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ACADEMIC APPOINTMENTS

2020–present Patricia and Rodes Hart Chair
Professor of Public Policy and Education and (by courtesy) Political Science,
Peabody College, Vanderbilt University

2015–2019 Associate Professor of Public Policy and Education and (by courtesy)
Political Science, Peabody College, Vanderbilt University

2011–2015 Assistant Professor of Public Policy and Education and (by courtesy)
Political Science, Peabody College, Vanderbilt University

2007–2011 Assistant Professor of Public Affairs, Harry S Truman School of Public
Affairs, University of Missouri

OTHER APPOINTMENTS

2018–present Faculty Director, Tennessee Education Research Alliance
2016–2018 Director, Master of Public Policy (MPP) Program, Peabody

EDUCATION

2007 Stanford University
Ph.D., Political Economics

2005 Stanford University
M.A., Education, Area of Specialization: Education Policy

2002 North Carolina State University
B.A., Economics
B.A., Political Science
B.A., Multidisciplinary Studies in Education Policy
B.S., Statistics (conferred 2001)
Summa cum laude, University Valedictorian, Phi Beta Kappa

AFFILIATIONS

2016–2017 Faculty Fellow, Tennessee Education Research Alliance

2011–present Faculty Affiliate, Center for the Study of Democratic Institutions, Vanderbilt
University

2010 Thomas B. Fordham Institute/American Enterprise Institute Emerging
Education Policy Scholar

2008–2011 Policy Research Scholar, University of Missouri Institute of Public Policy

AWARDS

2024	Chancellor's Award for Research
2024	Outstanding Reviewer Award, <i>Educational Evaluation and Policy Analysis</i>
2023	Outstanding Reviewer Award, <i>AERA Open</i>
2022	Outstanding Applied Research Report, American Educational Research Association Division H
2021	Fellow, American Educational Research Association
2018–2020	Chancellor Faculty Fellow
2017	Chancellor's Award for Research on Equity, Diversity, and Inclusion
2015	A. Ross Thomas Outstanding Paper Award, <i>Journal of Educational Administration</i>
2014	Beryl Radin Award for best article, <i>Journal of Public Administration Research and Theory</i>
2013	L. Douglas Wilder Award for Scholarship in Social Equity and Public Policy

EDITED VOLUMES

2. Grissom, Jason A., and Peter Youngs (eds.). 2016. *Improving Teacher Evaluation Systems: Making the Most of Multiple Measures*. New York: Teachers College Press.
1. Grissom, Jason A., and Carolyn Herrington (eds.). 2012. *Struggling for Coherence and Control: The New Politics of Intergovernmental Relations in Education*. Yearbook of the Politics of Education Association. Published simultaneously as a special issue of *Educational Policy* (volume 26, issue 1).

ARTICLES IN PEER-REVIEWED JOURNALS

62. Santelli, Francisco Arturo, and Jason A. Grissom. "A Bad Commute: Travel Time to Work Predicts Teacher Turnover and Other Workplace Outcomes." *AERA Open*, in press.
61. Xu, Shirley H., Francisco Arturo Santelli, Jason A. Grissom, Brendan Bartanen, and Susan Kemper Patrick. "(Dis)connection at Work: Racial Isolation, Teachers' Job Experiences, and Teacher Turnover." *American Educational Research Journal*, in press.
60. Gordon, Molly, Jason A. Grissom, Alyssa Blanchard, Ashley Ellison, Francisco Arturo Santelli, and Mollie Rubin. "Applying to Lead: A Mixed-Methods Investigation of Prospective Principals' Job Application Strategies in Two Urban Districts." *Educational Administration Quarterly*, in press.
59. Grissom, Jason A. 2024. "Situating Leadership at the Center of Education Finance and Policy." *Education Finance and Policy* 19(2): 183–186.
58. Grissom, Jason A., Jennifer Darling-Aduana, and Richard Hall. 2023. "Country of Origin and Representative Bureaucracy." *Journal of Public Administration Research and Theory* 33(3): 468–484.
57. Bartanen, Brendan, and Jason A. Grissom. 2023. "School Principal Race, Teacher Racial Diversity, and Student Achievement." *Journal of Human Resources* 58(2): 666–712.

56. Grissom, Jason A., and Brendan Bartanen. 2022. "Potential Race and Gender Biases in High-Stakes Teacher Observations." *Journal of Policy Analysis and Management* 41(1): 131–161.
55. Patrick, Susan Kemper, Jason A. Grissom, S. Colby Woods, and UrLeaka Newsome. 2021. "Broadband Access, District Policy, and Student Opportunities for Remote Learning During COVID-19 School Closures." *AERA Open* 7(1): 1–22.
54. Nelson, Jennifer L., Jason A. Grissom, and Margaux Cameron. 2021. "Performance, Process, and Interpersonal Relationships: Explaining Principals' Perceptions of Principal Evaluation." *Educational Administration Quarterly* 57(4): 641–678.
53. Redding, Christopher, and Jason A. Grissom. 2021. "Do Students in Gifted Programs Perform Better? Linking Gifted Program Participation to Achievement and Nonachievement Outcomes." *Educational Evaluation and Policy Analysis* 43(3): 520–544.
52. Grissom, Jason A., and Lara Condon. 2021. "Leading Schools and Districts in Times of Crisis." *Educational Researcher* 50(5): 315–324.
51. Grissom, Jason A., Jennifer D. Timmer, Jennifer L. Nelson, and Richard S.L. Blissett. 2021. "Unequal Pay for Equal Work? Unpacking the Gender Gap in Principal Compensation." *Economics of Education Review* 82: 102114.
50. Markowitz, Anna, Daphna Bassok, and Jason A. Grissom. 2020. "Teacher-Child Racial/Ethnic Match and Parental Engagement with Head Start." *American Educational Research Journal* 57(5): 2132–2174.
49. Grissom, Jason A., Sarah E. Kabourek, and Jenna W. Kramer. 2020. "Exposure to Same-Race/Ethnicity Teachers and Advanced Math Course-Taking in High School: Evidence from a Diverse Urban District." *Teachers College Record* 122(7), ID Number: 23323.
48. Goldring, Ellen B., Jason A. Grissom, Christine M. Neumerski, Richard S.L. Blissett, Joseph Murphy, and Andrew Porter. 2020. "Increasing Principals' Time on Instructional Leadership: Exploring the SAM® Process." *Journal of Educational Administration* 58(1): 19–37.
47. Grissom, Jason A., Christopher Redding, and Joshua Bleiberg. 2019. "Money Over Merit? Socioeconomic Gaps in Receipt of Gifted Services." *Harvard Educational Review* 89(3): 337–369.
46. Bartanen, Brendan, Jason A. Grissom, and Laura K. Rogers. 2019. "The Impacts of Principal Turnover." *Educational Evaluation and Policy Analysis* 41(3): 350–374.
45. Grissom, Jason A., and Brendan Bartanen. 2019. "Principal Effectiveness and Principal Turnover." *Education Finance and Policy* 14(3): 355–382.
44. Grissom, Jason A., Brendan Bartanen, and Hajime Mitani. 2019. "Principal Sorting and the Distribution of Principal Quality." *AERA Open* 5(2): 1–21.
43. Grissom, Jason A., and Brendan Bartanen. 2019. "Strategic Retention: Principal Effectiveness

