

Pamela Catherine Callahan

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EDUCATION

Ph.D. Education Policy | University of Maryland, College Park (Jan 2024)
Dissertation Title: Culture Wars at the Schoolhouse Gate: Case Study of School Board Decision-Making and Students' Rights

M.S. Education | Johns Hopkins University
Concentration: Middle and High School Math Curriculum

M.P.P. | George Mason University
Concentration: Social and Education Policy

B.S. Business Administration | University of Pittsburgh
Management & Marketing

ACADEMIC APPOINTMENT

Feb 2024- Postdoctoral Research Associate, Center for Educational Innovation & Improvement, University of Maryland, College Park

PEER REVIEWED PUBLICATIONS

Eubanks, S., Goldson, M., & Callahan, P. (2024). Replace or repair: Exploring possible methods for improving school governance. *Theory Into Practice*. doi.org/10.1080/00405841.2024.2343790

Callahan, P. & Brantlinger, A. (2022). Altruism, Jobs, and Alternative Certification: Mathematics Teachers' Reasons for Entry and Their Retention. *Education & Urban Society*.

Dhingra, N., Callahan, P., & Miller, J. (2022). The Changing Shape of In Loco Parentis in Student Speech Cases. *Education Law Reporter*.

Siegel-Stechler, K. & Callahan, P. (2021). Sensible or stifled: What public-school teachers know about their First Amendment speech protections in the classroom. *Action in Teacher Education*. doi.org/10.1080/01626620.2021.1997833

Callahan, P., & Miller, J. (2020). Does Pico Still Go to School? Book Challenges and Diverse Classroom Libraries. *Education Law Reporter*, 378(1), 1–12.

Callahan, P. (2019). Reply: A Response to Cultivating Reasonableness in Future Citizens. *On Education. Journal for Research and Debate*, 2(4).
https://doi.org/10.17899/on_ed.2018.1.14

PUBLISHED RESEARCH REPORTS

Eubanks, S., & Callahan, P. (2024, March 6). *UMD Teacher Career Ladder Framework | UMD College of Education*. <https://education.umd.edu/research/centers/ceii/projects-0/pds2025>

- Callahan, P., Eubanks, S., & Miller, J. (2022). *Unpacking the Administrative Track Legislative Requirements*. College Park, MD: Maryland PDS 2025 Project, The University of Maryland, College Park.
- Callahan, P. & Eubanks, S. (2021). *Unpacking the Teacher Career Ladder Legislative Requirements*. College Park, MD: Maryland PDS 2025 Project, The University of Maryland, College Park.
- Callahan, P., Brantlinger, A., & Robinson, T. N. (2021). *Grow-Your-Own Teacher Program Spotlight: Creative Initiatives in Teacher Education*. College Park, MD: Maryland PDS 2025 Project, The University of Maryland, College Park.
- Miller, J., Callahan, P., & Clark, L. (2021). *The Future is Here: Key Actions and Reporting Requirements in the Blueprint for Maryland's Future*. College Park, MD: Maryland PDS 2025 Project, The University of Maryland, College Park.
- Callahan, P., Turner, B., Archer, C., & Anthony, M. (2020). *Using transcript analysis to predict students' self-reported happiness in elementary mathematics classrooms: Methodological considerations*. In A.I. Sacristán, J.C. Cortés-Zavala & P.M. Ruiz-Arias, (Eds.). *Mathematics Education Across Cultures: Proceedings of the 42nd Meeting of the North American Chapter of the International Group for the Psychology of Mathematics Education*, Mexico. <https://doi.org/10.51272/pmena.42.2020>
- Callahan, P. (2019). *Teacher turnover as a metric for equity in Maryland public schools*. College Park, MD: Maryland Equity Project, The University of Maryland.
- Anthony, M., Turner, B., Callahan, P., & Archer, C. (2019). *Connections Between Feedback and Student Happiness and Engagement in High Achievement Classrooms: A Preliminary Analysis*. In Otten, S., Candela, A. G., de Araujo, Z., Haines, C., & Munter, C. (2019). *Proceedings of the forty-first annual meeting of the North American Chapter of the International Group for the Psychology of Mathematics Education*. St Louis, MO: University of Missouri.

