

## **CURRICULUM VITAE**

### **MATTHEW G. SPRINGER**

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Specialization: Education Policy; Accountability; Incentives; Compensation; Causal Inference

Rankings: h-index: 35; i10-index: 48

## **EDUCATION**

2006 Vanderbilt University, Peabody College, Nashville, Tennessee. Ph.D. Major Field: Education Finance and Policy. Dissertation: “No Child Left Behind and Achievement Tradeoffs.”

1998 Denison University, Granville, Ohio. Major Fields: Education and Psychology. Degree Awarded: B.A. with honors. State-certified psychology and sociology teacher.

## **PROFESSIONAL EXPERIENCE**

2018 – present Robena and Walter E. Hussman, Jr. Distinguished Professor of School Reform; Professor of Education, Evaluation, and Policy (2023-present); Associate Professor of Education, Evaluation, and Policy (2018-2022); Chair, Education Policy and Organizational Leadership (2019-present); Coordinator, Ph.D. in Policy, Leadership, and School Improvement (2019-2022). University of North Carolina – Chapel Hill

2017 – 2018 Associate Professor of Public Policy and Education. Department of Leadership, Policy, and Organizations. Peabody College, Vanderbilt University (tenured).

2010 – 2016 Assistant Professor of Public Policy and Education. Department of Leadership, Policy, and Organizations. Peabody College, Vanderbilt University.

2006 – 2010 Research Assistant Professor of Public Policy and Education. Department of Leadership, Policy, and Organizations. Peabody College, Vanderbilt University.

2010 – 2014 Director. Tennessee Consortium for Research, Evaluation, and Development [Tennessee Education Research Alliance].

2006 – 2012 Director. National Center on Performance Incentives.

2005 – 2006 Assistant Director for Policy Research. Peabody Center for Education Policy.

2005 – 2006	Project Director. National Center on School Choice.
2001 – 2002	Associate Dean of Students, Service-Learning Director, and teacher. Darrow School. New Lebanon, New York.
1998 – 2001	Assistant Dean of Students, Service-Learning Director, and teacher. Darrow School. New Lebanon, New York.

### HONORS AND AFFILIATIONS

2023	Distinguished Teaching Award for Post-Baccalaureate Instruction. University of North Carolina – Chapel Hill
2019	Johnston Teaching Excellence Award. University of North Carolina – Chapel Hill
2019	Chancellor’s Entrepreneurship Program. University of North Carolina – Chapel Hill
2017	Faculty Excellence Award for Research and Service to the Field. Peabody College of Vanderbilt University
2017	Outstanding Article of the Year Award. National Education Finance Academy.
2007 – 2017	Faculty Fellow. Vanderbilt University’s Experimental Education Research Training Program.
2012	Outstanding Policy Report. American Education Research Association
2006 – 2012	Research Fellow. National Center on School Choice.
2010 – 2012	Education Policy Fellow. The George W. Bush Institute.
2008	Benefactor of the Commons Award. Vanderbilt University.
2007	Award for Excellence in Research. Vanderbilt University’s Learning Sciences Institute.
2005	Outstanding Educator Honoree. Peabody College, Vanderbilt University.
2002 – 2005	Research Fellowship. Peabody College, Vanderbilt University.
1998 – 2002	Founding Director. Program for Service-Learning and the Environment. Awarded CSEE’s Outstanding Service-Learning Program Award.
1998	Inducted into the National Education Honor Society.

### PUBLICATIONS:

\*alphabetical ordering of authorship; graduate student at the start of the project

#### ***Journal Articles***

41. Rodriguez, L., Nguyen, T. and **Springer, M.G.** (2023). Revisiting Teacher Quality Gaps: Geographic Disparities in Access to Highly Effective Teachers. *Urban Education*.

40. **Springer, M.G.** (2023). You Get What You Pay For? The Need for Strategic Compensation Reform. *Peabody Journal of Education*, 98(1).
39. Rodriguez, L.A., Gegenheimer, K., and **Springer, M.G.** (2023). An Examination of Tenure and Teacher Perceptions of Evaluation: Evidence from Tennessee. *Journal of Educational Human Resources*, 41(2), 251-292.
38. \***Nguyen, T.** and **Springer, M.G.** (2022). A Conceptual Framework of Teacher Turnover: A Systematic Review of the Empirical Literature and Insights from the Employee Turnover Literature. *Educational Review*.
37. \*Hunter, S., and **Springer, M.G.** (2022). Critical Feedback Characteristics, Teacher Human Capital, and Early-Career Teacher Performance: A Mixed Methods Analysis. *Educational Evaluation and Policy Analysis*, 44(3), 380-403.
36. Pham, L., Nguyen, T., and **Springer, M.G.** (2021). Teacher Merit Pay: A Meta-Analysis. *American Educational Research Journal*, 58(3), 527-566.
35. Fang, C., Brooks, C.H., **Springer, M.G.**, Han, L., and Shi, Y. (2021). The Effect of Participation in a Performance Pay Program on Teacher Opinions toward Performance Pay in Rural China. *Education Economics*, 29(6), 597-623.
34. \***Springer, M.G.** and Taylor, L.L (2021). The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *Journal of Educational Human Resources*, 39(2), 101-164.
33. Nguyen, T., Pham, L., Crouch, M., and **Springer, M.G.** (2020). The Correlates of Teacher Turnover: An Updated and Expanded Meta-Analysis. *Educational Research Review*, 31, 1-17.
32. Pearman, A., **Springer, M.G.**, Lipsey, M., Lachowicz, M., Swain, W.A., Farran, D. (2020). Teachers, Schools, and Pre-K Effect Persistence: An Examination of the Sustaining Environments Hypothesis. *Journal for Research on Educational Effectiveness*, 13(4), 547-573.
31. Rodriguez, L.A., Swain, W.A. and **Springer, M.G.** (2020). Sorting through Performance Evaluations: The Effect of Performance Ratings on Teacher Labor Market. *American Educational Research Journal*, 57(6), 2339-2377.
30. Swain, W.A., Rodriguez, L.A., **Springer, M.G.** (2019). Selective Teacher Retention Bonuses: Evidence from the Governor's Retention Bonus Program. *Economics of Education Review*, 68, 148-160.
29. \***Koedel, C.**, Li, J., **Springer, M.G.**, and Tan, L. (2019). Teacher Performance Ratings and Professional Improvement. *Journal of Research on Educational Effectiveness*, 12(1), 90-115.
28. Joshi, E., Doan, S., and **Springer, M.G.** (2018). Student-Teacher Race Match: New Evidence and Insight from Tennessee. *AERA Open*, 4(4), 1-25.
27. \***Koedel, C.**, Li, J., **Springer, M.G.**, Tan, L. (2017). The Impact of Performance Ratings on Job Satisfaction for Public School Teachers. *American Educational Research Journal*, 54(2), 241-278.