- and Teacher Turnover in Multiple-Measure Teacher Evaluation Systems." *American Educational Research Journal* 56(2): 514-555.
42. Grissom, Jason A., Hajime Mitani, and David Woo. 2019. "Principal Preparation Programs and Principal Outcomes." *Educational Administration Quarterly* 55(1): 73-115.
 41. Bartanen, Brendan, Jason A. Grissom, Ela Joshi, and Marc Meredith. 2018. "Mapping Inequalities in Local Political Representation: Evidence from Ohio School Boards." *AERA Open* 4(4): 1-19.
 40. Neumerski, C.N., Jason A. Grissom, Ellen Goldring, Timothy A. Drake, Marisa Cannata, Mollie Rubin, and Patrick Schuermann. 2018. "Restructuring Instructional Leadership: How Multiple-Measure Teacher Evaluation Systems Are Redefining the Role of the School Principal." *Elementary School Journal* 119(2): 270-297.
 39. Grissom, Jason A., Richard S.L. Blissett, and Hajime Mitani. 2018. "Evaluating School Principals: Supervisor Ratings of Principal Practice and Principal Job Performance." *Educational Evaluation and Policy Analysis* 40(3): 446-472.
 38. Grissom, Jason A., Demetra Kalogrides, and Susanna Loeb. 2017. "Strategic Staffing? How Performance Pressures Affect the Distribution of Teachers within Schools and Resulting Student Achievement." *American Educational Research Journal* 54(6): 1079-1116.
 37. Grissom, Jason A., and Susanna Loeb. 2017. "Assessing Principals' Assessments: Subjective Evaluations of Teacher Effectiveness in Low- and High Stakes-Environments." *Education Finance and Policy* 12(3): 369-395.
 36. Grissom, Jason A., Hajime Mitani, and Richard S.L. Blissett. 2017. "Principal Licensure Exams and Future Job Performance: Evidence from the School Leaders Licensure Assessment." *Educational Evaluation and Policy Analysis* 39(2): 248-280.
 35. Grissom, Jason A., Luis A. Rodriguez, and Emily C. Kern. 2017. "Teacher and Principal Diversity and the Representation of Students of Color in Gifted Programs: Evidence from National Data." *Elementary School Journal* 117(3): 396-422.
 34. Grissom, Jason A., Mollie Rubin, Ellen Goldring, Marisa Cannata, Timothy Drake, Christine Neumerski, and Patrick Schuermann. 2017. "Central Office Supports for Data-Driven Talent Management Decisions: Evidence from the Implementation of New Systems for Measuring Teacher Effectiveness." *Educational Researcher* 46(1): 21-32.
 33. Cannata, Marisa, Mollie Rubin, Timothy A. Drake, Ellen B. Goldring, Jason A. Grissom, Christine M. Neumerski, and Patrick Schuermann. 2017. "Using Teacher Effectiveness Data for Information Rich Hiring." *Educational Administration Quarterly* 53(2): 180-222.
 32. Sun, Min, Susanna Loeb, and Jason A. Grissom. 2017. "Building Teacher Teams: Evidence of Positive Spillovers from More Effective Colleagues." *Educational Evaluation and Policy Analysis* 39(1): 104-125.
 31. Murphy, Joseph, Christine M. Neumerski, Ellen Goldring, Jason A. Grissom, and Andy Porter. 2016. "Bottling Fog? The Quest for Instructional Management." *Cambridge Journal of*

Education 46(4): 455–471.

30. Nicholson-Crotty, Sean, Jason A. Grissom, Jill Nicholson-Crotty, and Christopher Redding. 2016. "Disentangling the Causal Mechanisms of Representative Bureaucracy: Evidence from Assignment of Students to Gifted Programs." *Journal of Public Administration Research and Theory* 26(4): 745–757.
29. Grissom, Jason A., and Hajime Mitani. 2016. "Salary, Performance, and Superintendent Turnover." *Educational Administration Quarterly* 52(3): 351–391.
28. Grissom, Jason A., Samantha Viano, and Jennifer L. Selin. 2016. "Understanding Employee Turnover in the Public Sector: Insights from Research on Teacher Mobility." *Public Administration Review* 76(2): 241–251.
27. Grissom, Jason A., and Christopher Redding. 2016. "Discretion and Disproportionality: Explaining the Underrepresentation of High-Achieving Students of Color in Gifted Programs." *AERA Open* 2(1): 1–25.
* *Second most-read article across all AERA journals in 2016*
26. Grissom, Jason A., Demetra Kalogrides, and Susanna Loeb. 2015. "The Micropolitics of Educational Inequality: The Case of Teacher–Student Assignments." *Peabody Journal of Education* 90(5): 601–614. Special issue: 2015 Politics of Education Association Yearbook.
25. Clinton, Joshua D., and Jason A. Grissom. 2015. "Public Information, Public Learning, and Public Opinion: Democratic Accountability in Education Policy." *Journal of Public Policy* 35(3): 355–385.
24. Grissom, Jason A., Susanna Loeb, and Hajime Mitani. 2015. "Principal Time Management Skills: Explaining Patterns in Principals' Time Use, Job Stress, and Perceived Effectiveness." *Journal of Educational Administration* 53(6): 773–793.
* *Winner, A. Ross Thomas Outstanding Paper Award for best paper appearing in the Journal of Educational Administration in 2015*
23. Ronfeldt, Matthew, Susanna Farmer, Kiel McQueen, and Jason A. Grissom. 2015. "Teacher Collaboration in Instructional Teams and Students' Achievement." *American Educational Research Journal* 52(3): 475–514.
22. Grissom, Jason A., Emily Kern, and Luis A. Rodriguez. 2015. "The 'Representative Bureaucracy' in Education: Educator Workforce Diversity, Policy Outputs, and Outcomes for Disadvantaged Students." *Educational Researcher* 44(3): 185–192.
21. Goldring, Ellen, Jason A. Grissom, Mollie Rubin, Christine M. Neumerski, Marisa Cannata, Timothy Drake, and Patrick Schuermann. 2015. "Make Room, Value-Added: Principals' Human Capital Decisions and the Emergence of Teacher Observation Data." *Educational Researcher* 44(2): 96–104.
20. Grissom, Jason A., Demetra Kalogrides, and Susanna Loeb. 2015. "Using Student Test Scores to Measure Principal Performance." *Educational Evaluation and Policy Analysis* 37(1): 3–28.
[Previously circulated as NBER Working Paper No. 18568.]

