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EDUCATION

- Harvard University, Cambridge, MA**
2008 Ed.D. in Administration, Planning, and Social Policy (Research Concentration)
2004 Ed.M. in Administration, Planning, and Social Policy
- Stanford University, Palo Alto, CA**
2001 A.M. in Education
- Georgetown University, Washington, DC**
1997 M.A. in English (Concentration in Teaching Writing)
1996 B.A. in Honors English and Psychology, *cum laude*
- University of Sussex, Brighton, UK**
1994-95 Junior Year Abroad

EXPERIENCE

- American University, Washington, DC**
2014-present Associate Professor, School of Education
2015-present Affiliate Faculty, School of Public Affairs
- RAND Corporation, Arlington, VA**
2014-present Adjunct Researcher
2012-2015 Affiliate Faculty of the Pardee RAND Graduate School
2011-2014 Full Policy Researcher
2008-2011 Associate Policy Researcher
- Harvard Graduate School of Education, Cambridge, MA**
2004-2008 Research Assistant and Teaching Fellow
- James Madison High School, San Diego City Schools, San Diego, CA**
2001-2003 English Teacher; Gifted and Talented Education Program Leader
- Kaplan, Inc., Washington, DC**
1998-2000 Academic Manager for Mid-Atlantic Region
- Fairfax Brewster School, Falls Church, VA**
1997-1998 Sixth Grade Teacher
- Prince George's County Community College, Largo, MD**
1997 Literature and Writing Instructor

AWARDS

National

2013 Runner-Up for AERA Division L Outstanding Policy Paper Award (for *Service Members in School* monograph)

2010 Raymond Vernon Memorial Prize for Best Research Article of the Year in the *Journal of Policy Analysis and Management*

RAND Corporation

2011 RAND Bronze Medal Award (for research productivity and leadership)

2009 RAND Impact Award (for outstanding proposal contributions)

Teaching

2003 James Madison High School Teacher of the Year

FELLOWSHIPS

National and State

2007-08 Spencer Foundation Dissertation Fellowship

2000-01 California Governor's Teaching Fellowship

Institutional

2006-07 Harvard/Spencer Foundation Doctoral Research Training Grant

2003-07 Harvard University Presidential Fellowship

2005 Harvard Graduate School of Education Summer Writing Fellowship

2000-01 Stanford University Merit Fellowship

1996-97 Georgetown University Writing Center Associates Fellowship

PEER-REVIEWED RESEARCH ARTICLES

Steele, J. L., Slater, R. O., Zamarro, G., Miller, T., Li, J., Burkhauser, S.*, & Bacon, M. (2017). The effects of dual-language immersion programs on student achievement: Evidence from lottery data. *American Educational Research Journal* (Centennial Issue), 54 (1S), 282S-306S.

Burkhauser, S.*, **Steele, J. L.**, Li, J., Slater, R. O., Bacon, M., & Miller, T. (2016). Partner-language learning trajectories in dual-language immersion: Evidence from an urban district. *Foreign Language Annals*, 49(3), 415-433.

Ikemoto, G. S., **Steele, J. L.**, & Pane, J. F. (2016). Poor implementation of learner-centered practices: A cautionary tale. *Teachers College Record*, 118(13), 1-34. (Yearbook of the National Society for the Study of Education).

Steele, J. L., Bozick, R., Davis, L. M. (2016.) Education for incarcerated juveniles: A meta-analysis. *Journal of Education for Students Placed at Risk*, 21(2), 65-89.

Li, J., **Steele, J.**, Slater, R., Bacon, M., & Miller, T. (2016). Teaching practices and language use in two-way dual language immersion programs in a large public school district. *International Multilingual Research Journal*, 10(1), 31-43.

Steele, J. L., Pepper, M. J., Springer, M. G., & Lockwood, J. R. (2015). The distribution and mobility of effective teachers: Evidence from a large, urban school district. *Economics of Education Review*, 48, 86-101.

* Denotes a co-author who was a doctoral student or research assistant.

- Zamarro, G., Engberg, J., Saavedra, J., **Steele, J. L.** (2015). Disentangling disadvantage: Can we distinguish good teaching from classroom composition? *Journal of Research on Educational Effectiveness (Special Issue on Measuring Teacher Performance)*, 8, 84-111.
- Hamilton, L., Schwartz, H. L., Stecher, B., & **Steele, J. L.** (2013). Improving accountability through expanded measures of performance. *Journal of Educational Administration*, 51(4), 453-475.
- Pane, J. F., McCaffrey, D. F., Slaughter, M. E., **Steele, J. L.**, & Ikemoto, G. S. (2010). An experiment to evaluate the efficacy of Cognitive Tutor Geometry. *Journal of Research on Educational Effectiveness*, 3(3), 254-281.
- Steele, J. L.**, Murnane, R. J., & Willett, J. B. (2010). Do financial incentives help low-performing schools attract and keep academically talented teachers? Evidence from California. *Journal of Policy Analysis and Management*, 29(3), 451-478.
- Donaldson, M. L., Kirkpatrick, C. L., Johnson, S. M., Marinell, W., **Steele, J. L.**, Szczesiul, S. A. (2008). Angling for access, bartering for change: How second-stage teachers experience differentiated roles in schools. *Teachers College Record*, 110(5), 1088-1114.
- Murnane, R. J. and **Steele, J. L.** (2007). What is the problem? The challenge of providing effective teachers for all children. *The Future of Children*, 17(1), 15-43.

RESEARCH ARTICLES UNDER REVIEW OR REVISION

- Steele, J. L.**, McGovern, G., Buryk, P.* Student veteran outcomes by higher education sector: Evidence from three cohorts of the *Baccalaureate and Beyond*. Resubmitted with revisions to *Research in Higher Education*.
- Steele, J. L.**, Slater, R. O., Li, J., Bacon, M., Zamarro, G., Miller, T. Dual-language immersion education at scale: An analysis of program costs, mechanisms, and moderators. Under review.
- Cavalluzzo, L., Geraghty, T. M., & **Steele, J. L.** Using data to improve teaching and learning in mathematics: Results from a randomized efficacy trial. Under review.