26. \*Ballou, D. and **Springer, M.G.** (2017). Has NCLB Encouraged Educational Triage? Accountability and the Distribution of Achievement Gains. *Education Finance and Policy*, 12(1), 77-106.
25. **Springer, M.G.**, Swain, W., and Rodriguez, L. (2016). Effective Teacher Retention Bonuses: Evidence from Tennessee. *Educational Evaluation and Policy Analysis*, 38(2), 199-221.
24. \***Springer, M.G.** and Taylor, L.L. (2016). Designing Incentives for Public School Teachers: Evidence from a Texas Incentive Pay Program. *Journal of Education Finance*, 41(3), 344-381. [awarded Outstanding Article of the Year, National Education Finance Academy]
23. Swain, W., **Springer, M.G.**, Hofer, K.G. (2015). The Persistence of Pre-K Effects and Early Grade Teacher Quality: Evidence from the Tennessee-Voluntary Pre-K Experiment. *AERA Open*, 1(4), 1-17. [top 10 AERA Open article of 2015].
22. **Springer, M.G.**, Rosenquist, B., and Swain, W. (2015). Monetary vs. Non-Monetary Incentives. Experimental Evidence from After-School Tutoring Student Attendance Interventions. *Journal of Research on Educational Effectiveness*, 8(4), 453-474.
21. Steele, J., Pepper, M.J., **Springer, M.G.**, and Lockwood, J.R. (2015). The Distribution and Mobility of Effective Teachers. *Economics of Education Review*, 48, 86-101.
20. \*Ballou, D. and **Springer, M.G.** (2015). Using Student Test Scores to Measure Teacher Performance: Some Problems in the Design and Implementation of Evaluation Systems. *Educational Researcher*, 44(2), 77-86. [top 10 ER article of 2015].
19. Balch, R. and **Springer, M.G.** (2015). Performance Pay, Test Scores, and Student Learning Objectives. *Economics of Education Review*, 44, 114-125.
18. **Springer, M.G.**, Pepper, M., and Ghosh-Dastidar, B. (2014). Supplemental Educational Services and Student Test Scores: Evidence from a Large, Urban School District. *Journal of Education Finance*, 39(4), 370-403.
17. **Springer, M.G.**, Ballou, D., and Peng, A. (2014). Impact of the Teacher Advancement Program on Student Test Scores Gains. *Education Finance and Policy*, 9(2), 193-230.
16. Yuan, K., Le, V., McCaffrey, D.F., Marsh, J.A., Hamilton, L., Stecher, B., and **Springer, M.G.** (2013). Incentive Pay Programs Do Not Affect Teacher Motivation or Reported Practices: Results from Three Randomized Studies. *Educational Evaluation and Policy Analysis*, 35(1), 3-22. [top EEPA article of 2013; top 10 AERA article of 2013].
15. **Springer, M.G.**, Pane, J., Le, V., McCaffrey, D., Burns, S.F., Hamilton, L., and Stecher, B. (2012). Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives. *Educational Evaluation and Policy Analysis*, 34(4), 367-390.
14. Han, B., McCaffrey, D., **Springer, M.G.**, and Gottfried, M. (2012). Teacher Effect Estimates and Decision Rules for Establishing Student-Teacher Linkages: What are the Implications for High-Stakes Personnel Policies in an Urban School District. *Statistics, Politics, and Policy*, 3(2), 1-22.
13. Ballou, D., **Springer, M.G.**, McCaffrey, D.F., Lockwood, J.R., Stecher, B., and Hamilton, L. (2012). POINT/CounterPOINT: The View from the Trenches of Education Policy Research. *Education Finance and Policy*, 7(2), 170-202.

12. \*Podgursky, M. and **Springer, M.G.** (2011). Teacher Compensation Systems in the United States K-12 Public School System. *National Tax Journal*. 64(1), 165-192.
11. **Springer, M.G.**, Liu, K. and Guthrie, J.W. (2009). The Impact of School Finance Litigation on Resource Distribution: A Comparison of Court-Mandated Equity and Adequacy Reform. *Education Economics*, 17(4), 421 – 444.
10. \*Podgursky, M., Smith, J.R., and **Springer, M.G.** (2008). A New Defendant at the Table: An Overview of Missouri School Finance and Recent Litigation. *Peabody Journal of Education*, 83(2), 174-197.
9. **Springer, M.G.** (2008). Accountability Tales: Do Schools Practice Educational Triage? *Education Next*, 8(1), 74-79.
8. **Springer, M.G.** (2008). The Influence of an NCLB Accountability Plan on the Distribution of Student Test Score Gains. *Economics of Education Review*, 27(5), 556-563.
7. \*Podgursky, M. and **Springer, M.G.** (2007). Teacher Performance Pay: A Review. *Journal of Policy Analysis and Management*, 26(4), 909-950.
6. \*Guthrie, J.W. and **Springer, M.G.** (2007). Courtroom Alchemy: Adequacy Advocates Turn Guesstimates into Gold. *Education Next*, 7(1), 20-27.
5. **Springer, M.G.**, Houck, E. Ceperley, P., and Hange, J. (2007). Revenue Generation and Resource Allocation and Deployment Practices in Smaller Learning Communities: Lessons Learned from Three High Schools. *Journal of Education Finance*, 32(4), 443-469.
4. \*Podgursky, M. and **Springer, M.G.** (2006). K-12 Public School Finance in Missouri: An Overview. *Federal Reserve Bank of St. Louis Regional Economic Development*, 2(1), 31-50.
3. \*Podgursky, M. and **Springer, M.G.** (2007). Credentials versus Performance: Review of the Teacher Performance Pay Research. *Peabody Journal of Education*, 82(4), 551-573.
2. Guthrie, J.W. and **Springer, M.G.** (2004). Returning to Square One: From *Plessy* to *Brown* and Back to *Plessy*. *Peabody Journal of Education*, 79(2), 5-32.
1. \*Guthrie, J.W. and **Springer, M.G.** (2004). A Nation at Risk Revisited: “Wrong” Reasoning Sometimes Result in “Right” Rules? At What Cost? *Peabody Journal of Education*, 79(1), 7-35.

### **Books**

7. \*Berends, M., Primus, A., and **Springer, M.G.** (eds., 2019). *Handbook of Research on School Choice*. New York, NY: Taylor and Francis Group.
6. **Springer, M.G.** (ed., 2010). *Performance Incentives: Their Growing Impact on American K-12 Education*. Washington, DC: Brookings Institution Press.
5. Berends, M., **Springer, M.G.**, Ballou, D., and Walberg, H.J. (eds., 2009). *Handbook of Research on School Choice*. New York, NY: Taylor and Francis Group.
4. Guthrie, J.W., **Springer, M.G.**, Rolle, A.R., and Houck, E.A (2007). *Modern Education Finance and Policy*. Englewood Cliffs, NJ: Allyn & Bacon.
3. \*Berends, M., **Springer, M.G.**, and Walberg, H. (eds., 2007). *Charter School Outcomes*. New York, NY: Taylor and Francis Group.

2. \*Berends, M., Langevin, W., and **Springer, M.G.** (eds., 2007). *Policy, Politics, and Organization of School Choice*. Mahwah, NJ: Lawrence Erlbaum Associates.
1. \*Guthrie, J.W. and **Springer, M.G.** (eds., 2005). *Rendering School Resources More Effective: Unconventional Responses to Long-Standing Issues*. Mahwah, New Jersey: Lawrence Erlbaum Associates.

### **Book Chapters**

13. Brooks, C.H. and **Springer, M.G.** (in press). Identifying, Establishing, and Distributing the Economic Value of the Classroom Teacher. In Brown, G. and Makridis, C. *The Economics of Equity in K-12 Education*.
12. **Springer, M.G.**, Halpin, P., Springer, J., Stuit, D., Cohen-Vogel, L., and Brooks, C.H. (in press). The Case for Educational Matching Markets: Practical Resource Allocation Schemes for Addressing Inequities and Achievement Gaps. *Current Trends in Education Finance*.
11. \*Brooks, C.H and **Springer, M.G.** (in press). Measuring Teacher Effectiveness: A Review of Historical Developments and Current Trends. *Handbook on Economics of Education*.
10. Gegenheimer, K. and **Springer, M.G.** (2019). Voucher Outcomes. In Berends, M., Primus, A., and Springer, M.G. *Handbook of Research on School Choice*. New York, NY: Taylor and Francis Group.
9. **Springer, M.G.**, Houck, E.A., and Guthrie, J.W. (2015). History and Scholarship of United States Education Finance and Policy. In H. Ladd and P. Goertz (eds.), *Handbook of Research on Education Finance and Policy*. Mahwah, NJ: Lawrence Erlbaum Associates, 3-23.
8. **Springer, M.G.** (2011). *Establishing a Framework for Evaluation and Teacher Incentives: Considerations for Mexico*. Paris: Organisation for Economic Co-Operation and Development.
7. **Springer, M.G.** and Balch, R. (2010). Design Components of Incentive Pay Programs in the Education Sector. In S. Sclafani (ed.), *Teacher Incentives and Stimuli*. Paris: Organisation for Economic Co-Operation and Development.
6. Taylor, L.L., **Springer, M.G.**, and Ehlert, M. (2010). Characteristics and Determinants of Teacher-Designed Incentive Pay Programs: Evidence from Texas' Governor Educator Excellence Grant Program. In M.G. Springer (ed.), *Performance Incentives: Their Growing Impact on American K-12 Education*. Washington, DC: Brookings Institution Press.
5. **Springer, M.G.**, Pepper, M., Gardner, C. and Bower, C. (2009). Supplemental Education Services and No Child Left Behind. In M. Berends, M.G. Springer, D. Ballou, and H.J. Walberg (eds.), *Handbook of Research on School Choice*. Mahwah, NJ: Lawrence Erlbaum Associates.
4. **Springer, M.G.**, Houck, E.A., and Guthrie, J.W. (2007). History and Scholarship of United States Education Finance and Policy. In H. Ladd and T. Fiske (eds.), *Handbook of Research on Education Finance and Policy*. Mahwah, NJ: Lawrence Erlbaum Associates, 3-23.

