

Lam D. Pham

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North Carolina State University
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Research Interests

Teacher Workforce, School Accountability, School Improvement, Educational Leadership, Research Practice Partnerships

ACADEMIC APPOINTMENTS

Present **Associate Professor**, Educational Leadership and Policy
North Carolina State University – College of Education

2020 – 2026 **Assistant Professor**, Educational Leadership and Policy
North Carolina State University – College of Education

EDUCATION

2015 – 2020 **Vanderbilt University, Peabody College**, Nashville, TN
Ph.D., K-12 Education Leadership and Policy Studies
Minor, Quantitative Methods

2007 – 2011 **Harvard University**, Cambridge, MA
B.A., Chemistry, Cum Laude
Language Citation, Italian Languages and Literature

PAPERS AND PUBLICATIONS

* Published with a graduate student.

Peer Reviewed Journal Articles

- (19) **Pham, L. D.**, Matthews, G. F.*, Jackson, M.*, Singleton, D. T.*, Yoo, S.* (In Press). How do Principals Navigate Increased Autonomy over School Reform? An Analysis using Structure-Agency Theory. *Educational Finance and Policy*. [[Link](#)]
- (18) Gragson, A.*, Little, M., Drake, T.A., **Pham, L. D.**, Cadilla, V.* (2026). Understanding School District Support for Early Education Principal Leadership. *Journal of School Leadership*. [[Link](#)]
- (17) **Pham, L. D.**, Sengstaken, N.*, Kho, A. (2026). Investments that Pay Off: Pre-Pandemic Spending, Working Conditions, and Teacher Staffing in Low-Performing Schools during COVID-19. *Journal of Education Human Resources*. [[Link](#)]
- (16) **Pham, L. D.**, Corcoran, S. P., Henry, G. T., Zimmer, R. (2024). Do the Effects Last? An Examination of the Long-Term Academic Effects of School Turnaround. *American Educational Research Journal*, 62(1), 180-213. [[Link](#)]
- (15) Harbatkin, E., **Pham, L. D.**, Redding, C., Moran, A.* (2024) What are the Side Effects of School Turnaround? A Systematic Review. *Review of Research in Education*, 48(1), 58-88. [[Link](#)] [First two authors were co-leads and listed in alphabetical order.]
- (14) **Pham, L. D.**, Matthews, G. F.*, Drake, T. A. (2024). Beyond Prescriptive Reforms: An Examination of North Carolina's Flexible School Restart Program. *Educational Evaluation and Policy Analysis*. [[Link](#)]

- (13) **Pham, L. D.** (2023). Teachers are Not Lemons: An Examination of Spillover Effects when Teachers Transfer Away from Turnaround Schools. *Educational Researcher*, 52(7), 422-433. [[Link](#)]
- (12) Kho, A., Henry, G. T., **Pham, L. D.**, & Zimmer, R. (2023). Spillover Effects of Recruiting Teachers for School Turnaround: Evidence from Tennessee. *Educational Evaluation and Policy Analysis*, 45(2), 268-284. [[Link](#)]
- (11) Vatland, C., Barton, E., **Pham, L. D.**, Fox, L., Hemmeter, M. L., Henry, G. T. (2023). Development and Validation of a Tool to Examine Program-Wide Implementation of the Pyramid Model. *Journal of Positive Behavior Interventions*, 25(2), 83-94. [[Link](#)]
- (10) **Pham, L. D.** (2022). Why Do We Find these Effects? An Examination of Mediating Pathways Explaining the Effects of School Turnaround. *Journal of Research in Educational Effectiveness*, 16(1), 82-105. [[Link](#)]
- (9) **Pham, L. D.** (2022). Is Teacher Effectiveness Stable Across School Contexts? An Examination of Teachers who Transfer into Turnaround Schools. *AERA Open*, 8. [[Link](#)]
- (8) **Pham, L. D.**, Matthews, G. F.*, Cravens, X.(2022). What Students Value Most: A Qualitative Examination of Learner Experiences in a Fully Online Degree Program. *Teachers College Record*, 124(2), 143-169. [[Link](#)]
- (7) Dixon, L. L., **Pham, L. D.**, Henry, G. T., Corcoran, S. P., Zimmer, R. (2022). Who Leads Turnaround Schools? Characteristics of Principals in Tennessee’s Achievement School District and Innovation Zones. *Educational Administration Quarterly*. 58(2), 258-299. [[Link](#)]
- (6) Hemmeter, M. L., Barton, E., Fox, L., Vatland, C., Henry, G. T., **Pham, L. D.**, Horth, K., Taylor, A., Binder, D., von der Embse, M., Veguilla, M. (2022). Program-Wide Implementation of the Pyramid Model: Supporting Fidelity at the Program and Classroom Levels. *Early Childhood Research Quarterly*, 59, 56-73. [[Link](#)]
- (5) Viano, S., **Pham, L. D.**, Henry, G. T., Kho, A., & Zimmer, R. (2021). What Teachers Want: School-Level Factors Predicting Teachers’ Decisions to Work in Turnaround Schools. *American Educational Research Journal*, 58(1), 201-233. [[Link](#)]
- (4) **Pham, L. D.**, Henry G. T., Zimmer, R., & Kho, A. (2020). Sustainability and Maturation of School Turnaround: A Multiyear Evaluation of Tennessee’s Achievement School District and Local Innovation Zones. *AERA Open*, 6(2). [[Link](#)]
- (3) Henry, G. T., **Pham, L. D.**, Zimmer, R., & Kho, A. (2020). Peeking Inside the Black Box of School Turnaround: A Formal Test of Mediators and Suppressors. *Educational Evaluation and Policy Analysis*, 42(2), 232-256. [[Link](#)]
- (2) Nguyen, T. D., **Pham, L. D.**, Crouch, M., & Springer, M. G. (2020). The Correlates of Teacher Attrition and Retention: An Updated and Expanded Meta-Analysis of the Literature. *Educational Research Review*, 31, 100355. [[Link](#)]
- (1) **Pham, L. D.**, Nguyen, T. D., & Springer, M. G. (2020). Teacher Merit Pay and Student Test Scores: A Meta-Analysis. *American Educational Research Journal*, 58(3), 527-566. [[Link](#)]

