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AREAS OF SPECIALIZATION

Teacher Labor Markets
Value-added Assessment of Teachers and Schools
Performance Incentives in Education
Accountability Systems in Education
School Choice

EDUCATION

Ph.D. in Economics, Yale University, 1989
A.B., Stanford University, 1972

PROFESSIONAL EXPERIENCE

Associate Professor of Public Policy and Education, Department of Leadership, Policy, and Organizations, Peabody College, Vanderbilt University, Fall, 2002 to present.

Visiting Lecturer in Econometrics, Faculty of Economics, University of Ljubljana, Slovenia, Summers, 2002 and 2003, Winter, 2007.

Associate Professor of Economics, Department of Economics, University of Massachusetts at Amherst, Fall, 1989 to Spring 2002.

Assistant Professor of Economics, North Carolina State University, 1988-89.

HONORS AND AFFILIATIONS

American Economics Association
American Educational Finance Association

PUBLICATIONS

BOOKS AND MONOGRAPHS

M. Podgursky and D. Ballou. 2001. *Personnel Policy in Charter Schools*. Washington DC: Thomas B. Fordham Foundation.

D. Ballou. 2000. *Teacher Contracts in Massachusetts*. Boston: Pioneer Institute for Public Policy Analysis.

D. Ballou and M. Podgursky. 1997. *Teacher Pay and Teacher Quality*. Kalamazoo MI: W. E. Upjohn Institute.

M. Springer, D. Ballou, L. Hamilton, V-N. Le, J.R. Lockwood, D. McCaffrey, B. Stecher, M. Pepper. 2010. Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching. National Center on Performance Incentives, Vanderbilt University.

M. Springer, D. Ballou, L. Hamilton, V-N. Le, J.R. Lockwood, D. McCaffrey, B. Stecher, M. Pepper. 2012. Final Report: Experimental Evidence from the Project on Incentives in Teaching. National Center on Performance Incentives, Vanderbilt University.

BOOK CHAPTERS

D. Ballou. 2009. "Magnet School Outcomes." Berends, Mark, et al., Handbook of Research on School Choice. NY: Routledge, 409-426.

D. Ballou. 2005. "Value-Added Assessment: Lessons from Tennessee." Lissitz, Robert, Value Added Models in Education: Theory and Applications. Maple Grove, MN: JAI Press, 272-297.

D. Ballou and M. Podgursky. 2000. "Teacher Unions and Education Reform: Gaining Control of Professional Licensing and Advancement." Loveless, Thomas. *Conflicting Missions? Teachers' Unions and Educational Reform*. Washington: Brookings Institution, 69-109.

D. Ballou. 2000. "Contractual Constraints on School Management: Principals' Perspectives on the Teacher Contract." Ravitch, Diane and Joseph Viteritti, *City Schools: Lessons from New York*. Baltimore: Johns Hopkins University Press.

D. Ballou and M. Podgursky. 1999. "Teacher Training and Licensing: A Layman's Guide." Kanstoroom, Marci, and Chester Finn, Jr., eds., *Better Teachers, Better Schools*. Washington DC: The Thomas B. Fordham Foundation.

D. Ballou. 1998. "The Condition of Urban School Finance: Efficient Resource Allocation in Urban Schools." Fowler, William, *Selected Papers in School Finance*, 1996. Washington DC: U.S. Department of Education, Office of Educational Research and Improvement, 61-83.

D. Ballou and M. Podgursky. 1998. "Rural Teachers and Schools." Gibbs, Robert et al., eds., *Rural Education and Training in the New Economy: The Myth of the Rural Skills Gap*. Ames: Iowa State University Press.

ARTICLES IN REFEREED JOURNALS

D. Ballou and M. Springer. 2015. Using Student Test Scores to Measure Teacher Performance: Some Problems in the Design and Implementation of Evaluation Systems. *Educational Researcher*, forthcoming.

M. Springer, D. Ballou, and X. Peng. 2014. Impact of the Teacher Advancement Program on Student Test Score Gains. *Education Finance and Policy*, 9(2), 193-230.