RESEARCH ARTICLES IN PREPARATION FOR SUBMISSION

- Miller, T., **Steele, J. L.**, Zamarro, G., Anderson, K.*, Slater, R. O., Li, J., & Bacon, M. What types of families do dual language immersion programs attract? Causal evidence from lottery data.
- Steele, J. L.**, Steiner, E. D., Hamilton, Laura S. If you train them, will they lead? Building a high-capacity school leadership pipeline in a shrinking urban district.

PEER-REVIEWED ESSAY ARTICLES

- Steele, J. L.** (2009). Essay review of "Whatever it takes: Geoffrey Canada's quest to change Harlem and America." *Harvard Educational Review*, 79(3), 520-529.
- Ippolito, J., **Steele, J. L.**, & Samson, J. F. (2008). Introduction: Why adolescent literacy matters now. *Harvard Educational Review*, 78(1), 1-6.

ARTICLES IN PRACTITIONER JOURNALS

- Steele, J. L., Stecher, B. M., & Hamilton, L. S.** (2013). Fair assessments: Distinctive teacher evaluation programs could provide lessons for others. *RAND Review*, 36(3), 12-15.
- Steele, J. L.** (2012). Calls of duty: The new GI Bill. *RAND Review*, 36(1), 28-29.
- Steele, J. L.** and Boudett, K. P. (2008). The collaborative advantage. *Educational Leadership*, 66(4), 54-59.
- Steele, J. L.** and Boudett, K. P. (2008). Leadership lessons from schools becoming "Data Wise." *Harvard Education Letter*, 24(1), 1-3.

PEER-REVIEWED, BOOK-LENGTH MONOGRAPHS¹

- Steele, J. L., Lewis, M. W., Santibañez, L. Faxon-Mills, S.*, Rudnick, M.*, Stecher, B. M., Hamilton, L. S.** (2014). *Competency-based education in three pilot programs: Examining implementation and outcomes*. Santa Monica: RAND Corporation. (128 pages, 7 chapters) ISBN: 978-0-8330-8725-6.
- Davis, L. M., **Steele, J. L.**, Bozick, R., Williams, M., Turner, S., Miles, J. N. V., Saunders, J., & Steinberg, P. S. (2014). *How effective is correctional education, and where do we go from here? The results of a comprehensive evaluation*. Santa Monica, CA: RAND Corporation. (152 pages, 5 chapters) ISBN: 978-0-8330-8493-4
- Davis, L. M., Bozick, R., **Steele, J. L.**, Saunders, J., Miles, J. (2013). *Evaluating the effectiveness of correctional education: A meta-analysis of programs that provide education to incarcerated adults*. Santa Monica: RAND Corporation. (110 pages, 6 chapters) ISBN: 978-0-8330-8108-7
- Steele, J. L.**, Vernez, G., Gottfried, M., & Schwam-Baird, M. (2011). *The transformation of a school system: Principal, teacher, and parent perceptions of public schools in post-Katrina New Orleans*. Santa Monica: RAND Corporation. (164 pages, 8 chapters)
- Schwartz, H. L., Hamilton, L. S., & Stecher, B. M., & **Steele, J. L.** (2011). *Expanded measures of school performance*. Santa Monica, RAND Corporation. (62 pages, 5 chapters)
- Steele, J. L.**, Hamilton, L. S., Stecher, B. M. (2010). *Incorporating student performance measures into teacher evaluation systems*. Washington, DC: Center for American Progress. (52 pages, 5 chapters) ISBN: 978-0-8330-5250-6
- Steele, J. L.**, Salcedo, N.*, & Coley, J.* (2010). *Service members in school: Military veterans' experiences using the Post-9/11 GI Bill and adapting to life on campus*. Washington, DC: American Council on Education and RAND Corporation. (96 pages, 4 chapters)
- Hamilton, L., Halverson, R., Jackson, S. S., Mandinach, E. B., Supovitz, J. A., Wayman, J. C., Pickens, C., Martin, E. S., & **Steele, J. L.** (2009). *Using student achievement data to support instructional decision making* (NCEE 2009-4067). Washington, DC: What Works Clearinghouse, U.S. Department of Education. (74 pages, 9 chapters)

¹ These are final research publications that undergo binding peer review by leading experts outside of RAND.

EDITED BOOKS

Ippolito, J., **Steele, J. L.**, and Samson, J. F. (2008, Reprinted in 2012). *Adolescent literacy*. Cambridge, MA: Harvard Education Press. (240 pages, 12 chapters) ISBN-13: 978-0916690526; ISBN-10: 0916690520

Boudett, K. P. and **Steele, J. L.** (2007). *Data wise in action: Stories of schools using data to improve teaching and learning*. Cambridge, MA: Harvard Education Press. (192 pages, 10 chapters) ISBN-13: 978-1-891792-81-6

BOOK CHAPTERS

Ippolito, J., **Steele, J. L.**, & Samson, J. F. (2012). Preface: Continuing the national conversation about adolescent literacy. In J. Ippolito, J. L. Steele, and J. F. Samson (Eds.), *Adolescent literacy* (Reprint edition). Cambridge, MA: Harvard Education Press. (240 pages, 14 chapters) ISBN-13: 978-0916690526; ISBN-10: 0916690520

Steele, J. L. (2007). Acting and assessing: Community Academy gets serious about homework. Ch. 8 in K. P. Boudett and J. L. Steele (Eds.), *Data wise in action: Stories of schools using data to improve teaching and learning*. Cambridge, MA: Harvard Education Press. (Pages 149-166, 192 pages, 10 chapters) ISBN-13: 978-1-891792-81-6

Boudett, K. P. and **Steele, J. L.** (2007). Introduction. Chapter 1 in K. P. Boudett and J. L. Steele (Eds.), *Data wise in action: Stories of schools using data to improve teaching and learning*. Cambridge, MA: Harvard Education Press. (Pages 1-8, 192 pages, 10 chapters) ISBN-13: 978-1-891792-81-6

