

ANNE KATHERINE PODOLSKY

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EDUCATION

Ph.D. , Education Policy, Graduate School of Education, Stanford University; Stanford, CA	2018-
M.A. , Education Policy, Graduate School of Education, Stanford University; Stanford, CA	2015
J.D. , University of San Diego School of Law; San Diego, CA	2010
B.S. , Education, Loyola University Chicago; Chicago, IL Summa Cum Laude	2008

FELLOWSHIPS & AWARDS

Institute for Education Sciences Fellow; fully funded interdisciplinary doctoral training program, 2018-2022
Stanford Nomellini & Olivier Fellow; a merit-based, 20% tuition scholarship, 2014-2015
CALI Excellence for the Future Award; top grade in law school course, 2010
State Bar of California's Wiley W. Manuel Award; for pro bono legal services, 2009
USD Academic Achievement Scholar; a merit-based, 50% tuition scholarship, 2008-2010
Loyola Presidential Scholar; a merit-based, 75% tuition scholarship, 2004-2008

PUBLICATIONS

Podolsky, A., Kini, T., & Darling-Hammond, L. (2019). Does Teaching Experience Increase Teacher Effectiveness? A Review of the Research. *Journal of Professional Capital & Community*.

Podolsky, A., & Darling-Hammond, L. (2019). Bank Street College: A Case of a Living Laboratory. In *Teacher Preparation for Deeper Learning*. Cambridge, MA: Harvard Education Press.

Podolsky, A., & Hyler, M. (2019). Preparing Teachers for Deeper Learning at Alverno College: Creating a Learner-Centered Culture. In *Teacher Preparation for Deeper Learning*. Cambridge, MA: Harvard Education Press.

Podolsky, A., Kini, T., Darling-Hammond, L., & Bishop, J. (2019). Strategies for Attracting and Retaining Educators: What Does the Evidence Say? *Education Policy Analysis Archives*, 27(34).

Darling-Hammond, L., & **Podolsky, A.** (2019). Breaking the Cycle of Teacher Shortages: What Kind of Policies Can Make a Difference? *Education Policy Analysis Archives*, 27(34).

Reardon, S.F., Fahle, E.M., Kalogrides, D., **Podolsky, A.**, & Zarate, R. (2019). Gender Achievement Gaps in U.S. School Districts. *American Educational Research Journal*.

Reardon, S.F., Kalogrides, D., Fahle, E.M., **Podolsky, A.**, & Zarate, R. (2018). The Relationship Between Test Item Format and Gender Achievement Gaps on Math and ELA Tests in Fourth and Eighth Grades. *Educational Researcher*, 47(5), 284-294.

Sutcher, L., **Podolsky, A.**, Shields, P., & Kini, T. (2018). Learning to Lead: Understanding California's Learning System for School and District Leaders. *Getting Down to Facts II*.

Kirst, M.W., **Podolsky, A.**, Sipes, L., & Scott, D. (2017). Policy Perspectives. In *Ambivalent Allies: Higher Education and Silicon Valley*. Baltimore, MD: Johns Hopkins University Press.

Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2017). Sticky Schools: How to Find and Keep Teachers in the Classroom. *Phi Delta Kappan*, 98(8), 19-25.

MANUSCRIPTS IN PREPARATION

Podolsky, A., & Darling-Hammond, L. Doss, C., & Reardon, S.F. California's Extraordinary Districts.
Weschler, M., Espinoza, D., & **Podolsky, A.** Supporting Principals' Development: University of Illinois-Chicago's Urban Education Leadership Program.

Podolsky, A., Campoli, A., & Sutcher, L. Principal Preparation and Development.

MONOGRAPHS & OTHER PUBLICATIONS

Podolsky, A., Darling-Hammond, L., Doss, C., & Reardon, S. (2019). California's Positive Outliers: Districts Beating the Odds. Palo Alto, CA: Learning Policy Institute.

Hernandez, L. & **Podolsky, A.** (2019). San Diego Unified School District Positive Outliers Case Study.

Carver-Thomas, C. & **Podolsky, A.** (2019). Long Beach Unified School District Positive Outliers Case Study.

- Podolsky, A., & Sutchter, L.** (2017). *California Teacher Shortages: A Persistent Problem*. Palo Alto, CA: Learning Policy Institute.
- Sutchter, L., **Podolsky, A., & Espinoza, D.** (2017). *Supporting Principals' Learning: Key Features of Effective Programs*. Palo Alto, CA: Learning Policy Institute.
- Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L.** (2016). *Solving the Teacher Shortage: How to Attract and Retain Excellent Educators*. Palo Alto, CA: Learning Policy Institute.
- Podolsky, A., & Kini, T.** (2016). *How Effective Are Loan Forgiveness and Service Scholarships for Recruiting Teachers?* Palo Alto, CA: Learning Policy Institute.
- Darling-Hammond, L., Bae, S., Cook-Harvey, C.M., Lam, L., Mercer, C., **Podolsky, A., & Stosich, E.** (2016). *Pathways to New Accountability Through the Every Student Succeeds Act*. Palo Alto, CA: Learning Policy Institute.

