

# SUSAN KEMPER PATRICK

## EDUCATION

- 2019      *Vanderbilt University*, Nashville, TN      **Ph.D.**  
Educational Leadership and Policy Studies  
  
Dissertation: *Working Together: Organizational Conditions, Teacher Teams, and Learning Opportunities Created Through Teacher Collaboration*  
Committee: Drs. Ellen Goldring (Chair), Joanne Golann, Jason Grissom, John Papay
- 2010      *Vanderbilt University*, Nashville, TN      **M.Ed.**  
Learning, Diversity, and Urban Studies
- 2007      *Duke University*, Durham, NC      **B.A.**  
African and African-American Studies & Political Science

## RESEARCH INTERESTS

Teacher and leadership development; schools as organizations; institutional stratification and social inequality; policy implementation; research-practice partnership; mixed methods; survey analysis

## PUBLICATIONS

### Peer-reviewed journal articles

**Patrick, S.K.**, Grissom, J.A., Woods, S.C. & Newsome, U.W. Broadband Access, District Policy, and Student Opportunities for Remote Learning During COVID-19 School Closures. Forthcoming in *AERA Open*.

**Patrick, S.K.** & Santelli, F.A. Exploring the Relationship Between Demographic Isolation and Professional Experiences of Black and Latinx Teachers. Forthcoming in *Journal of Education Human Resources*.

**Patrick, S.K.** Collaborating for Improvement? Goal Specificity and Commitment in Targeted Teacher Partnerships. Forthcoming in *Teachers College Record*.

**Patrick, S.K.**, Rogers, L. K., Goldring, E.B., Neumerski, C.M., & Robinson, V.M.J. (2021). Opening the Black Box of Leadership Coaching: An Examination of Coaching Behaviors. *Journal of Education Administration*, 59(5), 549-563. [\[Link\]](#)

Carroll, K., **Patrick, S.K.** & Goldring, E.B. (2021). School Factors that Promote Teacher Collaboration: Results from the Tennessee Instructional Partnership Initiative. *American Journal of Education*, 127(4), 501-530. [\[Link\]](#)

**Patrick, S.K.** (2020). Homogeneous grouping in early elementary reading instruction: The challenge of identifying appropriate comparisons and examining differential associations between grouping and reading growth. *The Elementary School Journal*, 120(4), 611-635. [\[Link\]](#)

**Patrick, S. K.** & Joshi, E. (2019). "Set in Stone" or "Willing to Grow"? Teacher Sensemaking During a Growth Mindset Initiative. *Teaching and Teacher Education*, 83, 156-167. [\[Link\]](#)

Rubin, M., **Patrick, S.K.**, & Goldring, E.B. (2017). Dilemmas of Prescriptive Practices and Perceived Alignment in Program Implementation. *Peabody Journal of Education*, 92(5), 609-626. [\[Link\]](#)

### Journal articles under review

**Patrick, S.K.** Organizing Schools for Collaborative Learning: School Leadership and Teachers' Engagement in Collaboration. Invited to revise and resubmit.

**Patrick, S.K.** All by Myself? Instructional Isolation and Teachers' Collaborative Learning Opportunities.

### Manuscripts in Progress

Cannata, M., Goldring, E.B., Carrol, K., Neel, M.A., **Patrick, S.K.**, & Rubin, M. Implementing an Evidence-Based Program: The Role of Tight and Loose Coupling.

**Patrick, S.K.**, Grissom, J.A., & Papay, J.P. Exploring the Professional Learning Landscape for Teachers: Evidence from Tennessee

**Patrick, S.K.** & Doan, S. Teaming Up: Examining the relationship between teacher peer effectiveness, team-based collaboration, and student outcomes.

**Patrick, S.K.**, Nelson, J.A., & Goldring, E.B. Avenues of Authority: Exploring How Principals Shape Teacher Collaboration.

