M. (2018, March 21). Let's Agree (to Disagree) on State Report Cards: Secretary DeVos & California Parents. Blog post for the Center on Standards, Alignment, Instruction, Learning (C-SAIL) at the University of Pennsylvania Graduate School of Education. Available at <https://www.c-sail.org/resources/blog/let%E2%80%99s-agree-disagree-state-report-cards-secretary-devos-california-parents>
- Polikoff, M., & **Kennedy, K.** (2018, March 8). Do Voters Want an A-F Rating for Schools? The Answer is Complicated AF. Blog post for CEPEG, the Center on Educational Policy, Equity and Governance at USC Rosser School of Education. Available at <https://cepeg.usc.edu/do-voters-want-an-a-f-rating-for-schools-the-answer-is-complicated-af/>
- Kennedy, K.,** & Polikoff, M. (2018, February 21). Dashboard Confessional: California Voters Respond to New Multiple Measures Dashboard. Blog post the Center on Educational Policy, Equity and Governance at USC Rosser School of Education. Available at <https://cepeg.usc.edu/dashboard-confessional-california-voters-respond-new-multiple-measures-dashboard/>

Fellowships, Honors, & Awards

Foster-Polite Scholarship Award	2022
Scholarship awarded to outstanding and committed students in educational administration, school leadership, and other related fields in Division A of AERA	
Doctoral Student Travel Award	2022
Selected as an exemplar of the interdisciplinary and international focus of the Educational Change SIG at AERA	
Emerging Education Policy Scholars (EEPS)	2021
Selected for the 10 th EEPS cohort by the Thomas B. Fordham Foundation and the American Enterprise Institute (AEI)	
David L. Clark National Graduate Research Seminar	2021
Selected as a scholar for the 2021 Clark Cohort by the University Council for Educational Administration (UCEA)	
Graduate Student Award for Excellence	2020
AERA Social Emotional Learning Special Interest Group for <i>Principal Sense-Making of Social Emotional Learning Reforms: A Collectivist Approach</i> , lead author	
Best Paper Award	2019

AERA Organizational Theory Special Interest Group for *A Kaleidoscope of Options*,
co-author

Rossier Dean's Fellowship University of Southern California, Los Angeles, CA Tuition, stipend, assistantship: \$87,000	2017 - present
ETS Recognition of Excellence Awarded to top 15% of all ETS Praxis (teacher-level exam) test takers nationally	2010
AmeriCorps Service Education Award Granted for two years of service at AmeriCorps site and through partnership with Teach For America	2001 - 2003
Asian American Studies Undergraduate Writing Award The Ohio State University	2001
Lillian Gates Women's Studies Scholarship The Ohio State University	2000

Memberships

University Council for Educational Administration (UCEA)

Sociology of Education Association

American Educational Research Association (AERA)

Divisions: A, G & L

Special Interest Groups:

- Educational Change
- Politics of Education Association
- Districts in Research and Reform
- Social and Emotional Learning
- Leadership for Social Justice
- Leadership for School Improvement
- Organizational Theory
- Queer Studies

PDK International

Professional Service

AERA Division L Graduate Student Committee Fireside chat co-chair	2020 - 2022
AERA Graduate Student SIG Leadership Committee Member Leadership for Social Justice & Politics of Education	2020 - 2021

Editorial Service

Ad-Hoc Reviewer

*Journal of Education Policy, Education Policy Analysis Archives, Irish Educational Studies Journal,
Journal of School Leadership, Journal of Research in Leadership Education*

2018 - present

Education Leadership Experience

School Leadership Team, Member Evening Street Elementary School, Worthington, OH	2012 - 2016
School Data Team, Member Evening Street Elementary School, Worthington, OH	2012 - 2016
Common Core Standards District Committee Member Worthington School District, Worthington, OH	2012 - 2014
Director of Professional Learning Battelle for Kids, Columbus, OH	2008 - 2012
Director of School Performance and Accountability Ohio Alliance for Public Charter Schools	2007 - 2008
Principal Intern West Side Collaborative Middle School, New York, NY	2006
School Based Management Committee Member Dr. George Washington Carver Middle School	2003 - 2004
Professional Learning Team Leader Teach For America Los Angeles	2003 - 2005
New Teacher Mentor Dr. George Washington Carver Middle School	2002 - 2004

Teaching Experience

Teaching Assistant University of Southern California, Los Angeles, CA Organizations and Policy: Current Issues PhD students, EDUC 630, Instructor: Julie A. Marsh	2021
Teaching Assistant University of Southern California, Los Angeles, CA Introduction to Qualitative Research Methods PhD students, EDUC 651, Instructor: Estela Bensimon	2019
Teacher Worthington School District, Worthington, OH 6 th grade English Language Arts	2012 - 2017
Teacher Los Angeles Unified School District, Los Angeles, CA 6 th grade English Language Learners, reading intervention, social studies	2001 - 2005

