

Sarah Guthery, Ph.D.

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Current as of June 1, 2025

EDUCATION

2017 Ph.D. in Education

Southern Methodist University

Annette Caldwell Simmons School of Education and Human Development

Dissertation Title: “*A Policy Analysis of the New Teacher Pipeline in Texas*”

Chairs: Drs. Meredith Richards & Akihito Kamata

Ph.D. fully funded by Annette Caldwell Simmons Scholarship

2003 Post-Graduate Certification in Education (PGCE)

Middlesex University, London, U.K.

Key Stage 1 and 2

2001 B.A. in Economics, *magna cum laude*

Colorado State University

Honor’s Program Scholar, Economics Undergraduate of the Year 2001

ACADEMIC APPOINTMENTS

2023-Present	<i>Associate Professor</i> , University of Oklahoma
2017-2023	<i>Assistant Professor</i> , Texas A&M University - Commerce *Tenure and Promotion granted by Texas A&M System May 2023
2016-2017	<i>Ad Interim Professor</i> , Texas A&M University- Commerce
2014-2016	<i>Adjunct Faculty</i> . Texas A&M University- Commerce
2015	<i>Adjunct Faculty</i> , Southern Methodist University, Simmons School of Education & Teaching Trust
2012-2013	<i>Graduate Teaching Assistant</i> , Southern Methodist University

INVITED AFFILIATIONS

[Affiliated Researcher at REDEE Center](#) at Texas State University

National Education Finance Academy (NEFA) Research & Practice Fellow

PEER REVIEWED PUBLICATIONS

(* asterisks denotes publication with a graduate student)

Bailes, L.P. & **Guthery, S.** (2025). There and Back Again: The Role of Demotion in Principal Career Trajectories. *Journal of Educational Administration*. doi/10.1108/jea-05-2024-0153/full/html

Guthery, S., & Bailes, L. P. (2023). Unintended Consequences of Expanding Teacher Preparation Pathways: Does alternative licensure attenuate new teacher pay? *AERA Open*, 9, <https://doi.org/10.1177/23328584231159900>

Guthery, S., & Richards, M.P. (2023). Severity and disproportionality of sanctions for illegal and unethical teacher behavior. *Journal of Education Human Resources*. <https://doi.org/10.3138/jehr-2021-0041>

Guthery, S., & Bailes, L. P. (2022). Building experience and retention: the influence of principal tenure on teacher retention rates. *Journal of Educational Administration*. <https://doi.org/10.3138/jehr-2021-0033>

Bailes, L. P., & **Guthery, S.** (2022). Disappearing Diversity and the Probability of Hiring a Non-White Teacher: An Analysis of Principals' Hiring Patterns in Predominantly White Schools. *Journal of Education Human Resources*, <https://doi.org/10.3138/jehr-2021-0041>

Guthery, S., & Richards, M.P. (2020). Districts of Innovation and the Expansion of Exemption in Texas. *UT Educational Policy Review*. DOI: <http://dx.doi.org/10.26153/tsw/9201>

Bailes, L.P., & **Guthery, S.** (2020). Held Down and Held Back: Systematically Delayed Principal Promotions by Race and Gender. *AERA Open*. <https://doi.org/10.1177/2332858420929298>

Richards, M. P., Stroub, K. J., & **Guthery, S.** (2020). The effect of school closures on teacher labor market outcomes: Evidence from Texas. *AERA Open*, 6(2), 2332858420922837.

Guthery, S., & Bailes, L.P. (2019). Patterns of teacher attrition by preparation pathway and initial school type. *Educational Policy*. <https://doi.org/10.1177%2F0895904819874754>

Guthery, S. (2018). The influence of teacher unionization on educational outcomes: A summarization of the research, popular methodologies and gaps in the literature. *The William & Mary Educational Review* 5(1), 124-136. <https://scholarworks.wm.edu/wmer/vol5/iss1/14>

Golden, F., **Guthery, S.**, & Thompson, J. (2018). Improving practice of pre-service teachers through inquiry. *Texas Association for Literacy Education Yearbook* (5), 84-8. www.texasreaders.org/yearbooks.html

Peer-Reviewed Special Issue Journal Articles

*McKinney, K. & Guthery, S. (Accepted, In Press). State of the States Fiscal Year 2024: Kentucky. National Education Finance Academy. *Journal of Education Human Resources*.

*Baxter, D. & Guthery, S. (Accepted, In Press). State of the States Fiscal Year 2024: South Dakota. National Education Finance Academy. *Journal of Education Human Resources*.

*Morland, Y. & Guthery, S. (Accepted, In Press). State of the States Fiscal Year 2024: Michigan. National Education Finance Academy. *Journal of Education Human Resources*.

Methodological Publications

Guthery, S. & Bailes, L.P. (2023-01-06). Unintended Consequences of Expanding Teacher Preparation Pathways: Catalogued-in-Publication Code. Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor]
<https://doi.org/10.3886/E183867V1>

Bailes, L., & Guthery, S. (2020-04-30). Held Down and Held Back: Catalogued in Publication Code. Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor]. <https://doi.org/10.3886/E119201V1>

Articles Under Review

Guthery, S., Bailes, L.P. & Estrera, E. (Revise & Resubmit). Held Back or Holding Back? The Role of Gender, Race, and Experience in Principal Applications. *Educational Researcher*.

Guthery, S. (Revise & Resubmit). Gamifying Introduction to Statistics: Playing for Keeps. *Journal of Statistics and Data Science*.

Guthery, S. & Dixon, K. (Revise & Resubmit). Local Licensure and Teacher Shortage: Policy Analysis and Implications. *Leadership and Policy Studies in Schools*.

Van Overschelde, J. & Guthery, S. (Under Review). Evaluating Post-Secondary Outcomes of Project Lead the Way; