

# TARA KILBRIDE

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## EDUCATION

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- 2019 **Ph.D., Measurement and Quantitative Methods**  
Michigan State University, College of Education, East Lansing, MI
- 2011 **B.A., Mathematical Sciences and Psychology** (dual major)  
Binghamton University, Harpur College of Arts and Sciences, Vestal, NY

## PROFESSIONAL APPOINTMENTS

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- 2023-present **Interim Associate Director**, Education Policy Innovation Collaborative  
Michigan State University, East Lansing, MI
- 2020 – 2023 **Assistant Director for Research**, Education Policy Innovation Collaborative  
Michigan State University, East Lansing, MI
- 2019 – 2020 **Research Manager**, Education Policy Innovation Collaborative  
Michigan State University, East Lansing, MI

## PUBLICATIONS AND PRESENTATIONS

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### *Peer-Reviewed Journal Articles*

- Austin, W., Figlio, D., Goldhaber, D., Hanushek, E.A., Kilbride, T., Koedel, C., Lee, J.S., Lou, J., Ozek, U., Parsons, E., Rivkin, S.G., Sass, T.R., & Strunk, K.O. (2023). "Academic Mobility in U.S. Public Schools: Evidence from Nearly 3 Million Students." *Journal of Public Economics*, 228, 105016.
- Sutherland, D., Strunk, K., Nagel, J., & Kilbride, T. (2022). Boxed in: Structural limitations to flexible pacing in Michigan competency-based education pilot districts. *Journal of Educational Change*, 1-33.
- Goldhaber, D., Imberman, S., Strunk, K.O., Hopkins, B., Brown, N., Harbatkin, E., & Kilbride, T. (2022). "To What Extent Does In-Person Schooling Contribute to the Spread of COVID-19? Evidence from Michigan and Washington." *Journal of Policy Analysis and Management*, 41(1), 318-349.

Strunk, K.O., Cowen, J., Goldhaber, D.G., Marianno, B., **Kilbride, T.**, & Theobald, R. (2021). "Collective Bargaining and State Level Reforms: Assessing Changes to the Restrictiveness of Collective Bargaining Agreements across Three States." *American Educational Research Journal*, 59(3), 538-573.

Marianno, B., **Kilbride, T.**, Theobald, R., Strunk, K.O., Cowen, J., & Goldhaber, D. (2018). "Cut from the Same Cloth? Comparing Urban CBAs within States and Across the U.S." *Educational Policy*, 32(2), 334-359.

Strunk, K.O., Cowen, J., & Goldhaber, D., Marianno, B., **Kilbride, T.**, & Theobald, R. (2018). "It is in the Contract: How the Policies Set in Teachers' Unions' Collective Bargaining Agreements Vary Across States and Districts." *Educational Policy*, 32(3), 280-310.

#### *Manuscripts Under Review*

Hopkins, B., Strunk, K.O., & **Kilbride, T.** "Differential Student Uptake of In-Person Instruction During the 2020-21 School Year: Evidence from Michigan."

Lincove, J. A., Handler, A., Rogers, S., **Kilbride, T.**, & Strunk, K. O. "Are Teacher Demographics and Training Matched with Student Needs? Evidence from Small Districts and Charter Schools in Michigan."

Strunk, K.O., Hopkins, B., **Kilbride, T.**, Imberman, S., & Yu, D. "The Path of Student Learning Delay During the COVID-19 Pandemic: Evidence from Michigan." *Invited revise and resubmit*.

#### *Reports and Policy Briefs*

**Kilbride, T.**, Chen, W., & Conley, E. (November 2024). "Michigan's 2023-24 Benchmark Assessments." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/michigans-2023-24-benchmark-assessments/>

Rogers, S. & **Kilbride, T.** (November 2024). "The Shifting Landscape of Alternative-Route Teacher Certification in Michigan." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/the-shifting-landscape-of-alt-route-teacher-certification-in-mi/>

**Kilbride, T.**, Nadal-Fernandez, J., & Walker, S. (June 2024). "Retention and Exemption Decisions Under the Read by Grade Three Law." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/retention-and-exemption-decisions-under-the-rbg3-law/>

**Kilbride, T.**, Rogers, S., & Moriarty, J. (January 2024). "Michigan Teacher Shortage Study: 2024 Report." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/michigan-teacher-shortage-study-2024-report/>

