

Samantha Viano

sviano@jhu.edu | www.samanthaviano.com

ACADEMIC
APPOINTMENTS Johns Hopkins University, School of Education
Associate Professor, 2026-present
EdD Director, 2026-present

George Mason University, College of Education and Human Development
Associate Professor of Education, 2024-2026
Assistant Professor of Education, 2018-2024

EDUCATION Vanderbilt University, Peabody College, Department of Leadership, Policy and
Organizational Studies, Nashville, TN, 2018.
PhD in Educational Leadership and Policy; Minor in Quantitative Methods

Northwestern University, School of Education and Social Policy, Evanston, IL, 2011.
MSEd in Secondary Mathematics Instruction

Haverford College, Haverford, PA, 2008.
BS in Mathematics, Minor in Education

RESEARCH
INTERESTS Education Policy, Education Leadership, Program Evaluation, Mixed Methods.
Evaluation of policies and programs that predominately affect traditionally
marginalized & minoritized student populations and their teachers.

PEER-
REVIEWED
JOURNAL
ARTICLES (40) Call-Cummings, M., **Viano, S.**, Best, A.L., *Vetter, E., *Van Divier, J., *Berhe-
Abraha, S., Khalid, W., *Vardhanapu, R., *Ravi, D., *Dutta, A., *Sharifi, A.,
*McCauley, A., *Ariunbold, D., *Ta, E., & *Cantos, N. Youth perspectives on
school safety: A study by the Youth Research Council. *The Urban Review*.

(39) Beneke, A., **Viano, S.**, *Valdez, C., Fisher, B. W., & *Barone, A. (in press).
School stakeholders' acceptance of school security technologies. *Surveillance &
Society*.

(38) **Viano, S.**, *Moya, H., *Robinson, E., Chen, J., *Conner, V. (2026). Reimagining
credit recovery: Leadership and teaching for student engagement and support in
asynchronous online learning. *Computers & Education*.

(37) **Viano, S.**, *Barone, A., Boman IV, J., Fisher, B. W., & LaVenja, K. (2026).
Schools' tendency towards security: A latent variable approach for identifying
security's racialized associations with teacher and school-level outcomes.
Teaching and Teacher Education, 180, 105654.

(36) Beneke, A., Fisher, B.W., Curran, F.C., & **Viano, S.** (2026). Niceness as
Whiteness in school police officers' perceptions of student arrest. *Educational
Policy*.

- (35) **Viano, S.** (2026). Impact of removing exit exams on graduation rates. *Educational Researcher*.
- (34) Azukas, M. E., Garrett Dikkers, A., & **Viano, S.** (2026). Proximal and auxiliary support systems in K–12 digital learning. *Journal of Online Learning Research*, 12(1), 73-96.
- (33) Widdowson, A. O., Boman IV, J. H., Fisher, B. W., **Viano, S.**, & *Kratzwald, H. M. (2026). School security measures and adolescents' academic, behavioral, and social outcomes: Examining whether the associations have changed over time. *Journal of School Violence*, 25(2), 146-162.
- (32) **Viano, S.** & Darling-Aduana, J. (2026). Culturally relevant pedagogy in K-12 online learning: A systematic review. *Review of Educational Research*, 96(3), 724-760.
- (31) Stosich, E. L. & **Viano, S.**‡ (2025). Equity logics in networked improvement communities: Comparative case studies across two school districts. *Educational Administration Quarterly*, 61(5), 873-910.
- (30) *Levine, R. S. & **Viano, S.** (2025). Promising practices of out-of-school programs for low-income adolescents: A systematic review. *Journal of Adolescence*, 97(5), 1145-1160.
- (29) **Viano, S.** & *Truong, N. (2024). Understanding differences in and causes of students feeling unsafe in school: AAPI and Latine data disaggregation and decomposition. *The High School Journal*, 107(4), 249-267.
- (28) **Viano, S.** & Gray-Nicolas, N. (2024). Problematizing the Black-White racial dichotomy inherent to high school graduation rate accountability: A mixed methods critical policy analysis. *Education Policy Analysis Archives*, 32(75), 1-27.
- (27) Baker, D. J., Ford, K. S., **Viano, S.**, & Johnston-Guerrero, M. P. (2024). Racial category usage in education research: Examining the publications from AERA journals. *AERA Open*, 10(1), 1-19.
- (26) **Viano, S.** & Yurkofsky, M. M. (2024). Adapting a school improvement partnership before and during COVID-19: A case study of the resilience of improvement science to complexity. *Journal of Educational Administration*, 62(6), 623-637.
- (25) **Viano, S.**, Shahrokhi, F., & Hunter, S. (2024). Improvement science and school leadership: The precarious path to dynamic school improvement. *Frontiers in Education: Leadership in Education*, 9, 1-15.
- (24) **Viano, S.**, Baker, D. J., Ford, K. S., & Johnston-Guerrero, M. P. (2024). A latent class analysis of racial terminology in educational research: Patterns of racial classifications in AERA journals. *Educational Researcher*, 53(4), 213-222.

- (23) **Viano, S.** & Henry, G. T. (2024). Online credit recovery as an intervention for students who fail courses. *Educational Policy*, 38(1), 218-253.
- (22) **Viano, S.**, Curran, F. C., Fisher, B. W., & Kupchik, A. (2023) The third administrator? Stakeholder perceptions of impacts of school resource officers in elementary schools. *Educational Administration Quarterly*, 59(3) 633-666.
- (21) **Viano, S.** (2023). Online credit recovery school-level enrollment: Intended and unintended consequences. *Online Learning*, 27(2), 324-342.
- (20) **Viano, S.**, Rodriguez, L. A., & Hunter, S. B. (2023). Principal and teacher shared race and gender intersections: Teacher turnover, workplace conditions, and monetary benefits. *AERA Open*, 9(1), 1-17.
- (19) **Viano, S.** & *Truong, N. (2022). Black, Indigenous, People of Color and feelings of safety in school: Decomposing variation and ecological assets. *AERA Open*, 8(1), 1-17.
- (18) Fisher, B. W., Higgins, E. M., Kupchik, A., **Viano, S.**, Curran, F. C., Overstreet, S., Plumlee, B., & Coffey, B. (2022). Protecting the flock or policing the sheep? Differences in school resource officers' perceptions of threats by school racial composition. *Social Problems*, 69(2), 316-334.
- (17) **Viano, S.** (2021). A choice between second chances: An analysis of how students address course failure. *American Journal of Education*, 128(1), 29-58.
- (16) Gerlinger, J., **Viano, S.**, Gardella, J. H., Fisher, B. W., Curran, F. C., & Higgins, E.M. (2021). Exclusionary school discipline and delinquent outcomes: A meta-analysis. *Journal of Youth and Adolescence*, 50, 1493-1509.
- (15) **Viano, S.**, Curran, F. C., & Fisher, B. W. (2021). Kindergarten cop: A case study of how a coalition between school districts and law enforcement led to school resource officers in elementary schools. *Educational Evaluation & Policy Analysis*. 43(2), 253-279.
- (14) **Viano, S.**, Pham, L. D., Henry, G. T., Kho, A., & Zimmer, R. (2021). What teachers want: School factors predicting teachers' decisions to work in low-performing schools. *American Educational Research Journal*, 58(1), 201-233.
- (13) Curran, F. C., **Viano, S.**, Kupchik, A., & Fisher, B. W. (2021). Do interactions with school resource officers predict students' likelihood of being disciplined and feelings of safety? Mixed-methods evidence from two school districts. *Educational Evaluation & Policy Analysis*. 43(2), 200-232.
- (12) **Viano, S.**, & Baker, D. J. (2020). How administrative data collection and analysis can better reflect racial and ethnic identities. *Review of Research in Education*, 44(1), 301-331.