19. Grissom, Jason A., Sean Nicholson-Crotty, and James R. Harrington. 2014. "Estimating the Effects of No Child Left Behind on Teachers' Work Environments and Job Attitudes." *Educational Evaluation and Policy Analysis* 36(4): 417–436.
18. Grissom, Jason A. 2014. "Is Discord Detrimental? Using Institutional Variation to Identify the Impact of Public Governing Board Conflict on Outcomes." *Journal of Public Administration Research and Theory* 24(2): 289–315.
* Winner, Beryl Radin Award from the Public Management Research Association for best article published in the *Journal of Public Administration Research and Theory* in 2014
17. Grissom, Jason A., Susanna Loeb, and Nathaniel Nakashima. 2014. "Strategic Involuntary Teacher Transfers and Teacher Performance: Examining Equity and Efficiency." *Journal of Policy Analysis and Management* 33(1): 112–140. [Previously circulated as NBER Working Paper No. 19108.]
16. Grissom, Jason A., Susanna Loeb, and Ben Master. 2013. "Effective Instructional Time Use for School Leaders: Longitudinal Evidence from Observations of Principals." *Educational Researcher* 42(8): 433–444.
15. Grissom, Jason A., and James R. Harrington. 2013. "Local Legislative Professionalism." *American Politics Research* 41(1): 76–98.
14. Grissom, Jason A., and Stephanie Andersen. 2012. "Why Superintendents Turn Over." *American Educational Research Journal* 49(6): 1146–1180.
13. Grissom, Jason A., Jill Nicholson-Crotty, and Lael Keiser. 2012. "Does My Boss's Gender Matter? Explaining Job Satisfaction and Employee Turnover in the Public Sector." *Journal of Public Administration Research and Theory* 22(4): 649–673.
12. Grissom, Jason A., and Michelle Reininger. 2012. "Who Comes Back? A Longitudinal Analysis of the Re-Entry Behavior of Exiting Teachers." *Education Finance and Policy* 7(4): 425–454.
11. Grissom, Jason A., and Katharine O. Strunk. 2012. "How Should School Districts Shape Teacher Salary Schedules? Linking School Performance to Pay Structure in Traditional Compensation Schemes." *Educational Policy* 26(5): 663–695.
10. Grissom, Jason A. 2012. "Revisiting the Impact of Participative Decision-Making on Public Employee Retention: The Moderating Influence of Effective Managers." *American Review of Public Administration* 42(4): 400–418.
9. Nicholson-Crotty, Sean, Jason A. Grissom, and Jill Nicholson-Crotty. 2012. "Governance and the Impact of Public Employee Unions on Organizational Performance." *Public Performance and Management Review* 35(3): 422–448.
8. Grissom, Jason A. 2011. "Can Good Principals Keep Teachers in Disadvantaged Schools? Linking Principal Effectiveness to Teacher Satisfaction and Turnover in Hard-to-Staff Environments." *Teachers College Record* 113(11): 2552–2585.
7. Grissom, Jason A., and Susanna Loeb. 2011. "Triangulating Principal Effectiveness: How Perspectives of Parents, Teachers, and Assistant Principals Identify the Central Importance of

Managerial Skills." *American Educational Research Journal* 48(5): 1091–1123.

6. Grissom, Jason A., and Lael Keiser. 2011. "A Supervisor Like Me: Race, Representation, and the Satisfaction and Turnover Decisions of Public Sector Employees." *Journal of Policy Analysis and Management* 30(3): 557–580.
* Winner of the 2013 L. Douglas Wilder Award for Scholarship in Social Equity and Public Policy co-sponsored by the National Academy of Public Administration and the L. Douglas Wilder School of Government and Public Affairs at Virginia Commonwealth University
5. Nicholson-Crotty, Jill, Jason A. Grissom, and Sean Nicholson-Crotty. 2011. "Bureaucratic Representation, Distributional Equity, and Democratic Values in the Administration of Public Programs." *Journal of Politics* 73(2): 582–596.
4. Strunk, Katharine O., and Jason A. Grissom. 2010. "Do Strong Unions Shape District Policies? Collective Bargaining, Teacher Contract Restrictiveness and the Political Power of Teachers' Unions." *Educational Evaluation and Policy Analysis* 32(3): 389–406.
3. Grissom, Jason A., and James R. Harrington. 2010. "Investing in Administrator Efficacy: An Examination of Professional Development as a Tool for Enhancing Principal Effectiveness." *American Journal of Education* 116(4): 583–612.
2. Grissom, Jason A. 2010. "The Determinants of Conflict on Governing Boards in Public Organizations: The Case of California School Boards." *Journal of Public Administration Research and Theory* 20(3): 601–627.
1. Grissom, Jason A., Jill Nicholson-Crotty, and Sean Nicholson-Crotty. 2009. "Race, Region, and Representative Bureaucracy." *Public Administration Review* 69(5): 911–919.