- Kilbride, T., Yu, D., & Chen, W. (November 2023). "Michigan's 2022-23 Benchmark Assessments" East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/mi-2022-23-benchmark-assessments/>
- Kilbride, T. & Walker, S.. (November 2023). "Read by Grade Three Retention Eligibility: 2023 Update." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/read-by-grade-three-retention-eligibility-2023-update/>
- Kilbride, T., Strunk, K. O., Rogers, S., & Wasif, U. (June 2023). "Tracking Progress Through Michigan's Teacher Pipeline." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/tracking-progress-through-mi-teacher-pipeline/>
- Kilbride, T., Strunk, K.O., Rogers, S., & Turner, M. (January 2023). "Michigan Teacher Shortage Study: Comprehensive Report." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/michigan-teacher-shortage-study-comprehensive-report/>
- Kilbride, T., Girardot, A., & Nagel, J. (October 2022). "Competency-Based Education in Michigan: Survey Findings" EPIC Policy Brief. Available at: <https://epicedpolicy.org/cbe-in-michigan-survey-findings/>
- Westall, J., Utter, A., Kilbride, T., & Strunk, K.O. (December 2022). "Read by Grade Three Law Initial Retention Decisions for the 2021-22 School Year." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/rbg3-retention-decisions-2022-23/>
- Kilbride, T., Hopkins, B., Strunk, K.O., & Yu, D.. (October 2022). "Michigan's 2020-21 and 2021-22 Benchmark Assessments" East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/mis-2020-21-and-2021-22-benchmark-assessments/>
- Westall, J., Kilbride, T., Utter, A., & Strunk, K.O. (September 2022). "2022 Preliminary Read by Grade Three Law Retention Estimates." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/2022-preliminary-read-by-grade-three-retention-estimates/>
- Kilbride, T., Hopkins, B., Strunk, K.O., & Yu, D.. (April 2022). "Michigan's Fall 2021 Benchmark Assessments" East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/michigans-fall-2021-benchmark-assessments/>
- Strunk, K.O., Wright, T., Westall, J., Zhu, Q., Kilbride, T., Cummings, A., Utter, A., & Mavrogordato, M.. (February 2022). "Michigan's Read by Grade Three Law: Year Two Report." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/rbg3-year-two-report/>
- Kilbride, T., Hopkins, B., Strunk, K.O., & Imberman, S. (January 2022). "K-8 Student Achievement and Achievement Gaps on Michigan's 2020-21 Benchmark and Summative Assessments" East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/k-8-student-achievement-and-achievement-gaps-on-michigans-2020-21-benchmark-and-summative-assessments/>

- Kilbride, T.**, Strunk, K.O., Rogers, S., Anderson, J., & Turner, M. (December 2021). "Michigan Teacher Shortage Study: Initial Report." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/michigan-teacher-shortage-study-initial-report/>
- Westall, J., **Kilbride, T.**, & Strunk, K.O. (October 2021). "Read by Grade Three Law Initial Retention Decisions." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/read-by-grade-three-law-initial-retention-decisions/>
- Westall, J., **Kilbride, T.**, & Strunk, K.O. (August 2021). "Preliminary Read by Grade Three Law Retention Estimates." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/preliminary-read-by-grade-three-retention-estimates/>
- Kilbride, T.**, Hopkins, B., & Strunk, K.O. (August 2021). "Michigan's 2020-21 Benchmark Assessments" East Lansing, MI: Education Policy Innovation Collaborative. Available at: [https://epicedpolicy.org/wp-content/uploads/2022/02/Benchmark-Rptv1\\_Aug2021.pdf](https://epicedpolicy.org/wp-content/uploads/2022/02/Benchmark-Rptv1_Aug2021.pdf)
- Nagel, J., **Kilbride, T.** & Strunk, K.O. (June 2021). "Competency-Based Education in Michigan's 21J Pilot Districts: An Early Analysis of Implementation and Innovation." EPIC Policy Brief. Available at: <https://epicedpolicy.org/competency-based-education-in-michigan/>
- Hopkins, B., **Kilbride, T.**, & Strunk, K.O. (May 2021). "Trends in Michigan's K-12 Public School Teaching Workforce." EPIC Policy Brief. Available at: <https://epicedpolicy.org/trends-in-michigans-k-12-public-school-teaching-workforce/>
- Hopkins, B., Turner, M., Lovitz, M., **Kilbride, T.**, & Strunk, K.O. (April 2021). "A Look Inside Michigan Classrooms: Educators' Perceptions of COVID-19 and K-12 Schooling in the Fall of 2020." EPIC Policy Brief. Available at: [https://epicedpolicy.org/fall-2020-covid-19-survey\\_policy\\_brief/](https://epicedpolicy.org/fall-2020-covid-19-survey_policy_brief/)
- Strunk, K.O., Wright, T., **Kilbride, T.**, Zhu, Q., Cummings, A., West, J., Turner, M. & De Voto, C. (March 2021). "Michigan's Read by Grade Three Law: Year One Report." East Lansing, MI: Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/rbg3-year-one-report/>
- Hopkins, B., **Kilbride, T.** & Strunk, K.O. (2020, 2021). "Instructional Delivery Under Michigan Districts' Extended COVID-19 Learning Plans." Education Policy Innovation Collaborative. Reports produced each month: November 2020 – May 2021. Available at: <https://epicedpolicy.org/ecol-reports/>
- Kilbride, T.** & Strunk, K.O. (August 2020). "Return to Learn: How Michigan School Districts Plan to Reopen in Fall 2020." Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/return-to-learn-how-michigan-school-districts-plan-to-reopen-in-fall-2020/>
- Cummings, A., **Kilbride, T.**, Turner, M., Zhu, Q., & Strunk, K.O. (August 2020). "How did Michigan Educators Respond to the Suspension of Face-to-Face Instruction due to COVID-19? An Analysis of Educators' Responses to the 2020 EPIC COVID-19 Survey." EPIC Policy Brief. Available at: <https://epicedpolicy.org/how-did-michigan-educators-respond-to-the-suspension-of-face-to-face-instruction-due-to-covid-19/>