Book Chapters

- (2) **Pham, L. D.**, Henry, G. T., Harbatkin, E., (2025). “Conducting a Quantitative Analysis” in Bickman & Rog (eds.) The Evaluation Handbook. New York: Guilford Publications, Inc.
- (1) Harbatkin, E., Henry, G. T., **Pham, L. D.** (2025). “Planning a Quantitative Analysis” in Bickman & Rog (eds.) The Evaluation Handbook. New York: Guilford Publications, Inc.

Under Review

Kho, A. & **Pham, L. D.** Do They Stay or Do They Go? Estimating the Effect of School Accountability Labels on Teacher Mobility. [Equal authorship, listed in alphabetical order.] (Invited to Review and Resubmit)

Report and Policy Writings

- (23) Springer, M. G., Cadilla, V., Nicotera, A., Pham, L. D., Batts, C. R., Moore, A. L., Powers, P., Rowan, R. A., Young, T. V. (2026). The Impact and Implementation of North Carolina's Supplement Salary Fund for Teacher Compensation.
- (22) Bausell, S., Birkett, J., Edwards, C., **Pham, L. D.**, Thrasher E. (2025). Advanced Teaching Roles: Annual Evaluation Report. [Authors in alphabetical order]
- (21) Gillespie, J., **Pham, L. D.**, Kinwal, A.* (2025). Why did they Leave? Insights from Former MGSD Teachers.
- (20) **Pham, L. D.**, Hashim, A. K., Batts, C.* (2025). Advancing Educational Opportunity in Charlotte Mecklenburg's Lowest-Performing Schools. Year 3 Report.
- (19) Bausell, S., Birkett, J., Colley, K., Culbreth, D., Diaz, B., Gillespie, J, Kellogg, S., **Pham, L. D.**, Springer, M.G., Stuit, D., Thrasher, E., Young, T. (2025). Advanced Teaching Roles: Instrument Development Study Report [Authors in alphabetical order]
- (18) Bausell, S., Kellogg, S., Pham, L. D., Thrasher, E., Young, T. (2024) Advanced Teaching Roles: Annual Evaluation Report [Authors in alphabetical order]
- (17) Hashim, A. K., **Pham, L. D.**, Martin, L.*, Oyaga, M. *, & Whetzel, J.* (2024). Advancing Educational Opportunity in Charlotte Mecklenburg's Lowest-Performing Schools. Year 2 Interim Report.
- (16) Pham, L. D., Drake, T. A., & Matthews, G. F.* (2023). Balancing accountability and autonomy: An examination of North Carolina's school Restart Policy. *EdNC*.
- (15) Hashim, A. K., **Pham, L. D.**, Whetzel, J.*, & Martin, L.* (2023). Advancing Educational Opportunity in Charlotte Mecklenburg's Lowest-Performing Schools. Year 1 Interim Report.
- (14) Arenas, A. *, Bausell, S., Birkett, J. *, Cadilla, V. *, Edwards, C., Himes, M., Kellogg, S., **Pham, L. D.**, Thrasher, E., Young, T. V. (2023). Advanced Teaching Roles: Evaluation Report. Friday Institute for Educational Innovation, North Carolina State University. [Authors in alphabetical order]
- (13) **Pham, L. D.**, Corcoran, S. P., Henry, G. T., Zimmer, R. (2022). Over the Long-Haul: Examining the Long-Term Effects of the School Turnaround. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (12) Corcoran, S. P., Henry, G. T., Miller, J., **Pham, L. D.**, Zimmer, R. (2022). Implementing School Improvement in the "iZone 2.0": A Case Study of Three Memphis Schools. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (11) Domina, T., Hashim, A. K., Kearney, C. *, **Pham, L. D.**, & Smith, C. (2022) Covid-19 and the system resilience of public education: A view from North Carolina. Policy Brief for the Learning Curve, Urban Institute.
- (10) **Pham, L. D.** & Porter, S. (2021). A Conceptual Review of methods for Measuring the Effectiveness of Lead Teachers in North Carolina's Advance Teaching Roles Pilot Program. College of Education and the Friday Institute, North Carolina State University.
- (9) Drake, T. A., Ayscue, J., Little, M., & **Pham, L. D.** (2020). COVID-19 and the Achievement Gap: Implications for North Carolina. College of Education, North Carolina State University.