- (11) Fisher, B. W., Curran, F. C., **Viano, S.**, and Skinner, J. (2020). The influence of traditional police culture on the activities of school resource officers. *The Journal of Qualitative Criminal Justice and Criminology*, 9(1), 1-28.
- (10) Curran, F. C., Fisher, B. W., & **Viano, S.** (2020). Mass school shootings and the short-run impacts on use of school security measures and practices: National evidence from the Columbine tragedy. *Journal of School Violence*, 19(1), 6-19.
- (9) Kupchik, A., Curran, F. C., Fisher, B. W., & **Viano, S.** (2020). Police ambassadors: Student-police interactions in school and legal socialization. *Law & Society Review*, 54(2), 391-422.
- (8) Curran, F. C., **Viano, S.**, & Fisher, B. W. (2019). Teacher victimization, turnover, and contextual factors promoting resilience. *Journal of School Violence*, 18(1), 21-38.
- (7) Curran, F. C., Fisher, B. W., **Viano, S.**, & Kupchik, A. (2019). Why and when do school resource officers engage in school discipline? The role of context in shaping disciplinary involvement. *American Journal of Education*, 126, 33-63.
- (6) **Viano, S.** (2018). At-risk high school students recovering course credits online: What we know and need to know. *American Journal of Distance Education*, 32(1), 16-26.
- (5) Fisher, B. W., **Viano, S.**, Curran, F. C., Pearman, F., & Gardella, J. H. (2018). Students' feelings of safety, exposure to violence and victimization, and authoritative school climate. *American Journal of Criminal Justice*, 43(1), 6-25.
- (4) Redding, C., & **Viano, S.** (2018). Co-creating school innovations: Should self-determination be a component of school improvement? *Teachers College Record*, 120(11), 1-32.
- (3) **Viano, S.**, & Hunter, S. B. (2017). Teacher-principal race and teacher satisfaction over time, region. *Journal of Educational Administration*, 55(6), 624-639.
- (2) Flores, S. M., Park, T. J., **Viano, S.**, & Coca, V. M. (2017). State policy and the educational outcomes of English learner and immigrant students: Three administrative data stories. *American Behavioral Scientist*, 61(14), 1824-1844.
- (1) Grissom, J. A., **Viano, S.**, & Selin, J. L. (2016). Understanding employee turnover in the public sector: Insights from research on teacher mobility. *Public Administration Review*, 76(2), 241-251.

* = Student co-author.

‡ = Equal authorship.

UNDER REVIEW Beneke, A., *Valdez, C., *Volk, S., *Gonzalez, E., *White, M., *Castro, S., *Hernandez, G. M., Fisher, B. W., Curran, F. C., & **Viano, S.** Local stakeholders' conceptions of school safety. (Revise & Resubmit at *American Journal of Education*)

Borup, J., **Viano, S.**, *Moya, H., *Eatmon, C., *Conte, N. In the room where it happened: Direct observations of learner engagement and support during an online credit recovery summer school program. (*Revise & Resubmit at Online Learning*).

Kho, A., *Dawson-Amoah, M., & **Viano, S.** Beyond race congruence: Principal-teacher race similarity, workplace conditions, and teacher mobility.

Viano, S., Beneke, A., *Valdez, C., *Barone, A., & Fisher, B.W. School bathrooms: Perceptions of safety, surveillance, and privacy in the restroom. (*Revise & Resubmit at Equity & Excellence in Education*)

Viano, S., Brown, E. L., Dailey, S., & *Sharkey, M. C. School violence and mental health: Using psychological science to collaboratively build healthy school climates through collaboration. (*Revise & Resubmit at Educational Psychology for Policy and Practice*)

RESEARCH
GRANTS &
EXTERNAL
FUNDING

Grants Awarded

Viano, S. (PI), Sorensen, L. (co-PI), Fronius, T. (co-PI), Fisher B. W. (co-PI), & Call-Cummings, M. (co-PI). *The impacts of school security equipment on students and schools*. National Institute of Justice Research and Evaluation on School Safety. **Funded:** 2025-27, \$1,706,788.

Viano, S. (PI). *Hardening schools, targeting students: Minoritized students, school security, and the school-prison nexus*, National Academy of Education/Spencer Foundation Postdoctoral Fellowship. **Funded:** 2024-26, \$70,000.

Brown, E. L. (PI), Dailey, S. (Co-PI), **Viano, S.** (Co-PI). *Comprehensive safety and violence prevention in diverse middle schools*. Bureau of Justice Assistance STOP School Violence Program. **Funded:** 2024-27, \$1,932,833.

Viano, S. (PI). *CAREER: Second Chance STEM: Uncovering school policies structuring access to and engagement in high school STEM credit recovery*, National Science Foundation. **Funded:** 2023-28, \$1,044,599.

Fisher, B. W. (PI), **Viano, S.** (co-PI), Brown, A. (co-PI), Mowen, T. (co-PI). *More than just safety: School security measures and academic, behavioral, and social outcomes*, Institute of Education Sciences. **Funded:** 2022-27, \$1,698,516.

Viano, S. (PI), *Improvement science in practice: Assessing implementation and proximal outcomes of teacher-implemented innovations*, George Mason University's College of Education and Human Development Seed Grants Program, **Funded:** 2019-20, \$6,835.