Lovitz, M., **Kilbride, T.**, Turner, M., & Strunk, K.O. (July 2020). "How did Michigan School Districts Plan to Educate Students During COVID-19? An Analysis of District Continuity of Learning Plans." EPIC Policy Brief. Available at: <https://epicedpolicy.org/how-did-michigan-school-districts-plan-to-educate-students-during-covid-19/>

Reardon, S., Papay, J., **Kilbride, T.**, Strunk, K.O., Cowen, J.M., An, L., & Donohue, K. (November 2019). "Can Repeated Aggregate Cross-Sectional Data Be Used to Measure Average Student Learning Rates? A Validation Study of Learning Rate Measures in the Stanford Education Data Archive." CEPA Working Paper 19-08. Available at: [https://edopportunity.org/papers/learning\\_rate\\_validation\\_nontechnical\\_summary.pdf](https://edopportunity.org/papers/learning_rate_validation_nontechnical_summary.pdf)

**Kilbride, T.**, Torphy, K., & Robinson, J. (June 2018). Collective Bargaining in Michigan School Districts: A Primer. (Policy brief). <https://epicedpolicy.org/collective-bargaining-in-michigan-school-districts-a-primer/>

### *Published Working Papers*

Lincove, J., Rogers, S., Handler, A., **Kilbride, T.**, & Strunk, K. O. (September 2024). "Does Charter School Autonomy Improve matching of Teacher Attributes with Student Needs? EdWorkingPaper No. 24-1049." *Annenberg Institute for School Reform at Brown University*. Available at: <https://eric.ed.gov/?id=ED661554>

Strunk, K. O., Hopkins, B. G., **Kilbride, T.**, Imberman, S., & Yu, D. (April 2023). "The Path of Student Learning Delay During the COVID-19 Pandemic: Evidence from Michigan" National Bureau of Economic Research (NBER) Working Paper 31188. Available at: <https://www.nber.org/papers/w31188>

Austin, W., Figlio, D., Goldhaber, D., Hanushek, E.A., **Kilbride, T.**, Koedel, C., Lee, J.S., Lou, J., Ozek, U., Parsons, E., Rivkin, S.G., Sass, T.R., & Strunk, K.O. (August 2021). "Academic Mobility in U.S. Public Schools: Evidence from Nearly 3 Million Students." CALDER Working Paper 227-0821-2. Available at: <https://caldercenter.org/publications/academic-mobility-us-public-schools-evidence-nearly-3-million-students>

Goldhaber, D., Imberman, S., Strunk, K.O., Hopkins, B., Brown, N., Harbatkin, E., & **Kilbride, T.** (December 2020). "To What Extent Does In-Person Schooling Contribute to the Spread of COVID-19? Evidence from Michigan and Washington." Education Policy Innovation Collaborative. Available at: <https://epicedpolicy.org/wp-content/uploads/2020/12/COVID-and-Schools-Dec2020.pdf>. Also available as the National Bureau of Economic Research (NBER) Working Paper 28455 at <http://www.nber.org/papers/w28455>

Austin, W., Figlio, D., Goldhaber, D., Hanushek, E.A., **Kilbride, T.**, Koedel, C., Lee, J.S., Lou, J., Ozek, U., Parsons, E., Rivkin, S.G., Sass, T.R., & Strunk, K.O. (February 2020). "Where are Initially Low-performing Students Most Likely to Succeed? A Multi-state Analysis of Academic Mobility." CALDER Working Paper 227-0220. Available at: <https://caldercenter.org/publications/where-are-initially-low-performing-students-most-likely-succeed-multi-state-analysis>

**Kilbride, T.** (2019). Constructing criterion-referenced indices of student instructional demand and educator effectiveness with Student-Response Theory. *Contributions of Student-Response Theory to evaluation systems: three essays extending item response theory procedures to measures of teacher performance.* (Doctoral dissertation, Michigan State University). Available at: <https://www.proquest.com/dissertations-theses/contributions-student-response-theory-evaluation/docview/2291632019/se-2?accountid=12598>.

**Kilbride, T.** (2019). Contributions of IRT procedures to summative evaluations of teachers. *Contributions of Student-Response Theory to evaluation systems: three essays extending item response theory procedures to measures of teacher performance.* (Doctoral dissertation, Michigan State University). Available at: <https://www.proquest.com/dissertations-theses/contributions-student-response-theory-evaluation/docview/2291632019/se-2?accountid=12598>.