- (8) Dixon, L., **Pham, L. D.**, Henry G. T. (2020). School Administrators in Tennessee Turnaround Schools: An Overview of Credentials, Experience, Salary, and Diversity. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (7) **Pham, L. D.**, Henry G. T., Zimmer, R., Kho, A. (2019). School Turnaround in Tennessee: Insights After Six years of Reform. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (6) **Pham, L. D.**, 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, Peabody College, Vanderbilt University.
- (5) Henry G. T., **Pham, L. D.**, Guthrie, J. E., Harbatkin, E. (2018). Guiding Principles for Improving the Lowest-Performing Schools in Tennessee: A Policy Brief on Driving Improvement in Low-Performing Schools. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (4) Kho, A., Henry G. T., Zimmer, R., **Pham, L. D.** (2018). How has iZone Teacher Recruitment Affected the Performance of Other Schools? Examining Systemic Effects of Teacher Recruitment for School Turnaround. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (3) **Pham, L. D.** (2017). Instructional and Participative Leadership: How are Memphis Schools Leaders Doing? Teach901, City Leadership. Memphis, TN.
- (2) Henry, G. T., Zimmer, R., Kho, A., **Pham, L. D.** (2017). Recruitment and Retention of Teachers in Tennessee's Achievement School District and iZone Schools: A Policy Brief on Driving Improvement in Low Performing Schools. Tennessee Education Research Alliance, Peabody College, Vanderbilt University.
- (1) Teach 901 Research. (2016). Tracking Teacher Talent in Memphis: The Results of the 2016 Teach901 Priority School Teacher Survey. Teach901, City Leadership. Memphis, TN.

RESEARCH GRANTS AND FUNDING

Extramural Funded Grants

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| 2026 – 2027 | Principal Investigator , Developing a Network to Improve Teacher Retention in North Carolina, <i>The Belk Foundation</i> (\$50,000) |
| 2026 – 2027 | Principal Investigator , Developing a Research and Practice Agenda to Improve Teacher Retention in North Carolina, <i>NC Collaboratory</i> (\$67,141) |
| 2025 – 2026 | Co-Principal Investigator , Advanced Teaching Roles and Teacher Compensation Models Evaluation: Year 4 (PI: Callie Edwards), <i>North Carolina Department of Public Instruction</i> (\$199,657) |
| 2024 – 2027 | Principal Investigator , Additional Pay for Additional Duties: A Study in Rockingham County Schools, <i>NC Collaboratory</i> (\$49,405 in year 1 & \$67,941 in years 2-3) |
| 2024 – 2026 | Principal Investigator , Why did teachers leave? A Study in Mooresville Graded School District, <i>NC Collaboratory</i> (\$49,869) |
| 2023 – 2025 | Co-Principal Investigator , Educator Selection and Evaluation: A Mixed-Methods Measurement Study of North Carolina's Advanced Teaching Roles Program (PI: Shaun Kellogg), <i>North Carolina Department of Public Instruction</i> (\$1.3 million) |
| 2023 – 2026 | Co-Principal Investigator , Hattie's Influences on Student Achievement Under an Institutionally Racist System: What Works for Black and Brown Students? (PI: Adam Kho), <i>W.T. Grant Foundation</i> (\$68,742 at NC State; full amount: \$600,000) |

- 2023 – 2026 **Co-Principal Investigator**, Advanced Teaching Roles and Teacher Compensation Models Evaluation: Years 2 and 3 (PI: Shaun Kellogg), *North Carolina Department of Public Instruction* (\$399,887)
- 2022 – 2025 **Principal Investigator**, Advancing Educational Opportunity in Charlotte-Mecklenburg's Lowest-Performing Schools, *The Belk Foundation and Charlotte-Mecklenburg Schools* (\$296,340)
- 2022 – 2024 **Co-Principal Investigator**, A Comprehensive Study of the North Carolina Supplemental Salary Fund (PI: Matthew Springer), *The North Carolina Collaboratory* (\$224,386 at NC State; full amount: \$499,870)
- 2022 – 2023 **Co-Principal Investigator**, Advanced Teaching Roles and Teacher Compensation Models Evaluation: Year 1 (PI: Shaun Kellogg), *North Carolina Office of State Budget and Management and the North Carolina Department of Public Instruction* (\$249,909)
- 2022 – 2027 **Senior Methodologist**, Examining the Efficacy of Program-Wide Supports for Pyramid Model Implementation (PWS-PMT): Addressing Young Children's Social-Emotional Competence and Challenging Behavior (PI: Mary Louise Hemmeter), *Institute of Education Sciences* (\$3,795,843)
- 2021 – 2025 **Co-Principal Investigator**, NC Education Futures Initiative – Accelerating Attainment Project (PI: Matthew Springer), *John M. Belk Endowment* (\$67,530 at NC State; full amount: \$1.5 million)
- 2020 – 2021 **Principal Investigator**, Supporting Teachers During a Pandemic: Relationships between School Spending and Teacher Experiences, *The RAND Corporation* (\$5,000)
- 2017 – 2020 **Senior Analyst**, An Extended Evaluation of Tennessee's Achievement School District and Local iZones (PI: Gary T. Henry & Ron Zimmer), *Laura and John Arnold Foundation* (\$381,618) & *Walton Family Foundation* (\$555,972)
- 2015 – 2018 **Senior Analyst**, Randomized Control Trial for the Pyramid Model of Social Emotional Competence (PI: Mary Louise Hemmeter), *Institute of Education Sciences* (\$1,499,855)

Intramural Funded Grants

- 2025 – 2027 **Principal Investigator**, Improving Teacher Retention in North Carolina, *NC State University – College of Education Interdisciplinary Hub Funding* (\$45,000)
- 2023 – 2024 **Principal Investigator**, The Unintended Consequences of School Accountability on Racial Segregation: Evidence from North Carolina, *Faculty Research and Professional Development Award* (\$8,000)
- 2021 – 2023 **Co-Principal Investigator**, Phase 1 of Evaluating the Mathematics/Science Education Network (PI: Callie Edwards), *Outreach and Engagement Grants Program – North Carolina State University* (\$10,000)
- 2021 – 2022 **Principal Investigator**, Data Visualization Project on Educational Attainment/Learning Loss Due to the Pandemic, *Institute for Emerging Issues – North Carolina State University* (\$4,500)
- 2019 – 2020 **Principal Investigator**, Essays on Human Capital Policies in Turnaround Schools, *Russell G. Hamilton Dissertation Enhancement Grant – Vanderbilt University* (\$2,000)
- 2018 – 2019 **Principal Investigator**, Student Experiences in Online Learning Environments, *Blended & Online Learning Design (BOLD) Fellowship – Vanderbilt University* (\$1,000)