PROFESSIONAL EXPERIENCE

Policy Experience

May 2021-Jan 2024 PDS 2025 Project, *University of Maryland, College Park*

- Designing frameworks school districts in Maryland are using to develop teacher leader career ladders including the selection of standards, creation of new teacher leader positions, and integrating high quality professional development into the duty-day of public school teachers in service of high quality instruction for all public school students in Maryland
- Facilitating collaborative workgroups with current teachers, district leaders, and education association leaders regarding the implementation of mandatory teacher career ladders as part of a Maryland State Department of Education grant

- Presenting on international teacher career ladders and the ways in which empirical evidence from international models could serve as a guide for the development of career ladders in Maryland

2017-2018 – Policy Adviser, Alexandria City Public Schools School Board Member

- Crafted questions for school board members to ask during superintendent interviews
- Wrote analytical memos based on the candidate reports from the superintendent search firm
- Conducted literature review regarding effective superintendent practices in diverse school districts

Higher Education Teaching Experience

Jan 2021-June 2021 – Remote Teaching Excellence Project, *University of Maryland, College Park*

- Facilitating a Community of Practice for middle school STEM professional development teachers in Prince George’s County, Maryland

2019-2020 – Historical and Philosophical Perspectives in Education, *Instructor of Record, undergraduate level, University of Maryland, College Park*

- (Spring & Fall 2019; Spring 2020) 100% of undergraduate students agreed or strongly agreed on the course evaluation: This course helped me make progress learning to analyze and critically evaluate ideas, arguments, and points of view
- (Spring & Fall 2019; Spring 2020) 100% of undergraduate students agreed or strongly agreed on the course evaluation: The instructor was well prepared for class.

2018 (Fall) Historical and Philosophical Perspectives in Education *Teaching Assistant, undergraduate level, University of Maryland, College Park*

Research Experience

2021-2024 Data Analyst, Center for Educational Innovation and Improvement, University of Maryland College Park

- Lead a team of five research analysts using qualitative measures to investigate short term improvement science PDSA cycles for 15 schools in Prince George’s County Public Schools
- Facilitated professional development for middle school leaders (principals, testing coordinators, instructional lead teachers, and classroom teachers) regarding modeling standards in mathematics

2017-2022 Research Assistant | University of Maryland
Alternatively Certified Teacher Preparation, Andrew Brantlinger, Ph.D.

- Used quantitative analysis skills to analyze large data set on New York Teaching Fellows related to retention
- Used qualitative analysis skills to develop a methodology for coding open response questions on surveys given to New York City Teaching Fellow

2018-2019 Research Assistant | Maryland Equity Project
State of Education in Maryland: Access to High Quality Teachers

- Used Maryland State Department of Education data to conduct quantitative analysis of teacher retention with student population characteristics
- 2017-2018 Research Assistant | University of Maryland, College Park
Middle School Math Curriculum Materials, David Blazar, Ed.D.
- Worked with a team of four researchers to conduct qualitative analysis of transcribed lessons from teachers with high valued added scores to identify and test for relationship between student happiness and teacher quality
- 2010-2012 Graduate Research Assistant | George Mason University
Why Philanthropy Matters, Zoltan Acs, Ph.D.
- Conducted qualitative analysis on letters submitted as part of “The Giving Pledge”

K-12 Experience

- 2017-2019 Director of Data Management, Teach For America, Philadelphia Institute
- Trained 65 teacher coaches each summer to use data-related coaching strategies
 - Managed the teacher accreditation process across 8 states
 - Created user-friendly data dashboards for the Institute Management Team to illustrate classroom-level trends across 200 summer school classes
- 2013-2016 Benjamin Stoddert Middle School Math Department Chair, Prince George’s County Public Schools, MD
- 94% of eligible 8th-grade students earned Algebra 1 credit
 - Designed and led professional development bi-weekly for the math department
 - Moderated the Student Council

PRESENTATIONS

Callahan, Pamela, “Culture Wars at the Schoolhouse Gate: A Case Study of School Board Decision-Making & Students’ Rights” (Paper Presentation at American Educational Research Association Annual Conference, Philadelphia, PA, (April) 2024).

Callahan, Pamela, “Picking on the Penguins: Investigating the Influence of Law during a Public School Library Book Challenge” (Paper Presentation at American Educational Research Association Annual Conference, Philadelphia, PA, (April) 2024).

