

Lam D. Pham

Assistant Professor
College of Education, North Carolina State University
2310 Stinson Drive, Poe Hall 310C
Raleigh, NC 27695-7801

☎ 919-513-4871
✉ lamdspham@ncsu.edu
🌐 www.lamdspham.com
🐦 [@lamdspham](https://twitter.com/lamdspham)

Research Interests

School Reform, Educational Leadership, School Personnel Policy, Research Practice Partnerships

EDUCATION

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

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

PAPERS AND PUBLICATIONS

Peer Reviewed Journal Articles

- Pham, L. D.**, Matthews, G. F., Cravens, X. (2021) What Students Value Most: A Qualitative Examination of Learner Experience in a Fully Online Degree Program. *Teachers College Record*, In Press.
- 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. *Educational Administration Quarterly*, In Press.
- Vatland, C., Barton, E., **Pham, L. D.**, Fox, L., Hemmeter, M.L., Henry, G.T. Development and Validation of. Tool to Examine Program-Wide Implementation of the Pyramid Model. (2021) *Journal of Positive Behavior Interventions*.
- 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. (2021) [Program-Wide Implementation of the Pyramid Model: Supporting Fidelity at the Program and Classroom Levels](#). *Early Childhood Research Quarterly*, In Press.
- 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*.
- Pham, L. D.**, Nguyen, T. D., & Springer, M. G. (2020). [Teacher Merit Pay and Student Test Scores: A Meta-Analysis](#). *American Educational Research Journal*.
- 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*.
- 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*.
- 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*.

Under Review

- Pham, L. D.** Why Do We Find these Effects? An Examination of Mediating Pathways Explaining the Effects of School Turnaround.
- Pham, L. D.** Is Teacher Effectiveness Stable Across School Contexts? An Examination of Teachers who Transfer into Turnaround Schools.
- Pham, L. D.** Teachers are Not Lemons: An Examination of Spillover Effects when Teachers Transfer Away from Turnaround Schools.
- Kho, A., Henry, G. T., Zimmer, R., & **Pham, L. D.** Spillover Effects of Recruiting Teachers for School Turnaround: Evidence from Tennessee.

Report and Policy Writings

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Pham, L. D.** (2017). [Instructional and Participative Leadership: How are Memphis Schools Leaders Doing?](#) Teach901, City Leadership. Memphis, TN.
- 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.
- Teach 901 Research. (2016). [Tracking Teacher Talent in Memphis: The Results of the 2016 Teach901 Priority School Teacher Survey](#). Teach901, City Leadership. Memphis, TN.

Book Chapters

- Pham, L. D.**, Henry, G. T., Harbatkin, E., (2021, under contract). "Conducting a Quantitative Analysis" in Bickman & Rog (eds.) The Evaluation Handbook. New York: Guilford Publications, Inc.
- Harbatkin, E., Henry, G. T., **Pham, L. D.** (2021, under contract). "Planning a Quantitative Analysis" in Bickman & Rog (eds.) The Evaluation Handbook. New York: Guilford Publications, Inc.

Working Papers

- Pham, L. D.**, Matthews, G. F., Drake, T. A. Beyond Prescriptive Reforms: An Examination of North Carolina's Flexible School Restart Program
- Pham, L. D.**, Corcoran, S. P., Henry, G. T., Zimmer, R. Do the Effects Last? An Examination of the Long-Term Academic Effects of School Turnaround.
- Pham, L. D.** Analyzing the Association between Coaching Frequency and Teacher Effectiveness in Elementary Mathematics Classrooms.
- Grissom, J. A., **Pham, L. D.**, & Woo, D. School Boards as Springboards? The Future Political Careers of Local School Board Members.

RESEARCH GRANTS AND FUNDING

- | | |
|--|-------------|
| NC Educaiton Futures Initiative – Accelerating Attainment Project, Co-PI
John M. Belk Endowment (\$27,533), PI: Matthew Springer | 2021 – 2023 |
| Outreach and Engagement Grant, Co-PI
NCSU (\$10,000), PI: Callie Edwards | 2021 – 2022 |
| American Educator Panels Scholarship, PI
The RAND Corporation (\$5,000) | 2020 – 2021 |
| Russell G. Hamilton Dissertation Enhancement Grant, PI
Graduate Leadership Institute (\$2,000) | 2019 – 2020 |
| Blended & Online Learning Design (BOLD) Fellowship, PI
Center for Teaching, Vanderbilt University (\$1,000) | 2018 – 2019 |
| An Extended Evaluation of Tennessee's Achievement School District and Local iZones
<i>Senior Analyst</i>
Laura and John Arnold Foundation (\$381,618), PI: Gary T. Henry & Ron Zimmer
Walton Family Foundation (\$555,972) | 2017 – 2020 |
| Randomized Control Trial for the Pyramid Model of Social Emotional Competence
<i>Senior Analyst</i>
U.S. Department of Education (\$1,980,244), p, PI: Mary Louise Hemmeter | 2015 – 2019 |

INVITED AND PEER-REVIEWED RESEARCH PRESENTATIONS

- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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*. Presentation to the State Commissioner of Education, Tennessee Department of Education, Nashville, TN.
- 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.
- 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.
- 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.
- 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.
- Pham, L. D.**, Henry, G.T., Zimmer, R., & Kho, A. (2018). *Tennessee's Achievement School District and Local Innovation Zones After Five Years of Implementation*. Presentation to the State Commissioner of Education, Tennessee Department of Education, Nashville, TN.
- 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.
- 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.
- 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.
- 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.
- Grissom, J. A., **Pham, L. D.**, & Woo, D. (2016). *School Boards as Springboards? The Future Political Careers of Local School Board Members*. Paper presented at the annual convention of the *University Council for Educational Administration*, Detroit, MI.