**Kilbride, T.** (2019) Student-Response Theory as a tool for formative evaluations of teachers. *Contributions of Student-Response Theory to evaluation systems: three essays extending item response theory procedures to measures of teacher performance.* (Doctoral dissertation, Michigan State University). Available at: <https://www.proquest.com/dissertations-theses/contributions-student-response-theory-evaluation/docview/2291632019/se-2?accountid=12598>.

Strunk, K.O., Cowen, J., Goldhaber, D., Marianno, B.D., **Kilbride, T.**, & Theobald, R. (December, 2018). Collective Bargaining and State-Level Reforms: Assessing Changes to the Restrictiveness of Collective Bargaining Agreements across Three States. CALDER Working Paper No. 210-1218-1. <https://caldercenter.org/publications/collective-bargaining-and-state-level-reforms-assessing-changes-restrictiveness>

### *Work in Progress*

**Kilbride, T.**, Guzman, M., Rogers, S., & Strunk, K. O. "Michigan Teacher Licensure, Retention, and Effectiveness During the COVID-19 Pandemic."

Moriarty, J., Guzman, M., & **Kilbride, T.** "Who Sees Themselves as a Teacher? An Examination of the Role of CTE Programs in Producing Future Educators."

Nadal-Fernandez, J., Walker, S., & **Kilbride, T.** "Estimating the Overall Effects of Statewide Early Literacy Policies: Evidence from Michigan."

Wasif, U., **Kilbride, T.**, & Strunk, K. O., "Enrollment and Persistence in Postsecondary Teacher Education: Evidence from Michigan."

Imberman, S., Filosa, N., Guzman, M., **Kilbride, T.**, & Malkus, N. "Did School District Mask Policies Reduce Community COVID-19 Spread?"

Marianno, B. D., **Kilbride, T.**, Bruno, P., & Nadal-Fernandez, J. "When Working Conditions Change: Collective Bargaining Agreements and Teacher Retention in Michigan."

Marianno, B. D., **Kilbride, T.**, Bruno, P., & Nadal-Fernandez, J. "Outside the Scope: The Effect of Michigan Public Act 103 on Teacher Mobility."

### *Invited Presentations*

- Kilbride, T.** (November 20, 2024). "Data to Further Inform Impact Team Action Plans." Presented to the Flint Center for Educational Excellence's Community Council on Education in Flint. Flint, MI.
- Kilbride, T.** (May 21, 2024). "Context Setting: The State of Recruitment, Retention, & Attrition." Presented at the Council of Michigan Foundations' Meeting on Recruiting and Retaining Education Talent in Michigan. Lansing, MI.
- Kilbride, T.** (April 5, 2024). "Data Visualization Boot Camp: Graphing in Stata." Presented to Florida State University's Educational Leadership & Policy Studies Graduate Program. (Virtual). Tallahassee, FL.
- Kilbride, T.** (March 13, 2024). "Teacher Shortages and Progress Through the Teacher Pipeline." Presented to the State of Michigan's P-20 Longitudinal Data System Advisory Council. (Virtual). Lansing, MI.
- Kilbride, T.** (March 13, 2024). "Michigan's 2022-23 Benchmark Assessments." Presented to the State of Michigan's P-20 Longitudinal Data System Advisory Council. (Virtual). Lansing, MI.
- Guzman, M. & **Kilbride, T.** (January 13, 2024). "Teacher Licensure Waivers and Early Career Outcomes in Michigan During the COVID-19 Pandemic." Presented at the annual meeting of the National Center for Research on Education Access and Choice (Virtual). New Orleans, LA.
- Kilbride, T.** (November 10, 2023). "What the Unwinding of Federal Covid-Relief Funding Means for the Teacher Labor Market." Panel discussion at the annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA. Co-panelists: Dan Goldhaber, Paul Bruno, & Gema Zamarro. Moderator: Thomas Toch.
- Kilbride, T.** (September 19, 2023). "Student Learning and Instruction in Michigan in the Wake of the COVID-19 Pandemic." Presented to the League of Women Voters of Lansing Area. Lansing, MI.
- Kilbride, T. & Mohr, E.** (May 18, 2023). "Leading and Learning in Michigan During the COVID-19 Pandemic." Presented to the Michigan Association of State and Federal Program Supervisors. Lansing, MI.
- Kilbride, T.** (April 18, 2023). "Leveraging Data to Navigate Michigan's Teacher Shortage." Presented to the Michigan Educator Workforce Initiative's Talent Together Governing Committee. (Virtual).
- Kilbride, T. & Hashim, A.** (March 15, 2023). "Leading and Learning in Michigan During the COVID-19 Pandemic." Presented to the State of Michigan's P-20 Longitudinal Data System Advisory Council. (Virtual). Lansing, MI.
- Kilbride, T.** (February 3, 2023). "Michigan's Teacher Shortage: 2023 Comprehensive Report." Presented to the Directors and Representatives of Teacher Education Programs in Michigan. (Virtual).