Steele, J. L. and King, J. (2005). Planning to assess progress. Ch. 7 in R. J. Murnane, K. Boudett, & E. City (Eds.), *Data wise: A step-by-step guide to using assessment results to improve teaching and learning*. Cambridge, MA: Harvard Education Press. (Pages 151-168, 256 pages, 11 chapters) ISBN-10: 1891792679; ISBN-13: 978-1891792670

Steele, J. L. (2002). Acknowledging diversity in the classroom. Ch. 3 in L. Darling-Hammond, J. French, and S. Garcia-Lopez (Eds.), *Learning to teach for social justice*. New York: Teachers College Press. (224 pages) ISBN: 0807742082; ISBN: 9780807742082

POLICY PAPERS

Saavedra, A. R., & **Steele, J. L.** (2012). *Implementation of the Common Core State Standards: Recommendations for the Department of Defense Education Activity Schools*. Santa Monica: RAND Corporation. (27 pages, 6 chapters) ISBN: 978-0-8330-7785-1

Steele, J. L., Murnane, R. J., & Willett, J. B. (2010). *Do financial incentives draw promising teachers to low-performing schools? Assessing the impact of the California Governor's Teaching Fellowship*. PACE Policy Brief Series. Sacramento, CA: Policy Analysis for California Education. (10 pages)

PROJECT REPORTS AND WORKING PAPERS

Steele, J. L., Steiner, E. D., Hamilton, Laura S. (2017, June). If you train them, will they lead? Building a high-capacity school leadership pipeline in a shrinking urban district. (WR-1196-TNTP). Santa Monica: RAND Corporation.

- Steele, J. L.,** Baird, M., Engberg, J., & Hunter, G. (2014). *Trends in the distribution of teacher effectiveness in the intensive partnerships for effective teaching: Progress report.* (WR-1036-BMGF.) Santa Monica: RAND Corporation.
- Steele, J. L.** (2013.) School preferences and demographic sorting: Parents' responses to school choice in post-Katrina New Orleans. Working Paper.
- Steele, J. L.,** Engberg, J. E., & Hunter, G. (2013). *Distribution of teacher effectiveness in the Intensive Partnership for Effective Teaching: Pre-intervention trends, 2008-2010.* (PR-421-BMGF). Santa Monica: RAND Corporation.
- Pane, J. F., Hamilton, L. S., Steiner, E. D.*, Rudnick, M.*, **Steele, J.,** & Sales, A. (2013). *Blended and competency-based learning approaches in the Next Generation Learning Challenges (NGLC) Wave IIIa Schools: First year implementation and effects.* Santa Monica: RAND Corporation.
- Lewis, M. W., Adamson, D. M., **Steele, J. L.,** Faxon-Mills, S.*, Rudnick, M.*, & Eden, R. (2013). *Proficiency-based pathways: A vision and critical elements for achieving it.* Santa Monica: RAND Corporation. (38 pages)
- Faxon-Mills, S.*, **Steele, J. L.,** Lewis, M., & Adamson, D. (2012). *Summary of proceedings from Project Mastery 2012: A Proficiency-Based Pathways convening in Philadelphia, PA, October 3-4, 2012.* (PR-223-BMGF). Santa Monica: RAND Corporation.
- Lewis, M., **Steele, J. L.,** Stecher, B. M., Hamilton, L. (2012). *Supporting learning in Project Mastery sites: Evaluation interim project review.* (PM-4159-BMGF). Santa Monica: RAND Corporation.
- Steele, J. L.,** & Pane, J. F. (2010). *Development and use of the Lenovo Educational Research Initiative Annual Indicators Survey* (PM-3544-LEN). Santa Monica: RAND Corporation.
- Steele, J. L.** (2007). *Do student loan forgiveness incentives help low-income schools recruit and retain teachers? Evidence from Baccalaureate and Beyond.* Cambridge, MA: Harvard Graduate School of Education.
- Steele, J. L.,** Pane, J. F., Williams, V. L., and Olmsted, S. S. (2006). *Professional development participation and the role of administrator involvement in the Math Science Partnership of Southwest Pennsylvania* (WR-428-AIU). Santa Monica, CA: RAND Corporation. (42 pages)
- Steele, J. L.,** & Curtis, R. (2005). *Preparing non-principal administrators to foster whole-school improvement in Boston.* Boston: School Leadership Institute.

PEER-REVIEWED CONFERENCE PRESENTATIONS

- Steele, J. L.,** Slater, R. O., Li, J., Bacon, M., Zamarro, G., Miller, T. (2017, April). Dual-language immersion education at scale: An analysis of program costs and mechanisms. American Educational Research Association, Washington, DC.
- Steele, J. L.,** Slater, R. O., Li, J., Bacon, M., Zamarro, G., Miller, T. (2017, March). Dual-language immersion education at scale: An analysis of program costs and mechanisms. Association of Education Finance and Policy, Washington, DC.