PROFESSIONAL EXPERIENCE

Emerging Education Policy Scholar (EEPS) , <i>Fordham and AEI</i>	2021 – 2022
Research Consultant , <i>New York Department of Education</i> , PI: Matthew Springer	2020 – 2021
• Examined New York’s school finance systems	
Research Consultant , <i>Delaware Department of Education</i> , PI: Matthew Springer	2019 – 2020
• Examined Delaware’s school finance systems	
Adjunct Researcher , <i>The RAND Corporation</i>	2018 – 2019
An Evaluation of Alternative Principal Preparation Programs, PI: Andrew McEachin & Kata Mihaly	
• Applied psychometric models to recover continuous measures from coarsened data	
Research Consultant , <i>Florida Department of Education</i>	2018 – 2019
Florida Best and Brightest Teacher Scholarship Program, PI: Matthew Springer	
• Examined correlations between teacher SAT/ACT Scores and teaching effectiveness	
Lead Project Analyst , <i>Vanderbilt University</i>	2016 – 2020
A Program-Wide Model for Promoting Social-Emotional Development, PI: Mary Louise Hemmeter	
• Analyzing student social-emotional outcomes and co-authoring reports	
Research Consultant , <i>Teach901</i>	2016 – 2019
Memphis-based Nonprofit Targeting Teacher Recruitment and Retention	
• Wrote, administered, and analyzed data from annual staff surveys	
Graduate Research Assistant , <i>Vanderbilt University</i>	2015 – 2020
An Evaluation of School Turnaround in Tennessee, PI: Gary T. Henry & Ron Zimmer	
• Leading project reports and papers, developing analytical approaches, analyzing data	
Mathematics Instructional Coach , <i>Oklahoma City Public Schools</i>	2013 – 2015
• Coached individual teachers and led group development sessions	
Geometry, Algebra, and Calculus Teacher , <i>Oklahoma City Public Schools</i>	2012 – 2015
• Raised student proficiency from 34% to 98%, established a new AP Calculus sequence	

TEACHING EXPERIENCE

Applied Quantitative Methods in Education I (Ph.D.)	2020 – Present
Instructor of Record, <i>North Carolina State University</i>	
Applied Quantitative Methods in Education II (Ph.D.)	2020 – Present
Instructor of Record, <i>North Carolina State University</i>	
Research Design for Social Science (Online Ed.D.)	2018 – 2019
Teaching Assistant to Dr. Xiu Cravens, <i>Vanderbilt University</i>	
• Led live sessions, wrote lesson plans and course materials, supported capstone projects	
Causal Inference (Ph.D.)	Fall 2017
Teaching Assistant to Dr. Gary T. Henry, <i>Vanderbilt University</i>	
• Planned and led course sections, supported final projects	
Economics of Education (MPP)	Fall 2015
Teaching Assistant to Dr. Ron Zimmer, <i>Vanderbilt University</i>	
• Created course materials and facilitated discussion sections	

HONORS AND AWARDS

Equity and Inclusion Fellowship , <i>Association for Public Policy Analysis and Management</i>	2019 – 2020
Summer Associate , <i>The RAND Corporation</i>	Summer 2018

Barbara L. Jackson Scholar , <i>University Council for Educational Administration (UCEA)</i>	2017 – 2019
Experimental Education Research Training (ExpERT) Fellow , <i>Vanderbilt University</i>	2015 – Present
Dean's Fellowship and Graduate Honor Scholarship , <i>Vanderbilt University, Peabody College</i>	2015 – Present
Sue Lehmann Outstanding Teacher Award , <i>Teach for America, Oklahoma Region Nomination</i>	2013 – 2014
Fulbright Fellowship , <i>Ca Mau, Vietnam</i>	2011 – 2012
Senior Honors Thesis Research Grant , <i>Harvard College</i>	2010 – 2011

SERVICE AND PROFESSIONAL AFFILIATIONS

Editorial Board , <i>Educational Evaluation and Policy Analysis (EEPA) Journal</i>	2020 – Present
Co-Chair of Student Success and Engagement Committee , <i>ELPHD – EEPA Program Area</i>	2020 – Present
<ul style="list-style-type: none"> • Founded a special interest group to support graduate students of color • Planned, coordinated, and facilitated monthly professional development sessions 	
Chair of Student Advisory Committee , <i>Association for Public Policy Analysis and Management</i>	2018 – 2019
<ul style="list-style-type: none"> • Spearheaded diversity, equity, and inclusion panels to support minoritized graduate students • Developed the <i>Mentor Matching Program</i> to connect APPAM members in different organizations 	
Graduate Student Council , <i>University Council for Educational Administration</i>	2017 – 2020
<ul style="list-style-type: none"> • Founded the <i>Researcher Development Program</i> to connect students with mentors across institutions • Organized conference panels to support graduate student development 	
Department Representative , <i>Vanderbilt Graduate Students Council</i>	2016 – 2017
Department Representative , <i>Peabody Graduate Students Association</i>	2015 – 2016
Peer Reviewer for Journal Articles	
<ul style="list-style-type: none"> • Educational Evaluation and Policy Analysis • Journal of Research on Educational Effectiveness • Educational Policy 	
Professional Affiliations	
<ul style="list-style-type: none"> • 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) 	

MEDIA COVERAGE

- 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*.
- 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.*
- 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.*