Carter Andrews, D., Beverly, B., & **Kilbride, T.** (January 13, 2023). "Understanding the Impact of COVID-19 for K-12 Students." Presented at the Equity Within the Classroom conference. (Virtual). East Lansing, MI.

**Kilbride, T.** (November 22, 2022). "Student Achievement and Growth During the COVID-19 Pandemic." Presented to the Michigan Educational Research Association. Frankenmuth, MI.

**Kilbride, T.** (September 8, 2022). "Benchmark Assessment Reporting Under Michigan's 'Return to Learn' Law." Presented to the Michigan Department of Education Office of Educational Assessment and Accountability's Technical Advisory Council. East Lansing, MI.

**Kilbride, T.** (April 7, 2022). "Michigan's Teacher Shortage: Initial Report." Presented to the Michigan P-20 Education Council. (Virtual). Lansing, MI.

**Kilbride, T.** & Rogers, S. (March 24, 2022). "Michigan Teacher Shortage Study: PA 316 Initial Report." Presented to the Michigan Department of Education's Office of Educator Excellence and Michigan's Center for Educational Performance and Information. (Virtual). Lansing, MI.

Cermak, K., Mohr, E., **Kilbride, T.**, Miller, K., & McEvoy, E. (February 23, 2022). "Return to Learn Benchmark Assessments – Past, Present, and Future." Presented at the 2022 Michigan School Testing Conference. (Virtual). Ann Arbor, MI.

Strunk, K.O. & **Kilbride, T.** (September 23, 2021). "Michigan Student Learning Growth During the 2020-21 COVID Pandemic Year." Presented to the Michigan P-20 Education Council. (Virtual). Lansing, MI.

**Kilbride, T.** & Mohr, E. (May 20, 2021). "Return to Learn Reporting Project." Presented to the Michigan Department of Education Office of Educational Assessment and Accountability's Technical Advisory Council. (Virtual). East Lansing, MI.

### *Conference Presentations*

**Kilbride, T.**, Nadal-Fernandez, J., & Walker, S. (2025). "Estimating the Overall Effects of Statewide Early Literacy Policies: Evidence from Michigan." Paper accepted for the annual meeting of the Association for Education Finance and Policy, Washington, DC.

Chen, W., Rogers, S., & **Kilbride, T.** (2025). "It's in the Job Description: Leveraging Large Language Models to Study Teacher Vacancies." Paper accepted for the annual meeting of the Association for Education Finance and Policy, Washington, DC.

Filosa, N., Guzman, M., Imberman, S., **Kilbride, T.**, & Malkus, N. (2024). "Spillovers from Public Health Policies in Schools: Evidence from COVID Mask Mandates." Paper presented at the annual meeting of the Association for Education Finance and Policy, Baltimore, MD.

Lincove., J., Rogers, S., Handler, A., & **Kilbride, T.** (2024). "Which Students of Color have Access to Same-Race or Same-Ethnicity Teachers? The Role of District Size, Urbanicity, and Labor Markets." Paper presented at the annual meeting of the Association for Education Finance and Policy, Baltimore, MD.



- Rogers, S., **Kilbride, T.**, Handler, A., Lincove, J., & Strunk, K. O. (2024). "Are Teacher Demographics and Training Matched with Student Needs?: Evidence from Small Districts and Charter Schools in Michigan." Paper presented at the annual meeting of the Association for Education Finance and Policy, Baltimore, MD.
- Filosa, N., Guzman, M., Imberman, S., **Kilbride, T.**, & Malkus, N. (2023). "Did Masking in Schools Reduce Community COVID-19 Spread?" Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.
- Lincove, J., Handler, A., **Kilbride, T.**, Rogers, S., & Strunk, K. O. (2023). "Are Teacher Demographics and Training Matched with Student Needs?: Evidence from Small Districts and Charter Schools in Michigan." Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.
- Wasif, U., **Kilbride, T.**, & Strunk, K. O. (2023). "Enrollment and Persistence in Postsecondary Teacher Education: Evidence from Michigan." Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.
- Strunk, K.O., Hopkins, B., **Kilbride, T.**, Imberman, S., & Yu, D. (2023). "The Path of Student Learning Delay During the COVID-19 Pandemic: Evidence from Michigan." Paper presented at the annual meeting of the Association of Education Finance and Policy, Denver, CO.
- Kilbride, T.**, Hopkins, B., Strunk, K. O., & Imberman, S. (2022). "The COVID-19 Pandemic, Instructional Modality, and Student Achievement." Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Austin, TX.
- Kilbride, T.**, Hopkins, B., Strunk, K. O., & Imberman, S. (2022). "The COVID-19 Pandemic, Instructional Modality, and Student Achievement." Paper presented at the annual meeting of the Association of Education Finance and Policy, Denver, CO.
- Hopkins, B., Imberman, S., **Kilbride, T.**, & Strunk, K. O. (2022). "Student Achievement and Remote Schooling During the COVID-19 Pandemic: Evidence from Michigan." Paper presented at the annual meeting of the American Economic Association. (Virtual).
- Lovitz, M., Cummings, A., Turner, M., **Kilbride, T.**, Strunk, K. O., & Zhu, Q. (2021). "The COVID Classroom: How Districts, Schools, and Educators Responded to the Pandemic." Paper presented at the annual meeting of the Association of Education Finance and Policy. (Virtual).
- Sutherland, D., Strunk, K. O., Nagel, J. & **Kilbride, T.** (2021). "Peddle to the Metal: Inconsistencies in Student Advancement in Personalized Learning Environments." Paper presented at the annual meeting of the Association of Education Finance and Policy. (Virtual).
- Zhu, Q., Strunk, K. O., Cummings, A., & **Kilbride, T.** (2021). "Early Implementation and Effects of Michigan's Read by Grade Three Law." Paper presented at the annual meeting of the Association of Education Finance and Policy. (Virtual).
- Marianno, B.D. & **Kilbride, T.** (2020). "When Working Conditions Change: How Changes to Collective Bargaining Agreements Affect Teacher Hiring, Mobility, and Exit in