BOOK CHAPTERS

12. Grissom, Jason A. 2022. "Contratação, alocação e retenção do diretor escolar" ["Hiring, Allocation, and Retention of the School Principal"]. In *Liderança escolar: diretores como fatores-chave para a transformação da educação no Brasil* [*School leadership: Principals as Key Factors for the Transformation of Education in Brazil*], eds. José Weinstein and Lara Simielli. Paris: UNESCO, 47–57. Authored in English with Portuguese translation.
11. Rogers, Laura K., Ellen B. Goldring, Mollie Rubin, Michael Neel, and Jason A. Grissom. 2021. "Managing Time? Principal Supervisors' Time Use to Support Principals." In *How School Principals Use Their Time*, eds. Moosung Lee, Katina Pollock, and Pierre Tulowitzki. London: Routledge, 110–125.
10. Rubin, Mollie, Ellen Goldring, Michael A. Neel, Laura K. Rogers, and Jason A. Grissom. 2021. "Changing Principal Supervision to Develop Principals' Instructional Leadership Capacity." In *Exploring Principal Development and Teacher Outcomes: How Principals Can Strengthen Instruction, Teacher Retention, and Student Achievement*, eds. Peter Youngs, Jihyun Kim, and Madeline Mavrogordato. New York: Routledge, 35–47.
9. Grissom, Jason A., and Ashley Jones. 2020. "Racial and Ethnic Diversity in the Public Sector Workforce: Insights from Public Education." In *Race and Public Administration*, eds. Amanda

Rutherford and Kenneth J. Meier. New York: Routledge, 16–38.

8. Rogers, Laura K., Ellen Goldring, Mollie Rubin, and Jason A. Grissom. 2019. "Principal Supervisors and the Challenge of Principal Support and Development." In *The Wiley Handbook of Educational Supervision*, eds. Sally J. Zepeda and Judith A. Ponticell. Hoboken, NJ: John Wiley & Sons, Inc., 433–458.
7. Crowson, Robert L., Jason A. Grissom, and Catherine E. Knepp. 2018. "Education Politics and Equity: An Altered Landscape in Efforts to Expand Educational Opportunity." In *Shaping Education Policy: Power and Process* (2nd edition), eds. Douglas E. Mitchell, Dorothy Shippy, and Robert L. Crowson. New York: Routledge, 44–64.
6. Grissom, Jason A., Susanna Loeb, and Christopher Doss. 2016. "The Multiple Dimensions of Teacher Quality: Does Value-Added Capture Teachers' Non-Achievement Contributions to Their Schools?" In *Improving Teacher Evaluation Systems: Making the Most of Multiple Measures*, eds. Jason A. Grissom and Peter Youngs. New York: Teachers College Press, 37–50.
5. Drake, Timothy A., Ellen Goldring, Jason A. Grissom, Marisa Cannata, Christine M. Neumerski, Mollie Rubin, and Patrick Schuermann. 2016. "Development or Dismissal? Exploring Principals' Use of Teacher Effectiveness Data." In *Improving Teacher Evaluation Systems: Making the Most of Multiple Measures*, eds. Jason A. Grissom and Peter Youngs. New York: Teachers College Press, 116–130.
4. Youngs, Peter, and Jason A. Grissom. 2016. "Multiple Measures in Teacher Evaluation: Lessons Learned and Guidelines for Practice." In *Improving Teacher Evaluation Systems: Making the Most of Multiple Measures*, eds. Jason A. Grissom and Peter Youngs. New York: Teachers College Press, 169–183.
3. Grissom, Jason A., and Peter Youngs. 2016. "Making the Most of Multiple Measures." In *Improving Teacher Evaluation Systems: Making the Most of Multiple Measures*, eds. Jason A. Grissom and Peter Youngs. New York: Teachers College Press, 1–7.
2. Grissom, Jason A., and Carolyn Herrington. 2012. "Struggling for Coherence and Control: The New Politics of Intergovernmental Relations in Education." In *2012 Politics of Education Association Yearbook*, eds. Jason A. Grissom and Carolyn Herrington. Published as *Educational Policy* 26(1): 3–14.
1. Grissom, Jason A. 2008. "But Do They Stay? Addressing Issues of Teacher Retention through Alternative Certification." In *Alternative Routes to Teaching: Mapping the New Landscape of Teacher Education*, eds. Pam Grossman and Susanna Loeb. Cambridge, MA: Harvard Education Press, 129–155.

BOOK REVIEWS

2. Synthetic review of *The Rising State: How State Power is Transforming Our Nation's Schools*, edited by Bonnie C. Fusarelli and Bruce S. Cooper, *When Mayors Take Charge*, edited by Joseph P. Viteritti, and *Collision Course: Federal Education Policy Meets State and Local Realities* by Paul Manna. *Journal of Policy Analysis and Management* 31(2): 475–480.
1. Review of *The Ordeal of Inequality: Did Federal Regulation Fix the Schools?* by David K. Cohen

and Susan L. Moffitt. *Teachers College Record*, 2010.

ARTICLES SUBMITTED FOR PUBLICATION

3. Grissom, Jason A., Francisco Arturo Santelli, and Susanna Loeb. "Fragmentation, Administration, and Isolation? Evidence on Principal and Time Use from Large-Scale Observations in Four Urban Districts," *invited revise and resubmit*.
2. Patrick, Susan Kemper, Jason A. Grissom, and John P. Papay. "Navigating a Fractured Landscape: Teachers' Engagement with Professional Learning Across Multiple Forms and Formats," *invited revise and resubmit*.
1. Grissom, Jason A., Brendan Bartanen, and David S. Woo. "Ready to Lead on Day One: Predicting Novice Principal Effectiveness with Information Available at Time of Hire," *under review*.