3. **Springer, M.G.** and Guthrie, J.W. (2007). Adequacy's Politicization of the School Finance Legal Process. In M. West and P. Peterson (eds.), *School Money Trials: The Legal Pursuit of Educational Adequacy*. Washington, DC: Brookings Institution Press, 102 – 130. [cited in US Supreme Court decision on school finance].
2. **Springer, M.G.** and Guthrie, J.W. Finance Inequality (2006). In K. Borman, S. Cahill, and B. Cotner. *An American High School: An Encyclopedia*. Westport, CT: Greenwood Publishing.
1. Guthrie, J.W. and **Springer, M.G.** Administration (2006). In K. Borman, S. Cahill, and B. Cotner. *An American High School: An Encyclopedia*. Westport, CT: Greenwood Publishing.

***Policy Reports (select)***

20. Worsham, R.E., Weng, A., Klasik, D., Lindsey, C., and **Springer, M.G.** The College Advising Corps and College Going Behaviors. Education Futures Initiative Policy Report.
19. Klasik, D., Zahran, W., Worsham, R., and **Springer, M.G.** Evidence from the North Carolina Promise. Education Futures Initiative Policy Report.
18. **Springer, M.G.**, Bastian, K., and Brooks, C.D. (2020). The Unpacking is Underway: Current and Future Directions for Teacher Preparation Data Systems. Nashville, TN: National Institute for Excellence in Teaching.
17. Ballou, D., Canon, K., Ehlert, M., Wu, W.W., Doan, S., Taylor, L., **Springer, M.G.** (2016). Final Evaluation Report: Tennessee's Strategic Compensation Programs Findings from Implementation and Impact: 2010-2016. Nashville, TN: Tennessee Education Research Alliance.
16. Ehlert, M., Pepper, M.J., Parsons, E., Burns, S.F., and **Springer, M.G.** (2014). Educator Evaluation in Tennessee: Initial Findings from the 2013 First to the Top Survey. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.
15. Pepper, M.J., Burns, S.F., and **Springer, M.G.** (2013). Educator Evaluation in Tennessee: Preliminary Findings from the 2012 First to the Top Survey. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.
14. **Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2013). *Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching*. Nashville, TN: National Center on Performance Incentives.
13. Lewis, J., Greenslate, C.M., and **Springer, M.G.** (2013). A Review of the Tennessee Assessment Landscape: Current Practices, Perceptions, and Future Directions. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.
12. Marsh, J.A., **Springer, M.G.**, McCaffrey, D.F., Yuan, K., Epstein, S., Koppich, J., Kalra, N. DiMartino, C. and \*Peng, A. (2012). A Big Apple for Educators: New York City's Experiment with Schoolwide Performance Bonuses. Santa Monica, CA: RAND. [AERA Outstanding Policy Report Award].

11. Pepper, M.J., Burns, S.F., and **Springer, M.G.** (2012). A Review of Tennessee’s Educational Data Systems. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.
10. Canon, K., Greenslate, C., Lewis, J., Merchant, K., and **Springer, M.G.** (2012) Evaluation of Tennessee’s Strategic Compensation Programs: Interim Findings on Development, Design, and Implementation. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.
9. **Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2010). *Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching*. Nashville, TN: National Center on Performance Incentives.
8. **Springer, M.G.**, Stuit, D.A., and Peng, A. (2010). Volatility in School Performance Measures: A Primer. Washington, DC: United States Department of Education’s Institute of Education Sciences.
7. **Springer, M.G.**, Lewis, J.L., Ehlert, M., Podgursky, M., Crader, G., Taylor, L., Gronberg, T., Jansen, D., Lopez, O., and Stuit, D. (2010). *District Awards for Teacher Excellence (D.A.T.E.) Program: Final Evaluation Report*. Austin, TX: Texas Education Agency.
6. **Springer, M.G.**, Lewis, J.L., Podgursky, M., Ehlert, M., Gronberg, T., Hamilton, L., Jansen, D., Stecher, B., Taylor, L.L., Lopez, O., Peng, A. (2009). *Texas Educator Excellence Grant (TEEG) Program: Year Three Evaluation Report*. Austin, TX: Texas Education Agency.
5. Lewis, J. and **Springer, M.G.** (2009). *Effective Technical Assistance Principles: Lessons from Three Performance Pay Programs*. Washington, DC: Center for American Progress.
4. **Springer, M.G.**, Lewis, J.L., Podgursky, M., Ehlert, M., Taylor, L.L., Lopez, O., and Peng, A. (2009). *Governor’s Educator Excellence Grant (GEEG) Program: Year Three Evaluation Report*. Austin, TX: Texas Education Agency.
3. Lewis, J.L. and **Springer, M.G.** (2008). *Performance Incentives in Texas: Why Schools Chose Not to Participate*. Nashville, TN: National Center on Performance Incentives.
2. Jacob, B. and **Springer, M.G.** (2007). *Teacher Attitudes on Pay for Performance: A Pilot Study*. Tallahassee, Florida: Florida Education Association.
1. **Springer, M.G.** (2005). *Administrator Merit Pay Programs: Performance Indicators and Characteristics Associated with Successful Program Planning, Design, Adoption, and Implementation*. Austin, TX: Austin Independent School District, 1 – 29.

### **Other Articles**

8. Springer, M.G. (2023). Advancing Science and Pushing Public Conversation: The Merit Pay Experience. U.S. Department of Education’s Institute of Education Sciences 25<sup>th</sup> anniversary blog series.
7. Hunter, S. and **Springer, M.G.** (2022). Feedback on Teacher Evaluation Misses the Mark. Brookings Institution Chalkboard.
6. Nguyen, T. and **Springer, M.G.** (2020). Teacher Attrition and Retention: What We Know, What We Can Do, and What More Do We Need. Brookings Institution Chalkboard.



5. **Springer, M.G.**, Rodriguez, L., Swain, W., and Taylor, L. (2019). What We've Learned about Teacher Compensation Reform in Tennessee. Nashville, TN: Tennessee Education Research Alliance, 1-10.
4. Rodriguez, L.A. and **Springer, M.G.** (2019). Transforming the Pool of Tenured Teachers in Tennessee. Nashville, TN: Tennessee Education Research Alliance, 1-9.
3. **Springer, M.G.** (2019). You Get What You Pay For? The Need for Strategic Compensation Reform. Santa Monica, CA: National Institute for Excellence in Teaching, 1-43.
2. **Springer, M.G.** and Gardner, C.D. (2010). Teacher Pay for Performance: Context, Status, and Direction. *Phi Delta Kappan*, 91(8), 8-15.
1. Podgursky, M., **Springer, M.G.** and Hutton, R. (2009). Teacher Training and Preparation in the United States. In P. Peterson, E. Baker, and B. McGaw (eds.), *International Encyclopedia of Education*. New York, NY: Elsevier.