### Policy-oriented Publications

Jung, J. & **Patrick, S.K.** (2021). Educator Insights from a Year of Pandemic Schooling: Trends from 2021 the Tennessee Educator Survey. Tennessee Education Research Alliance. [\[Link\]](#)

Woods, S.C., **Patrick, S.K.**, & Guthrie, J. E. (2021). Analyzing Student Engagement during the COVID-19 Pandemic: What we Have Learned about Data Use. [\[Link\]](#)

**Patrick, S. K.**, Woods, S. C., Bala, N., & Santelli, F. A. (2021). Schooling during COVID-19: Fall semester trends from six Tennessee school districts. Tennessee Education Research Alliance. [\[Link\]](#)

**Patrick, S.K.** & Newsome, U.W. (2020). Teaching Through a Global Pandemic: COVID-19 Insights from the Tennessee Educator Survey. Tennessee Education Research Alliance. [\[Link\]](#)

**Patrick, S.K.** & Shelton, G. (2020). Exploring the Professional Learning Landscape in Tennessee. Tennessee Education Research Alliance. [\[Link\]](#)

**Patrick, S.K.** (2019). Trends in Professional Learning: A Tennessee Educator Survey Snapshot. Research brief prepared for the Tennessee Education Research Alliance. [\[Link\]](#)

**Patrick, S.K.** (2017). Student Retention in Tennessee's Elementary Schools. Research memo prepared for the Tennessee State Board of Education.

## **PROFESSIONAL APPOINTMENTS**

2021-present Senior Researcher, Learning Policy Institute, Washington, D.C.

2019-2021 Postdoctoral Scholar, Tennessee Education Research Alliance, Nashville, TN

## **UNIVERSITY TEACHING EXPERIENCE**

### American University; Washington, D.C.

2019-2021 Instructor, Qualitative and Quantitative Research Strategies (Graduate; Online)  
Student Evaluations: Overall rating of 6.7 out of 7 points

### Vanderbilt University; Nashville, TN

Fall 2019 Instructor, Research Design and Data Analysis I (Graduate)  
Student Evaluations: Overall rating of 4.7 out of 5 points

- Spring 2019 Instructor, Organizational Theory (Undergraduate)  
 Student Evaluations: Overall rating of 4.6 out of 5 points
- Fall 2018 Completed *Graduate Certificate in College Teaching*, Center for Teaching
- Fall 2017 Teaching Assistant to Dr. Joanne Golann, Organizational Theory (Undergraduate)

## EXTERNAL AWARDS

- 2020-2022 Spencer Foundation, A Mixed Methods Study of Instructional Isolation Among Tennessee Teachers (Co-Principal Investigator), \$50,000
- 2020-2021 Scarlett Foundation, Improving Principal Quality in Metro Nashville Public Schools (Co-Principal Investigator), \$45,000
- 2020-2021 State Collaborative on Reforming Education, Supporting the COVID-19 Innovative Recovery Network (Co-Principal Investigator), \$85,000
- 2019 Albert Shanker Institute, Eugenia Kemble Research Grant (Principal Investigator), \$2,000

## SELECTED RESEARCH EXPERIENCES

### Vanderbilt University; Nashville, TN

- 2019-2021 Postdoctoral Researcher, *Tennessee Education Research Alliance*
- Lead analysis on policy-relevant research projects on teacher professional learning, and principal leadership using statewide administrative and survey data
  - Collaborate with Tennessee Department of Education to develop survey questions and analyze results from the annual statewide survey of all Tennessee educators
  - Manage qualitative fieldwork for instructional isolation project across 10 schools, including research review process, sampling and site selection, interview and survey development, and data collection/analysis
  - Lead research design and analysis process for rapid-cycle COVID-19 project, including instrument development and data collection/analysis
  - Support graduate student assistants and research specialists
- 2015-2019 Research Assistant, *Implementation of Tennessee's Instructional Partnership Initiative*
- Conduct three years of qualitative fieldwork with educators participating in teacher development program through federally-funded research-practice partnership
  - Manage implementation evaluation project, including research review process, sampling and site selection, fieldwork scheduling, and partnership/grant activities
  - Analyze project data to create practitioner-focused program materials, analytic memos, and academic papers on program takeup, implementation, and adaptation