REPORTS AND BRIEFS

17. Schwartz, Nathaniel, Hanseul Kang, Susanna Loeb, Jason A. Grissom, ..., and Seth Zimmerman. "Studying the Superintendency: A Call for Research." Annenberg Institute at Brown University. <https://annenberg.brown.edu/publications/studying-superintendency-call-research>
16. Grissom, Jason A., Brendan Bartanen, and Ashton Toone. "Exploring Race and Gender Gaps in Classroom Observation Scores in Tennessee." Nashville, TN: Tennessee Education Research Alliance, December 2021. https://peabody.vanderbilt.edu/TERA/files/evaluation_gaps_brief_FINAL.pdf
15. Grissom, Jason A., Anna J. Egalite, and Constance A. Lindsay. "How Principals Affect Students and Schools: A Systematic Synthesis of Two Decades of Research." New York: Wallace Foundation, February 2021. <https://www.wallacefoundation.org/knowledge-center/Documents/How-Principals-Affect-Students-and-Schools.pdf>
** Winner of the 2022 Outstanding Applied Research Report, American Educational Research Association Division H*
14. Goldring, Ellen B., Melissa A. Clark, Mollie Rubin, Laura K. Rogers, Jason A. Grissom, Brian Gill, Tim Kautz, Moira McCullough, Michael Neel, and Alyson Burnett. "Changing the Principal Supervisor Role to Better Support Principals: Evidence from the Principal Supervisor Initiative." Report for the Wallace Foundation, July 2020. <https://www.wallacefoundation.org/knowledge-center/Documents/Changing-the-Principal-Supervisor-Role.pdf>
13. Blanchard, Alyssa, Youjin Chung, Jason A. Grissom, and Brendan Bartanen. "Do All Students Have Access to Great Principals?" Nashville, TN: Tennessee Education Research Alliance, January 2019. https://peabody.vanderbilt.edu/TERA/principal_distribution.php
12. Ravenell, Amber, Jason A. Grissom, and Brendan Bartanen. "Exploring Turnover and Retention Patterns among Tennessee's Teachers of Color." Nashville, TN: Tennessee Education Research Alliance, November 2018.

https://peabody.vanderbilt.edu/TERA/retention_patterns_among_teachers_of_color.php

11. Grissom, Jason., and Leib Sutchter. "The Development and Distribution of School Leadership in California." *Getting Down to Facts II*, September 2018.
10. Grissom, Jason A., and Brendan Bartanen. "Assessing Equity in School Leadership in California." *Getting Down to Facts II*, September 2018.
https://gettingdowntofacts.com/sites/default/files/2018-09/GDTFII_Report_Grissom.pdf
9. Goldring, Ellen B., Jason A. Grissom, Mollie Rubin, Laura K. Rogers, Michael Neel, and Melissa A. Clark. "A New Role Emerges for Principal Supervisors: Evidence from Six Districts in the Principal Supervisor Initiative." Report for the Wallace Foundation, July 2018.
<http://www.wallacefoundation.org/knowledge-center/Pages/A-New-Role-Emerges-for-Principal-Supervisors.aspx>
8. Goldring, Ellen B., Jason A. Grissom, Christine M. Neumerski, Joseph Murphy, Richard Blissett, and Andy Porter. "Making Time for Instructional Leadership (Volumes 1–3)." Report for the Wallace Foundation, July 2015. Available at <http://www.wallacefoundation.org/knowledge-center/school-leadership/principal-training/Pages/Making-Time-for-Instructional-Leadership.aspx>.
7. Goldring, Ellen B., Christine M. Neumerski, Marisa Cannata, Timothy A. Drake, Jason A. Grissom, Mollie Rubin, and Patrick Schuermann. "Principals' Use of Teacher Effectiveness Data for Talent Management Decisions." Report to the Bill and Melinda Gates Foundation, May 2014. Available at <http://principaldatause.org/assets/files/reports/Summary-Report-201405.pdf>.
6. Patrick Schuermann, Goldring, Ellen B., Marisa Cannata, Timothy A. Drake, Jason A. Grissom, Christine M. Neumerski, and Mollie Rubin. "Supporting Principals to Use Teacher Effectiveness Data for Talent Management Decisions." Report to the Bill and Melinda Gates Foundation, May 2014. Available at <http://principaldatause.org/assets/files/reports/Findings-Recommendations-201405.pdf>.
5. Loeb, Susanna, and Jason A. Grissom. "What Do We Know About the Use of Value-Added Measures for Principal Evaluation?" Carnegie Foundation for the Advancement of Teaching, July 2013. <http://www.carnegieknowledge.org/briefs/value-added/principal-evaluation>
4. Grissom, Jason A., and Stephanie Vandas. "Teacher Preparation and Student Achievement: Reviewing the Evidence," Missouri Department of Elementary and Secondary Education, February 2010.
3. Grissom, Jason A. "The Role of Effective Principals in Reducing Teacher Turnover in Disadvantaged Schools," University of Missouri Institute of Public Policy, May 2009.
2. Grissom, Jason A. "Who Sits on School Boards in California?" Institute for Research on Education Policy and Practice, publication 2007-04, November 2007.
1. Loeb, Susanna, Jason A. Grissom, and Katharine O. Strunk. "District Dollars: Painting a Picture of Revenues and Expenditures in California's School Districts." *Getting Down to Facts*, March

2007.

WRITING FOR GENERAL AUDIENCES

Grissom, Jason A. "The Role of Professional Organizations of Educational Scholarship in Navigating Trying Times." AERA Educational Change SIG: Lead the Change Series, 131, July 2022.

Egalite, Anna, Jason A. Grissom, and Constance A. Lindsay. "Effective School Principals: Taking Stock of Two Decades of Research." *The Register*, 24(2), pp. 20–24, Winter 2022.

Grissom, Jason A. "[Leveraging Principal Supervision to Drive Principals' Leadership Practice.](#)" National Institute for Excellence in Teaching Blog, April 13, 2021.

Grissom, Jason A., Anna J. Egalite, and Constance A. Lindsay. "[What Great Principals Really Do.](#)" *Educational Leadership*, 78(7), April 2021, pp. 21–25.

Grissom, Jason A., and David E. DeMatthews. "[That Churning Sound? It's Coming from Principals.](#)" *School Administrator*, October 2020, p. 16.

Grissom, Jason A., Christopher Redding, and Joshua Bleiberg. "[Low-Income Students are Profoundly Underrepresented in Gifted Programs.](#)" National Association for Gifted Children Blog, November, 2019.

Grissom, Jason A. "[Unequal Access to Gifted-and-Talented Education is a National Disgrace.](#)" *New York Daily News* op-ed, October 9, 2019.