HONORS AND AWARDS

- 2026 **Long Policy Report Award**, *AERA Division L*
- 2026 **Outstanding Reviewer**, *Educational Evaluation and Policy Analysis*
- 2025 **Early Career Award**, *Association for Educational Finance and Policy*
- 2025 **Early Career Award**, *AERA Division A*
- 2024 **Outstanding Teacher Award**, *North Carolina State University*
- 2024 **Early Career Award**, *AERA School Effectiveness and School Improvement Special Interest Group*
- 2022 **Outstanding Reviewer**, *Educational Evaluation and Policy Analysis*
- 2022 **Emerging Scholar Award**, *AERA School Turnaround and Reform Special Interest Group*
- 2019 – 2020 **Equity and Inclusion Fellow**, *Association for Public Policy Analysis and Management*
- 2017 – 2019 **Barbara L. Jackson Scholar**, *University Council for Educational Administration (UCEA)*
- 2011 – 2012 **Fulbright English Teaching Assistantship**, *Ca Mau, Vietnam*
- 2010 – 2011 **Senior Honors Thesis Research Grant**, *Harvard College*

PEER-REVIEWED RESEARCH PRESENTATIONS

- (54) Young, T. V., Bausell, S., Thrasher, E., **Pham, L. D.**, Roberson, J., Moore, A., Kellogg, S., Mattos, T. (2026). The Professional Development of Teacher Leaders in North Carolina's Advanced Teaching Roles Program. Roundtable presentation at the annual conference of the *American Educational Research Association*, Los Angeles, CA.
- (53) Yoo, S. & **Pham, L. D.** (2026). The Micropolitics of Implementing a Pay-for-Extra-Duties Initiative: Insights from Principals' Decision-Making Process. Roundtable presentation at the annual conference of the *American Educational Research Association*, Los Angeles, CA.
- (52) Corn, J., **Pham, L. D.**, Stover, J. S. (2026). Building and Sustaining a Statewide Network of Research-Practice Partnerships: Lessons from North Carolina. Professional development session presented at the annual conference of the *Association for Education Finance and Policy*, Chicago, IL.
- (51) Hammer, D., Yoo, S., **Pham, L. D.**, Drake, T. A. (2026). North Carolina Restart Schools: An Implementation Fidelity Study. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Chicago, IL.
- (50) Yoo, S. & **Pham, L. D.** (2026). (Un)distributed Leadership: Micropolitical Insights into Implementing a Teacher Retention Initiative. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Chicago, IL.
- (49) **Pham, L. D.** (2025). Examining the Impact of a Teacher-Leader Program: Evidence from North Carolina. Roundtable presentation at the annual convention of the *University Council for Educational Administration*, San Juan, Puerto Rico.
- (48) **Pham, L. D.** & Yoo, S.* (2025). Examining the Impact of a Teacher Leader Program. Paper presented at the annual conference of *Association for Public Policy Analysis and Management*, Seattle, WA.

- (47) Hashim, A. K., Irondi, O.*, Batts, C.*, **Pham, L. D.** (2025). Dilemmas of School Improvement Under the Every Student Succeeds Act (ESSA). Paper presented at the annual conference of *Association for Public Policy Analysis and Management*, Seattle, WA.
- (46) Young, T. V., Batts, C.*, Rowan, R.*, Moore, A.*, **Pham, L. D.** (2025). North Carolina's Supplemental Salary Fund for Teacher Compensation: A Mixed Methods Study of Policy Administration. Roundtable presentation at the annual conference of the *American Educational Research Association*, Denver, CO.
- (45) Kellogg, S., Bausell, S., **Pham, L. D.**, Young, T. V. (2025). Assessment of the Implementation and Impact of the North Carolina Advanced Teaching Roles Program. Roundtable presentation at the annual conference of the *American Educational Research Association*, Denver, CO.
- (44) Yoo, S.*, **Pham, L. D.**, Drake, T. (2025). Leadership in Reform Schools: Evidence from North Carolina. Paper presented at the annual conference of the *American Educational Research Association*, Denver, CO.
- (43) **Pham, L. D.**, Springer, M. G., Kelly, A. P., Yoo, S.* (2025). Assessing College Affordability in North Carolina: Need-Based Aid and Student Outcomes. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Washington, D.C.
- (42) Yoo, S.*, **Pham, L. D.**, Drake, T. (2025). Leadership in Reform Schools: Evidence from North Carolina. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Washington, D.C.
- (41) **Pham, L. D.**, Hashim, A. K., Oyaga, M. K.*, Batts, C.* (2025). Evaluating a District-led Initiative to Support Comprehensive Support and Improvement Schools. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Washington, D.C.
- (40) Powers, P. M.*, Springer, M. G., **Pham, L. D.**, Cadilla, V.* (2025). Strategic Compensation Reform and Teacher Turnover: Evidence from North Carolina. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Washington, D.C.
- (39) **Pham, L. D.**, Cadilla, V.*, & Ayscue, J. (2024). Do School Accountability Labels Impact Segregation? Evidence from North Carolina. Paper presented at the annual conference of the *Association for Public Policy Analysis and Management*, Washington, D.C.
- (38) **Pham, L. D.**, Hashim, A. K., Batts, C.* (2024). The Impact of a District-Led Initiative to Support Comprehensive Support and Improvement Schools and the Role of Principal-Led Hiring. Paper presented at the annual conference of the *Association for Public Policy Analysis and Management*, Washington, D.C.
- (37) Young, T. V., Rowan, R.*, Moore, A.*, Batts, C.*, **Pham, L. D.** (2024). Pay Communication in Teacher Compensation Reforms: A Case Study of North Carolina's State Supplemental Salary Fund. Paper presented at the annual convention of the *University Council for Educational Administration*, Los Angeles, CA.
- (36) **Pham, L. D.**, Drake, T. A., Matthews, G.* (2024). *Beyond Prescriptive Reforms: An Examination of North Carolina's Flexible School Restart Program*. Presentation at the AIM (Accelerate, Invigorate, Motivate) Conference, Raleigh, NC.
- (35) Young, T. V., Rowan, R.*, Moore, A.*, Batts, C.*, **Pham, L. D.**, Springer, M. G. (2024). *Implementing North Carolina's State Supplemental Salary for Teacher Compensation (PRC-071)*. Presentation at the AIM (Accelerate, Invigorate, Motivate) Conference, Raleigh, NC.
- (34) **Pham, L. D.**, Cadilla, V.*, & Ayscue, J. (2024). The Unintended Consequences of School Accountability on Racial Segregation: Evidence From North Carolina. Paper presented at the annual meeting of the *American Educational Research Association*, Philadelphia, PA.