TALKS AND PRESENTATIONS

- California's Positive Outliers: Districts Beating the Odds, Learning Policy Institute, Sacramento, CA, September 2019.
- Principals' Voices: Leaders' Views of Their Preparation and Development, American Educational Research Association, Annual Meeting, Toronto, Canada, April 2019.
- Beyond the Dollar: Trends in Education Finance Policy, 2017 AASA Legislative Advocacy Conference, The School Superintendents Association, Washington, DC, July 2017.
- Preparing Future Educators to Teach for "Deeper Learning": Lessons from Seven Promising Preparation Programs, American Educational Research Association, Annual Meeting, San Antonio, TX, April 2017.
- Expert Testimony Regarding California AB 169: Golden State Teacher Grant Program, Sacramento, CA, March 2017.
- Strengthening and Supporting California's School Leaders, Learning Policy Institute & Association of California School Administrators, Sacramento, CA, February 2017.
- California Teacher Shortage Legislative Briefing, Learning Policy Institute & California School Boards Association, Sacramento, CA, January 2017.
- Strategies and Solutions to Educator Shortages in California Schools, California School Boards Association Delegate Assembly, San Francisco, CA, November 2016.
- Making Teaching a More Affordable and Attractive Career, Solving Teacher Shortages: Attracting and Recruiting a Talented and Diverse Teaching Workforce, Learning Policy Institute, Washington, DC, September 2016.
- Test Format and the Variation of Gender Gaps Within the United States, American Educational Research Association, Annual Meeting, Washington, DC, April 2016.
- Test Format and the Variation of Gender Gaps Within the United States, Society for Research on Educational Effectiveness, Washington, DC, March 2016.

EXPERIENCE

LEARNING POLICY INSTITUTE

Palo Alto, CA

Researcher & Policy Analyst

2015-Present

- Co-lead a mixed methods study of California school districts where students of color achieve at high levels when controlling for the socioeconomic conditions of the district, including authoring the study, site selection criteria, and protocols; organizing the qualitative data collection for seven sites; and analyzing and writing the study's findings
- Co-lead the development, administration, and analysis of four different surveys of California district administrators, principals, teacher candidates, and principal candidates, including drafting the survey items, obtaining IRB approval, and performing descriptive statistical analyses
- Coordinate and draft the original concept paper, state IRBs, and data agreements to secure California student-level data

JOHN W. GARDNER CENTER FOR YOUTH AND THEIR COMMUNITIES

Palo Alto, CA

Research Assistant

2014-2015

- Examined federal and state policies' influence on San Francisco Bay Area higher education from 1970 to present as part of a three-year study on broad access colleges' contribution to human capital within Silicon Valley
- Produced a detailed analysis of whether the social & emotional and school culture & climate indicators included in the federal accountability index for California Office to Reform Education member districts encourage deeper learning of 21st century skills

NEW YORK STATE EDUCATION DEPARTMENT*Graduate Intern, Office of Accountability***New York, NY***Spring 2014*

- Analyzed school and district organizational structure, educational practices, and performance data to provide schools and districts suggestions for prioritizing curriculum needs and to improve schools' ability to implement the Common Core Standards
- Drafted amended regulations designed to smooth the interaction between State Regents exams and Common Core testing, and updated New York school and district accountability status designations

ERNST & YOUNG LLP*Associate, Transaction Advisory Services***New York, NY***2011-2013*

- Provided legal services for both buy and sell-side tax diligence in over 100 M&A transactions in two years, becoming the most requested Associate in the firm's State and Local Tax Practice; researched and drafted technical memorandum advising Fortune 400 companies on the state tax implications of M&A in order to identify and mitigate transaction risks
- Produced over \$10M in state tax savings for a multi-national company by employing alternative sourcing methods; discovered \$3M of employment tax liability for a private equity client; identified a \$60M employment tax exposure

CHILDREN'S ADVOCACY INSTITUTE*Policy Clinic Intern***San Diego, CA***2010*

- Researched each state's laws and regulations addressing the public disclosure requirements for child abuse and neglect, which was included in the Children's Advocacy Institute's report on *State Secrecy and Child Deaths in the U.S.* (2012)

SAN DIEGO VOLUNTEER LAWYER PROGRAM*Law Clerk***San Diego, CA***2009*

- Represented four foster youth with unmet special education needs or who were facing school discipline proceedings in front of administrative hearings and mediations with the California State Board of Education and various school administrators

CHICAGO PUBLIC SCHOOLS*Student Teacher***Chicago, IL***2007-2008*

- Spent over 500 hours in CPS classrooms, mostly spent teaching twenty-five first grade students at George B. Swift Specialty School, where more than 90% of students received free or reduced lunch and in a classroom where more than 1 in 5 students had diagnosed behavioral disorders

VOLUNTEER EXPERIENCE**EASTSIDE COLLEGE PREPATORY SCHOOL***Tutor***East Palo Alto, CA***2014-2015*

- Tutor and mentor a first-generation college-bound high school student in algebra

KIPP INFINITY ELEMENTARY CHARTER SCHOOL*Teacher's Aide***New York, NY***2013-2014*

- Assisted with classroom management, counseled students with behavioral issues and tutored twenty-two students preparing for the New York State third-grade English Language Arts and Mathematics examinations for ten hours per week in Harlem

CITIZEN SCHOOLS*Volunteer***New York, NY***2011*

- Led Ernst & Young colleagues in teaching a financial and business education apprenticeship for twenty middle-school students in the Bronx over the course of five months

PROFESSIONAL LICENSES

- Member, State Bar of California, Admitted May 2011
- Illinois State Board of Education Certified Teacher, K-9 General Education and Mathematics Endorsements