- Steele, J. L.**, Slater, R. O., Li, J., Bacon, M., Zamarro, G., Miller, T. (2016, Nov. 3). Dual-language immersion education at scale: An analysis of program costs and mechanisms. Association of Public Policy Analysis and Management, Washington, DC.
- Miller, T., **Steele, J. L.**, Zamarro, G., Anderson, K., Slater, R. O., Li, J., & Bacon, M. (2016, Nov. 5). What types of families do dual language immersion programs attract? Causal evidence from lottery data. Association of Public Policy Analysis and Management, Washington, DC.
- Burkhauser, S., **Steele, J. L.**, Li, J., Slater, R. O., Bacon, M., & Miller, T. (2016, April 10) Partner-language learning trajectories in dual-language immersion: Evidence from an urban district. American Educational Research Association, Washington, DC.
- Steele, J. L.**, McGovern, G., Buryk, P. (2016, April 8) How do veterans fare after earning degrees? Evidence from three cohorts of the *Baccalaureate and Beyond*. American Educational Research Association, Washington, DC.
- Zamarro, G., Anderson, K., **Steele, J. L.**, Miller, T. (2016, March) Comparing performance of methods to deal with differential attrition in lottery based evaluations. Association for Education Finance and Policy, Denver, CO.
- Zamarro, G., Anderson, K., **Steele, J. L.**, Miller, T. (2016, Feb.) Comparing performance of methods to deal with differential attrition in lottery based evaluations. Society for Research on Educational Effectiveness, Washington, DC.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Miller, T., Li, J., Burkhauser, S., & Bacon, M. (2015, Dec. 9.) The effects of dual-language immersion on student achievement: Evidence from lottery data. Institute of Education Sciences Principal Investigator's Meeting (PI Poster Session), Washington, DC.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Miller, T., Li, J., Burkhauser, S., & Bacon, M. (2015, May 11.) The effects of dual-language immersion on student achievement: Evidence from lottery data. Second Annual Health, Education, Labor, and Development Policy Day, Washington, DC.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Li, J., Miller, T., Burkhauser, S., & Bacon, M. (2015, April 17). Effects and costs of dual-language immersion in the Portland Public Schools. [And organizer of the cross-disciplinary session, "Dual-language immersion education: State of the research and promising directions."] American Educational Research Association, Chicago, IL.
- Engberg, J., Martorell, P., **Steele, J. L.**, Baird, M., Scherer, E., Gutierrez, I., (2015, April 18). The impact of Intensive Partnerships for Effective Teaching on student outcomes and teacher allocation. American Educational Research Association, Chicago, IL.
- Cavalluzzo, L., Geraghty, T. M., & **Steele, J. L.** (2015, April 19). Using data to inform practice and improve student performance in mathematics. American Educational Research Association, Chicago, IL.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Li, J., Miller, T., & Burkhauser, S. (2015, March 5-7). Costs and effects of dual-language immersion in the Portland Public Schools. Society for Research on Educational Effectiveness, Washington, DC.

- Steele, J. L.**, Slater, R. O., Zamarro, G., Li, J., Miller, T., & Burkhauser, S. (2015, Feb. 26-28). Costs and effects of dual-language immersion in the Portland Public Schools: Evidence from lottery data. Association of Education Finance and Policy, Washington, DC.
- Steele, J. L.**, McGovern, G., & Buryk, P. (2014, June 30). Student veterans' outcomes by higher education sector: Evidence from three survey cohorts of the *Baccalaureate and Beyond*. Western Economic Association, Denver, CO.
- Steele, J. L.**, Lewis, M. W., Santibañez, L. Stecher, Brian M., Hamilton, L. S., Faxon-Mills, S., Rudnick, M. (2014, April 4). Proficiency-based pathways in three pilot programs: Examining implementation and outcomes. American Educational Research Association, Philadelphia, PA.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Miller, T., & Li, J. (2014, April 6). The effect of dual-language immersion on student performance in the Portland Public Schools: Evidence from the first study year. American Educational Research Association, Philadelphia, PA.
- Engberg, J., Saavedra, J., **Steele, J. L.**, Zamarro, G. (2014, April 7). Disentangling disadvantage: Can we distinguish good teaching from classroom composition? American Educational Research Association, Philadelphia, PA.
- Steele, J. L.**, Baird, M., Engberg, J., & Hunter, G. (2014, March 14). Trends in the distribution of teacher effectiveness in the Intensive Partnerships for Effective Teaching: Progress report. WR-1036-BMGF. Association for Education Finance and Policy, San Antonio, TX.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Miller, T., & Li, J. (2013, Sept. 29). The effect of dual-language immersion on student performance in the Portland Public Schools: Evidence from the first study year. Society for Research on Educational Effectiveness, Washington, DC.
- Steele, J. L.**, McGovern, G., & Buryk, P. (2013, Nov. 7-9). How do military veterans fare after earning degrees? Evidence from three survey cohorts of the *Baccalaureate and Beyond*. Association of Public Policy Analysis and Management, Washington, DC.
- Steele, J. L.**, Slater, R. O., Zamarro, G., Miller, T., & Li, J. (2013, Sept. 29). The effect of dual-language immersion on student performance in the Portland Public Schools: Evidence from the first study year. Society for Research on Educational Effectiveness, Washington, DC.
- Steele, J. L.**, Lewis, M. W., Santibañez, L. Stecher, Brian M., Hamilton, L. S., Faxon-Mills, S., Rudnick, M. (2013, Sept. 27). Proficiency-based pathways in three pilot programs: Examining implementation and outcomes. Society for Research on Educational Effectiveness, Washington, DC.
- Cavalluzzo, L., Geraghty, T., Alexander, J., **Steele, J. L.** (2013, Sept. 28). Using data to inform decisions: How teachers use data to inform practice and improve student performance in mathematics. Society for Research on Educational Effectiveness, Washington, DC.
- Steele, J. L.** (2013, April). Understanding parents' responses to citywide school choice. American Educational Research Association, San Francisco, CA.