Curran, F.C. (co-PI), Fisher, B. W. (co-PI), & **Viano, S.** (Key Study Personnel).
Understanding the adoption, function, and consequences of school resource officer use in understudied settings, National Institute of Justice Comprehensive School Safety Initiative Grant. **Funded:** 2017-20, \$623,047.

Viano, S. (PI), *Online learning as a remedy for course failure: An assessment of credit recovery as an intervention to earn credits and graduate from high school*, National Academy of Education/Spencer Dissertation Fellowship. **Funded:** 2017-18, \$27,500.

AWARDS
& HONORS

National Academy of Education (NAEd)/Spencer Postdoctoral Fellowship, 2024-26

Outstanding Reviewer, *AERA Open*, 2023 & 2025

Jack A. Culbertson Award, University Council for Educational Administration, 2024

Certificate of Commendation, Education Opportunities Section, Civil Rights Division, U.S. Department of Justice, 2023

Outstanding Reviewer, *Educational Evaluation and Policy Analysis*, 2022

George Mason University Teaching Excellence Award Nominee, 2021

Emerging Education Policy Scholar (EEPS), Thomas B. Fordham Institute and the American Enterprise Institute, 2018-19.

National Academy of Education (NAEd)/Spencer Dissertation Fellowship, 2017-18

David Clark National Graduate Student Research Seminar in K-12 Educational Administration and Policy, 2017

PUBLISHED
REPORTS
&
BOOK
CHAPTERS

Darling-Aduana, J., Heath, M. K., Stewart, A., **Viano, S.**, Asim, S., Garcia, A., Langran, E., Heinrich, C., & Woodley, X. (2024). Digital ethics and equity in K-12 blended and online learning spaces, In D. Christakis & L. Hale (Eds.), *Children and Screens: A Handbook on Digital Media and the Development, Health, and Well-being of Children and Adolescents*. Springer.

Viano, S., Shahrokhi, F., Biggs, R., Saunders, N., Silva, C., & Whitlock, P. (2023). Moving a partnership from itinerant to integral: Using improvement science as a catalyst for change in leadership preparation & induction: George Mason University and Fairfax County Public Schools. In L. M. Gomez, M. Biag, D. G. Imig, R. Hitz, & S. Tozer (Eds.), *Improving America's Schools Together How District-University Partnerships and Continuous Improvement Can Transform Education* (pp. 74–96). Rowman & Littlefield Publishers.

Viano, S. & *Bowser, K. (2020). *The changing profile of a Virginia graduate: Course taking and achievement of Virginia ninth graders*. EdPolicyForward, the Center for Education Policy @ George Mason University.

Zimmer, R., Kho, A., Henry, G. T., & **Viano, S.** (2015). *Evaluation of the effects of Tennessee's Achievement School District on student test scores*. Tennessee Consortium on Research, Evaluation, & Development.

Henry, G. T., & **Viano, S.** (2015). *An evaluation of the North Carolina Educator Evaluation System for School Administrators: 2010-11 through 2013-14*. Consortium for Educational Research and Evaluation–North Carolina.

Henry, G. T., Zimmer, R., Attridge, J., Kho, A., & **Viano, S.** (2014). *Teacher and student migration in and out of Tennessee's Achievement School District*. Tennessee Consortium on Research, Evaluation, & Development.

REFEREED
PRESENTATIONS

Viano, S. (April 2026). *Hardening schools, targeting students: Minoritized students, school security, and the school-prison nexus*. American Educational Research Association Annual Meeting, Los Angeles, CA.

Viano, S., *Moya, H., *Conner, V., *Robinson, E., & Chen, J. (April 2026). *Striving for graduation for all: High school administrator decision making on credit recovery*. American Educational Research Association Annual Meeting, Los Angeles, CA.

Viano, S., *Koneti, S. K., & Fisher, B. W. (April 2026). *Web-scraping for school security spending*. American Educational Research Association Annual Meeting, Los Angeles, CA.

Beneke, A., **Viano, S.**, *Valdez, C., Fisher, B. W., & *Barone, A. (April 2026). *School stakeholders' acceptance of school security technologies*. American Educational Research Association Annual Meeting, Los Angeles, CA.

Sorensen, L., **Viano, S.**, & Stroter, A. (April 2026). *Using quasi-experimental methods to understand the effects of school security investments on schools and students*. American Educational Research Association Annual Meeting, Los Angeles, CA.

Viano, S. & Sorensen, L. (March 2026). *Target hardening in the school-prison nexus: The effects of security on minoritized students*. Association for Education Finance and Policy Annual Conference, Chicago, IL.

Viano, S. (November 2025). *Beware the limited program redesign for unintended consequences: The case of high school graduation and credit recovery*. University Council for Educational Administration Annual Convention, San Juan, PR.

Viano, S. & Truong, N. (April 2025). *"It looks good that your graduation rate is up": High school graduation requirements under high-stakes accountability.* American Educational Research Association Annual Meeting, Denver, CO.

Viano, S., Beneke, A., *Valdez, C. *Barone, A., Brown, A., Fisher, B. W., & LaVenía, (April 2025). *Locked bathrooms and canine searches: High school students' safety and security in diversifying suburbs.* American Educational Research Association Annual Meeting, Denver, CO.

Viano, S., *Barone, A., Beneke, A., Brown, A., Fisher, B. W., LaVenía, K., & *Valdez, C. (November 2024). *Different schools, different targets? High school leader, teacher, and student perspectives on school security.* University Council for Educational Administration Annual Convention, Los Angeles, CA.

Fisher, B. W., Mowen, T., **Viano, S.**, Brown, A., Widdowson, A., Boman IV, J., & LaVenía, K. (November 2024). *School discipline in the 21st century: Social control through security and punishment approaches.* American Society of Criminology Annual Meeting, San Francisco, CA.

Widdowson, A., Fisher, B. W., Mowen, T., **Viano, S.**, Brown, A., Boman IV, J., LaVenía, K., & *Kratzwald, H. (November 2024). *Exploring whether the associations between school security and student outcomes have changed over time.* American Society of Criminology Annual Meeting, San Francisco, CA.

Viano, S., *Barone, A., Beneke, A., Brown, A., LaVenía, K., Fisher, B. W., & Boman IV, J. (September 2024). *School safety in the era of advanced surveillance technology: A mixed methods study.* Society of Research on Educational Effectiveness Conference, Baltimore, MD.

Beneke, A., Fisher, B. W., Curran, F. C., & **Viano, S.** (September 2024). *"The next day...he gave me a really big hug": Parsing Whiteness, niceness, and care in school police officers' perceptions of student arrest.* Society of Research on Educational Effectiveness Conference, Baltimore, MD.

Viano, S. & Stosich, E. L. (April 2024). *Equity logics in networked improvement communities: Comparative case studies across two school districts.* American Educational Research Association Annual Meeting, Philadelphia, PA.

Viano, S. & Darling-Aduana, J.S. (April 2024). *How online learning can be culturally relevant: A systematic review.* American Educational Research Association Annual Meeting, Philadelphia, PA.

Brown, A. & **Viano, S.** (April 2024). *Who determines whether a school is safe: Exploring strategies and possibilities for school safety data collection in schools.* American Educational Research Association Annual Meeting, Philadelphia, PA.

Viano, S. (March 2024). *State-level high school graduation requirements: How these requirements have changed and resulting patterns in graduation rates.*

Association for Education Finance and Policy Annual Conference, Baltimore, MD.

Widdowson, A., Boman, J. H., Fisher, B. W., Brown, A., LaVenía, K. N., Mowen, T., & **Viano, S.** (March 2024). *School security measures and academic, behavioral, and social outcomes: Have the associations changed over time?* Academy of Criminal Justice Sciences Annual Meeting, Chicago, IL.

Viano, S., Boman, J. H., Fisher, B. W., Brown, A., LaVenía, K. N., Mowen, T., & Widdowson, A. (November 2023). *Does hardening schools exacerbate educational inequality? School security measures and teacher, principal, and school-level outcomes.* University Council for Educational Administration Annual Convention, Minneapolis, MI.

*Dawson-Amoah, M., Kho, A., & **Viano, S.** (November 2023). *Teacher-principal race similarity and teacher retention: Evidence from national data.* University Council for Educational Administration Annual Convention, Minneapolis, MI.

Viano, S. (November 2023). *The impact of reducing high school graduation requirements on state graduate rates.* Association for Public Policy Analysis & Management Fall Research Conference, Atlanta, GA.

Viano, S., Fisher, B. W., Boman, J. H., Mowen, T., Widdowson, A., Brown, A., LaVenía, K. N. (November 2023). *The prison industrial complex goes to school: School security measures and teacher, principal, and school-level outcomes.* Association for Public Policy Analysis & Management Fall Research Conference, Atlanta, GA.

Mowen, T., Fisher, B. W., **Viano, S.**, Brown, A., Widdowson, A., Boman, J. H. (April 2023). *School security and achievement: Racial and ethnic pathways.* American Educational Research Association Annual Meeting, Chicago, IL.

Kho, A., *Dawson-Amoah, M., & **Viano, S.** (April 2023). *Teacher-principal race similarity and teacher retention: Evidence from national data.* American Educational Research Association Annual Meeting, Chicago, IL.

Viano, S. & Gray-Nicolas, N. (March 2023). *The Black-White high school graduation gap: Relating patterns in course failure and graduation with policy guidance.* Association for Education Finance and Policy Annual Conference, Denver, CO.

Viano, S., Hunter, S., & Shahrokhi, F. (November 2022). *The urgency of educational equity? School leadership understandings of improvement science as a luxury or necessity amidst COVID-19.* University Council for Educational Administration Annual Convention, Seattle, WA.

Viano, S. & Gray-Nicolas, N. (November 2022). *The oversimplification of the Black-White high school graduation gap: Examining policy guidance and student*

outcomes through critical structural capital analysis. University Council for Educational Administration Annual Convention, Seattle, WA.

Viano, S., Hunter, S., & Shahrokhi, F. (April 2022). *Improvement science and school leadership: A case study on the journey to dynamic school improvement.* American Educational Research Association Annual Meeting, San Diego, CA.

Baker, D., Ford, K., **Viano, S.,** & Johnston-Guerrero, M. (April 2022). *Racial and ethnic category usage in education research: Trends and methodological differences.* American Educational Research Association Annual Meeting, San Diego, CA.

Viano, S. & *Truong, N. (April 2022). *Black, Indigenous, People of Color and feelings of safety in school: Understanding variation and longitudinal resilience.* American Educational Research Association Annual Meeting, San Diego, CA.

Viano, S., Curran, F. C., Fisher, B. W., & Kupchik, A. (March 2022). *School resource officers in White educational spaces: Stakeholder perceptions of impacts in suburban elementary schools.* Association for Public Policy Analysis & Management Spring Meeting, Austin, TX.

Viano, S., Rodriguez, L., & Hunter, S. (March 2022). *Principal and teacher shared race and gender intersections: Teacher turnover, workplace conditions, and monetary benefits.* Association for Education Finance and Policy Annual Conference, Denver, CO.

Viano, S. & *Truong, N. (March 2022). *A quantitative exploration of the structures that lead to Black, Hispanic, and American Indian students feeling less safe at school than White Students.* Association for Education Finance and Policy Annual Conference, Denver, CO.

Viano, S. & Saunders, N. (November 2021). *Growing dynamic school improvement leaders through networked improvement and leadership preparation.* University Council for Educational Administration Annual Convention, Columbus, OH.

Viano, S. & Henry, G. T. (April 2021). *An evaluation of credit recovery as an intervention for students who fail courses.* American Education Research Association Annual Meeting, Virtual Meeting.

Viano, S. (November 2020). *A choice between second chances: An analysis of how students address course failure.* Association for Public Policy Analysis and Management, Virtual.

Viano, S., Curran, F. C., Kupchik, A., & Fisher, B. W. (April 2020). *When schooling and policing collide: Qualitative perceptions of the impacts of SROs on the*

elementary school education environment. American Education Research Association Annual Meeting, San Francisco, CA (Conference Canceled).

Viano, S., Fisher, B. W., Curran, F. C., Pearman, F. A., & Gardella, J. (March 2020). *The contribution of schools to student suspension: A value added approach*. Association for Education Finance and Policy Annual Meeting, Virtual Meeting.

Viano, S., Pham, L. D., Henry, G. T., Kho, A., & Zimmer, R. (March 2020). *Push or pull: School-level factors that influence teacher mobility in low performing schools*. Society for Research on Educational Effectiveness Annual Meeting (Conference Cancelled).

Viano, S., Curran, F. C., & Fisher, B. W. (November 2019). *Kindergarten cop: A case study of how a coalition between school districts and law enforcement led to school resource officers in elementary schools*. Association for Public Policy Analysis & Management Fall Meeting, Denver, CO.