## HONORS AND AWARDS

- 2018 David L. Clark Scholar, National Graduate Student Research Seminar in Educational Administration & Policy, University Council for Educational Administration
- 2018 Peabody Dean's Fellowship, Vanderbilt University (\$5,000)
- 2014-2018 Harold Stirling Vanderbilt Scholarship, Vanderbilt University (\$16,000 per year; 4 years)

## SELECTED PRESENTATIONS

### Peer-reviewed Conference Presentations

**Patrick, S.K.** & Santelli, F.A. (2021). Exploring the Relationship Between Demographic Isolation and Professional Experiences of Black and Latinx Teachers. Paper presented at the annual virtual meeting of the *American Educational Research Association*.

**Patrick, S.K.**, Grissom, J.A., Woods, S.C., Newsome, U.W. (2021). Explaining Inequities in Opportunities for Digital Learning During the COVID-19 School Closures. Paper presented at the annual virtual meeting of the *Association for Education Finance and Policy*.

**Patrick, S.K.** & Doan, S. (2020). Teaming Up: Examining the relationship between teacher peer effectiveness, team-based collaboration, and student outcomes. Paper presented at the annual virtual meeting of the *Association for Education Finance and Policy*.

**Patrick, S.K.** (2019). Organizing Schools for Collaborative Learning: School Leadership and Teachers' Engagement in Collaboration. Paper presented at the annual meeting of the *University Council for Educational Administration*. New Orleans, LA.

**Patrick, S.K.**, Nelson, J.A., & Goldring, E.G. (2019). Avenues of Authority: Exploring How Principals Shape Teacher Collaboration. Paper presented at the annual meeting of the *University Council for Educational Administration*. New Orleans, LA.

**Patrick, S.K.**, Grissom, J.A., & Papay, J.P. (2019). Examining the Professional Learning Landscape for Teachers across Tennessee. Paper presented at the annual meeting of the *Association for Education Finance and Policy*. Kansas City, MO.

**Patrick, S.K.** (2018). How Teachers Work Together: The Purpose, Form, and Focus of Teachers' Collaborative Partnerships. Paper presented at the annual meeting of the *University Council for Educational Administration*. Houston, TX.

Papay, J.P., Goldring, E.G., Grissom, J.A., Laski, M.E., **Patrick, S.K.**, Taylor, E.S., & Tyler, J.H. (2017). Encouraging Compliance Without Mandates: The Challenge of Take-Up in a New State-Sponsored Education Initiative. Paper presented at the annual meeting of the *American Educational Research Association*. San Antonio, TX.

Joshi, E., & **Patrick, S.K.** (2017). How Do Schools Learn as Organizations? Understanding of Growth Mindset During a School Improvement Initiative. Paper presented at the annual meeting of the *American Educational Research Association*. San Antonio, TX.

Jackins, L.R., **Patrick, S.K.**, Goldring, E.G., Neumerski, C.M., & Robinson, V.M. (2016). Opening the Black Box of Leadership Coaching: Principals' Opportunity to Learn From Feedback. Paper presented at the annual meeting of the *American Educational Research Association*. Washington, D.C.

**Patrick, S.K.** (2016). Ability Group Placement in Early Elementary Reading Instruction. Paper presented at the annual meeting of the *American Educational Research Association*. Washington, D.C.

Rubin, M., Goldring, E.G., & **Patrick, S.K.** (2015). Implementation, Local Adaptation, and the Promise of Changing Teacher Practices in High Schools. Paper presented at the annual meeting of the *Association for Education Finance and Policy*. Washington, D.C.