- Engberg, J., Saavedra, J., **Steele, J. L.**, Zamarro, G. (2013, April). Disentangling good teaching from classroom composition. National Council on Measurement in Education, San Francisco, CA.
- Steele, J. L.**, McGovern, G., & Buryk, P. (2013, March 15). Student veterans' outcomes by higher education sector: Evidence from three survey cohorts of Baccalaureate and Beyond. Association of Education Finance and Policy, New Orleans, LA.
- Steele, J. L.** (2012, November 12). Understanding parents' responses to citywide school choice. Association of Public Policy Analysis and Management, Baltimore, MD.
- Engberg, J., Saavedra, J., **Steele, J. L.**, Zamarro, G. (2012, November 10). Disentangling disadvantage: Can we distinguish good teaching from classroom composition? Association of Public Policy Analysis and Management, Baltimore, MD;
- Solomon, S., Cavalluzzo, L., **Steele, J. L.**, & Thessin, R. A. (2012, October). *Evaluating collaboration: Using mixed methods to measure changes in school practices*. American Evaluation Association, Minneapolis, MN.
- Engberg, J., Saavedra, J., **Steele, J. L.**, Zamarro, G. (2012, March 17). Disentangling disadvantage: Can we distinguish good teaching from classroom composition? Association of Education Finance and Policy, Boston, MA.
- Steele, J. L.**, Pepper, M. J., Springer, M. G., Lockwood, J. R. (2010, Nov. 6). The distribution and mobility of effective teachers: Evidence from a large, urban school district. Association of Public Policy Analysis and Management, Boston, MA.
- Vernez, G., & **Steele, J. L.**, Gottfried, M., Schwam-Baird, M. (2010, Sept. 25) Policies, practices, and stakeholder perceptions of New Orleans charter and traditional schools. Five Years of Post-Katrina Educational Reform Conference, New Orleans, LA.
- Steele, J. L.**, & Guo, Q. (2009, April 14). How expensive is the decision to teach? Initial career choice and earnings growth among college graduates. American Educational Research Association, San Diego, CA.
- Pane, J. F., McCaffrey, D. F., **Steele, J. L.**, Ikemoto, G. S., & Slaughter, M. E. (2009, Mar. 2). Preliminary findings from an experiment to test the efficacy of Cognitive Tutor Geometry. Society for Research on Educational Effectiveness, Crystal City, VA.
- Steele, J. L.**, Murnane, R. J., and Willett, J. B. (2008, Jan. 6). Do financial incentives attract academically talented teachers to low-performing schools? Evidence from California. American Economic Association, New Orleans, LA.
- Steele, J. L.**, Murnane, R. J., and Willett, J. B. (2007, Nov. 8). The effects of targeted financial incentives on new teachers' employment decisions. Association of Public Policy Analysis and Management, Washington, DC.
- Steele, J. L.** (2007, April 10). Do student loan forgiveness incentives help schools recruit and retain teachers? American Educational Research Association, Chicago, IL.
- Steele, J. L.**, Pane, J. F., Williams, V. L., and Olmsted, S. S. (2006, Oct. 4). Professional development participation and the role of administrator involvement in the Math Science Partnership of Southwest Pennsylvania. MSP Evaluation Summit II, Minneapolis, MN.

- Steele, J. L.** (2005, April 13). District administrators' experience of an online professional development workshop. American Educational Research Association, Montréal, Canada.
- Steele, J. L.** (2003, Feb. 15). Speaking in another voice: Teaching interview-based playwriting through the work of Anna Deavere Smith. California Association of Teachers of English, Palm Springs, California.

INVITED LECTURES, PANELS, AND BRIEFINGS

- Steele, J. L.** (2017, May 4). Roundtable participant in discussion of school choice and housing in DC. Metropolitan Policy Center, American University.
- Steele, J. L.** (2017, May 3). The Causal Effects of Dual-Language Immersion on Student Achievement. Lecture for the Applied Developmental Psychology Colloquium. George Mason University, Fairfax, VA.
- Steele, J. L.** & Bacon, M. (2016, Oct. 6). Dual-language immersion education: Benefits for English learners and English proficient-students. Presentation to the National Clearinghouse for English Language Acquisition. U.S. Department of Education, Washington, DC.
- Steele, J. L.** (2016, Sept. 23). Causal effects of dual-language immersion education. Lecture for Why Multiliteracy: A Symposium on Multiliteracy and Dual Language Learning. Joint National Committee for Languages and U.S. Dept. of Education, Washington, DC.
- Steele, J. L.** (2016, Aug. 31). Correctional education: How effective is it and what can we do to make it better? Presentation to the Prison Education and Reentry Working Group, American Enterprise Institute, Washington, DC.
- Steele, J. L.** & Slater, R. O. (2016, July 12). Dual-language immersion in Portland Public Schools. Lecture at the Office of Early Learning, U.S. Department of Education, Washington, DC.
- Steele, J. L.**, Bacon, M., & Li, J. (2016, June 14). Dual-language immersion in Portland Public Schools. Lecture and national web broadcast, Office of English Language Acquisition and National Center for Education Research, U.S. Department of Education, Washington, DC.
- Steele, J. L.** (2016, May 20). Dual-language immersion at scale: Achievement impacts and program implementation in a large, urban district. Lectures to senior administration and teachers in the Boston Public Schools.
- Steele, J. L.** (2014, December 8). Implementing the Data Wise improvement process. Lecture to Tayac Academy, Prince George's County Public Schools, Ft. Washington, MD.
- Steele, J. L.**, Slater, R., Li, Jennifer, Miller, T., & Zamarro, G. (2015, November). Study of dual-language immersion in the Portland Public Schools: Year 3 project update. Public briefing to teachers, parents, and board members of the Portland Public Schools, Portland, OR.
- Steele, J. L.**, & Lewis, M. W. (2014, May 5). Competency-based education in three pilot programs: Examining implementation and outcomes. National webinar organized by the Regional Education Laboratory Northeast and Islands.