- (33) Young, T. V., Rowan, R.*, Batts, C.*, Cadilla, V.*, **Pham, L. D.**, Powers, P., Springer, M. G. (2024). The Implementation of the North Carolina State Supplemental Salary Fund. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Baltimore, MD.
- (32) Martin, L.*, Whetzel, J.*, Hashim, A. K., & **Pham, L. D.** (2024). Trickle-down autonomy? A multi-level examination of funding models and school leader discretion in low-performing schools. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Baltimore, MD.
- (31) Hashim, A. K., **Pham, L. D.**, Whetzel, J.*, & Martin, L.* (2024). Advancing Educational Opportunity in Comprehensive Support for Improvement Schools: Dilemmas in Practice. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Baltimore, MD.
- (30) Hashim, A. K., **Pham, L. D.**, Whetzel, J.*, & Martin, L.* (2023). Opportunities and Challenges with CSI School Turnaround: A Multi-Level Case Study. Paper presented at the annual conference of the *Association for Public Policy Analysis and Management*, Atlanta, GA.
- (29) Kho, A., **Pham, L. D.**, Jackson, M.* (2023). School Priorities in the COVID-19 Pandemic. Paper presented at the annual convention of the *University Council for Educational Administration*, Minneapolis, MN.
- (28) Hashim, A. K., **Pham, L. D.**, Whetzel, J.*, Martin, L.* (2023). Opportunities and Challenges with CSI School Turnaround: A Multi-Level Case Study of Charlotte Mecklenburg Schools District. Paper presented at the annual conference of the *Association for Public Policy Analysis and Management*, Atlanta, GA.
- (27) **Pham, L. D.**, Matthews, G. F. *, & Drake, T. A. (2023). *Beyond Prescriptive Reforms: An Examination of North Carolina's Flexible School Restart Program*. Paper presented at the annual meeting of the *American Educational Research Association*, Chicago, IL.
- (26) **Pham, L. D.**, Cadilla, V.*, & Ayscue, J. (2023). Do accountability policies impact school segregation? Evidence from North Carolina. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Denver, CO.
- (25) **Pham, L. D.**, Matthews, G. F. *, & Drake, T. (2022). Do School Improvement Plans Matter? Evidence from North Carolina. Paper presented at the annual conference of the *Association for Public Policy Analysis and Management*, Washington, D.C.
- (24) Matthews, G. F. *, **Pham, L. D.**, Jackson, M. *, & Singleton, D.* (2022). *Rebuilding the Box: School Principals Navigating New Reform Environments*. Paper presented at the annual convention of the *University Council for Educational Administration*, Seattle, WA.
- (23) **Pham, L. D.**, Matthews, G. F. *, & Edwards, C. (2022). Evaluating Postsecondary Impacts of a Mathematics/Science Education Network in Urban Secondary Schools. Paper presented at the annual meeting of the *American Educational Research Association*, San Diego, CA.
- (22) Kho, A. & **Pham, L. D.** (2022). School Priorities in the COVID-19 Pandemic. Paper presented at the annual meeting of the *American Educational Research Association*, San Diego, CA.
- (21) **Pham, L. D.**, Matthews, G. F. *, & Drake, T. A. (2022). *Beyond Prescriptive Reforms: An Examination of North Carolina's Flexible School Restart Program*. Paper presented at annual conference of the *Association for Education Finance and Policy*, Denver, CO.
- (20) Kho, A. & **Pham, L. D.** (2022). *The Effect of School Reform on Teacher Attrition in Low-Performing Schools: Evidence from Tennessee*. Paper presented at annual conference of the *Association for Education Finance and Policy*, Denver, CO.