Michigan.” Paper accepted for presentation at the annual meeting of the American Educational Research Association, San Francisco, CA.

Reardon, S.F., Papay, J.P., **Kilbride, T.**, Strunk, K.O., Cowen, J.M., An, L., & Donohue, K. (2020). “Comparing Test Score Growth Measures Constructed from Aggregate and Individual Data.” Paper presented at the annual meeting of the Association for Education Finance and Policy. (Virtual).

Austin, W., Figlio, D., Goldhaber, D., Hanushek, E., **Kilbride, T.**, Koedel, C., Lee, J.S., Lou, J., O’zek, U., Parsons, E., Rivkin, S., Sass, T., & Strunk, K., (2020). “School Districts and Academic Mobility.” Paper presented at the annual meeting of the Association for Education Finance and Policy. (Virtual).

Marianno, B.D. & **Kilbride, T.** (2020). “When Working Conditions Change: How Changes to Collective Bargaining Agreements Affect Teacher Hiring, Mobility, and Exit in Michigan.” Paper accepted for presentation at the annual meeting of the Association for Education Finance and Policy. (Virtual).

Marianno, B.D. & **Kilbride, T.** (2019). “Outside the Scope: The Effect of Michigan Public Act 103 and Seniority-Based Transfer Provisions on Teacher Mobility.” Paper presented at the annual meeting of the Association for Public Policy and Management, Denver, CO.

Marianno, B.D. & **Kilbride, T.** (2019). “When Working Conditions Change: How Changes to Collective Bargaining Agreements Affect Teacher Hiring, Mobility, and Exit in Michigan.” Paper presented at the annual meeting of the Association for Public Policy and Management, Denver, CO.

Marianno, B.D. & **Kilbride, T.** (2019). “Outside the Scope: The Effect of Michigan Public Act 103 on Teacher Mobility.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Kansas City, MO.

Marianno, B.D., Strunk, K.O., Goldhaber, D., Theobald, R., Cowen, J.M., & **Kilbride, T.** (2018). “The More Things Change, The More They Stay the Same? Examining the consistency of collective bargaining provisions across states and time.” Paper presented at the annual meeting of the American Educational Research Association in New York, NY.

Strunk, K.O., Goldhaber, D., Cowen, J.M., Marianno, B.D., **Kilbride, T.**, Theobald, R. (2018). “The More Things Change, the More They Stay the Same? Examining the consistency of collective bargaining provisions across states and time.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

## RESEARCH GRANTS

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2024 – 2025 *Principal Investigator.* The Joyce Foundation. “Understanding Supply, Recruitment, and Retention in the Michigan Teacher Workforce.”

2022 – 2023 *Co-Principal Investigator.* The Joyce Foundation. “Understanding Supply, Recruitment, and Retention in the Michigan Teacher Workforce.” (PI: Katharine Strunk)