- Steele, J. L.** & Davis, L. M. (2014, March 24). Correctional education in the United States: What do we know about program effectiveness for juveniles? Briefing to the Office of Juvenile Justice and Delinquency Prevention, U. S. Department of Justice, Washington, DC.
- Davis, L. M. & **Steele, J. L.** (2014, Feb. 20). Correctional education in the United States: What we know about effectiveness for adults and for juveniles? Briefing to the Office of Career, Technical, and Adult Education, U.S. Department of Education, Washington DC.
- Davis, L. M., Bozick, R., **Steele, J. L.** (2014, Feb. 19). Correctional education in the United States: How effective is it, and how can we move the field forward? Briefing to the White House Domestic Policy Council, Washington, DC.
- Davis, L. M., Bozick, R., **Steele, J. L.** (2014, Feb. 18). Correctional education in the United States: How effective is it, and how can we move the field forward? U.S. Congressional Briefing, Washington, DC.
- Steele, J. L.** (2013, December 10). From veterans' education to veterans' employment. Invited panelist at Inaugural State of the Workforce Symposium, Association of Private Sector Colleges and Universities, Washington, DC.
- Steele, J. L.**, (2013, July 24). Invited 5-person roundtable discussion with New Zealand Education Minister Hekia Parata on planning the 2014 International Summit on the Teaching Profession. New Zealand Embassy, Washington, DC.
- Lewis, M. W. & **Steele, J. L.** (2013, July 16). Implementing proficiency-based pathways: Research lessons from five districts. American Youth Policy Forum webinar lecture.
- Steele, J. L.**, (2013, March 12). Facilitating veterans' workforce transitions: The role of higher education. Lecture for the Association of Private Sector Colleges and Universities Hill Day and Policy Forum, Washington, DC.
- Steele, J. L.**, (2013, Jan. 3.). Military veterans' higher education experiences: Research knowledge and future directions. Invited panelist at the Student Veterans of America Annual Conference, Orlando, FL.
- Steele, J. L.**, (2012, Dec. 5). The future of education reform: How a focus on teacher quality, school choice, and college readiness will shape U.S. competitiveness in the 21st century. RAND Dinner Club Invited Address, Pittsburgh, PA.
- Steele, J. L.**, (2012, Nov. 7). Service members in school: Military veterans' experiences using the Post-9/11 GI Bill. Invited lecture to RAND Board of Trustees, Santa Monica, CA.
- Steele, J. L.**, (2012, May 24). U.S. charter school reform: Lessons for Mississippi. Briefing to Mississippi state policymakers, Jackson, MS.
- Gates, S., Hamilton, L. S., Opfer, V. D., & **Steele, J. L.** (2012, May 22). Recommendations for the Reauthorization of the Elementary and Secondary Education Act. U.S. Congressional Briefing, Washington, DC.
- Steele, J. L.** (2012, May 10). Military veterans' experiences in for-profit colleges. House of Representatives Veterans Affairs Committee Briefing.
- Steele, J. L.** (2012, April 17). Military veterans' experiences in for-profit colleges. Senate Veterans Affairs Committee Briefing.

- Steele, J. L.** (2012, April 3). Military veterans' experiences in for-profit colleges. Congressional briefing to the office of Pennsylvania Senator Robert Casey.
- Steele, J. L.** (2011, Oct. 3). Australia roundtable panelist on data use and accountability in schools. U.S. Department of Education, Washington, DC.
- Steele, J. L.,** Hamilton, L. S., & Stecher, B. M. (2010, Dec. 1). How can student performance inform teacher workforce decisions? Lessons from research and practice. Center for American Progress, Washington, DC.
- Steele, J. L.** (2010, Sept. 21). Addressing the challenges facing urban schools. Invited policy forum lecture, University of Maryland School of Public Policy, College Park, MD.
- Steele, J. L.,** & Hamilton, L. S. (2010, Sept. 13). Building teacher and administrator capacity for effective data use. Invited lecture to the AERA Organization of Institutional Affiliates Fall Policy Meeting, Washington, DC.
- Steele, J. L.** (2009, Nov. 12). Is urban education collapsing? What can we do to address the challenges? Invited lecture to the RAND Board of Trustees, Santa Monica, CA.
- Steele, J. L.,** Murnane, R. J., & Willett, J. B. (2008, Oct. 17). Do financial incentives help low-performing schools attract and keep academically talented teachers? New evidence from the California Governor's Teaching Fellowship. Invited Policy Analysis for California Education (PACE) Seminar and Policy Briefing, Sacramento, California.
- Steele, J. L.** (2007, Oct. 1). Becoming a Data Wise school: Lessons from school leaders. Keynote address to the Project Blueprint Annual Meeting of district leaders, Cape Elizabeth, Maine.

RESEARCH GRANT AND CONTRACT AWARDS

(As Principal Investigator or Proposal Co-Author, Reverse Chronological by End Date)

Institute of Education Sciences, Partnership to Study Dual Language Immersion in Utah

Dates and Amount: 7/1/17 – 6/30/19, \$400,000

Role: Co-Principal Investigator

U.S. Department of Education, Evaluation of TNTP's School Leadership Program in Camden

Dates and Amount: 1/1/14 – 9/30/18, \$465,000

Role: Principal Investigator

Institute of Education Sciences, The Effect of Dual-Language Immersion on Student Achievement in the Portland Public Schools

Dates and Amount: 7/1/12 – 6/30/16, \$1,695,000

Role: Principal Investigator

Gates Foundation, Formative Evaluation of Proficiency-Based Pathways in Five Districts

Dates and Amount: 3/1/12 – 4/30/14, \$911,000

Role: Co-Principal Investigator

CNA/Institute of Education Sciences, Using Data: Randomized Field Trial Implementation Study (Subcontractor to CNA on IES Grant)

Dates and Amount: 8/1/12 – 3/31/14, \$95,000

Role: Subcontract Lead

U.S. Bureau of Justice Assistance, Educational Methods for Incarcerated Adults and Juveniles
Dates and Amount: 10/1/10 – 9/30/13, \$2,600,000
Role: Task Lead on Evidence Ratings for Meta-Analytic Study

RAND Independent Research & Development Fund, Student Veterans' Outcomes by Higher Education Sector: Evidence from Three Cohorts of the *Baccalaureate and Beyond*
Dates and Amount: 10/1/12-9/30/13, \$68,000
Role: Principal Investigator

Center for American Progress, Incorporating Student Performance into Teacher Evaluations
Dates and Amount: 8/1/10 – 12/31/10, \$12,000
Role: Principal Investigator

Gates Foundation, Evaluation of the Empowering Effective Teachers Intensive Partnership
Dates and Amount: 6/1/10 – 5/31/17, \$15,000,000
Role: Task Lead on Teacher Distribution Analysis

U.S. Dept. of Education and Tulane Univ., Transformation of New Orleans Public Education
Dates and Amount: 5/15/10 – 9/30/11, \$110,000
Role: Co-Principal Investigator

American Council on Education, Access to Veterans' Higher Education Benefits
Dates and Amount: 2/1/10 – 12/31/10, \$184,000
Role: Principal Investigator

Lenovo Corporation, Developing Indicators for Lenovo's Education Research Initiative
Dates and Amount: 1/15/10 – 4/30/10, \$39,000
Role: Principal Investigator

OP-EDS AND COMMENTARIES

Steele, J. L. (2017, March 9). Why the left should work with Betsy DeVos. *Education Week*.
<http://www.edweek.org/ew/articles/2017/03/09/why-the-left-should-work-with-betsy.html>

Steele, J. L. (2016, Sept. 11). Delaying the school year start is pound-foolish. *The Washington Post*, C4.