- (19) **Pham, L. D.** & Matthews, G. F.* (2021). Leadership in a Context-Driven School Improvement Model: A Mixed-Methods Analysis of North Carolina's Restart Program. Paper presented at the annual convention of the *University Council for Educational Administration*, Columbus, OH.
- (18) Dixon, L. L., **Pham, L. D.**, Henry, G. T., Corcoran, S. P., & Zimmer, R. (2021). Who Leads Turnaround Schools? Characteristics of Principals in Tennessee's Achievement School District and Innovation Zones. Paper presented at the annual meeting of the *American Educational Research Association*, Online.
- (17) Kho, A. & **Pham, L. D.** (2021). *Do They Stay or Do They Go? Teacher Attrition in Tennessee's Turnaround Schools*. Paper presented at annual conference of the *Association for Education Finance and Policy*, Online.
- (16) **Pham, L. D.**, Corcoran, S. P., Henry, G. T., & Zimmer, R. (2021). *Do the Effects Last? An Examination of the Long-Term Academic Effects of School Turnaround*. Paper presented at annual conference of the *Association for Education Finance and Policy*, Online.
- (15) **Pham, L. D.** (2020). *Turnaround Reforms in Non-Turnaround Schools: An Examination of Unintended Effects when Reforms Encourage Teachers to Transfer into Different Schools*. Paper presented at annual conference of the *Association for Public Policy Analysis and Management*, Online.
- (14) Kho, A. & **Pham, L. D.** (2020). *Do They Stay or Do They Go? Teacher Attrition in Tennessee's Turnaround Schools*. Paper presented at annual conference of the *Association for Public Policy Analysis and Management*, Online.
- (13) **Pham, L. D.**, Corcoran, S. P., Henry, G. T., & Zimmer, R. (2020). *Do the Effects Last? An Examination of the Long-Term Academic Effects of School Turnaround*. Paper presented at annual conference of the *Association for Public Policy Analysis and Management*, Online.
- (12) **Pham, L. D.** (2020). *Is Teacher Performance Stable? An Examination of Teachers who Transfer into Turnaround Schools*. Paper presented at annual conference of the *Association for Education Finance and Policy*, Online.
- (11) **Pham, L. D.** (2019). *Why Do We Find these Effects? An Examination of Mediating Pathways Explaining the Effects of School Turnaround*. Paper presented at the annual convention of the *University Council for Educational Administration*, New Orleans, LA.
- (10) **Pham, L. D.** (2019). *Is Teacher Performance Portable? An Examination of Teachers who Transfer into Turnaround Schools*. Paper presented at annual conference of the *Association for Public Policy Analysis and Management*, Denver, CO.
- (9) Henry, G. T., **Pham, L. D.**, Zimmer, R., Kho, A. (2018). *Peeking Inside the Black Box of School Turnaround: A Formal Test of Mediators and Suppressors*. Paper presented at annual conference of the *International School Choice and Reform Conference*, Lisbon, Portugal.
- (8) Henry, G. T., **Pham, L. D.**, Zimmer, R., Kho, A. (2018). *Peeking Inside the Black Box of School Turnaround: A Formal Test of Mediators and Suppressors*. Paper presented at annual conference of the *Association for Public Policy Analysis and Management*, Washington, D.C.
- (7) **Pham, L. D.**, Nguyen, T. D., & Springer, M. G. (2018). *Teacher Merit Pay and Student Test Scores: A Meta-Analysis*. Paper presented at the annual meeting of the *American Educational Research Association*, New York, NY.
- (6) **Pham, L. D.** (2018). *Examining the Association Between Coaching Intensity and Teacher Effectiveness*. Paper presented at the annual convention of the *University Council for Educational Administration*, Houston, TX.
- (5) **Pham, L. D.** (2018). *Examining the Association Between Coaching Intensity and Teacher Effectiveness*. Paper presented at the annual meeting of the *American Educational Research Association*, New York, NY.

- (4) Henry, G. T., **Pham, L. D.**, Zimmer, R., Kho, A. (2018). *Peeking Inside the Black Box of School Turnaround: A Formal Test of Mediators and Suppressors*. Paper presented at conference of the *Association for Education Finance and Policy*, Kansas City, MO.
- (3) **Pham, L. D.**, Henry, G.T., Zimmer, R., & Kho, A. (2017). *An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones*. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Portland, OR.
- (2) **Pham, L. D.**, Nguyen, T. D., & Springer, M. G. (2017). *Teacher Merit Pay and Student Test Scores: A Meta-Analysis*. Paper presented at the annual conference of the *Association for Education Finance and Policy*, Washington, D.C.
- (1) Grissom, J. A., **Pham, L. D.**, & Woo, D. (2016). *School Boards as Springboards? ^[T]_{SEP} The Future Political Careers of Local School Board Members*. Paper presented at the annual convention of the *University Council for Educational Administration*, Detroit, MI.

INVITED PRESENTATIONS AND PANELS

- (12) **Pham, L. D.** (2025). *School Accountability Ratings and Segregation: Evidence from North Carolina*. Invited presentation at the University of Virginia, School of Education, EdPolicy Works Speaker Series, Charlottesville, VA.
- (11) **Pham, L. D.** (2025). *The Effect of School Accountability Ratings on Racial Segregation: Evidence from North Carolina*. Invited presentation at the UNC-Chapel Hill, School of Education, Educational Inequality Seminar, Chapel Hill, NC.
- (10) **Pham, L. D.** (2025). *Practitioners Panel: Rockingham and Mooresville Graded School District Partnerships*. Invited panelist at the Third Annual North Carolina Learning Research Network Convening, Greensboro, NC.
- (9) Wright, C., Hashim, A. K., **Pham, L. D.**, Springer, M. G. (2024). *Research Practice Partnerships (RPPs): Sharing Best Practices and Lessons Learned*. Invited panelist at the North Carolina Association for Research in Education, Greensboro, NC.
- (8) **Pham, L. D.** & Young, T. V. (2024). *An Examination of Supplemental Funds for Teacher Compensation (PRC-071)*. Invited presentation at the North Carolina Financial Business Services Summer Convening, Durham, NC.
- (7) **Pham, L. D.** (2024). *Research Practice Partnerships with Rockingham and Mooresville Graded School Districts*. Invited presentation to the North Carolina Practitioner Network, Concord, NC.
- (6) **Pham, L. D.** (2023). *Data Analysis and Key Considerations*. Invited presentation to the North Carolina Practitioner Network, Virtual.
- (5) **Pham, L. D.**, Strunk, K. O., Henry, G. T. (2021). *What Do We Know about Effective School Improvement?* Invited presentation for the Town Hall Series on School Improvement hosted by the North Carolina State Board of Education and the University of Delaware, Raleigh, NC.
- (4) **Pham, L. D.** (2021). *Data-Based Decision Making Panel*. Invited presentation as part of the 2021 Holshouser Legislators Retreat, Cary, NC.
- (3) **Pham, L. D.** & Springer, M. G. (2021). *A Decade of School Reform: Lessons Learned from Tennessee*. Presentation to the Director of School Accountability in Charlotte-Mecklenburg Schools, virtual.
- (2) **Pham, L. D.**, Henry, G.T., Zimmer, R., & Kho, A. (2019). *Tennessee's Achievement School District and Local Innovation Zones After Six Years of Implementation*. Invited presentation to the State Commissioner of Education, Tennessee Department of Education, Nashville, TN.

- (1) Henry, G.T., Zimmer, R., Kho, A., & **Pham, L. D.** (2017). *Tennessee's Achievement School District and Local Innovation Zones After Five Years of Implementation*. Invited presentation to the State Commissioner of Education, Tennessee Department of Education, Nashville, TN.

PROFESSIONAL EXPERIENCE

- 2022–Present **Research Consultant, Minnesota Department of Education**
• Examined Minnesota's school finance systems
- 2020 – 2021 **Research Consultant, New York Department of Education**
• Examined New York's school finance systems
- 2019 – 2020 **Research Consultant, Delaware Department of Education**
• Examined Delaware's school finance systems
- 2018 – 2019 **Adjunct Researcher, The RAND Corporation**
An Evaluation of Alternative Principal Preparation Programs, *PI: Andrew McEachin & Kata Mihaly*
• Applied psychometric models to recover continuous measures from coarsened data
- 2018 – 2019 **Research Consultant, Florida Department of Education**
• Examined correlations between teacher SAT/ACT Scores and teaching effectiveness
- 2016 – 2023 **Research Consultant, Teach901**
• Wrote, administered, and analyzed data from annual staff surveys
- 2013 – 2015 **Math Instructional Coach, Oklahoma City Public Schools**
• Coached individual teachers and led group development sessions
- 2012 – 2015 **Geometry, Algebra, and Calculus Teacher, Oklahoma City Public Schools**
• Raised student proficiency from 34% to 98%, established a new AP Calculus sequence

TEACHING EXPERIENCE

North Carolina State University

- 2020–Present **Instructor of Record**, Applied Quantitative Methods in Education I (Ph.D. Level)
2020–Present **Instructor of Record**, Applied Quantitative Methods in Education II (Ph.D. Level)

Vanderbilt University

- 2018 – 2019 **Teaching Assistant**, Research Design for Social Science (Online Ed.D. Level)
2016 – 2017 **Teaching Assistant**, Causal Inference (Ph.D. Level)
2015 – 2016 **Teaching Assistant**, Economics of Education (MPP Level)

PROFESSIONAL SERVICE AND AFFILIATIONS

- 2024–Present **Co-Chair**, AEPF Scholars of Color Community Group
- 2024–Present **Editorial Board**, American Journal of Education (AJE)
- 2024–Present **Program Chair**, Innovative School Transformation and Reform SIG, AERA
- 2023–Present **Faculty Advisor to Rockingham County and Mooresville Graded School District**, North Carolina Practitioner Network

- 2023 – 2024 **Committee Member**, Division L Selection Committee, AERA
- 2022 – 2024 **Secretary and Treasurer**, Innovative School Transformation and Reform SIG, AERA
- 2020–Present **Editorial Board**, Educational Evaluation and Policy Analysis (EEPA)
- 2018 – 2019 **Chair of Student Advisory Committee**, *Association for Public Policy Analysis and Management*
- Spearheaded diversity, equity, and inclusion panels to support minoritized graduate students
 - Developed the *Mentor Matching Program* to connect APPAM members in different organizations
- 2017 – 2020 **Graduate Student Council**, *University Council for Educational Administration*
- Founded the *Researcher Development Program* to connect students with mentors across institutions
 - Organized conference panels to support graduate student development

Peer Reviewer for Journal Articles

- American Educational Research Journal (AERJ)
- Educational Researcher (ER)
- Educational Evaluation and Policy Analysis (EEPA)
- Educational Administration Quarterly (EAQ)
- Journal of Research on Educational Effectiveness (JREE)
- Education Finance and Policy (EFP)
- Educational Policy (EP)
- AERA Open
- Journal of Educational Change
- Teachers College Record (TCR)
- Economics of Education Review (EER)
- American Journal of Education (AJE)
- Journal of Education Human Resources (JEHR)
- Assessment in Education: Principles, Policy & Practice
- Journal of Southeast Asian American Education and Advancement
- Sociology of Education

Peer Reviewer for Conferences

- Association for Public Policy Analysis and Management
- Association Educational Finance and Policy
- Society for Research in Educational Effectiveness
- American Educational Research Association
- University Council for Educational Administration

Professional Affiliations (member since 2016)

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

UNIVERSITY SERVICE

- 2024–Present **Chair and Committee Member**, Research Committee, North Carolina State University
- 2022–Present **Committee Member**, University Library Committee, North Carolina State University
- 2021 – 2024 **Chair and Committee Member**, Faculty Awards Committee, College of Education, North Carolina State University