### Presentations to Practitioners and Policymakers:

**Patrick, S.K.** (2019). Teacher Choice in Professional Learning. Presented at the 2019 Tennessee Education Research Alliance "Bridging the Gap" Convening.

**Patrick, S.K.** (2018). Professional Learning Landscape for Teachers in Tennessee. Presented to working group of researchers and practitioners through the Tennessee Education Research Alliance.

**Patrick, S.K.** (2017). Student Retention in Tennessee’s Elementary Schools. Presented to the Executive Director and Staff of the Tennessee State Board of Education.

Invited Presentations:

**Patrick, S.K.**, Woods, S.C., Bala, N., & Santelli, F.A. (2021). Schooling during COVID-19: Trends from Six Tennessee Districts. State Collaborative on Reforming Education Advisory Council.

**Patrick, S.K.** (2020). Teaching Through a Global Pandemic: COVID-19 Insights from the Tennessee Educator Survey. National Network of Education Research-Practice Partnerships Virtual Brown Bag Seminar.

**Patrick, S.K.** (2019). Mixed Methods Research Design Workshop. Presented at 2019 Research Design Summer Institute for Beijing Normal University.

Podcasts & Media Mentions:

Patrick, S.K. (Featured Guest). (2020, August 14). *The TNth Period: Teaching Through a Global Pandemic: Insights from the Tennessee Educator Survey* [Audio podcast]. [\[Link\]](#)

Patrick, S.K. (Featured Guest). (2020, June 28). *Teaching Literacy Podcast: Homogeneous Grouping with Dr. Susan Patrick* [Audio podcast]. [\[Link\]](#)

Breslin, R. (2020, June 12). Survey says TN teachers most concerned about internet and device access for next school year. *WSMV News Channel 4, Nashville*. [\[Link\]](#)

Aldrich, M.W. (2020, June 9). Three-fourths of Tennessee educators say technology is biggest need to teach through pandemic. *Chalkbeat*. [\[Link\]](#)

Patrick, S.K. (Featured Guest). (2019, June 10). *The TNth Period: A Look into Educator Professional Learning in Tennessee* [Audio podcast]. [\[Link\]](#)

**PRE-DOCTORAL PROFESSIONAL EXPERIENCES**

- 2013-2014 Cincinnati Public Library; Cincinnati, OH  
Senior Library Services Assistant, Children’s Learning Center
- 2012-2013 CSR Academy; Cincinnati, OH  
Reading & Social Studies Teacher
- 2010-2012 Big Brothers Big Sisters of Middle Tennessee; Nashville, TN  
School-Based Mentoring Coordinator in Metro Nashville Public Schools
- 2007-2009 Githens Middle School; Durham, NC  
Language Arts Teacher

**SERVICE**

University Service

- 2016-2019 Graduate Diversity and Inclusion Committee Member, Vanderbilt University
- 2015-2019 Appellate Review Board Member (Honor Council), Vanderbilt University
- 2017-2018 Equity, Diversity, and Inclusion Student Committee Co-leader, Peabody College
- 2017-2018 Admissions Representative, Dpt. of Leadership, Policy, and Organizations

2015-2017 Intergroup Dialogue Taskforce Leader, Crucial Conversations, Peabody College  
2015-2016 Student-Faculty Representative, Dpt. of Leadership, Policy, and Organizations

Professional Service

2016-present Reviewer, American Educational Research Association Conference  
2013-present Reviewer, *Educational Administration Quarterly*; *Journal of Education for Students Placed at Risk*; *Teaching and Teacher Education*

Community Service

2014-2020 Volunteer Mentor, Metro Nashville Public Schools

**PROFESSIONAL AFFILIATIONS**

American Educational Research Association (AERA)  
Association for Education Finance and Policy (AEFP)  
National Network of Education Research-Practice Partnerships (NNERPP)  
University Council for Educational Administration (UCEA)