Viano, S. (April 2019) *A choice between second chances: An analysis of how students address course failure*. American Educational Research Association Annual Meeting, Toronto, CA.

Viano, S., Fisher, B. W., Curran, F. C., Pearman, F. A., & Gardella, J. (April 2019). *The contribution of schools to student suspension: A value added approach*. American Educational Research Association Annual Meeting, Toronto, CA.

Curran, F. C., Fisher, B. W., & **Viano, S.** (April 2019). *Mass school shootings and the short-run impacts on use of school security measures and practices: National evidence from the Columbine tragedy*. American Educational Research Association Annual Meeting, Toronto, CA.

Curran, F. C., Fisher, B. W., **Viano, S.**, & Kupchik, A. (April 2019). *How do interactions with school resource officers predict students' likelihood of being disciplined and feelings of safety? Mixed-methods evidence from two school districts*. American Educational Research Association Annual Meeting, Toronto, CA.

Curran, F. C., Fisher, B. W., & **Viano, S.** (March 2019). *Mass school shootings and the short-run impacts on use of school security measures and practices: National evidence from the Columbine tragedy*. Association for Education Finance and Policy, Kansas City, MO.

Fisher, B. W., Higgins, E. M., Kupchik, A., **Viano, S.**, Curran, F. C., Overstreet, S., Plumlee, B., & Coffey, B. (March 2019). *School resource officers' perceptions of threats*. Academy of Criminal Justice Sciences, Baltimore, MD.

Viano, S. & Henry, G. T. (November 2018). *An evaluation of credit recovery as an intervention for students who fail courses*. Association for Public Policy Analysis & Management Fall Meeting, Washington, D.C.

- Viano, S.**, Fisher, B. W., Curran, F. C., Kupchik, A., & Skinner, J. (November 2018). *Strategies that school resource officers use to build relationships with students*. American Society of Criminology, Atlanta, GA.
- Curran, F. C., Fisher, B. W., **Viano, S.**, & Skinner, J. (November 2018). *The roles and activities of school resource officers: A multi-informant mixed methods analysis*. American Society of Criminology, Atlanta, GA.
- Kupchik, A., Curran, F. C., Fisher, B. W., & **Viano, S.** (June 2018). *Colorblind policing in schools: Student-police interactions and legal socialization*. Law and Society Association Annual Meeting, Toronto, CA.
- Fisher, B. W., **Viano, S.**, Curran, F. C., & Skinner, J. (April 2018). *School resource officers in the early grades: Understanding the roles and activities of SROs in suburban elementary schools*. American Educational Research Association Annual Meeting, New York, NY.
- Henry, G. T. & **Viano, S.** (April 2018). *Alternative principal preparation pathways: North Carolina's Regional Leadership Academies*. American Educational Research Association Annual Meeting, New York, NY.
- Curran, F. C., Fisher, B. W., **Viano, S.**, & Kupchik, A. (March 2018). *How do interactions with school resource officers predict students' likelihood of being disciplined and feelings of safety? Mixed-methods evidence from two school districts*. Association for Education Finance and Policy, Portland, OR.
- Curran, F. C., Fisher, B. W., **Viano, S.**, & Hayden, E. (November 2017). *The roles of school resource officers in elementary schools*. American Society of Criminology Annual Meeting, Philadelphia, PA.
- Viano, S.** *Online learning as a remedy for course failure: An assessment of credit recovery as an intervention to earn credits and graduate from high school*. (November 2017) Association for Public Policy Analysis & Management Fall Meeting, Chicago, IL.
- Fisher, B. W., Curran, F. C., **Viano, S.**, & Hayden, E. (June 2017). *The expansion of police presence in elementary schools*. Society for Community Research and Action Biennial Meeting, Ottawa, CA
- Viano, S.** (April 2017). *So much reform, so much change? Returns to secondary vocational education over time*. American Educational Research Association Annual Meeting, San Antonio, TX.
- Viano, S.**, Pham, L. D., Henry, G. T., Kho, A., & Zimmer, R. (April 2017). *Dynamics of the teacher labor market in the 21st century: Theoretical underpinnings and an empirical investigation*. American Educational Research Association Annual Meeting, San Antonio, TX.

- Viano, S.** & Henry, G. T. (November 2016). *Measuring principal performance: A multitrait-multimethod approach*. Association for Public Policy Analysis & Management Fall Conference, Washington, D.C.
- Viano, S.** & Henry, G. T. (March 2016). *Regional Leadership Academies: Training effective leaders for high-needs schools?* Association for Education Finance and Policy Annual Meeting, Denver, CO.
- Henry, G. T. & **Viano, S.** (March 2016). *An evaluation of the North Carolina Educator Evaluation System for School Administrators: evidence on efficacy and validity*. Association for Education Finance and Policy Annual Meeting, Denver, CO.
- Henry, G.T., Zimmer, R., Block, E., Kho, A., & **Viano, S.** (November 2015). *The dynamics of school turnaround: Teacher mobility and quality in Tennessee's Achievement School District*. Association for Public Policy Analysis & Management Fall Meeting, Miami, FL.
- Viano, S.** (November 2015) *So much reform, so much change? The returns to secondary vocational education over time*. Association for Public Policy Analysis & Management Fall Meeting, Miami, FL.
- Curran, F. C., **Viano, S.**, & Fisher, B. W. (November 2015). *Teacher victimization: Implications for teacher retention*. Association for Public Policy Analysis & Management Fall Meeting, Miami, FL.
- Viano, S.** & Hunter, S. (November 2015). *Teacher satisfaction and race: The impact of teacher-principal race matching*. University Council for Educational Administration Annual Convention, San Diego, CA.
- Viano, S.** (November 2015). *Longitudinal evidence on the long-term effects of school safety*. University Council for Educational Administration Annual Convention, San Diego, CA.
- Fisher, B. W., **Viano, S.**, Curran, F. C., Alvin Pearman, F., & Gardella, J. H. (November 2015). *Authoritative school climate, victimization, and perceived safety: Results from two national surveys*. American Society of Criminology Annual Meeting, Washington, D.C.
- Viano, S.** & Hunter, S. (August 2015). *Race and gender in the workplace: The interplay of teacher and principal intersectionality in teacher turnover*. American Sociological Association Annual Meeting, Chicago, IL.
- Redding, C. & **Viano, S.** (April 2015). *How teachers make sense of reform: Does self-determination matter?* American Educational Research Association Annual Meeting, Chicago, IL.

Viano, S. (November 2014) *Major changes to secondary vocational policy, but what about changes to outcomes?*. University Council for Educational Administration Annual Convention, Washington, D.C.

