

Kayla M. Bill
Curriculum Vitae

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Contact Information

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Academic Appointments

Postdoctoral Research Associate, Department of Teaching and Learning, Policy and Leadership, *University of Maryland, College Park* 2023-present

Educational Background

Ph.D., Education Policy and Leadership, *University of Maryland, College Park* 2023
M.S., Kinesiology, *University of North Carolina at Greensboro* 2017
B.S., Health and Exercise Science, *Syracuse University* 2015

Research & Scholarly Activities

Publications

* denotes alphabetical authorship

Journal Articles

*Bill, K., Bowsher, A., Malen, B., Rice, J. K., & Saltmarsh, J. (2022). Making matters worse? How COVID-19 may affect teacher recruitment. *Phi Delta Kappan*, 103(6), 36-40.

Bill, K. (Under review). Politics, policy alternatives, and potential for school desegregation: The case of Howard County, Maryland. Revise & Resubmit at *Educational Evaluation and Policy Analysis*.

Bill, K. (Under review). Helping the cause or fanning the flames?: A county council's involvement in school desegregation. Under review at *Educational Administration Quarterly*.

Bowsher, A., Rice, J. K., Bill, K., & Malen, B. (Under review). Misaligned: Exploring undergraduates' career values and perceptions of teaching. Under review at *Teaching and Teacher Education*.

Brown, T., Malen, B., Bill, K., Bowsher, A., Rice, J. K., & Saltmarsh, J. (Under review). Money matters: The importance of salary in undergraduate prospective teachers' career decisions. Under review at *Journal of Teacher Education*.

Papers in Progress

Bill, K., Bowsher, A., Rice, J. K., & Saltmarsh, J. Attracting undergraduates to teacher certification programs. Manuscript in preparation for submission to *Teacher Education Quarterly*.

Rice, J. K., Bill, K., & Bowsher, A. Needles in the haystack: Searching for pools of undergraduate prospective teachers across academic fields. Manuscript in preparation.

Bill, K., Comstock, M., & Blazar, D. The “how” of raising teacher salaries: Lessons from Maryland. Manuscript in preparation.

Bowsher, A., Bill, K., Brown, T., Saltmarsh, J., & Rice, J. K. Mixed messages: The role of social messages in undergraduate prospective teachers’ intent to teach. Manuscript in preparation.

Book Chapters

Bill, K. (Forthcoming). Revisiting the politics of desegregation. In L. D. Fusarelli & B. C. Fusarelli (Eds.), *Handbook on the Politics of Education*. Edward Elgar Publishing.

Invited Essays

Bill, K. (Forthcoming). The politics of desegregation in Howard County, Maryland. *Urban Institute*.

Policy and Issue Briefs

Bill, K., Scribner, C. F., & Blazar, D. (in progress). [*With large Blueprint investments in education, why are some Maryland districts struggling to fund their schools?*](#) [Policy Brief]. Maryland Equity Project.

Bill, K., Blazar, D., Euzebio, D., & Liu, J. (2024). [*Raising teacher salaries is important. It may also require tradeoffs.*](#) [Policy Brief]. Maryland Equity Project.

Bill, K., Rodriguez, S., Blazar, D., & Carson, N. (2024). [*Community school expansion in Maryland: Promise and precarity.*](#) [Policy Brief]. Maryland Equity Project.

Bill, K., Tirrell-Corbin, C., & Blazar, D. (2024). [*Expanding Pre-K in public schools will require expanding the Pre-K teacher workforce. But how, and by how much?*](#) [Policy Brief]. Maryland Equity Project.

Bill, K. & Blazar, D. (2024). [*Expanding CTE pathways requires prioritization and a program-specific approach.*](#) [Policy Brief]. Maryland Equity Project.

Carson, N., Bill, K., & Rodriguez, S. (2024). [*Navigating the crisis: School district approaches to alleviating behavioral health staff shortages.*](#) [Policy Brief]. Maryland Equity Project.

Bill, K., Miller, J., & Clark, L. M. (2021). [*Building a teacher career ladder through collaboration.*](#) [Issue Brief]. Maryland PDS 2025 Project.

Miller, J., Bill, K., & Clark, L. M. (2021). [*The teaching internship: How much time is “enough” time?*](#) [Issue Brief]. Maryland PDS 2025 Project.

Reports

Molnar, A. (Ed.), Miron, G., Hagle, S., Gulosino, C., Mann, B., Huerta, L., Rice, J. K., Glover, A., & Bill, K. (2023). [*Virtual schools in the U.S. 2023.*](#) National Education Policy Center.

Media Mentions and Contributions

Smith, C. (2023, May 12). [*Virtual schools failing nation’s students, report says.*](#) *ABC4 News*.

