

**Kayla M. Bill**  
**Curriculum Vitae**

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*Updated April 2025*

**Contact Information**

Email: [kbill@umd.edu](mailto:kbill@umd.edu)

**Academic Appointments**

Assistant Professor of Education Policy, Department of Educational Leadership and Policy Studies, *Florida State University* Starting Fall 2025

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, <i>University of Maryland, College Park</i>	2023
M.S., Kinesiology, <i>University of North Carolina at Greensboro</i>	2017
B.S., Health and Exercise Science, <i>Syracuse University</i>	2015

**Research & Scholarly Activities**

**Publications**

*\* denotes alphabetical authorship*

***Journal Articles***

Bill, K. (2025). Politics, policy alternatives, and potential for school desegregation: The case of Howard County, Maryland. *Educational Evaluation and Policy Analysis*. OnlineFirst.

\*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.

***Papers in Progress***

Bill, K. Helping the cause or fanning the flames?: A county council's involvement in school desegregation. Revise and resubmit at *Educational Administration Quarterly*.

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

Brown, T., Bill, K., Bowsher, A., Rice, J. K., & Saltmarsh, J.<sup>1</sup> Money matters: The importance of salary in undergraduate prospective teachers' career decisions. Manuscript in preparation.

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<sup>1</sup> Betty Malen played an instrumental role in developing this manuscript but could not be credited with authorship.

Bill, K., Bowsher, A., Rice, J. K., & Saltmarsh, J. Attracting undergraduates to teacher certification programs. Manuscript in preparation.

Bill, K. Competing policy goals? Addressing school segregation and overcrowding through redistricting. Manuscript in preparation.

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

Bill, K. Competing policy goals? Addressing school segregation and overcrowding through redistricting. 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.

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

### ***Book Chapters***

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

### ***Policy and Issue Briefs***

Bill, K., Scribner, C. F., & Blazar, D. (2024). [\*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.

## **Grants**

*Co-Principal Investigator*: “Grappling with Complexity: A Revelatory Embedded Case Study of District Organizational Capacity and Racial Resources for Implementing Teacher Diversification Policies,” Spencer Foundation Small Grant with Principal Investigator Meghan Comstock and Co-Principal Investigator Keisha Allen (\$49,990). 2025-2026

## **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., Comstock, M., & Blazar, D. (2025, March 13-15). *The “how” of raising teacher salaries: Lessons from Maryland*. Poster presented at annual meeting of the Association for Education Finance and Policy, Washington, D.C., United States.

Bill, K. (2024, March 14-16). *Desegregation and the end of American educational exceptionalism: New opportunity or same old story?* Paper presented at 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?* Paper presented at 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*. Paper presented at 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*. Paper presented at 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*. Paper presented at 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*. Paper presented at 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*. Paper presented at 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*. Paper presented at 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*. Paper presented at 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*. Paper presented at annual meeting of the American Educational Research Association, Virtual.

### ***Invited Talks***

Bill, K., & Blazar, D. (2025, February 20). *Recruiting diverse teachers and leaders: Challenges and strategies*. [Invited speaker]. Accountability and Implementation Board Meeting, Virtual.

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., & 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., & 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., & 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

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	Fall 2023-Present
<ul style="list-style-type: none"> <li>Collaborate with interdisciplinary team of practitioners, policymakers, and researchers to design culturally responsive pathways to teaching through culturally responsive policymaking practices</li> <li>Assist with project management, including planning a convening and monthly working group sessions for collaborators</li> </ul>	

Understanding Local Problems of Practice: A Research-Practice Partnership  
for Diversifying and Strengthening the Teacher Workforce

Fall 2023-Present

*Role:* Co-Principal Investigator

- 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

Research on The Blueprint for Maryland's Future

Fall 2023-Present

*Role:* Co-Principal Investigator, Project Manager

- 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

In Pursuit of Equity: The Politics of Desegregation in Howard County,  
Maryland

Fall 2021-Present

*Role:* Principal Investigator

- 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., AEF, AERA)

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., AEF, AERA)

## Teaching

*University of Maryland, College Park*

Historical & Philosophical Perspectives on Education

Spring 2019

Undergraduate, Instructor of Record

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