Steele, J. L., Engberg, J., & Stecher, B. M. (2014, Aug. 22). Flexibility is key in administration's call for teacher equity plans. *The RAND Blog*. <http://www.rand.org/blog/2014/08/flexibility-is-key-in-administrations-call-for-teacher.html>

Davis, L., & Steele, J. L. (2014, April 9). Sending prisoners to college will save you money. *Newsday*. <http://www.newsday.com/opinion/oped/sending-prisoners-to-college-will-save-you-money-lois-davis-and-jennifer-steele-1.7658934>

Steele, J. L. (2013, Nov. 8). Post-9/11 GI Bill: A good investment in our veterans can be better. *The RAND Blog*. <http://www.rand.org/blog/2013/11/post-911-gi-bill-a-good-investment-in-our-veterans.html>

Steele, J. L. (2012, Feb. 6). Colleges can learn from for-profits' emphasis on the consumer. *Military Times*, 16.

Steele, J. L., Murnane, R. J., & Willett, J. B. (2010, July 14). Are public service subsidies good for the public? *Education Week*, 29, 30-32

CONGRESSIONAL TESTIMONY

Steele, J. L. (2012). Military veterans' experiences in for-profit higher education: Testimony submitted before the House Committee on Veterans' Affairs, Subcommittee on Economic Opportunity on May 16, 2012 (CT-376). Santa Monica: RAND Corporation. (10 pgs.)

SELECTED MEDIA QUOTATIONS AND COVERAGE (BY DATE)

- 2017, Aug. 16 Wheeler, L. DeVos charges ahead on school choice. *The Hill*.
<http://thehill.com/regulation/administration/346669-devos-charges-ahead-on-school-choice>
- 2017, April 19 The Capital-Journal Editorial Board.. Editorial: The benefits of bilingual education, Editorial. *The Topeka Capital-Journal*.
<http://cjonline.com/opinion/columns/2017-04-19/editorial-benefits-bilingual-education>
- 2017, April 6 Carlson, C. Graduation rate rise is unrelated to new retention policies, officials say. *The GW Hatchet*.
<https://www.gwhatchet.com/2017/04/06/graduation-rate-rise-is-unrelated-to-new-retention-policies-officials-say/>
- 2016, Nov. 29 Kamenetz, A. 6 potential brain benefits of bilingual education. *National Public Radio*. <http://ripr.org/post/6-potential-brain-benefits-bilingual-education>
- 2016, Sept. 1 Moore, J. Hogan's back-to-school order means a time crunch for some Md. districts. *WTOP News*. <http://wtop.com/maryland/2016/09/hogans-order-snarl-md-school-calendars-will-impact-education/>
- 2016, April 4 Vaznis, J. In a global economy, Mass. lags in teaching foreign languages. *Boston Globe*. <https://www.bostonglobe.com/metro/2016/04/03/global-economy-mass-lags-teaching-foreign-languages/HO2IL1ddRvYMZ7BYuiSEIL/story.html>
- 2016, Jan. 3 Llenas, B. Study: Dual education programs improve students' test scores [Television]. New York: Fox News. <http://video.foxnews.com/v/4683819338001/study-dual-education-programs-improve-students-test-scores/?#sp=show-clips>
- 2015, Dec. 10 National Council on Teacher Quality. A silver lining in a cloudy study, *Teacher Quality Bulletin*. www.nctq.org/commentary/article.do?id=220
- 2015, Nov. 13 Sparks, S. D. Dual-language immersion boosts Oregon students. *Education Week*. http://blogs.edweek.org/edweek/inside-school-research/2015/11/dual-language_immersion_boosts.html
- 2015, Nov. 6 Manning, R. Study: Portland immersion students become better readers, English speakers [Radio]. *Oregon Public Broadcasting*.

- <http://www.opb.org/news/article/study-portland-immersion-students-become-better-readers-english-speakers/>
- 2015, Oct. 8 Harris, E. A. Dual-language programs are on the rise, even for native English speakers. *The New York Times*, p. A25.
http://www.nytimes.com/2015/10/09/nyregion/dual-language-programs-are-on-the-rise-even-for-native-english-speakers.html?_r=0
- 2015, Various The 2014 meta-analysis of correctional education interventions on which I served as second author has been cited extensively in media outlets, recently including NPR's *All Things Considered* (2015, Sept. 7), *Washington Post* Online (2015, Aug. 6), *Huffington Post* (2015, Aug. 6), *The Nation* (2015, August 8), *Seattle Times* (2015, Oct. 9), and *Smithsonian Magazine* (2014, Nov.).
- 2014, Sept. 9 Ogburn, S. P. Colorado experiment to move beyond grade levels taps into a larger ed movement [Radio], NPR Affiliate, *KUNC Community Radio for Northern Colorado*. <http://www.kunc.org/post/colorado-experiment-move-beyond-grade-levels-taps-larger-ed-movement>
- 2013, Jul. 31 Study to examine achievement of bilingual students. (2013, July 31). *Language Magazine*.
- 2013, Nov. 11 Jackson, H. One millionth veteran receives GI Bill benefits [Television]. Milwaukee, WI: Channel 2 and Hearst Media.
<http://www.wisn.com/news/south-east-wisconsin/One-millionth-veteran-receives-GI-Bill-benefits/22907722>
- 2013, Sept. 26 Garrison, M. Post-9/11 GI Bill means a new Greatest Generation [Radio], *Marketplace*. USA: American Public Media. <http://www.marketplace.org/topics/economy/post-911-gi-bill-means-new-greatest-generation>
- 2013, Sept. 11 Independent Reporter. Education, vocational training in prisons reduces recidivism, improves job outlook, *Las Vegas Tribune*.
- 2013, Jul. 19 Dungca, N. Portland Public Schools considers Vietnamese dual language immersion program, *The Oregonian*.
- 2013, Jan. 4 O'Connor, J. Why higher education is more difficult for veterans [Radio], *State Impact*. USA: National Public Radio.
- 2012, Jul. 10 Maxwell, L. A. Study of dual-language immersion launches in Portland schools (Learning the Language), *Education Week*.
- 2012, Jul. 11 Dungca, N. RAND Corp. to partner with Portland Public Schools for dual-language immersion study, *The Oregonian*.
- 2011, Winter. Tamer, M. The pull of public service. *Ed. Magazine*.
- 2011, Winter Redistributing pedagogical wealth. *Pathways Magazine*, 9.
- 2010, Nov. 19 Clemens, V. Survey analyzes effects of GI Bill, *The Cavalier Daily*.
- 2010, Nov. 12 Maze, R. Study draws out main concerns of student vets, *Army Times*.