Yurkofsky, Maxwell, Christine M. Neumerski; Pamela Callahan; Jean Snell; Laura Liccione; Douglas Strader; Felice Desouza; Trina Hayes; and Courtni Ball “Can We Improve “Improvement?”: A University-District Partnership’s Approach to Improving Network Improvement Communities” (Paper Presentation at American Educational Research Association Annual Conference, Philadelphia, PA, (April) 2024).

Callahan, Pamela, “Tangoing with Pico: A Case Study of Pico’s Influence During a Library Book Challenge” (Paper Presentation at Education Law Association Annual Conference, Reno, NV, 2023).

- Callahan, Pamela & Joel Miller, “Avenues for Engagement? Testing the Democratic Nature of Library Book Challenge Processes” (Paper Presentation at American Educational Research Association Annual Conference, Chicago, IL, 2023).
- Miller, Joel & Pamela Callahan, “Game Change or Name Change? Implementing and Reimagining Education Policy in Maryland” (Paper Presentation at American Educational Research Association Annual Conference, Chicago, IL, 2023).
- Krimbill, Elisabeth, Pamela Callahan, Amelia, King-Kostekac, & Nate Walker, “Legal Updates and Analysis of Censorship and Recent Book Banning Efforts” (Paper Presentation at the Education Law Association Annual Conference, Orlando, FL, 2022).
- Callahan, Pamela & Andrew Brantlinger, “Testing the Motivations of Alternatively Certified Teachers and their Odds of Retention” (Paper Presentation at American Educational Research Association Annual Conference, San Diego, CA, 2022).
- Callahan, Pamela & Kelly Siegel-Stechler, “Alternative Certification & Teacher’s Legal Literacy Regarding their Speech and Expression Rights” (Roundtable Presentation at the Education Law Association, San Antonio, TX, 2021).
- Miller, Joel & Pamela Callahan, “Protest & Counter-Protest: Exploring School Responses to Student Protests” (Roundtable Presentation at the Education Law Association, San Antonio, TX, 2021).
- Dhingra, Neil, Joel Miller, & Pamela Callahan, “The Changing Shape of In Loco Parentis in Student Speech Cases” (Roundtable Presentation at the Education Law Association, San Antonio, TX, 2021).
- Callahan, Pamela, Blake Turner, Casey Archer & Monica Anthony, “Using Transcript Analysis to Predict Students’ Self-Reported Happiness in Elementary Mathematics Classrooms: Methodological Considerations” (Paper Presentation at the North American Chapter of the International Group for the Psychology of Mathematics Education, Mazatlán, Mexico, 2021).
- Callahan, Pamela & Joel Miller, “Challenging Influence: Pico and School Library Book Challenges” (Roundtable Presentation at American Educational Research Association Annual Conference, Virtual, 2021).
- Miller, Joel & Pamela Callahan, “Democratic Priorities? School District Responses to Student Protests Since 2018” (Roundtable Presentation at American Educational Research Association Annual Conference, Virtual, 2021).
- Dhingra, Neil & Pamela Callahan, “Hannah Arendt, Forgiveness, Civic Education, and the C3 Framework” (Paper Presentation at American Educational Research Association Annual Conference, Virtual, 2021).

- Siegel-Stechler, Kelly & Pamela Callahan, “Sensible or Stifled: What public school teachers know about their First Amendment protections in the classroom” (Paper Presentation at American Educational Research Association Annual Conference, Virtual, 2021).
- Callahan, Pamela & Kelly Siegel-Stechler, “Defining Legal Literacy for Public School Teachers Surrounding First Amendment Protections” (Poster Presentation at Education Law Association Annual Conference, virtual, 2020).
- Anthony, Monica, Blake Turner, Pamela Callahan & Casey Archer, “Connections Between Feedback and Student Happiness and Engagement in High Achievement Classrooms: A Preliminary Analysis” (Paper Presentation at the North American Chapter of the International Group for the Psychology of Mathematics Education, St. Louis, 2019).
- Callahan, Pamela, “Educating Pre-Service Teachers about the Speech Rights of Public-School Teachers” (Roundtable Presentation at the Education Law Association, Norfolk, VA, 2019)
- Miller, Joel & Pamela Callahan, “Checking Out: Book Challenges and Pico in the 21st Century” (Roundtable Presentation at the Education Law Association, Norfolk, VA, 2019)
- Callahan, Pamela, “Selecting a Superintendent: An Application of Mazzoni’s Arena Model” (Paper Presentation at the College of Education Graduate Student Conference- University of Illinois, Virtual, 2019).
- Callahan, Pamela, “Does Pico Protect Penguins in the School Library?” (Paper Presentation at the Graduate Student Research Symposium, Cambridge, 2019).
- Callahan, Pamela, “Retention & Social Capital: An Investigation of Alternatively Certified Teachers’ Social Capital and Rates of Retention” (Paper Presentation at the Association for Public Policy Analysis & Management Student Research Conference, Washington, D.C., 2019).
- Callahan, Pamela, & Casey Archer, “DeVos’ Rhetoric vs. Parents’ Reality: Investigating the content and quality of information on the public charter choice process” (Paper Presentation at the Graduate Student Research Symposium, Cambridge, 2018).
- Callahan, Pamela, “Impacts of NCLB’s Parent Involvement Provisions on Title I Schools: A Literature Review” (Paper Presentation at the Graduate Student Research Symposium, College Park, 2017).
- Callahan, Pamela, “Driving Digital Literacy in Secondary Mathematics #TheStoddertWay” (Powering Up with Technology Conference, Prince George’s County Public Schools, 2015).

PUBLIC SCHOLARSHIP & PRESS MENTIONS

- Ford, W. (2024, April 11). Academia willing to help with blueprint education reform plan. *Maryland Matters*. (reprinted by The Southern Maryland Chronicle & MoCo360)
- Mullings, N., & Callahan, P. C. (2023, October 2). 5 Tips for Responding to Book Challenges. *Maryland Today*. Retrieved from <https://today.umd.edu/5-tips-for-responding-to-book-challenges>.
- Callahan, P.C. & Eubanks, S. (2023, July 18). Teacher Career Ladder Technical Assistance Session. [Presentation UMD teacher career ladder framework that Maryland school districts could adopt in compliance with the legislative requirements of the Blueprint for Maryland's Future]. Accountability and Implementation Board Teacher Career Ladder Technical Assistance Session. <https://education.umd.edu/sites/default/files/uploads/inline-files/Teacher%20Career%20Ladder%20%20Technical%20Assistance%20%20June%2014%2C%202023.pdf>
- Callahan, P.C., Clark, L., Hise, R., & Stapleton, L. (2022, August 8). Blueprint for Maryland's Future Panel Discussion. [Moderated discussion with members of the Accountability and Implementation Board]. 2022 School Improvement Summer Institute. <https://education.umd.edu/research/centers/ceii/events/sisi2022/materials>
- Callahan, P.C. & Hunter, C.J. (2022, August 9). Breaking Down the Blueprint: Unpacking the Teacher Career Ladder. [Workshop presented to Maryland Educators and Administrators]. 2022 School Improvement Summer Institute. College Park, MD.
- Curriculum in the Crosshairs: Race, Sexuality and Free Speech in Schools. (May 5, 2022). [Research on classroom libraries shared by Tom Hutton]. American Bar Association Section of Civil Rights and Social Justice. https://www.americanbar.org/groups/crsj/events_cle/recent/curriculum-in-the-crosshairs/.
- Callahan, P. C. (2021, June 16). The Permissible Bounds of Teacher Activism [web log]. <https://www.cambridge.org/core/blog/2021/06/16/the-permissible-bounds-of-teacher-activism/>.

INVITED LECTURES

- “What are issues faced by schools and schooling in the US?”, by invitation of Dr. Sarah Moore, Teaching and Learning, Policy and Leadership, University of Maryland, College Park, January, 2024.
- “Teacher Career Ladders & the Maryland's Blueprint for the Future” with Dr. Segun Eubanks, by invitation of Dr. Andrew Brantlinger, Teaching and Learning, Policy and Leadership, University of Maryland, College Park, March 2023.
- “Teacher Career Ladder Core Principles and Model”, Maryland Negotiating Service, Chesapeake College March 2023.

“Teacher Career Ladders & the Maryland’s Blueprint for the Future”, by invitation of Dr. Donna Wiseman, Teaching and Learning, Policy and Leadership, University of Maryland, College Park, March 2023.

“Teacher Career Ladder Core Principles and Model”, Public School Superintendents’ Association Maryland, Anne Arundel, Maryland, December 2022.

“Does Pico Still Go to School?” with Joel Miller, by invitation of Dr. Campbell Scribner, Teaching and Learning, Policy and Leadership, University of Maryland, College Park, December 2021.