- 2021 – 2024 *Co-Investigator*. Michigan Department of Education. “Understanding the Impact of the COVID-19 Pandemic on Michigan Schools, Students, and Educators.” (PI: Katharine Strunk)
- 2021 – 2023 *Co-Investigator*. Michigan Department of Education. “Examining Learning Gains and Successful Distance Learning Strategies During the COVID-19 Pandemic.” (PI: Katharine Strunk)
- 2021 – 2023 *Co-Investigator*. Michigan Department of Education. “Understanding the Teacher Shortage in Michigan: Michigan PA 316 Teacher Workforce Research.” (PI: Katharine Strunk).
- 2019 – 2024 *Co-Principal Investigator (2020-2024), Collaborator (2019)*. Department of Education, Institute for Education Sciences. “Evaluating Michigan’s Early Literacy Law: Impacts, Implementation and Improving State Capacity.” Award Number R305H190004. (PI: Katharine Strunk, Co-PIs: Josh Cowen, Tanya Wright, Susan Dynarski, Brian Jacob, Venessa Keesler, Thomas Howell).
- 2019 – 2021 *Collaborator*. The Hewlett Foundation. “Competency-Based Education in Michigan: Shifting Instructional Practice to Promote Learning and Engagement.” (Co-PIs: Josh Cowen, Katharine Strunk).
- 2018 – 2019 *Research Assistant*. Stanford University via Bloomberg Philanthropies. “Validating District and School Achievement Growth Measures.” (PI: Sean Reardon, Co-PIs: Josh Cowen, John Papay, Katharine Strunk).
- 2016 – 2017 *Research Assistant*. The Smith Richardson Foundation. “Bargaining for the Future? The Impact of State and Local Policy Reforms on Teachers’ Unions, Teacher Labor Markets, and Student Achievement.” (Co-PIs: Eric Brunner, Josh Cowen, Katharine Strunk).
- 2015 –2017 *Research Assistant*. The Laura and John Arnold Foundation. “The Impact of State and Local Policy Reforms on Teachers’ Unions, Teacher Labor Markets, and School District Performance.” (Co-PIs: Eric Brunner, Josh Cowen, and Katharine Strunk).

## OTHER EXPERIENCE

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- 2015 – 2019 **Graduate Research Assistant**, College of Education, Michigan State University, East Lansing, MI
- 2012 – 2015 **Graduate Teaching Assistant**, Department of Counseling, Educational Psychology, and Special Education, College of Education Michigan State University, East Lansing, MI
- Advanced Multivariate Data Analysis (Hierarchical Linear Models)*  
Instructor: Spyros Konstantopoulos
- Quantitative Methods in Education Research I*  
Instructor: Kim Maier

- 2014 – 2015 **Learning Center Director**, Mathnasium: The Math Learning Center  
Delta Township, MI
- 2013 – 2014 **Mathematics Instructor**, Mathnasium: The Math Learning Center  
Okemos, MI
- 2011 – 2014 **Alternative Education Facilitator and Math Tutor**, The Learning Concern  
Grand Ledge, MI

## MEDIA ENGAGEMENT

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### *Moderated Discussions*

*WKAR*: “State of the State: Pandemic School Performance and Political Predictions.” Podcast recording available at: <https://msualumnipodcasts.transistor.fm/episodes/pandemic-school-performance-and-political-predictions> (October 27, 2022)

*Bridge Michigan*: “Michigan’s Teacher Staffing Challenges – Causes and Solutions.” Recording available at: <https://www.bridgemi.com/center-michigan/watch-bridges-lunch-break-about-michigans-k-12-teacher-staffing-challenges> (September 28, 2022)

### *News Media Interviews*

*Bridge Michigan*: “Michigan is spending big to hire and retain teachers. Experts see positive signs.” <https://www.bridgemi.com/talent-education/michigan-spending-big-hire-and-retain-teachers-experts-see-positive-signs> (November 26, 2024)

*WILX*: “Third grade reading scores hit a record low in Michigan.” <https://www.wilx.com/2024/08/28/third-grade-reading-scores-hit-record-low-michigan/> (August 28, 2024)

*Bridge Michigan*: “M-STEP results reveal struggles for Michigan kids who began school in COVID.” <https://www.bridgemi.com/talent-education/m-step-results-reveal-struggles-michigan-kids-who-began-school-covid> (August 28, 2024)

*WKAR*: “Study finds few students were held back under a Michigan childhood literacy law.” <https://www.wkar.org/wkar-news/2024-07-04/study-finds-few-students-were-held-back-under-a-michigan-childhood-literacy-law> (July 4, 2024)

*Michigan Advance*: “Michigan lawmakers continue to grapple with best way to improve childhood literacy.” <https://michiganadvance.com/2024/07/03/michigan-lawmakers-continue-to-grapple-with-best-way-to-improve-childhood-literacy/> (July 3, 2024)

*Bridge Michigan*: “Michigan students fell behind during COVID. Their recovery lags other states.” <https://www.bridgemi.com/talent-education/michigan-students-fell-behind-during-covid-their-recovery-lags-other-states> (June 28, 2024)