- 2010, Nov. 10 Christian Science Monitor Editorial Board. On Veterans Day, GI Bill boosts vets and the military, *The Christian Science Monitor*.
- 2010, Nov. 10 Paulson, A. Veterans Day survey: 300,000 use revamped GI Bill, *The Christian Science Monitor*.
- 2010, Sept. 14 Sparks, S. D. How much will longitudinal data improve instruction? (Inside School Research). *Education Week*.
- 2010, Winter McArdle, E. Right on the money. *Ed. Magazine*, 53.

COURSES TAUGHT (OR IN PREPARATION) AT AMERICAN UNIVERSITY

- 2017 Spring EDU-790: Quantitative Research in Education
- 2016 Summer EDU-633: Economic Inquiry in Education
- 2016 Spring EDU-634: Education and Public Policy
- 2015 Spring EDU-632: Case Studies in Education Management
(Awarded AU Teaching Enhancement Grant)
- 2014-2017 Fall EDU-610: Overview of Qualitative and Quantitative Research Strategies
(Online Version Created in Summer-Fall 2017)

DISSERTATION AND THESIS COMMITTEES (BY COMPLETION YEAR)

- 2017 Raymond Zuniga, AU School of Public Affairs (Dissertation Committee Member)
Policies Affecting Educational Outcomes in Primary, Secondary, and Postsecondary Education
- 2017 Stephen Holt, AU School of Public Affairs (Dissertation Committee Member)
The Dynamics of Motivation and Representation in the Public Sector Workforce
- 2016 Lindsay Joy, AU School of Education (Master's Thesis Chair)
Attendance-Based Incentive Programs: A Hung Game, or Fair Play?
- 2016 Katie Vinopal, AU School of Public Affairs (Dissertation Committee Member)
Parental Involvement: Understanding Patterns, Barriers, and Opportunities
- 2016 Matthew Vanderscheure, AU School of Public Affairs (Dissertation Committee Member)
Continued Service? Understanding Military Veteran Turnover Intention among Federal Employees
- 2016 James Ellis, AU School of Public Affairs (Qualifying Paper Committee Member)
The Effect of Gender Match on Program Take-Up: Evidence from Higher Education
- 2015 Mollie Rudnick, Pardee RAND Graduate School (Dissertation Committee Member)
Helping Districts Hire Better Teachers: A Case Study Evaluating the Effectiveness of a District's Teacher Hiring Practices

PROFESSIONAL SERVICE

- American University*
- 2017-18 School of Education Urban Education Leadership Faculty Search Chair
- 2017-18 School of Education Social/Speaker Series Committee
- 2017 School of Education EPL Term Faculty Search Committee

2017-18 AU Core Committee & Quantitative Literacy Subcommittee
 2017-18 Input on Teaching from Students Committee
 2016-17 School of Education STEM Faculty Search Co-Chair
 2016-17 School of Education Vision Committee
 2015-17 General Education Committee
 2015-16 Experience (AUx1) Freshman Transition Course Development Committee
 2015-16 School of Education Dean Search Committee
 2015 Discussant for the “Using Time Diary Data in Education Research” conference at American University, School of Public Affairs
 2014, Fall AU School of Education, Teaching, and Health Faculty Working Group

RAND Corporation

2013-14 Economics, Sociology, & Statistics Department’s Education Recruitment Liaison
 2010-14 Education Search Committee Member

External

2016-present Education Policy Collaborative Inaugural Member
 2015-present National Dual-Language Alliance Inaugural Member
 2012-present Participant in AERA mentoring sessions for doctoral student researchers
 2011-present Conference Discussant: Association of Public Policy Analysis and Management, Association of Education Finance and Policy, American Educational Research Association, and Western Economic Association
 2009-present Manuscript Referee: *Journal of Policy Analysis and Management*, *American Educational Research Journal*, *Educational Researcher*, *Education Finance and Policy*, *Educational Evaluation and Policy Analysis*, *Economics of Education Review*, *Educational Policy*, Harvard Education Press, U.S. Department of Education Institute of Education Sciences’ National Center on Educational Evaluation, Smith Richardson Foundation, the Center for Exceptional Children, California Research Bureau, Society for Research on Educational Effectiveness, and American Educational Research Association
 2015 Organizer of interdisciplinary research panel on dual-language immersion at American Educational Research Association
 2012-15 Editorial Board Member, *Educational Evaluation and Policy Analysis*
 2013-14 Carnegie Unit Advisory Committee, Carnegie Foundation for the Advancement of Teaching
 2011-14 DC Education Consortium for Research & Evaluation, RAND representative
 2006-08 Editorial Board Member, *Harvard Educational Review*
 2005-2007 Graduate Student Council Program Chair, American Educ. Research Association

PROFESSIONAL MEMBERSHIPS

Association of Public Policy Analysis and Management (APPAM)
 Association for Education Finance and Policy (AEFP)
 Society for Research on Educational Effectiveness (SREE)
 American Educational Research Association (AERA)