INVITED SEMINARS

Philosophy of Education Society of Great Britain Summer Seminar (July 24-26, 2022), served as an invited graduate mentor, Liverpool Hope University- Liverpool, England.

Philosophy of Education Society of Great Britain Summer Seminar (July 28-31, 2021), Philosophy of Education Society of Great Britain – Online due to Covid-19.

William Boyd National Education Politics Workshop (April 2020), American Education Research Association– Online due to Covid-19.

Educational Pluralism + Research to Policy (January 16-17, 2020) Johns Hopkins Institute for Education Policy- Washington, DC.

Justice or “Just Us” (July 31 – August 4, 2019) Institute for Humane Studies at George Mason University- Washington, DC.

American Education Research Association (April 5, 2018) Division K 2019 Seminar on Theorizing Teacher Learning and Teacher Education- Toronto, Canada.

SCHOLARLY WORKS IN PROGRESS

Callahan, P. & Miller, J. (R&R). *Avenues for Engagement? Testing the Democratic Nature of Library Book Challenge Processes.*

Dhingra, N. & Callahan, P. (under review). *Children's Literature, Forgiveness, and the Social Studies Classroom.*

Miller, J. & Callahan, P. (in preparation). *Game Change or Name Change? Implementing and Reimagining Education Policy in Maryland.*

AWARDS, GRANTS, FELLOWSHIPS

2022 Teaching and Learning, Policy and Leadership (TLPL) Travel Grant
2021 Teaching and Learning, Policy and Leadership (TLPL) Travel Grant
2019 Teaching and Learning, Policy and Leadership (TLPL) Travel Grant

2019 Best Paper Award College of Education Graduate Student Conference University of Illinois
2018 Conference Presentation Travel Grant (UMD College of Education)
2018-2019 Dean’s Fellowship (UMD College of Education)
2017-2018 Policy Advisor Fellowship (Leadership for Educational Equity Alexandria, VA)
2017-2018 Dean’s Fellowship (UMD College of Education)
2016-2017 Dean’s Fellowship (UMD College of Education)
2016 Student Excellence Award (Johns Hopkins University – College of Education)
2012 Best Paper Award School of Public Policy Graduate Student Conference George Mason University

CERTIFICATION

Advanced Professional Certificate Mathematics 7-12 | Maryland Educator Certificate (through 2026)

LEADERSHIP & SERVICE

Professional Service

2023-current Reviewer, Education Law Association
2023-current Reviewer, American Education Research Association
2022-current Education Law Association Conference Planning Committee
2019-2021 Reviewer, North American Chapter for the Psychology of Mathematics Education

University of Maryland College Park

2022-2023 Chair, Graduate Student Academic Appeals Committee, TLPL
2022-2023 Blueprint for Maryland’s Future Taskforce Consultant, College of Education
2021-2023 Graduate Student Academic Appeals Committee Chair, TLPL
2019-2023 Teaching & Learning Transformation Center Graduate Liaison
2019-2020 AERA Division K Campus Representative
2018-2019 Co-Chair, Graduate Student Academic Appeals Committee, TLPL
2017-2018 Co-Chair, Graduate Student Association, College of Education, TLPL
2016-2017 Executive Committee, Graduate Student Association, College of Education, TLPL

Community Leadership

2011-Current Cystic Fibrosis Foundation (Metro DC Chapter)

- Raised over \$50,000
- Named 65 Rose Champion (2021, 2022, 2023) for excellence in fundraising
- Named 2020 Metro DC Finest Honoree for leadership and service to the DC Metro Chapter of the Cystic Fibrosis Foundation

2020-Current Election Officer (Alexandria, VA)

- Serve at polling locations across Alexandria City to ensure free, fair, and transparent elections

2023-Current Prince George’s County Public Schools Career Ladder Development Board

- Provide expertise in translating Blueprint for Maryland’s Future legislation into a new salary scale, set of leadership opportunities, and

professional development approach for all public school teachers in Prince George's County Public Schools

2023-Current Montgomery County Public Schools Career Ladder Development Board

- Provide expertise in translating Blueprint for Maryland's Future legislation into a new salary scale, set of leadership opportunities, and professional development approach for all public school teachers in Montgomery County Public Schools

Professional Memberships (Since)

2016 American Educational Research Association (AERA)

- Division K, L
- SIG Education & Law

2019 Education Law Association