- 2021 – 2023 **Committee Member**, EEPA Program Area Speaker Series Committee
- 2020–Present **Co-Chair**, Student Success and Engagement Committee, EEPA Program Area, Department of Educational Leadership, Policy, and Human Development, North Carolina State University
- 2016 – 2017 **Committee Member**, Graduate Students Council, Vanderbilt University
- 2015 – 2016 **Committee Member**, Peabody Graduate Students Association, Vanderbilt University

MEDIA COVERAGE

- Brown, C. (2026, April 29). [Governor’s Teacher Advisory Committee discusses research on teacher retention](#). EdNC.
- Walkenhorst, E. (2024, October 25). [Federal Funds Gave NC Employees more than \\$1B in Bonuses. Now the Money’s Gone](#). WRAL News.
- Round, I. (2024, February 12). [Top Tennessee Lawmakers Want to End Achievement School District](#). *Daily Memphian*.
- Oleniacz, L. (2023, July 26). [Teachers Who Leave Turnaround Schools Can have Positive Effects](#). *The Abstract*.
- Keith, R. (2023, July 19). [Turnaround Task Force, Part III: What researcher say about improving low-performing schools](#). *WHQR Public Media*.
- Keith, R. (2023, July 18). [Turnaround Task Force, Part II: What principals need to be successful](#). *WHQR Public Media*.
- Stone, M. & Peetz, C. (2023, June 12). [Does Performance-Based Teacher Pay Work? Here’s What the Research Says](#). *EducationWeek*.
- Putman, H. (2023, March 30). [What’s in a school? Would a teacher in any other setting be as effective?](#) *National Council on Teacher Quality*.
- Walkenhorst, E. (2022, October 9). [NC teachers would prove they are effective educators under proposed licensure program](#). *WRAL News*.
- Oleniacz, L. (2022, February 17). [How to Structure Online Classrooms for Adults](#). *The Abstract*.
- Osborne, D. (2021, September 9). [What should our leaders do about failing schools?](#) *Education Next*.
- Parks, C. (2021, September 7). [The tragedy of America’s rural schools](#). *The New York Times Magazine*.
- Aldrich, M. (2021, May 4). [Plan for exiting schools from Tennessee turnaround district will head to governor’s desk](#). *Chalkbeat*.
- Saenz-Armstrong, P. (2020, August 27). [Why, then, do teachers leave?](#) *National Council on Teacher Quality*.
- McCray, V. (2020, April 2). [Virus a sudden setback for school laboring to lift children’s lives](#). *The Atlanta Journal-Constitution*.
- Jacobson, L. (2020, February 24). [Study: Teacher merit pay linked to higher student test scores](#). *Education Dive*.
- Golston, A. (2020, February 27). [A Smart Approach to Greater Insights and Impact in Education](#). *Medium*.
- Aldrich, M & Bauman, C. (2019, July 16). [Tennessee school turnaround models either haven’t worked or are stalling out, new research finds](#). *Chalkbeat*.

- Gonzales, J. (2019, July 16). [Report: Tennessee's Achievement School District is failing students, unlikely to succeed.](#) *The Tennessean*.
- Slevin, C. and Thompson, C. (2019, February 14). [Denver teacher strike revealed US divide over bonus pay.](#) *The Associated Press*.
- Bauman, C. (2019, August 27). [Here's how two Nashville state-run schools are tackling teacher turnover, low student performance.](#) *Chalkbeat*.
- Ujifusa, A. (2019, August 26). [State takeovers remain difficult, but attractive, for education policymakers.](#) *Education Week*.
- Bauman, C. (2019, August 15). [As Tennessee's turnaround district enters its eighth school year, scores remain stubbornly low.](#) *Chalkbeat*.
- Bauman, C. (2019, July 23). [Schwinn: No new schools will enter Tennessee's Turnaround district this year, but some may leave.](#) *Chalkbeat*.
- Kebede, L. (2018, September 04). [Four of five charter schools denied by Memphis board appeal to the state.](#) *Chalkbeat*.
- Poiner, J. (2018, July 05). [An Evaluation of Tennessee's Achievement School District and Local Innovation Zones.](#) *Thomas B. Fordham Institute: Advancing Educational Excellence*.
- Downey, M. (2018, June 19). [Research shows Georgia voters smart to reject state school takeover.](#) *The Atlantic Journal-Constitution*.
- Bauman, C. (2018, June 19). [After five years, the Tennessee-run district isn't performing any better than low-performing schools receiving no intervention, research says.](#) *Chalkbeat*.
- Aldrich, M. W. (2018, February 1). [Do schools lose ground when losing top teachers to turnaround schools? A little, but it's worth it, says Tennessee research.](#) *Chalkbeat*.
- Hechinger Report. (2018, January 29). [Teacher bonuses boost student outcomes slightly: A comprehensive federal study sheds new light on how merit pay works – and doesn't work.](#) U.S. News & World Report.
- Granados, A. (2017, November 7). [The war over the Innovative School District.](#) EdNC.
- Aldrich, M. W. (2017, April 12). [Teacher merit pay has merit when it comes to student scores, analysis shows.](#) *Chalkbeat*.
- Brasher, J. (2017, February 14). [Teacher turnover rates critical in TN turnaround efforts.](#) *Research News at Vanderbilt*.
- Lasevoli, B. (2017, April 11). [Merit Pay for Teachers Can Lead to Higher Test Scores for Students, a Study Finds.](#) *Education Week*.
- Bauman, C. (2017, January 26). [Memphis wants to become 'Teacher Town,' especially to feed its 'priority schools.'](#) [Here's the latest feedback from teachers.](#) *Chalkbeat*.