D. Ballou, M. Springer, L. Hamilton, J.R. Lockwood, D. McCaffrey, M. Pepper, B. Stecher. 2012. POINT/Counter-POINT: The View from the Trenches of Education Policy Research. *Education Finance and Policy*, 7(2), 170-202.

D. Ballou. 2009. "Test Scaling and Value-Added Measurement." *Education Finance and Policy* 4(4), 351-383.

D. Ballou, W. Sanders, and P. Wright. 2004. "Controlling for Student Background in Value-Added Assessment." *Journal of Education and Behavioral Statistics*, 29(1),37-65.

D. Ballou. 2003. "Certifying Accomplished Teachers: A Critical Look at the National Board for Professional Teaching Standards." *Peabody Journal of Education*, 78(4), 201-219.

D. Ballou. 1998. "Alternative Certification: A Comment." *Educational Evaluation and Policy Analysis*,20(4),313-315.

D. Ballou. 1996. "Do Public Schools Hire the Best Applicants?" *Quarterly Journal of Economics*, 111(1), (February), pp. 97-133.

D. Ballou. 1995. "Causes and Consequences of Teacher Moonlighting." *Education Economics*, 3(1), (Spring), pp. 3-17.

D. Ballou. 2001. "Pay for Performance in Public and Private Schools." *Economics of Education Review*, 20, 51-61.

D. Ballou and M. Podgursky. 2002. "Returns to Seniority Among U.S. Public School Teachers." *Journal of Human Resources*, 37(4) (Fall), pp. 892-912.

D. Ballou and M. Podgursky. 2000. "Reforming Teacher Preparation and Licensing." *Teachers College Record*, 102(1), (February), pp. 5-27.

D. Ballou and M. Podgursky. 1998. "Teacher Recruitment and Retention in Public and Private Schools." *Journal of Policy Analysis and Management*, 17(3), pp. 393-417.

D. Ballou and M. Podgursky. 1995. "Recruiting Smarter Teachers." *Journal of Human Resources*, 30(2) (Spring), pp. 326-338.

D. Ballou and M. Podgursky. 1995. "What Makes a Good Principal? How Teachers Assess the Performance of Principals." *Economics of Education Review*, 14(3), pp. 243-252.

D. Ballou and M. Podgursky. 1993. "Teachers' Attitudes Toward Merit Pay: Examining the Conventional Wisdom." *Industrial and Labor Relations Review*, 47(1), (October), pp. 50-61.

CONFERENCE PROCEEDINGS

D. Ballou. 2004. "Improving the Teaching Workforce in New York Urban Schools." *Education Finance and Organizational Structure in New York State Schools. Symposium Proceedings*, pp. 135-154.

D. Ballou and M. Podgursky. 1994. "Teacher Quality in Public and Private Schools." *Proceedings of the Social Statistics Section, American Statistical Association Annual Meetings 1994*.

D. Ballou and M. Podgursky. 1993. "Implicit Markets for Teacher Quality and School Attributes." *Proceedings of the Social Statistics Section, American Statistical Association Annual Meetings 1993*. Arlington, Virginia: American Statistical Association, pp. 77-81.

INVITED PRESENTATIONS

"Has NCLB Set Back Achievement in Science and Social Studies?" Conference on NCLB: Emerging Findings, Urban Institute, Washington DC, August 12, 2009.

"Value Added Modeling: Issues of Concern to Economists." Meeting of the National Research Council, Committee on Value-Added Methodology (VAM) for Instructional Improvement, Program Evaluation, and Accountability, Washington DC, Nov. 15, 2008.

"Test Scaling and Value Added Measurement." Conference on Value-Added Modeling, Wisconsin Center for Education Research, Madison WI, April 23, 2008.

"Value-Added Assessment: Controlling for Context with Misspecified Models." Third Research Seminar in Analytic Issues in the Assessment of Student Achievement, The Urban Institute, Washington DC, May 2, 2005.