### ***Manuscripts in Preparation***

Active

- \***Bleiberg, J.**, Brunner, E., **Harbatkin, E.**, Kraft, M., **Springer, M.G.** The Effect of Teacher Accountability Reform on Student Outcomes. R&R, *Journal of Political Economy*.
- \***Brooks, C.**, Domina, T., Hutt, E., **Powers, P.**, and **Springer, M.G.** ESSER-ting your Preferences: Examining School Districts' Revealed Preferences for Addressing Pandemic Learning Loss.
- \***Candelaria, C.A.**, **Crutchfield, A.N.**, and **Springer, M.G.** Student-Based Budgeting: A Case Study in Metro Nashville Public Schools.
- Cohen-Vogel, L.**, Little, M., **Brooks, C.**, **Gragson, A.**, Domina, T., **Springer, M.G.**, Drake, T., and **Cadilla, V.** Is 2<sup>nd</sup> Grade the Zone of Instructional Development for Teachers? A Sequential Mixed Methods Study of Teacher Assignment.
- Domina, T., **Brooks, C.**, Bastian, K., Cohen-Vogel, L., Halpin, P., Springer, J.A., and **Springer, M.G.** Creating Classes: Elementary School Student Assignment and Instructional Quality.
- Halpin, P., **Springer, M.G.**, **Brooks, C.**, Springer, J.A., and Stuit, D.A. Matching Market Methods for Classroom Rostering.
- Klasik, D., Zahran, W., Worsham, R., and **Springer, M.G.** Do Students Respond to a Sticker-Price Reduction? Evidence from the North Carolina Promise.
- Springer, M.G.** **Brooks, C.**, Pham, L., Nguyen, T. Does Money Matter? A Meta-Analysis of School Spending and Student Outcomes.
- Springer, M.G.**, Halpin, P., and **Brooks, C.** Classroom Rostering Practices and Student Outcomes: A Simulation Study.
- Swain, W.A. and **Springer, M.G.** Children's Health Insurance and Educational Inequalities: Effect on Health Service Utilization and Attendance. *R&R, Journal of Education for Students Placed at Risk*.
- Worsham, R.E., **Weng, A.**, Klasik, D., Lindsey, C., and **Springer, M.G.** College Going Behaviors, Enrollment, and Persistence: An Examination of a Near-Peer Mentoring Program.

Retired

\*Doan, S. and **Springer, M.G.** Value-Added and Teacher Accountability: Evidence from a Twin Study Design.

Rodriguez, L.A. and **Springer, M.G.** The Impact of Tenure Reform on Student and Teacher Outcomes.

Woo, D., Nguyen, T., Weiss, A., Nader, J., and **Springer, M.G.** Examining the Relationship between School Sector, Satisfaction, and Turnover: Evidence from Multiple Waves of the Schools and Staffing Survey.

## PROFESSIONAL PRESENTATIONS

### *Papers Accepted for Presentation at Academic Conferences*

**Springer, M.G.**, Halpin, P., Brooks, C.H., Cohen-Vogel, L., and Domina, T. (2023). Classroom Rostering Practices and Student Outcomes: A Simulation Study. *Association for Education Finance & Policy*. Denver, CO.

**Springer, M.G.**, Halpin, P., Brooks, C.H., Cohen-Vogel, L., and Domina, T. (2022). Classroom Rostering Practices and Student Outcomes: A Simulation Study. *Society for Research on Educational Effectiveness*. Washington, DC.

**Springer, M.G.**, Brooks, C.H., Pham, L., Nguyen, T. (canceled COVID). Does Money Matter? A Meta-Analysis of School Spending and Student Outcomes. *Association for Public Policy Analysis & Management*. Washington, DC.

**Springer, M.G.**, Brooks, C.H., Pham, L., Nguyen, T. (2020). Does Money Matter? A Meta-Analysis of School Spending and Student Outcomes. *Association for Education Finance and Policy*. Fort Worth, Texas.

Hunter, S., and **Springer, M.G.** Critical Feedback Characteristics, Teacher Human Capital, and Early-Career Teacher Performance: A Mixed Methods Analysis (2019). *Association for Public Policy Analysis & Management*. Denver, CO.

Hunter, S., and **Springer, M.G.** Critical Feedback Characteristics, Teacher Human Capital, and Early-Career Teacher Performance: A Mixed Methods Analysis (2019). *Association for Education Finance & Policy*. Kansas City, MO.

Pham, L., Nguyen, T., and **Springer, M.G.** (2018). Teacher Merit Pay: A Meta-Analysis. *Association for Public Policy Analysis & Management*. Chicago, IL.

Pearman, A., **Springer, M.G.**, Lipsey, M., Lachowicz, M., Swain, W.A., Farran, D. (2018). Teachers, Schools, and Pre-K Effect Persistence: An Examination of the Sustaining Environments Hypothesis. *Association for Public Policy Analysis & Management*. Chicago, IL.

Pearman, A., **Springer, M.G.**, Lipsey, M., Lachowicz, M., Swain, W.A., Farran, D. (2018). Teachers, Schools, and Pre-K Effect Persistence: An Examination of the Sustaining Environments Hypothesis. *Society for Research on Educational Effectiveness*. Washington, DC.

- \*Springer, M.G.** and Taylor, L.L (2017). The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *Association for Public Policy Analysis & Management*. Chicago, IL.
- \*Springer, M.G.** and Taylor, L.L (2017). The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *Association for Education Finance & Policy*. Washington, DC.
- Swain, W., **Springer, M.G.**, Hofer, K.G. (2016). The Persistence of Pre-K Effects and Early Grade Teacher Quality: Evidence from the Tennessee-Voluntary Pre-K Experiment. *Association for Public Policy Analysis & Management*. Washington, DC.
- Swain, W., **Springer, M.G.**, Hofer, K.G. (2016). The Persistence of Pre-K Effects and Early Grade Teacher Quality: Evidence from the Tennessee-Voluntary Pre-K Experiment. *Society for Research on Educational Effectiveness*. Washington, DC.
- Springer, M.G.**, Swain, W., and Rodriguez, L. (2016). Effective Teacher Retention Bonuses: Evidence from Tennessee. *Association for Education Finance & Policy*. Denver, CO.
- Springer, M.G.**, Swain, W., and Rodriguez, L. (2015). Effective Teacher Retention Bonuses: Evidence from Tennessee. *Association for Public Policy Analysis & Management*. Miami, FL.
- Swain, W., **Springer, M.G.**, Hofer, K.G. (2015). The Persistence of Pre-K Effects and Early Grade Teacher Quality: Evidence from the Tennessee-Voluntary Pre-K Experiment. *Association for Education Finance & Policy*. Washington, DC.
- Springer, M.G.**, Rosenquist, B., and Swain, W. (2014). Monetary vs. Non-Monetary Incentives. Experimental Evidence from After-School Tutoring Student Attendance Interventions. *American Educational Research Association*. Philadelphia, PA.
- Springer, M.G.**, Rosenquist, B., and Swain, W. (2014). Monetary vs. Non-Monetary Incentives. Experimental Evidence from After-School Tutoring Student Attendance Interventions. *Association for Education Finance & Policy*. San Antonio, TX.
- Springer, M.G.**, Pane, J., Le, V., McCaffrey, D., Burns, S.F., Hamilton, L., and Stecher, B. (2012). Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives. *American Educational Research Association*, Washington, DC.
- Springer, M.G.**, Pane, J., Le, V., McCaffrey, D., Burns, S.F., Hamilton, L., and Stecher, B. (2012). Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives. *Association for Public Policy Analysis & Management*. Baltimore, MD.
- Springer, M.G.**, Pane, J., Le, V., McCaffrey, D., Burns, S.F., Hamilton, L., and Stecher, B. (2012). Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives. *Association for Education Finance & Policy*. Boston, MA.
- Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2011). Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. *American Educational Research Association*. New Orleans, LA.

- Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2011). Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. *Association for Public Policy Analysis & Management*. Washington, DC.
- Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2011). Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. *American Education Finance Association*. Seattle, WA.
- Podgursky, M. and **Springer, M.G.** (2010). Teacher Compensation Systems in the United States K-12 Public School System. *American Education Finance Association*. Richmond, VA.
- Podgursky, M. and **Springer, M.G.** (2010). Teacher Compensation Systems in the United States K-12 Public School System. *Association for Public Policy Analysis & Management*. Washington, DC.
- Springer, M.G.** and Taylor, L.L. (2009). Optimal Incentives for Public Sector Workers: The Case of Teacher-Designed Incentive Pay in Texas. *American Education Finance Association*. Nashville, TN.
- Ballou, D. and **Springer, M.G.** (2009). Achievement Tradeoffs and No Child Left Behind. *Association for Public Policy Analysis & Management*. Washington, DC
- Springer, M.G.**, Pepper, M., and Ghosh-Dastidar, B. (2009). The Estimated Effects of Supplemental Educational Services on Student Test Score Gains: Evidence from a Large, Urban School District. *American Education Finance Association*. Nashville, TN.
- Springer, M.G.**, Ballou, D., and Peng, A. (2008). Impact of Teacher Advancement Program on Student Test Score Gains: Findings from an Independent Appraisal. *American Education Finance Association*. Denver, CO.
- Springer, M.G.** (2008). The Estimated Effect of a Teacher Pay for Performance Program on Student Test Score Gains. *Association for Public Policy Analysis and Management*. Los Angeles, CA.
- McCaffrey, D., Ballou, D., Lockwood, J.R., and **Springer, M.G.** (2008). A Two-Stage Randomization Scheme to Ease the Threat of Principal and Teacher Collusion Biasing Estimates for a Teacher Pay for Performance Treatment. *Institute for Education Sciences National Research Conference*. Washington: DC.
- Ballou, D. and **Springer, M.G.** (2008). Achievement Tradeoffs and No Child Left Behind. 33<sup>rd</sup> Annual Meeting of the American Education Finance Association. Denver, CO: April 11<sup>th</sup>.
- Springer, M.G.**, Pepper, M., Ghosh-Dastidar, B. (2008). The Impact of Supplemental Education Services on Student Test Score Gains: Evidence from a Large, Urban School District. *American Education Finance Association*. Denver, CO.
- Springer, M.G.**, Ballou, D., and Peng, A. (2007). Impact of Teacher Advancement Program on Student Test Score Gains: Findings from an Independent Appraisal. *Association for Public Policy Analysis and Management*. Washington, DC.
- Podgursky, M., **Springer, M.G.**, Ghosh-Dastidar, B., and West, M. (2007). Diffusion of Pay for Performance Policy: Findings from Several Waves of the Schools and Staffing Survey. *Association for Public Policy Analysis and Management*. Washington, DC.

- Langevin, W. and **Springer, M.G.** (2007). The Political Economy of Teacher Certification and Compensation. *Midwest Political Science Association*. Chicago, IL. Nominated for MPSA outstanding paper award.
- Springer, M.G.** and Ballou, D. (2006). Achievement Tradeoffs and No Child Left Behind. *American Educational Research Association*. Chicago, IL.
- Springer, M.G.**, Liu, K., and Guthrie, J.W. (2006). The Impact of Education Finance Litigation Reform on Resource Distribution: Is There Anything Special About Adequacy? *Association for Public Policy Analysis and Management*. Madison, WI.
- Springer, M.G.** and Liu, K. (2005). A 30-Year Analysis of the Impact of Court Mandated Reform on Resource Distribution. *American Education Finance Association*. Louisville, KY.
- Houck, E.A. and **Springer, M.G.** (2005). The Past as Prologue: An Evaluation of Funding Adjustments Made in Wake of Leandro v. North Carolina. *American Education Finance Association*. Louisville, KY.
- Guthrie, J.W. and **Springer, M.G.** (2004). Serrano and its Education Finance Progeny: Limits of Litigation. *Association for Policy Analysis and Management*. Atlanta, Georgia.

***Invited Presentations at Universities and Other Professional Organizations / Meetings***

- Springer, M.G.** (2023). Educator Licensure Reform. 2023 Education Policy Bootcamp and Holhauser Legislators Retreat. The Hunt Institute.
- Worsham, R., Klasik, D., Lindsay, C., Weng, A., and **Springer, M.G.** (2022). The Effect of the College Advising Corp on Students' College-Going Behavior. Presentation to the National College Advising Corps.
- Worsham, R., Klasik, D., Lindsay, C., Weng, A., and **Springer, M.G.** (2022). The Effect of the College Advising Corp on Students' College-Going Behavior. Presentation to the John M. Belk Endowment.
- Springer, M.G.** (2022). The Importance of Educator Effectiveness. *BEST-NC*. Cary, NC. (keynote).
- Springer, M.G.**, Halpin, P., Springer, J., Stuit, D., Cohen-Vogel, L., and Brooks, C.H. (2021). The Case for Educational Matching Markets: Practical Resource Allocation Schemes for Addressing Inequities and Achievement Gaps. *Current Trends in Education Finance* hosted by the University of Vermont and Tufts University (virtual).
- Springer, M.G.**, Bastian, K., and Brooks, C.D. (2020). The Unpacking is Underway: Current and Future Directions for Teacher Preparation Data Systems. *National Institute for Excellence in Teaching* (virtual).
- Springer, M.G.** (2019). Causal Research Designs for Studying Incentives in the Education Sector. Boston University's Wheelock College. Boston, MA.
- Pham, L., Nguyen, T., and **Springer, M.G.** (2019). Teacher Merit Pay: A Meta-Analysis. *Governor's Commission on Student Success*. Raleigh, NC.
- Springer, M.G.** (2018). Causal Research Designs for Studying Incentives in the Education Sector. *National Institute for Excellence in Teaching*. Beverly Hills, CA.

- Springer, M.G.** (2018). You Get What You Pay For? The Need for Strategic Compensation Reform. *National Institute for Excellence in Teaching*. Santa Monica, CA.
- Springer, M.G.** (2018). Causal Research Designs for Studying Incentives in the Education Sector. *Prodigy*. Toronto, Canada.
- Pham, L., Nguyen, T., and **Springer, M.G.** (2017). Teacher Merit Pay: A Meta-Analysis. *Vanderbilt University*. Nashville, TN.
- Pham, L., Nguyen, T., and **Springer, M.G.** (2017). Teacher Merit Pay: A Meta-Analysis. *University of North Carolina*. Chapel Hill, NC.
- Pearman, A., **Springer, M.G.**, Lipsey, M., Lachowicz, M., Swain, W.A., Farran, D. (2017). Teachers, Schools, and Pre-K Effect Persistence: An Examination of the Sustaining Environments Hypothesis. *University of North Carolina*. Chapel Hill, NC.
- Springer, M.G.** (2017). Causal Research Designs for Studying Incentives in the Education Sector. *Student First Coalition*. Nashville, TN.
- \***Springer, M.G.** and Taylor, L.L (2016). The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *BEST-NC*. Cary, NC.
- \***Springer, M.G.** and Taylor, L.L (2016). The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *National Education Finance Academy*. Louisville, KY.
- Springer, M.G.**, Swain, W., and Rodriguez, L. (2016). Effective Teacher Retention Bonuses: Evidence from Tennessee. National Education Association's Albert Shanker Institute. *Washington, DC*.
- Springer, M.G.**, Swain, W., and Rodriguez, L. (2016). Effective Teacher Retention Bonuses: Evidence from Tennessee. *Education Writers Association*. Nashville, TN.
- Springer, M.G.**, Swain, W., and Rodriguez, L. (2016). Effective Teacher Retention Bonuses: Evidence from Tennessee. *Vanderbilt University*. Nashville, TN.
- Candelaria, C.A., Crutchfield, A.N., and **Springer, M.G.** (2015). Student-Based Budgeting: A Case Study in Metro Nashville Public Schools. *Nashville Public Schools*. Nashville, TN.
- Swain, W., **Springer, M.G.**, Hofer, K.G. (2015). The Persistence of Pre-K Effects and Early Grade Teacher Quality: Evidence from the Tennessee-Voluntary Pre-K Experiment. *National Head Start Association*. Nashville, TN. Keynote.
- \***Springer, M.G.** and Taylor, L.L (2015). The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *University of Arkansas*. Fayetteville, AR.
- Springer, M.G.**, Rosenquist, B., and Swain, W. (2015). Monetary vs. Non-Monetary Incentives. Experimental Evidence from After-School Tutoring Student Attendance Interventions. *University of Colorado – Colorado Springs*. Colorado Springs, CO.
- Springer, M.G.**, Rosenquist, B., and Swain, W. (2014). Monetary vs. Non-Monetary Incentives. Experimental Evidence from After-School Tutoring Student Attendance Interventions. *United States Department of Education*. Washington, DC.
- Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2013). Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. *Vanderbilt University*. Nashville, TN.

- Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2013). Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. *University of Michigan's Ford School of Public Policy*. Ann Arbor, MI.
- Springer, M.G.**, Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2013). Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. *United States Department of Education*. Washington, DC.
- Springer, M.G.**, Pane, J., Le, V., McCaffrey, D., Burns, S.F., Hamilton, L., and Stecher, B. (2012). Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives. *Vanderbilt University*. Nashville, TN.
- Podgursky, M. and **Springer, M.G.** (2012). Teacher Compensation Systems in the United States K-12 Public School System. *Regional Education Lab – Midwest and Learning Point Associates*. Chicago, IL.
- Podgursky, M. and **Springer, M.G.** (2011). Teacher Compensation Systems in the United States K-12 Public School System. *Harvard University's Kennedy School of Government*. Cambridge, MA.
- Springer, M.G.** (2011). *Establishing a Framework for Evaluation and Teacher Incentives: Considerations for Mexico*. *Organisation for Economic Co-Operation and Development*. Paris.
- Springer, M.G.** and Balch, R. (2010). Design Components of Incentive Pay Programs in the Education Sector. *Organisation for Economic Co-Operation and Development*. Mexico.
- Springer, M.G.** and Taylor, L.L. (2010). Optimal Incentives for Public Sector Workers: The Case of Teacher-Designed Incentive Pay in Texas. United States Government Accountability Office. Washington, DC.
- McCaffrey, D.F., **Springer, M.G.**, and Stuit, D.A. (2009). Volatility in School Growth Measures and Implications for School Accountability. *Vanderbilt University Brown Bag Series*. Nashville, TN.
- McCaffrey, D.F., **Springer, M.G.**, and Stuit, D.A. (2009). Volatility in School Growth Measures and Implications for School Accountability. *Institute of Education Sciences Brown Bag Series*. Washington, DC.
- Springer, M.G.** (2009). The Estimated Effect of a Teacher Pay for Performance Program on Student Test Score Gains. *Vanderbilt University Brown Bag Series*. Nashville, TN.
- Springer, M.G.** (2009). The Estimated Effect of a Teacher Pay for Performance Program on Student Test Score Gains. *United States Department of Education*. Washington, DC.
- Springer, M.G.** (2009). Teacher Compensation Reform: A Review of the Evidence. *Battelle For Kids Conference on Educator Compensation*. Houston, TX.
- Springer, M.G.** (2009). Teacher Compensation Reform: Context, Status, and Direction. *Regional Education Lab – Midwest and Learning Point Associates*. Chicago, IL.
- Ballou, D. and **Springer, M.G.** (2009). Achievement Tradeoffs and No Child Left Behind. *Center for the Analysis of Longitudinal Data*. Washington, DC.

- Springer, M.G.** (2009). Design Components of Performance Incentive Programs in Education. *National Governors Association*. Nashville, TN.
- Springer, M.G.** (2009). Sustaining Teacher Performance Pay Program. *Nashville Forum on Teacher Compensation Reform*. Nashville, TN.
- Springer, M.G.,** Pepper, M.J., and Ghosh-Dastidar, B. (2009). The Estimated Effects of Supplemental Educational Services on Student Test Score Gains: Evidence from a Large, Urban School District. *U.S. Department of Education Summer Forum and Data Conference*. Washington, DC.
- Springer, M.G.** (2008). Performance Incentives for Teachers. *National Governors Association* (national webinar).
- Springer, M.G.** (2008). Teacher Compensation Reform: Exploring the Research and Policy Implications. *Differentiated Compensation in Education: A Symposium on Practical Applications and Lessons Learned*. Houston, TX.
- Springer, M.G.,** Podgursky, M., Lewis, J.L., Ehlert, M., Lopez, O., Patterson, C.H., and Taylor, L.L. (2008). Texas Educator Excellence Award Program: Year Two Evaluation Report. *Texas Education Agency*. Austin, TX.
- Springer, M.G.** (2008). Teacher Compensation Reform in Georgia and the United States: Context, Status, and Direction. *Georgia State University*. Atlanta, GA.
- Springer, M.G.** (2008). The Estimated Effect of a Teacher Pay for Performance Program on Student Test Score Gains. *Vanderbilt University Brown Bag Series*. Nashville, TN.
- Springer, M.G.** (2008). The Estimated Effect of a Teacher Pay for Performance Program on Student Test Score Gains. *University of Arkansas Seminar Series*. Fayetteville, AR.
- Springer, M.G.,** Pepper, M., Ghosh-Dastidar, B. (2008). Estimated Effect of Supplemental Education Services on Student Test Score Gains: Evidence from a Large, Urban School District. *Tennessee LEAD Conference*. Nashville, TN.
- Springer, M.G.,** Podgursky, M., Lewis, J.L., Ehlert, M., Lopez, O., Patterson, C.H., and Taylor, L.L. (2008). Governor's Educator Excellence Award Program: Year Two Evaluation Report. *Texas Education Agency*. Austin, TX.
- Springer, M.G.,** Ballou, D., and Peng, A. (2008). The Impact of the Teacher Advancement Program on Student Test Score Gains: Findings from an Independent Appraisal. *University of Munich and Harvard University Joint Conference on Educational Incentives*. Munich, Germany.
- Springer, M.G.,** Ballou, D., and Peng, A. (2008). Impact of the Teacher Advancement Program on Student Test Score Gains: Findings from an Independent Appraisal. *National Center on Performance Incentives' Research to Policy Forum*. Nashville, TN.
- Springer, M.G.** (2008). Teacher Compensation Reform Policy: Context, Status, and Direction. *Keynote address for Phi Delta Kappa: Trevecca Nazarene University*. Nashville, TN.
- Springer, M.G.,** Lewis, M., Ehlert, M., and Taylor, L. (2007). Texas Educator Excellence Grant Program: Year 1 Findings. *Texas Education Agency*. Austin, TX.



- Podgursky, M., Smith, J.R., and **Springer, M.G.** (2007). A New Defendant at the Table: An Overview of Missouri School Finance and Recent Litigation. *University of Missouri*. Columbia, Missouri.
- Springer, M.G.** (2007). Teacher Compensation Reform in American K-12 Education. Oklahoma House of Representatives. Oklahoma City, Oklahoma.
- Springer, M.G.**, Podgursky, M., Lewis, J.L., Ehler, M., Lopez, O., Patterson, C.H., and Taylor, L.L. (2007). Governor's Educator Excellence Award Program: Year One Evaluation Report. *Texas Education Agency*. Austin, TX.
- Springer, M.G.**, Podgursky, M., Lewis, J.L., Ehler, M., Lopez, O., Patterson, C.H., and Taylor, L.L. (2007). Texas Educator Excellence Award Program: Interim Findings. *Texas Education Agency*. Austin, TX.
- Springer, M.G.** (2007). Using Compensation to Recruit, Reward, and Retain Effective Teachers. *Keynote: National Conference on State Legislatures*. Denver, CO.
- Springer, M.G.** (2007). Theoretical Arguments For and Against Performance-Based Teacher Compensation. National Comprehensive Center on Teacher Quality (national webinar).
- Springer, M.G.** (2006). No Child Left Behind and Unintended Consequences. *Vanderbilt University Public Policy Lecture*. Nashville, TN.
- Springer, M.G.** (2006). Statewide Technical Assistance on the Design and Implementation of the TX Governor's Educator Excellence Grant Pay for Performance Program. *Texas Education Agency*. Austin, TX.
- Podgursky, M. and **Springer, M.G.** (2006). Credentials vs. Performance: Review of Teacher Performance Pay Research. *Kauffman Foundation*. Kansas City, MO.
- Springer, M.G.** and Guthrie, J.W. (2006). Charter School Finance and Budgeting. *Peabody Professional Institutes*. Nashville, TN.
- Guthrie, J.W., Houck, E.A. and **Springer, M.G.** (2006). Nashville and its Schools. *Nashville Business Alliance and Ingram Industries*. Nashville, TN.
- Springer, M.G.** (2005). Understanding Budgets and How to Improve Productivity. Vanderbilt University. Nashville, Tennessee.
- Springer, M.G.** (2004). Modern Education Finance: How it Differs from the Old and the Analytic Changes it Implies. Vanderbilt University. Nashville, Tennessee.
- Guthrie, J.W. and **Springer, M.G.** (2003). Education Finance's Likely Future. *Education Writers Association*. Nashville, Tennessee.