- WBST*: “Michigan’s third-grade retention law rarely held back students, study finds.” <https://wsbt.com/news/regional/michigans-third-grade-retention-law-rarely-held-back-students-study-finds> (June 26, 2024)
- Bridge Michigan*: “Michigan’s charters, virtual schools buck trend in falling enrollment.” <https://www.bridgemi.com/talent-education/michigans-charters-virtual-schools-buck-trend-falling-enrollment> (February 26, 2024)
- Michigan Radio*: “MSU report finds Michigan student achievement still lags from pandemic.” <https://www.michiganradio.org/education/2023-11-21/msu-report-finds-michigan-student-achievement-still-lags-from-pandemic> (November 21, 2023)
- WWJ*: “‘Still a bit behind’: MSU research finds Michigan students haven’t reached pre-pandemic achievement levels.” <https://omny.fm/shows/wwjam-on-demand/still-a-bit-behind-msu-research-finds-michigan-stu> (November 19, 2023)
- Chalkbeat Detroit*: “Gaps in Michigan student achievement remain wider than pre-pandemic norm, report finds.” <https://www.chalkbeat.org/detroit/2023/11/16/michigan-students-make-slow-progress-benchmark-assessments-2023-show/> (November 16, 2023)
- Mid-Michigan Now*: “Michigan student math scores show slight improvement, reading remains stagnant: A look at pandemic impact on education.” <https://midmichigannow.com/news/local/michigan-student-math-scores-show-slight-improvement-reading-remains-stagnant-a-look-at-pandemic-impact-on-education> (November 15, 2023)
- Detroit News*: “Fewer third-graders could be held back for reading this school year, report says.” <https://www.detroitnews.com/story/news/local/michigan/2023/11/12/fewer-third-graders-could-be-held-back-for-reading-in-2024/71534181007/> (November 12, 2023)
- WKAR Public Media*: “Third-graders in Michigan are still struggling to read despite state supports.” <https://www.wkar.org/wkar-news/2023-11-08/third-graders-in-michigan-are-still-struggling-to-read-despite-state-supports> (November 8, 2023)
- Bridge Michigan*: “Michigan third-graders still struggle with reading, more supports needed.” <https://www.bridgemi.com/talent-education/michigan-third-graders-still-struggle-reading-more-supports-needed> (November 7, 2023)
- WLX*: “Report shows fewer 3<sup>rd</sup> graders in Michigan could be held back for reading.” <https://www.wilx.com/2023/11/07/report-shows-fewer-3rd-graders-michigan-could-be-held-back-reading/> (November 7, 2023)
- MLive*: “Low pay, culture wars, and ‘bulldozer parents.’ Why Michigan’s best teachers are calling it quits.” <https://www.mlive.com/news/2023/08/low-pay-culture-wars-and-bulldozer-parents-why-michigans-best-teachers-are-calling-it-quits.html> (August 23, 2023)
- Bridge Michigan*: “Michigan to launch major teacher recruitment and training effort in fall.” <https://www.bridgemi.com/talent-education/michigan-launch-major-teacher-recruitment-and-training-effort-fall> (July 11, 2023)

*The Hechinger Report*: “PROOF POINTS: Plenty of Black college students want to be teachers, but something keeps derailing them.” <https://hechingerreport.org/proof-points-plenty-of-black-college-students-want-to-be-teachers-but-something-keeps-derailing-them-late-in-the-process/> (July 10, 2023)

*Gongwer News Service-Michigan*: “Teacher prep candidates of color more likely to drop prep programs.” [https://www.gongwer.com/news/?article\\_ID=621290107](https://www.gongwer.com/news/?article_ID=621290107) (July 3, 2023)

*WLNS Lansing*: “MSU: MI loses teachers before they enter the workforce.” <https://www.wlns.com/news/msu-mi-loses-teachers-before-they-enter-workforce/> (June 28, 2023)

*Bridge Michigan*: “Michigan Democrats want to give teachers more stay in classroom assignments.” <https://www.bridgemi.com/talent-education/michigan-democrats-want-give-teachers-more-say-classroom-assignments> (May 17, 2023)

*Bridge Michigan*: “Michigan public school enrollment stabilizing after pandemic exodus.” <https://www.bridgemi.com/talent-education/michigan-public-school-enrollment-stabilizing-after-pandemic-exodus> (February 10, 2023)

*Fox 17 West Michigan*: “Michigan students’ test scores continue to be a downward trend.” <https://www.fox17online.com/news/local-news/michigan/michigan-students-test-scores-continue-to-be-a-downward-trend> (January 20, 2023)

*Wood TV Grand Rapids*: “Growing education crisis: MI fourth grade reading levels drop, study finds.” <https://www.woodtv.com/news/michigan/growing-education-crisis-mi-fourth-grade-reading-levels-drop-study-finds/> (January 10, 2023)

*Downtown Newsmagazine*: “Report card on schools: the impact of the pandemic.” <https://www.downtownpublications.com/single-post/report-card-on-schools-the-impact-of-the-pandemic> (Dec 28, 2022)

*Bridge Michigan*: “Michigan teacher retirements appear level, despite fear of huge exodus.” <https://www.bridgemi.com/talent-education/michigan-teacher-retirements-appear-level-despite-fear-huge-exodus> (August 15, 2022)

*Detroit News*: “Does Michigan have a K-12 staff problem? State officials don’t know how many jobs are vacant.” <https://www.detroitnews.com/story/news/education/2022/04/13/michigan-k-12-teachers-vacancies-staffing-shortage-employment/7217942001/> (April 13, 2022)

*The State News*: “MSU report finds pandemic negatively affected Michigan K-8 student learning.” <https://statenews.com/article/2022/01/msu-report-finds-pandemic-negatively-affected-michigan-k-8-student-learning> (January 18, 2022)