Grissom, Jason A., Christopher Redding, and Joshua Bleiberg. "[Schools Under-Identify Giftedness in Low-Socioeconomic Status Students.](#)" Voices in Education, Harvard Education Publishing, October, 2019.

Grissom, Jason A. "[Strategic Retention of Effective Teachers and Leaders Critical to Success.](#)" State Collaborative on Reforming Education SCORE Blog, November, 2018.

Grissom, Jason A. "[Strong Principals Retain Effective Teachers—and Don't Retain Ineffective Ones.](#)" Brookings Institution, Brown Center Chalkboard, September, 2018.

Grissom, Jason A. "[How School Accountability Systems Create Incentives for Principals to Assign Weaker Teachers to Early Grades.](#)" Scholars Strategy Network, November, 2017.

Grissom, Jason A. "[Do Principals Really Think All Teachers Are Effective?](#)" *Education Next*, July 6, 2017.

Grissom, Jason A. "[Why Do Fewer Black Students Get Identified as Gifted?](#)" *The Conversation*, February 2, 2016.

INVITED PRESENTATIONS

2024 Alabama Department of Education; AASA, The School Superintendents Association annual meeting; Gifted Education Policy Symposium and Conference; Association for

- Supervision and Curriculum Development; Association for Education Finance and Policy (AEFP) annual meeting
- 2023 University of Pennsylvania; Association for Education Finance and Policy (AEFP) annual meeting; American Educational Research Association (AERA) annual meeting; Tennessee Organization of School Superintendents; Institute of Education Sciences Principal Investigators Meeting; George Mason University
- 2022 Association for Education Finance and Policy (AEFP) annual meeting; Association for Public Policy Analysis and Management (APPAM) annual meeting; Society for Research on Educational Effectiveness (SREE) annual meeting; Unibanco (Brazil); The Education Trust; Learning Forward national conference (keynote)
- 2021 Association for Education Finance and Policy (AEFP) annual meeting; University Council for Educational Administration (UCEA) annual meeting; New York University; University of Virginia; Wallace Foundation; Council of Chief State School Officers; AASA, The School Superintendents Association annual meeting; National Institute for Excellence in Teaching; British Columbia Principals' and Vice Principals' Association; National Association of State Boards of Education; National Conference of State Legislatures; Ontario Principals' Council
- 2020 American Educational Research Association (AERA) annual meeting (cancelled due to COVID-19); Association for Education Finance and Policy (AEFP) annual meeting; Wallace Foundation
- 2019 American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; University of Chicago; Stanford University; University of Delaware; Association for Public Policy Analysis and Management (APPAM) annual meeting; University Council for Educational Administration (UCEA) annual meeting
- 2018 Institute of Education Sciences Principal Investigators meeting; Stanford University; American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; Association for Public Policy Analysis and Management (APPAM) annual meeting; University Council for Educational Administration (UCEA) annual meeting
- 2017 Texas A&M University conference on race and public administration; American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; Association for Public Policy Analysis and Management (APPAM) annual meeting
- 2016 Michigan State University; Stanford University; University of Virginia; American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; University Council for Educational Administration (UCEA) annual meeting; Institute of Education Sciences Principal Investigators meeting
- 2015 American University; Texas A&M University; Association for Public Policy Analysis and Management (APPAM) annual meeting; University Council for Educational

- Administration (UCEA) annual meeting; American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; Conference on Using Time Diary Data in Education Research
- 2014 American Educational Research Association (AERA) annual meeting; University of Chicago; Association for Education Finance and Policy (AEFP) annual meeting; Association for Public Policy Analysis and Management (APPAM) annual meeting
- 2013 American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; Association for Public Policy Analysis and Management (APPAM) annual meeting
- 2012 American Educational Research Association (AERA) annual meeting; Association for Education Finance and Policy (AEFP) annual meeting; University Council for Educational Administration (UCEA) annual meeting; Association for Public Policy Analysis and Management (APPAM) annual meeting; University of Kentucky; Indiana University
- 2011 Association for Education Finance and Policy (AEFP) annual meeting; Midwest Political Science Association (MPSA) annual meeting; Public Management Research Conference (PMRC); Association for Public Policy Analysis and Management (APPAM) annual meeting; Brown University; Vanderbilt University
- 2010 Association for Public Policy Analysis and Management (APPAM) annual meeting; American Education Finance Association (AEFA) annual meeting; American Educational Research Association (AERA) annual meeting; American Political Science Association (APSA) annual meeting
- 2009 American Education Finance Association (AEFA) annual meeting; American Educational Research Association (AERA) annual meeting; American Political Science Association (APSA) annual meeting; Institute for Research on Poverty (IRP) Summer Workshop; Public Management Research Association (PMRA) bi-annual meeting
- 2008 American Education Finance Association (AEFA) annual meeting; American Educational Research Association (AERA) annual meeting; State Politics and Policy annual meeting
- 2007 American Education Finance Association (AEFA) annual meeting; University of Kentucky
- 2006 American Education Finance Association (AEFA) annual meeting; American Educational Research Association (AERA) annual meeting; University of Missouri; Georgia State University

MAJOR RESEARCH GRANTS

- 2024–2025 Wallace Foundation, “Enhancing Our Understanding of Principal Professional Learning” (Principal Investigator), \$315,000