"Value-Added Assessment: Lessons from Tennessee." Conference on Value-Added Modeling: Issues with Theory and Application. Maryland Assessment Research Center for Education Success, University of Maryland, October 21, 2004.

"Improving the Teacher Workforce in New York's Urban Schools." Education Finance Research Consortium, Symposium on Education Finance and Organizational Structure in New York State Schools, March 5, 2004.

"Improving the Recruitment of Mathematics and Science Teachers." Annual Conference of the Commission on High Technology Workforce Development, Milford, MA, April 26, 2001.

"Value-Added Assessment: A Comparison of the Dallas and Tennessee Models." Conference on Value-Added Assessment in Education, sponsored by the Smith-Richardson Foundation, Washington DC, June 5, 2000.

"Wages, Seniority, and Turnover Among Public School Teachers." Symposium of the National Academy of Sciences, Devising Incentives to Promote Human Capital. Irvine, California, December 17, 1999.

RESEARCH GRANTS AND EXTERNAL FUNDING.

2007-2011 National Center on Performance Incentives. Co-Principal Investigator, Analysis of POINT, Nashville Performance Incentives Experiment. Co-Principal Investigator, Analysis of Round Rock, TX, Performance Incentives Experiment.

2005-2011 National Center on School Choice. Principal Investigator, Longitudinal Analysis of Student Choice Patterns; Public School Choice: Magnet Schools, Peer Effects, and Student Achievement.

2006-2009 Achievement Trade-Offs and No Child Left Behind. Principal Investigator. Smith Richardson Foundation

2004-2006 Magnet Schools and Student Achievement. Co-Principal Investigator with Ellen Goldring. Department of Education/IES

2001-2003 Alternative Approaches to Value-Added Assessment in Education. Principal Investigator. Smith Richardson Foundation.

1999-2000 Survey of charter school personnel policies. Co-Principal Investigator (with Michael Podgursky). Fordham Foundation

1994-1996 Economics of Teacher Compensation. Principal Investigator. Upjohn Institute.

SERVICE

PROFESSIONAL FIELD

Referee, Journal of Labor Economics, Economics of Education Review, Education Finance and Policy, American Economics Review, Education Evaluation and Policy Analysis, Quarterly Journal of Economics, Journal of Policy Analysis and Management.

Technical Working Group, "Moving High Performing Teachers to Low Performing Schools," Mathematica Policy Research under a contract to the U.S. Department of Education Institute of Education Sciences, 2008-2009.

Technical Working Group, "National Evaluation of Magnet Schools," American Institutes for Research under a contract to the U.S. Department of Education, Institute of Education Sciences, 2008.

Teacher Preparation Review Panel, US Department of Education, Fall, 2004.

Consultant, Research Conference of the Ohio Teacher Quality Partnership, Aug. 6-7, 2004.

Consultant, Ohio Technical Advisory Committee on Value Added Assessment, June 5, 2004.

Consultant, Center for Greater Philadelphia, reviewing RAND report on value-added assessment and implications for Center's proposal for Pennsylvania, Spring, 2004.

Member, Hungary review team, OECD Project "Attracting, Developing, and Retaining Effective Teachers," June, 2003.

Member of the Task Force on Teacher Assessment and the Task Force on Teacher Compensation, Board of Education/Board of Higher Education Joint Commission on Educator Preparation in Massachusetts (Fall, 1999 - Spring, 2000).

Consultant to the Tax Alternatives Commission on changes in Massachusetts education finance. Fall, 1997 - Winter, 1998

Reviewer, External Review and Adjudication Process for National Center for Education Statistics, Toward Better Teaching: Professional Development in 1993-94, Spring, 1998

Reviewer, External Review and Adjudication for National Center for Education Statistics, The Patterns of Teacher Compensation, Spring, 1995.

COLLEGE

Peabody Faculty Council Research Committee, 2002-03

DEPARTMENT

Faculty Search Committee, various years

PhD Program Committee, 2009-2014