Will, M. (2023, April 14). [‘Poor for the rest of your life’: Negative messages can deter prospective teachers.](#) *Education Week*.

Bill, K. (2019, December 17). [Racism is still racism, no matter the intentions behind it.](#) [Commentary]. *Syracuse.com*.

Presentations

Refereed Conference Presentations

Bill, K. (2024, March 14-16). *Desegregation and the end of American educational exceptionalism: New opportunity or same old story?* Annual meeting of the Association for Education Finance and Policy, Baltimore, MD, United States.

Bill, K. (2023, April 13-16). *Desegregation and the end of American educational exceptionalism: New opportunity or same old story?* Annual meeting of the American Educational Research Association, Chicago, IL, United States.

Bill, K. (2023, April 13-16). *A political model for studying redistributive educational policies.* Annual meeting of the American Educational Research Association, Chicago, IL, United States.

Bowsher, A., Bill, K., Brown T., Saltmarsh, J., & Rice, J. K. (2023, April 13-16). *Mixed messages: The role of social messages in undergraduate prospective teachers' intent to teach.* Annual meeting of the American Educational Research Association, Chicago, IL, United States.

Bill, K. (2023, March 23-25). *Politics, policy alternatives, and potential for school desegregation: The case of Howard County, Maryland.* Annual meeting of the Association for Education Finance and Policy, Denver, CO, United States.

Bill, K., Bowsher, A., Rice, J. K., Saltmarsh, J., Malen, B., & Brown, T. (2023, March 23-25). *Attracting undergraduates to teacher certification programs.* Annual meeting of the Association for Education Finance and Policy, Denver, CO, United States.

Malen, B., Brown, T., Bill, K., Bowsher, A., Rice, J. K., & Saltmarsh, J. (2022, April 21-26). *Money matters: The importance of salary in undergraduate prospective teachers' career decisions.* Annual meeting of the American Educational Research Association, San Diego, CA, United States.

Rice, J. K., Bill, K., Bowsher, A., & McNamara, D. (2022, March 17-19). *Needles in the haystack: Searching for pools of undergraduate prospective teachers across academic fields.* Annual meeting of the Association for Education Finance and Policy, Denver, CO, United States.

Bill, K., Bowsher, A., Rice, J. K., & Malen, B. (2021, March 17-20). *Advancing equity: Expanding and diversifying the teacher workforce.* Annual meeting for the Association for Education Finance and Policy, Virtual.

Bill, K., (2021, April 8-12). *“Learning and leading with equity”: Value conflicts in an equity-oriented school district.* Annual meeting of the American Educational Research Association, Virtual.

Invited Talks

Bill, K. (2024, March 7). *Experiences taking and doing case study research*. [Guest Lecture]. Case Study (Dr. Sophia Rodriguez), University of Maryland, College Park, MD.

Bill, K. (2023, March 15). *Politics, policy alternatives, and potential for school desegregation: The case of Howard County, Maryland*. [Guest Lecture]. Critical Policy Analysis (Dr. Sophia Rodriguez), University of Maryland, College Park, MD.

Rice, J. K., Bowsher, A., Malen, B., Bill, K., Brown, T., Saltmarsh, J., & McNamara, D. (2023, January 31). *From interest to intent: Exploring the factors that influence undergraduate prospective teachers' career decisions*. [Invited Speaker]. University of Maryland College of Education Council Meeting, College Park, MD.

Bill, K. and Bowsher, A. (2022, February 4). *Advancing equity: Expanding and diversifying the teacher workforce*. [Invited Speaker]. Maryland Association of Directors of Teacher Education at Community Colleges, Virtual.

Bill, K. and Bowsher, A. (2021, December 2). *Advancing equity: Expanding and diversifying the teacher workforce*. [Invited Speaker]. Maryland Associate of Arts in Teaching Oversight Council Meeting, Virtual.

Rice, J. K. and Bill, K. (2021, November 16). *Advancing equity: Expanding and diversifying the teacher workforce*. [Invited Speaker]. Maryland State Department of Education Deans and Directors Meeting, Virtual.

Bill, K. (2020, September 22). *The Development of Critical Race Consciousness in White Teachers*. [Guest Lecture]. Embracing Diversity in Classroom Contexts (Blake Turner and Alexis Jackson), University of Maryland, College Park, MD.