- 2024–2025 EdFund, “Tracking the Implementation of the Tennessee Investment in Student Achievement (TISA) School Funding Reform” (Principal Investigator), \$75,000.
- 2022–2026 Institute of Education Sciences, “Pathways into Teaching: A Mixed-Methods Investigation of High-Leverage Opportunities to Increase the Representation of Teachers of Color in Tennessee Schools” (Principal Investigator), \$1,700,000
- 2021–2026 Bill and Crissy Haslam Foundation, “Defining Predictors of Leadership Effectiveness for Aspiring Leaders in Tennessee” (Principal Investigator), \$1,100,000
- 2020–2023 Spencer Foundation, “Identifying Strategies to Diversify Tennessee’s Teacher Workforce through Recruitment and Retention Research” (Principal Investigator), \$400,000
- 2019–2022 Institute of Education Sciences, “Getting Effective Leaders into High-Needs Schools: A Cross-Site Mixed-Methods Examination of Principal Preparation, Recruitment, and Hiring and Their Associations with Principal and School Outcomes” (Co-Principal Investigator; PI: Molly Gordon), \$1,400,000
- 2019–2021 Bill and Melinda Gates Foundation, “TERA: Education Research Matching Grant for Peabody Incentive Fund” (Principal Investigator), \$500,000
- 2019–2020 Wallace Foundation, “The Relationship between School Leadership and Student Achievement in the United States” (Principal Investigator)
- 2018–2019 Bill and Melinda Gates Foundation, “Tennessee Education Research Alliance (TERA) Leadership Research and Communications” (Principal Investigator), \$350,000
- 2017–2020 Institute of Education Sciences, “Postdoctoral Training Program in Research on School Leader Effectiveness and Career Pathways” (Principal Investigator), \$673,000
- 2015–2019 Institute of Education Sciences, “The Development and Validation of a Diagnostic Assessment of Instructional Leadership Capacity” (Principal Investigator), \$1,600,000.
- 2015–2020 Institute of Education Sciences, “Using Teacher Evaluation Data to Drive Instructional Improvement: Evidence from the Evaluation Partnership Program in Tennessee” (Co-Principal Investigator; PI: John Papay), \$4,992,450.
- 2014–2018 Bill and Melinda Gates Foundation, “Supporting Principals to Productively Use Multiple Measures of Teacher Effectiveness” (Principal Investigator), \$500,000.
- 2014–2019 Wallace Foundation, “Evaluation and Analysis of the Principal Supervisor Initiative” (Co-Principal Investigator; PI: Melissa Clark), \$2,500,000.
- 2014–2015 Wallace Foundation, “Examining Updated SAM Process with Consideration of the Potential for a Randomized Control Trial” (Co-Principal Investigator; PI: Ellen Goldring), \$125,000.

- 2012–2014 Bill and Melinda Gates Foundation, “Supporting Principals to Use Teacher Effectiveness Measures for Human Capital Decisions” (Investigator; PI: Ellen Goldring), \$590,000.
- 2010–2013 Institute of Education Sciences, “Assessing School Leaders’ Development of Management Skills and Leadership: A Longitudinal Mixed-Methods Study” (PIs: Jason A. Grissom and Susanna Loeb), \$1,050,000.

PUBLISHED TEACHING CASES

Grissom, Jason A., and Jiaqi Liang. 2010. “Science, Discrimination, and the Blood Supply: San José State University’s Blood Drive Ban.” *Electronic Hallway*. Evans School of Public Affairs, University of Washington.

COURSES TAUGHT

Introduction to Public Policy (undergraduate), *Vanderbilt University*
Leadership Theory and Practice (undergraduate), *Vanderbilt University*
Governance and Politics in Education (doctoral), *Vanderbilt University*
Politics of Policymaking (graduate), *Vanderbilt University*
School Leadership (graduate), *Vanderbilt University*
Education Governance, Finance and Policy (graduate), *University of Missouri*
Research Methods and Inquiry in Public Affairs (graduate), *University of Missouri*
Public Policy Processes and Strategies (graduate), *University of Missouri*
Business and Public Policy (undergraduate), *Stanford University*
Empirical Analysis of Education Governance (graduate), *Stanford University*

POSTDOCTORAL ADVISING, DOCTORAL ADVISING, AND DISSERTATION COMMITTEES

Postdoctoral Fellowship Supervisor

Michelle Doughty
Nicole Mader
Jennifer Nelson
Susan Kemper Patrick
Jennifer Timmer

PhD Chair/Primary Adviser

Brendan Bartanen
Joshua Bleiberg
Ashley Ellison
Hajime Mitani
Francisco Santelli
Anna Weiss
David Woo
Shirley Xu

PhD Committee Member

Jonathon Attridge (Vanderbilt LPO)
Richard Blissett (Vanderbilt LPO)

Michael Crouch (Vanderbilt LPO)
Angelique Crutchfield (Vanderbilt LPO)
F. Chris Curran (Vanderbilt LPO)
Jennifer Darling-Aduana (Vanderbilt LPO)
Timothy A. Drake (Vanderbilt LPO)
Amberly Dziesinski (Vanderbilt LPO)
Kaitlyn Elgart (Vanderbilt Economics)
Karin Gegenheimer (Vanderbilt LPO)
James Edward Guthrie (Vanderbilt LPO)
Erica Harbatkin (Vanderbilt LPO)
Seth Hunter (Vanderbilt LPO)
Emily Kern (Vanderbilt LPO)
Hannah Kistler (Vanderbilt LPO)
Scott Limbocker (Vanderbilt Political Science)
Chris Marsicano (Vanderbilt LPO)
Heather Mosley (University of Missouri ELPA)
Anna Moyer (Vanderbilt LPO)
Susan Kemper Patrick (Vanderbilt LPO)
Xiao Peng (Vanderbilt LPO)
Stacey Jones Preis (University of Missouri ELPA)
Courtney Preston (Vanderbilt LPO)
Christopher Redding (Vanderbilt LPO)
Luis Rodriguez (Vanderbilt LPO)
Laura Rogers (Vanderbilt LPO)
Brooks Rosenquist (Vanderbilt LPO)
Shelby Shumard (Vanderbilt Political Science)

PROFESSIONAL AFFILIATIONS

American Educational Research Association
Association for Public Policy Analysis and Management
Association for Education Finance and Policy

EDITORSHIPS

2020–2023 Associate Editor and Policy Briefs Editor, *Education Finance and Policy*
2017–2019 Editor, *Educational Researcher*
2014–2017 Associate Editor, *Educational Researcher*
2012 Co-Editor, *Politics of Education Association Yearbook*

EDITORIAL BOARDS

2023–present Editorial Board, *Education Finance and Policy*
2022–present Editorial Board, *Educational Administration Quarterly*
2020–present Editorial Board, *Peabody Journal of Education*
2019–2020 Editorial Board, *Education Finance and Policy*
2017–present Editorial Board, *Elementary School Journal*
2014–present Editorial Board, *Journal of Public Administration Research and Theory*
2013–2017 Editorial Board, *Journal of Educational Finance*