Viano, S. (November 2014). *School level determinants of teacher safety: Why principals, colleagues, and parents matter*. University Council for Educational Administration Annual Convention, Washington, D.C.

INVITED
SCHOLARLY
PRESENTATIONS

Target Hardening in the School-Prison Nexus: The Effects of Security on Minoritized Students. (May 2026). ReMAPS, School of Management, Politecnico di Milano, Italia, Virtual.

The Impacts of School Security Spending: Preliminary Findings from a Mixed Methods Study. (March 2026). University at Albany, Rockefeller College of Public Affairs & Policy, Albany, NY.

High Schools, the Prison-Industrial Complex, and the Pursuit of Safety and Security. (February 2025). Maryland Equity Project, University of Maryland, College Park, MD.

The Prison-Industrial Complex Goes to School: Safety and Security from the Perspective of School Leaders. (November 2024). University of North Carolina at Chapel Hill School of Education, Chapel Hill, NC.

State-Level High School Graduation Requirements: How They Have Changed and Resulting Effects on Graduation Rates. (March 2024). University of Arkansas Department of Education Reform Lecture Series, Fayetteville, AR.

Does Hardening Schools Exacerbate Education Inequality? School Security Measures and Teacher, Principal, and School-Level Outcomes. (March 2024). George Mason University Center for Social Science Research Education & Health Research Hub, Virtual.

The Fortification of the School-Prison Nexus: Evaluating Schools' Tendency Towards Security in the Context of Racialized Surveillance. (January 2024). University of California Los Angeles School of Education & Information Studies, Los Angeles, CA.

School Resource Officers in White Educational Spaces: Perceptions of Impacts in Suburban Elementary Schools. (January 2023). University of Wisconsin – Madison Education Policy Studies Department, Madison, WI.

School Resource Officers in White Educational Spaces: Stakeholder Perceptions of Impacts in Suburban Elementary Schools. (December 2022). Washington University in St. Louis Department of Education, St. Louis, MO.

The Oversimplification of the Black-White High School Graduation Gap: Examining Policy Guidance and Student Outcomes Through Critical Structural Capital

Analysis. (November 2022). EdPolicyForward Research Workshop, Arlington, VA.

Racial and Ethnic Identities and Administrative Data. (April 2022). Society for Research on Educational Effectiveness, Association for Education Finance and Policy, American Educational Research Association – Division L, Association for the Study of Higher Education: Critical Perspectives in Quantitative Methods Series, Virtual.

Racial and Ethnic Identities and Administrative Data. (January 2022). Strategic Data Project at Harvard University, Virtual.

Race & Equity in Education Research: Diversity, Equity, Accessibility, and Inclusion Panel. (October 2021). NWEA Research Retreat, Virtual.

Kindergarten Cop: A Case Study of How a Coalition between School Districts and Law Enforcement Led to School Resource Officers in Elementary Schools. (June 2019). Center for Evidence-Based Crime Policy Annual Symposium, Arlington, VA.

OTHER INVITED PRESENTATIONS **Viano, S.**, *Moya, H., *Conner, V., *Robinson, E. (April 2026). *What comes after science course failure: Ways leaders and teachers can support credit recovery for science learning*. National Science Teacher Association, Anaheim, CA.

Viano, S. & Stroter, A. (November 2025). *Preliminary Evidence on the Effects of School Security Spending*. Virginia Longitudinal Data System (VLDS) Research Forum, Richmond, VA.

Viano, S. & Borup, J. (February 2025). *In the Room Where it Happens: What We Learned by Developing and Implementing an Observation Tool for In-school Online Credit Recovery Programs*. Digital Learning Annual Conference, Atlanta, GA.

Borup, J., Tonks, D., Smith, S., Simmons, J., & **Viano, S.** (February 2025). *Beyond the Screen: The Role of Facilitators in Supporting Online Learner Engagement*. Digital Learning Annual Conference, Atlanta, GA.

Viano, S. (March 2024). *Course 3: Practicing Collaborative, Continuous Improvement, Lesson 4: Practical Measurement & Short Cycle Continuous Improvement*. Transforming Education in an Interconnected World, University of Michigan, Coursera, Virtual.

Viano, S. (September 2023). *Examining Students' Response to State High School Graduation Requirements Policy: A Longitudinal, Student-Level Analysis*. Virginia Longitudinal Data System (VLDS) Research Forum, Richmond, VA.

Whitlock, P. & **Viano, S.** (August 2021). *Plan, Do, Study, Act: Testing High Impact Strategies for Equitable Education for All*. School Improvement Summer Institute at the University of Maryland, Virtual.

Viano, S. (July 2019). *School Resource Officers and School Discipline: How to Work with Law Enforcement to Protect Students from Inequitable Treatment*. Virginia Education Equity Summer Institute, Richmond, VA.

Henry, G. T. & **Viano, S.** *Essential Skills and Competencies of School Leaders in Hamilton County*.

- (July 2017) Benwood Foundation, Chattanooga, TN.
- (May 2017) Hamilton County Department of Education, Chattanooga, TN.

Henry, G. T. & **Viano, S.** (July 2016). *Needs Assessment on Hamilton County Schools' Leadership Pipeline*. Benwood Foundation, Chattanooga, TN.

Henry, G. T., Zimmer, R., **Viano, S.**, & Kho, A. (May 2016). *Teacher Mobility and Teacher Preferences in Tennessee's Achievement School District* Tennessee Department of Education, Nashville, TN.

Henry, G. T., Zimmer, R., Kho, A., & **Viano, S.** *The Effect of Tennessee's Achievement School District on Student Test Scores*

- (December 2015) Tennessee Department of Education, Nashville, TN.
- (October 2015) Tennessee Department of Education, Nashville, TN.
- (August 2015) Walton Family Foundation, Virtual.
- (May 2015) Achievement School District Operators, Memphis, TN.

Henry, G. T., Zimmer, R., Kho, A., & **Viano, S.** (September 2014). *Teacher and Student Migration in and out of Tennessee's Achievement School District*. Achievement School District Operators, Memphis, TN.