Honors, Awards, and Fellowships

Association for Education Finance and Policy Jean Flanigan Outstanding Dissertation Award Honorable Mention	2024
Association for Education Finance and Policy Roe L. Johns Travel Grant (\$250 yearly)	2021-2023
Support Program for Advancing Research and Collaboration Grant, <i>University of Maryland, College Park</i> (\$1,000)	2022
David L. Clark National Graduate Research Seminar in Educational Administration and Policy (Selected Attendee)	2022
Jacob K. Goldhaber Travel Grant, <i>University of Maryland, College Park</i> (\$400)	2022
Graduate Student Distinguished Service Award Finalist, <i>University of Maryland, College Park</i>	2022
Dean's Fellowship, <i>University of Maryland, College Park</i> (\$5,000 yearly)	2018-2022
The William C. Graham and William J. Graham Endowed Scholarship in Education, <i>University of Maryland, College Park</i> (\$1,500)	2021

Just Education Policy Institute Fellow (Selected Attendee)	2021
William L. Boyd National Educational Politics Workshop (Selected Attendee)	2021
Most Outstanding Master's Student, <i>University of North Carolina at Greensboro</i>	2017

Selected Research Projects and Activities

<p>Transforming Education Systems: Promoting Teacher Diversity through Culturally Responsive Pathways, Pedagogies, and Policymaking <i>Role:</i> Key Personnel <i>Sponsor:</i> Spencer Foundation Vision Grants Program</p> <ul style="list-style-type: none"> • Collaborate with interdisciplinary team of practitioners, policymakers, and researchers to design culturally responsive pathways to teaching through culturally responsive policymaking practices • Assist with project management, including planning a convening and monthly working group sessions for collaborators 	Fall 2023-Present
<p>Understanding Local Problems of Practice: A Research-Practice Partnership for Diversifying and Strengthening the Teacher Workforce <i>Role:</i> Co-Principal Investigator</p> <ul style="list-style-type: none"> • Partner with a local school district to identify and conduct research activities that support ongoing efforts to diversify and strengthen their teacher workforce • Research activities include focus groups and interviews with students, teachers, school support staff, and administrators • Write grant proposals to support research activities 	Fall 2023-Present
<p>Research on The Blueprint for Maryland's Future <i>Role:</i> Co-Principal Investigator, Project Manager</p> <ul style="list-style-type: none"> • Analyze state and school district documents to better understand implementation of the Blueprint • Author policy briefs and academic publications on various Blueprint initiatives (e.g., teacher salary raises, community schools, Pre-K expansion) • Manage multiple research and writing projects • Train and mentor graduate students assisting with research and writing 	Fall 2023-Present
<p>In Pursuit of Equity: The Politics of Desegregation in Howard County, Maryland <i>Role:</i> Principal Investigator</p> <ul style="list-style-type: none"> • Design and conduct mixed methods study of how political dynamics influence prospects for desegregation in a Maryland school district • Analyze quantitative and qualitative data (e.g., segregation rates, observation fieldnotes, interview transcripts) using Stata and NVivo • Author academic publications and present research at conferences (e.g., AEFP, AERA) 	Fall 2021-Present
The Teacher Pipeline Project	Summer 2019-Present

Role: Co-Principal Investigator, Project Manager

- Design and conduct mixed methods study of factors that influence undergraduates' intent to teach
- Manage large research team and multiple research and writing activities
- Analyze quantitative and qualitative data (e.g., survey responses, focus group transcripts) using Stata and NVivo
- Author academic and public-facing publications, including UMD College of Education Undergraduate Enrollment Plan that integrates research findings with broader literature and enrollment trends
- Present research findings to state policymakers and higher education administrators and at conferences (e.g., AEFPP, AERA)

Teaching

University of Maryland, College Park

Historical & Philosophical Perspectives on Education Undergraduate, Instructor of Record Spring 2019

Historical & Philosophical Perspectives on Education Undergraduate, Teaching Assistant Fall 2018

University of North Carolina at Greensboro

Research Methods Graduate, Teaching Assistant Spring 2016

Kinesiology Activity Courses Undergraduate, Instructor of Record Fall 2015-Spring 2016

Service

University of Maryland, College Park

Student Committee Member, Education Policy and Leadership Faculty Search 2022

Doctoral Student Representative, College of Education Senate 2020-2022

Division 3 Graduate Student Representative, College of Education, Department of Teaching and Learning, Policy and Leadership 2021-2022

Committee Member, University Strategic Planning Student Experience Subcommittee 2021

President, College of Education Graduate Student Organization 2020-2021

Committee Member, College of Education, EdTerpsEngage 2020

Department Representative, College of Education Graduate Student Organization 2019-2020

Leadership Council Graduate Student Representative, College of Education,
Department of Teaching and Learning, Policy and Leadership 2018-2019

Admitted Student Ambassador, College of Education, Department of Teaching and
Learning, Policy and Leadership 2018-2019

University of North Carolina at Greensboro

Representative, Department of Kinesiology Graduate Student Association 2016-2017

Peer Reviewer

American Educational Research Journal
Educational Evaluation and Policy Analysis

Professional Memberships

Association for Education Finance and Policy

American Educational Research Association

- Division L: Educational Policy and Politics
- Politics of Education Special Interest Group