### EXTRAMURAL FUNDING

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|-------------|---|
| 2022 – 2025 | Principal Investigator. <i>An Evaluation of North Carolina's Supplemental Salary Fund</i> . North Carolina Policy Collaboratory and the North Carolina Department of Public Instruction. \$499,563 over 3 years (L. Pham, Co-PI). |
| 2022 – 2024 | Co-Principal Investigator. <i>The COVID-19 Pandemic and Patterns of Postsecondary Enrollment in North Carolina</i> . North Carolina Policy  |

	Collaboratory and the North Carolina Department of Public Instruction. \$250,000 over 2 years. (D. Klasik, PI and Co-PIs S. Hemelt and S. Fuller).
2022 – 2024	Co-Principal Investigator. <i>Pandemic Priorities: An Analysis of ESSER Budgeting Across North Carolina</i> . North Carolina Policy Collaboratory and the North Carolina Department of Public Instruction. \$754,000 over 2 years. (with E. Hutt, PI, and T. Domina, Co-PI).
2021 – 2024	Principal Investigator. <i>Equitable Rostering Solution: A Project on Evidence-Based Student-Teacher Assignment</i> . U.S. Department of Education's Institute of Education Sciences. \$1,750,000 over 3 years. (with L. Cohen-Vogel, P. Halpin, and T. Domina).
2021 – 2027	Co-Principal Investigator. <i>UNC LEADS Principal Preparation Training Grant</i> . University of North Carolina's System Office. \$4,290,000 over 6 years (M. Horner, PI).
2021 - 2023	Principal Investigator. <i>Evaluation of the College Advising Corps in North Carolina</i> . John M. Belk Endowment. \$320,000 over 2 years.
2021 - 2022	Principal Investigator. <i>North Carolina Education Futures Initiative: Accelerating Attainment</i> . John M. Belk Endowment. \$1,500,000 over 2 year (with A. Kelly).
2021 - 2022	Principal Investigator. <i>Paving the Way: The Case for Strategic Student-Teacher Assignment</i> . Belk Foundation. \$190,000 over 2 years.
2020 - 2027	Co-Principal Investigator. <i>North Carolina Integrated Care for Kids</i> . Center for Medicaid and Medicare. \$16 million over 7 years (C. Wong, PI; M. Steiner, Co-PI). [prime contractor Duke Medical Center]
2020	Principal Investigator. <i>North Carolina Education Futures Initiative: Planning Grant</i> . John M. Belk Endowment. \$250,000 over 1 year (with A. Kelly).
2020 – 2022	Principal Investigator. Higher Education Project. Highland Vineyard Foundation. \$200,000 (with B. Goldstein).
2014 – 2018	Co-Principal Investigator. <i>Follow-up through Middle School of a Randomized Study of Public Prekindergarten</i> . National Institute of Child Health and Development. \$3,906,152 over 5 years.
2011 – 2016	Principal Investigator / Founding-Director. <i>Tennessee Consortium for Research, Evaluation, and Development [Tennessee Education Research Alliance]</i> . U.S. Department of Education's Race to the Top Grant Program and the Tennessee Department of Education. \$3,500,000.
2010 – 2015	Principal Investigator. <i>Evaluation of Tennessee's TIF Grant – Round III</i> . U.S. Department of Education's Teacher Incentive Fund Program / Tennessee Department of Education. \$2,300,000 over 4 years.
2009 – 2011	Co-Principal Investigator. <i>Evaluation of New York City's School-Wide Performance Bonus Program</i> . Fund for New York City Schools. \$600,000 (D. McCaffrey, PI; J. Marsh, Co-PI). [prime contractor RAND Corporation]

2007 – 2011	Principal Investigator. <i>Evaluation of the Texas Governor’s Educator Excellence Award: Texas Educator Excellence Grant Program</i> . Texas Education Agency. \$1,850,000 (M. Podgursky, Co-PI).
2006 – 2011	Principal Investigator / Founding-Director. <i>National Center on Performance Incentives</i> . U.S. Department of Education’s Institute of Education Sciences. \$10,000,000 (J. Guthrie, D. Ballou, M. Podgursky, Co-PIs).
2010	Principal Investigator. <i>The Impact of Teacher Pay for Student Performance on Student Outcomes</i> . Nashville Alliance for Public Education. \$1,000,000.
2008 – 2010	Principal Investigator. <i>Evaluation of the District Awards for Teaching Excellence Program</i> . Texas Education Agency. \$725,000 (J. Lewis, Co-PI).
2004 – 2010	Co-Principal Investigator. <i>National Center on School Choice</i> . U.S. Department of Education. Institute of Education Sciences. \$10,000,000 (M. Berends, PI; D. Ballou, E. Goldring, Co-PI).
2008 – 2009	Principal Investigator. <i>Evaluation of a Team-Level Pay for Performance Program</i> . Michael and Susan Dell Foundation. \$380,000.
2007 – 2009	Principal Investigator. <i>Performance Incentives: Their Growing Impact on American K-12 Schools</i> . Smith Richardson Foundation. \$180,000.
2006 – 2009	Principal Investigator. <i>Evaluation of the Texas Governor’s Educator Excellence Award Program: Governor’s Educator Excellence Grant Program</i> . Texas Education Agency. \$530,000 (M. Podgursky, Co-PI).
2006 – 2009	Co-Principal Investigator. <i>No Child Left Behind and Achievement Tradeoffs</i> . Smith-Richardson Foundation. \$284,000 (D. Ballou, PI).
2005	Principal Investigator. <i>Revenue Generation and Resource Allocation and Deployment Practices in Smaller Learning Communities: Lessons from Three High Schools</i> . U.S. Department of Education through subcontract with Appalachian Educational Laboratory. approx. \$25,000 (E. Houck, Co-PI).

## **TEACHING:**

### ***University of North Carolina – Chapel Hill***

Politics and Policymaking in America’s Schools (EDUC – 506; undergraduate)

Research and Scholarship in Education (EDUC – 805A, graduate)

Incentives and Accountability (EDUC – 840; graduate)

Educator Policy (EDUC – 840, graduate)

American Professoriate (IDST – 890; graduate with S. Barbour, B. Goldstein, K. Guskiewicz)

### ***Vanderbilt University***

Introduction to Public Policy (HOD – 1800; undergraduate)

Introduction to Policy Analysis (LPO 2700; undergraduate)

Executive Leadership (HOD – 3900; undergraduate)

Causal Inference in Public Policy Research [Research Design and Data Analysis II] (LPO – 3800; graduate)

Ph.D. Proseminar (LPO – 3600; graduate)

Resource Allocation and Deployment / School Finance (LPO – 3600; graduate)

### SERVICE:

#### ***Public / Professional***

2023 – present	Board of Directors. Society for Research on Educational Effectiveness
2022 – present	Editorial Board, <i>American Educational Research Journal</i>
2021 – present	Expert Witness. <i>Cruz-Guzman v. State of Minnesota et al.</i> (Minnesota)
2020 – present	Editorial Board, <i>Educational Researcher</i>
2020 – 2021	Expert Witness. <i>New Yorkers for Students Educational Rights v. State</i> (New York)
2020 – 2021	Society for Research on Educational Effectiveness proposal review committee
2020	Association for Education Finance & Policy proposal review committee
2019 – 2020	Expert Witness. <i>Delawareans for Educational Opportunity v. State</i> (Delaware)
2019	Member, Division L Lifetime Achievement Award Committee, American Educational Research Association
2018 – 2020	Mentor, APPAM Mentor Matching Program
2011 – 2015	Society for Research on Educational Effectiveness proposal review committee
2018	Program Committee, Association of Public Policy Analysis and Management
2018	Expert. <i>Florida Best and Brightest Litigation.</i>
2015 – 2020	Member, Policy Advisory Board, Texas Institute for Education Reform
2015 – 2018	Member, Board of Directors, Cal Turner Family Foundation. Nashville, TN.
2011 – 2016	Member, SCORE Prize Selection Committee. Nashville, TN.
2011 – 2012, 2014	American Education Research Association proposal review committee
2013	Expert testimony on teacher incentive pay systems. New York City Board of Education and United Federation of Teachers.
2013	Expert testimony on teacher evaluation system. State of New York.
2012 – 2013	Member, Technical Advisory Committee, RANDA Inc.
2011	Member, Value-Added Technical Advisory Committee. Florida Department of Education and Florida Education Association.

2010 – 2012	Member, Governor’s Commission on the First to the Top Act. State of Tennessee.
2009 – 2013	Member, Technical Working Group, National Impact Evaluation of the Teacher Incentive Fund. U.S. Department of Education.
2008 – 2012	Member, Advisory Board. National Governors Association’s Teacher Effectiveness Initiative.
2008 – 2012	Member, Board of Directors. Chalkboard Project for Education.
2010 – 2012	Member, Advisory Board. National Education Association’s Institute for Local Innovation and Policy Leadership.
2009 – 2011	Member, Task Force on Teacher Effectiveness. Nashville Mayor and Director of Schools ASSET Reform Initiative.
2009 – 2010	Member, Program Committee, Division L - Policy and Politics (chair). American Education Research Association.
2008 – 2009	Technical Expert, <i>Committee for Educational Equality, et al. v. State of Missouri, et al.</i>
2007 – 2010	Member ERIC Content Expert on Policy and Management. U.S. Department of Education.
2006 – 2009	Member, Board of Directors. American Board for Certification of Teacher Excellence.
2009	Member, Technical Working Group on Growth Curve Models. U.S. Department of Education’s Institute of Education Sciences.
2007 – 2008	Financial Analyst, <i>Moore v. State of Alaska.</i>
2006 – 2008	Financial Analyst, <i>Abbeville County School District, et al. v. State of South Carolina.</i>
2008	Member, Policy Working Group on Educator Incentives. U.S. Department of Education.
2007	Member, Program Committee. Association for Public Policy Analysis & Management.
2007	Financial Analyst, <i>Tyler Young, et. al. v. Daniel L. Williams, et. al. and Related Action.</i>
2006	Technical Advisor. Governor’s Educator Excellence Award Programs. State of Texas.
2005	Member, Advisory Committee. Principal Pay for Performance Program. Austin Independent School District.
2005	Member, Program Committee. American Education Finance Association.
2001 – 2003	Member, Board of Directors. Berkshire Habitat for Humanity.

***Departmental / University***

2022 – present	Member, Committee on Academic Freedom and Free Speech. University.
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2022 – present	Faculty Representative, Southern Association of Colleges and Schools Commission on Colleges. Fifth-Year Interim Review. University.
2022 – 2023	Chair, Tanner and Friday Teaching Award Committee. University.
2022 – 2023	Chair, Faculty Search Committee. Educational Leadership. School of Education.
2019 – present	Member, Faculty Executive Council, School of Education
2019 – present	Area Chair, Education Policy and Organizational Leadership, School of Education
2020 – 2022	Coordinator, Ph.D. in Policy, Leadership, and School Improvement
2022	Member, Faculty Search Committee. Curriculum, Culture, and Teacher Education
2021 – present	Member, Scholarship and award committee, School of Education
2019 – 2021	Member, Curriculum Committee, School of Education
2019, 2020	Member, Tanner and Friday Teaching Award Committee, University
2018	Member, Faculty Search Committee. Educational Leadership and Policy, School of Education
2017	Chair, Faculty Search Committee. K-12 Leadership and Policy, School of Education, Department
2015 – 2018	Coordinator, Education Policy track (undergraduate), Department
2007 – 2018	Member, Masters of Public Policy Admissions Committee, Department
2016 – 2018	Member, Ph.D. Steering Committee, Vanderbilt University
2015 – 2017	Coordinator, LPO Research Colloquium Series, Department
2015	Member, Faculty Search Committee. K-12 Leadership and Policy, Department
2008 – 2010	Member, Research Advisory Board. Vanderbilt's Learning Sciences Institute. Vanderbilt University.
2007 – 2009	Member, Advisory Board. Vanderbilt Institute for Clinical and Translational Research. Vanderbilt University
2004	Co-Chair, Program Planning Committee. National Conference on Revisiting <i>Brown v. Board of Education</i> hosted by Peabody College of Education and Human Development
2004	Member, Program Planning Committee. National Conference of Education Writers Association hosted by Peabody College College of Education and Human Development
2003 – 2006	Associate Editor. <i>Peabody Journal of Education</i>

### ***Dissertation Committees***

- Ph.D. Chris Brooks (present, chair); Jacqueline Nader (anticipated graduation 2023); Jack Li (present); Jay Carter (present); Chris Needham (present); Charles Midthun (2021); Sy Doan (2019); Emily Kern (2019); Luis Rodriguez (2018, chair); Tuan Nguyen (2018, co-chair); Michael Little (2018); Seth Hunter (2018); Brooks Rosenquist (2018); Richard Blissett (2017); Chris Redding (2017); Walker Swain (2017, chair); Nayan Bose (2015, Econ Dept.); Art Peng (2014); Ryan Balch (2012); Peter Goff (2012); Alex Kurz (2011, Special Education); Meisha Fang (2010); Keke Liu (2010); Karen Herbert (2010, UT-Austin); Coby Meyers (2009; co-chair); David Stuit (2009).
- Ed.D. Jamillia Gillespie (anticipated graduation 2023); Stephen Rayfield (anticipated graduation 2023); Jaimi West (anticipated graduation 2023); Sarah Stephens (anticipated graduation 2023, chair); Jennifer Hall (anticipated 2023); Tim Rhue (2021); Susan Burns (2009); Cate Gardner (2009); Joyce Meeuwsen (2009).

### ***Referee (select)***

*AERA Open; American Economic Journal: Policy; American Economic Review; American Educational Research Journal; Asian Pacific Education Review; Developmental Psychology; Economics of Education Review; Economic Letters; Educational Researcher; Educational Administration Quarterly; Educational Evaluation and Policy Analysis; Education Finance & Policy; Education Next; Education Policy Analysis Archives; Educational Testing Service; Industrial & Labor Relations Review; Institute of Education Sciences; Journal of Education Finance; Journal of Educational and Behavioral Statistics; Journal of Human Capital; Journal of Human Resources; Journal of Policy Analysis & Management; Journal of Public Economics; Journal of Public Policy Administration & Review; Journal of School Choice; National Comprehensive Center on Teacher Quality; National Tax Journal; Peabody Journal of Education; Policy Studies Journal; Public Administration Review; Psychological Bulletin; Public Policy Institute of California; Psychological Sciences; Smith-Richardson Foundation; Social Sciences and Humanities Research Council – Canada; Social Science Quarterly; Society for the Advancement of Excellence in Education; Urban Education Review.*

### ***Media Coverage (select)***

ABC World News Tonight; Australian Teacher Magazine; Business Wire; CNN's Lou Dobbs Tonight; CNN Top of the Hour; Christian Science Monitor; Dallas Morning News; Denver Post; Education Week; Futurity; Hechinger Report, Houston Chronicle; Idaho Statesman; National Public Radio; Newsweek; New York Times; ScienceDaily; Stateline.org; Teacher Magazine; Tennessean; Time Magazine; The 74; US News and World Report, USA Today; Wall Street Journal.