UNIVERSITY
TEACHING
EXPERIENCE

George Mason University

Using Research to Lead School Improvement (Master's Level; traditional in-person instruction, online asynchronous, online synchronous/asynchronous; hybrid)

Contemporary Issues in Education Leadership (Master's Level; online asynchronous)

Social and Political Forces in Education (PhD Level; in-person/synchronous hybrid, online synchronous/asynchronous)

Economics of Education (PhD/Master's Level; online synchronous)

Vanderbilt University

Education Policy and Program Evaluation (Master's Level; traditional in-person)

SERVICE

Professional Membership

American Education Research Association (AERA)

Division A: Administration, Organization & Leadership

Division L: Educational Policy and Politics

Critical Quantitative Methodologies SIG

Improvement Science in Education SIG

Leadership for School Improvement SIG

Organizational Theory SIG

Politics of Education SIG

Association for Education Finance and Policy (AEFP)

Association for Public Policy and Management (APPAM)

Society for Research on Education Effectiveness (SREE)

University Council on Educational Administration (UCEA)

College & University Service

Honorifics and Awards Committee, Co-Chair, *College of Education and Human Development, George Mason University, 2025-26*

Senior Fellow, EdPolicyForward: The Center for Education Policy, *College of Education and Human Development, George Mason University, 2024-present*

Research Advisory Group, *College of Education and Human Development, George Mason University, 2024-26*

Tenure Track Annual Review Committee, Chair, *College of Education and Human Development, George Mason University, 2024-26*

NSF CAREER Faculty Mentor, *Office of Research, Innovation, and Economic Impact, George Mason University, 2024-25*

Faculty Business Meeting Co-Chair, *College of Education and Human Development, George Mason University, 2024-25*

Bylaws Committee, *College of Education and Human Development, George Mason University, 2023-25*

Anti-Racist and Inclusive Teaching Campus Champion, *Stearn's Center for Teaching and Learning, George Mason University, 2023-25*

School of Education Secretary, *College of Education and Human Development, George Mason University, 2023-24*

Professional Development Committee Chair, *College of Education and Human Development, George Mason University, 2021-23*

Anti-racist and Inclusive Teaching Consulting Committee, *George Mason University, 2021-22*

CEHD Council, Education Leadership and Policy Division Representative, *College of Education and Human Development, George Mason University, 2020-21*

Search Committee Member, *College of Education and Human Development, George Mason University*

- Education Leadership Faculty Search (Term), 2021
- Education Leadership Faculty Search (Term and Tenure-Track), 2018-19

Affiliate, *EdPolicyForward: The Center for Education Policy, College of Education and Human Development, George Mason University*, 2018-24

Professional Service

Chair, *Leadership for School Improvement SIG*, 2026-27

Affiliate, *Center for Research and Collaborative Partnerships (CRCP), School of Public Affairs at American University*, 2025-present

Program Chair, *Leadership for School Improvement SIG*, 2025-26

Culbertson Award Committee, *UCEA*, 2025

Mentor and Featured Speaker for the David Clark National Graduate Student Research Seminar in K-12 Educational Administration and Policy, *UCEA & AERA Divisions A/L*, 2025, 2026

Awards Committee Member, *Improvement Science SIG*, 2025-28

Graduate Student Mentor, *Critical Quantitative Methodologies SIG*, 2025

Jackson Scholars Mentor, *UCEA*, 2024-26

Treasurer & Secretary, *Leadership for School Improvement SIG*, 2024-25

Division L Section Chair, Policy Implementation and Going to Scale, *AERA*, 2023-25

Dissertation Award Committee Chair, *Leadership for School Improvement SIG*, 2023-24

Long-term Outcomes of Education Section Chair, *AEFP*, 2023-24

Transforming Education MOOC Design Team, *University of Michigan School of Education EdHub*, 2022-23

Division L Awards Policy Report (Short) Committee Chair, *AERA*, 2022-23

Advisor for Summer Fellow for Wallace Foundation, *SREE*, 2022

Dissertation Award Committee Member, *Leadership for School Improvement SIG*, 2022, 2023

Expert Witness to consult the U.S. Department of Justice, *U.S. v. Pasco County Schools*, 2021-25

Conference Planning Committee for the Improving Data for School Discipline Research Conference, *AERA Education Research Conference Program*, 2020-21

Summer Fellowship Selection Committee Member, *SREE*, 2021, 2022, 2024, 2025

External Review & Advising

American Enterprise Institute
Rowman & Littlefield
Thomas B. Fordham Institute

Grant Proposal Review Panel

Bureau of Justice Assistance, US Department of Justice (BJA)
Institute of Education Science, US Department of Education (IES)
National Institute of Justice, US Department of Justice (NIJ)
National Science Foundation (NSF)
Social Sciences and Humanities Research Council of Canada (SSHRC)
Student Experience Research Network (SERN)

Editorial Boards

AERA Open, Editorial Board Member, 2025-present
American Educational Research Journal, Associate Editor, 2026-present
American Journal of Education, Senior Associate Editor, 2024-present
Journal of Research on Educational Effectiveness, Editorial Member, 2023-present
Journal of School Violence, Editorial Board Member, 2026-present
Education Policy Analysis Archives, Editorial Board Member, 2022-present
The High School Journal, Editorial Board Member, 2022-present

Journal & Conference Review

AEFP Annual Conference Program Committee
AERA Open
AERA Annual Meeting
American Educational Research Journal (AERJ)
American Journal of Criminal Justice
American Journal of Distance Education
American Journal of Education
APPAM Fall Conference Program Committee
British Journal of Educational Psychology
Campbell Systematic Reviews
Clark Seminar (UCEA and AERA Division L)
Criminal Justice Review
Criminal Justice Policy Review
Developmental Psychology
Education Administration Quarterly
Education Finance & Policy
Educational Evaluation & Policy Analysis (EEPA)
Education Policy Analysis Archives (EPAA)
Educational Policy
Educational Researcher
Educational Management Administration & Leadership
Frontiers in Education
Journal of Cases in Educational Leadership
Journal of Educational Administration

Journal of Educational Change
 Journal of Policy and Management (JPAM)
 Journal of Research on Educational Effectiveness (JREE)
 Journal of Research on Leadership Education
 Journal of School Leadership
 Journal of School Violence
 Journal of Youth and Adolescence
 NASSP Bulletin
 Policing: An International Journal
 Public Administration
 Race and Justice
 SN Social Sciences
 Social Problems
 Sociology of Education
 Socius
 SREE Conference
 Teachers College Record
 UCEA Annual Convention
 Urban Education
 Victims & Offenders

STUDENT
MENTORING

Dissertation Committee Chair

Michelle Wilbern, George Mason University, 2023-2025
 Natalie Truong, George Mason University, 2022-2025
 Fardousa Wardere, George Mason University 2023-2024
 Miguel Chacon, George Mason University, 2022-2024
 Sara Townsend, George Mason University, 2020-2024

Dissertation Committee Member

Ashley Nartey, George Mason University, 2025-present
 Jonathan D'Souza, George Mason University, 2024-present
 Katherine Bowser, George Mason University, 2022-2024
 Anna Macedonia, George Mason University, 2020-2021
 Adam McGeehan, George Mason University, 2018-2020
 Amanda Wagner, George Mason University, 2018-2019

Qualifying Examination Committee Chair

Natalie Barbieri, George Mason University, 2026-present
 Raven McCormick, George Mason University, 2025-present
 Marvana Bennett, George Mason University, 2021-2023
 Fardousa Wardere, George Mason University 2021-2023
 Natalie Truong, George Mason University, 2020-2022
 Miguel Chacon, George Mason University, 2019-2022

Qualifying Examination Committee Member

Vivian Conner, George Mason University, 2025-present
 Hector Moya, George Mason University, 2024-present
 Courtney Wulf, George Mason University, 2023-present
 Sophia Wells-Williams, George Mason University, 2023-2025

Ashley Nartey, George Mason University, 2022-2025
 Jonathan D'Souza, George Mason University, 2020-2023
 Katherine Bowser, George Mason University, 2019-2022
 Michelle Wilbern, George Mason University, 2018-2023

RELEVANT
PROFESSIONAL
EXPERIENCE

Program Assistant, Northwestern University, School of Education and Social Policy,
 Office of Alumni Relations and Development, Evanston, IL, 2011-13

High School Mathematics Teacher, Chicago, IL, 2008-11

SELECT
MEDIA
MENTIONS/
PUBLIC
ENGAGEMENT

Querolo, N. & Meier, L. (2024, October 30). AI-powered gun scanners draw investors who fear school violence. *Bloomberg*. Retrieved from
<https://www.bloomberg.com/news/articles/2024-10-30/ai-powered-gun-scanners-draw-investors-who-fear-school-violence>

Lieberman, M. (2024, April 18). 25 years after Columbine, America spends billions to prevent shootings that keep happening. *Education Week*. Retrieved from
<https://www.edweek.org/leadership/25-years-after-columbine-america-spends-billions-to-prevent-shootings-that-keep-happening/2024/04>

Viano, S. (2023, September 12). What does a police officer do in an elementary school? Everything except what you might expect. *Council on Contemporary Families Society Pages*. Retrieved from
<https://thesocietypages.org/ccf/2023/09/12/what-does-a-police-officer-do-in-an-elementary-school-everything-except-what-you-might-expect/>

McInerney, C. (2022, December 12). Why policing our schools backfires. *70 Million*. Retrieved from <https://70millionpod.com/season-5>

Najmabadi, S. (2022, December 7). School resource officer at center of controversial teen sexting case in rural Colorado didn't take notes of key events. *The Colorado Sun*. Retrieved from <https://coloradosun.com/2022/12/07/school-resource-officer-sexting-colorado/>

Castillo, W. (2022, September 27). Gathering better data on Latino students is key to truly meeting their needs. *The 74 Million*. Retrieved from
<https://www.the74million.org/article/gathering-better-data-on-latino-students-is-key-to-truly-meeting-their-needs/>

Kupchik, A., Fisher, B.W., **Viano, S.**, & Curran, F.C. (2022, June 6). Analysis: School shootings are too common, but schools are still relatively safe. *The 74 Million*. Retrieved from <https://www.the74million.org/article/analysis-school-shootings-are-too-common-but-schools-are-still-relatively-safe/>

Hernandez, S. (2022, March 7). Iowa's 2021 high school graduation rate is down. Here's how to find your district's rates. *The Des Moines Register*. Retrieved from

<https://www.desmoinesregister.com/story/news/education/2022/03/07/iowa-high-school-graduation-rates-down-after-covid-pandemic-coronavirus-department-of-education/9411292002/>

Tyner, A. (2021, November 16). The research minute. *The Education Gadfly Show*. Retrieved from <https://fordhaminstitute.org/national/resources/education-gadfly-show-796-what-glenn-youngkins-election-says-about-education>

Bryan, C. (2021, August 6). Violence in schools often met with five-day suspensions. *Albany Times Union*. Retrieved from <https://www.timesunion.com/news/article/Capital-Region-schools-report-less-violent-16358387.php>

Belsha, K. (2021, July 15). A surge in pandemic Fs raises old concerns about credit recovery. Here's how schools could make it better. *Chalkbeat*. Retrieved from <https://www.chalkbeat.org/2021/7/15/22579393/pandemic-failing-grades-credit-recovery-high-school>

Baker, J. (2021, May 26). More than 50% of new Memphis teachers quit. Here's what the district is doing to reverse the trend. *Chalkbeat Tennessee*. Retrieved from <https://tn.chalkbeat.org/2021/5/26/22447798/more-than-50-percent-new-memphis-teachers-quit-heres-what-district-to-reverse-the-trend>

Sparks, S. D. (2021, April 21). 'High-Surveillance' schools lead to more suspensions, lower achievement. *Education Week*. Retrieved from <https://www.edweek.org/leadership/high-surveillance-schools-lead-to-more-suspensions-lower-achievement/2021/04>

Vasudeva, A. (2020, August 17). Ensuring Equitable Voices During Covid-19: Improvement science in the time of Covid-19. *Carnegie Foundation for the Advancement of Teaching*. Retrieved from <https://www.carnegiefoundation.org/resources/videos/ensuring-equitable-voice-during-covid-19/>

Northern, A. (2019, June 5). The research minute. *The Education Gadfly Show*. Retrieved from <https://fordhaminstitute.org/national/resources/education-gadfly-show-benefits-having-same-race-teacher>

Barnum, M. (2019, January 23). How to get teachers to believe in a new school program? Ask them to help design it. *Chalkbeat*. Retrieved from <https://www.chalkbeat.org/2019/1/23/21106559/how-to-get-teachers-to-believe-in-a-new-school-program-ask-them-to-help-design-it>

Petrilli, M., Griffith, D., & Tyner, A. (2018, December 5). The sad state of credit recovery. *The Education Gadfly Show*. Retrieved from <https://fordhaminstitute.org/national/resources/education-gadfly-show-sad-state-credit-recovery>

Viano, S. (2018, November 30). From intellectual property to best practices:

Extending accountability and transparency to online credit recovery. *Thomas B. Fordham Institute's Flypaper Blog*. Retrieved from <https://fordhaminstitute.org/national/commentary/intellectual-property-best-practices-extending-accountability-and-transparency>