SELECTED PROFESSIONAL SERVICE AND ACTIVITIES

2023–2024	Vision Grants Review Panel Member, Spencer Foundation
2023	Racial Equity Grants Review Panel Member, Spencer Foundation
2022–2023	President, Association for Education Finance and Policy (AEFP)
2022–2024	Chair-Designate and Chair, Palmer O. Johnson Memorial Award Committee, American Educational Research Association
2021–2022	President-Elect and Conference Program Chair, Association for Education Finance and Policy (AEFP)
2021–	Steering Committee Member, Nashville Partnership for Educational Equity Research (PEER)
2021	Member, Planning Committee on COVID-19 and the K-12 Teacher Workforce, National Academy of Sciences, Engineering, and Medicine
2021	Member, Association for Education Finance and Policy (AEFP) Program Committee
2021	Member, Institute of Education Sciences Postdoctoral Fellowships scientific review panel
2020–2022	Member, Role of the Principal Advisory Group, Aspen Institute
2013, 2019	Member, AERA Division L Lifetime Achievement Award Selection Committee
2019–	Member, Tennessee Educator Preparation Program Report Card Advisory Council
2018–2020	Member, Committee on Understanding the Changing K-12 Teacher Workforce, National Academy of Sciences, Engineering, and Medicine
2018	UCEA Jack Culbertson Early Career Award Selection Committee
2018–2019	Small Research Grants Review Committee, Spencer Foundation
2017–2018	Co-chair, Quality Tracking, Monitoring, and Improvement Committee, Early Childhood Education Initiative, Metro Nashville Mayor’s Office
2017–2018	Member, Tennessee Transformational Leadership Alliance
2015–2018	Board of Directors (elected), Association for Education Finance and Policy
2014–2017	Member, Institute of Education Sciences Education Systems and Broad Reform scientific review panel
2015	Member, Institute of Education Sciences Technical Working Group, Researching the Influence of School Leaders on Student Outcomes
2013–2014	Program Chair, Division L, 2014 American Educational Research Association Annual Meeting
2014	Expert reviewer, AERA Statement on Use of Progress-Based Indicator Models for Educator and Preparation Program Evaluation
2013	Proposal reviewer, Society for Research on Educational Effectiveness annual conference
2013	Member, Association for Public Policy Analysis and Management 2013 Fall Conference Program Committee
2012–2013	Section Chair, Teacher Policy and Politics, Division L, 2013 American Educational Research Association Annual Meeting
2011–2012	Section Chair, Politics and Governance, Division L, 2012 American Educational Research Association Annual Meeting
2011–2012	Member, Technical Review Panel, Baccalaureate & Beyond survey program
2009–2011	Member, Missouri Early Childhood Research and Data Council
2008	Member, Missouri delegation to National Governors’ Association Enhancing Teacher Effectiveness Policy Forum
2005–2007	Proposal Reviewer, American Educational Research Association annual meeting

2006– Frequent discussant or chair at the annual meetings of the American Educational Research Association, Association for Education Finance and Policy, and Association for Public Policy Analysis and Management

SELECTED DEPARTMENTAL AND UNIVERSITY SERVICE

2023 HOD Thesis Highest Honors Selection Committee
2022–2025 Board of Faculty Advisers, Undergraduate Honor Council
2021 Search Committee, K-12 Educational Leadership Faculty
2021 Co-Chair, Search Committee, Peabody Faculty Position in Disrupting Inequality
2020–2021 Co-Chair, Peabody Strategic Initiative on the MNPS-VU RPP on Disrupting Inequality
2019–2020 Vanderbilt Public Policy Committee
2019 LPO PhD Admissions Committee
2018 Search Committee, Vice Chancellor for Public Affairs
2018 Search Committee, Peabody/Arts & Science Joint Faculty Search
2017 Steering Committee, Quantitative Social Sciences degree program
2017–2018 Faculty Standing Committee for Campus Planning Consultation on Campus Building Art Initiatives
2017–2018 Vanderbilt Data Science Visions Working Group
2017 Search Committee, Education Policy Faculty
2016 Search Committee, Education Policy Faculty
2015 Chair, K-12 Policy and Organizations Faculty Search
2014 Search Committee, K-12 Leadership and Policy Faculty
2013–14 Chair, PhD Core Committee
2012–2017 Rhodes/Marshall/Mitchell Scholarships Campus Selection Committee
2012–2019 Masters of Public Policy Admissions Committee
2011–2017 Harry S Truman Scholarship Campus Nomination Committee
2011–2014 Organizer, LPO Research Colloquium
2010–2011 Truman School Personnel Committee (University of Missouri)
2007–2011 Harry S Truman Scholarship Campus Nomination Committee (University of Missouri)
2007–2011 Truman School Masters of Public Affairs Committee (University of Missouri)

REFEREE SERVICE

<i>Academy of Management Journal</i>	<i>Educational Psychologist</i>
<i>AERA Open</i>	<i>Educational Researcher</i>
<i>American Educational Research Journal</i>	<i>Elementary School Journal</i>
<i>American Journal of Education</i>	<i>Gifted Child Quarterly</i>
<i>American Journal of Political Science</i>	Institute of Education Sciences (ad hoc)
<i>American Political Science Review</i>	<i>Journal of Education Finance</i>
<i>American Review of Public Administration</i>	<i>Journal of Educational Administration</i>
<i>Early Childhood Research Quarterly</i>	<i>Journal of Human Resources</i>
<i>Economics of Education Review</i>	<i>Journal of Labor Economics</i>
<i>Education Finance and Policy</i>	<i>Journal of Policy Analysis and Management</i>
<i>Educational Administration Quarterly</i>	<i>Journal of Politics</i>
<i>Educational Evaluation and Policy Analysis</i>	<i>Journal of Public Administration Research and Theory</i>
<i>Educational Policy</i>	<i>Journal of Public Economics</i>

Journal of Public Policy
Journal of Research on Educational Effectiveness
Journal of Research on Leadership Education
Journal of School Leadership
Journal of Teacher Education
Leadership and Policy in Schools
Legislative Studies Quarterly
Public Administration
Public Administration Review
Public Performance and Management Review
Publius: The Journal of Federalism
Quarterly Journal of Political Science
RAND Corporation
Review of Economics and Statistics
Review of Educational Research
SAGE Publications
Smith Richardson Foundation
Sociology of Education
Spencer Foundation
Teachers College Record
Urban Education
Wallace Foundation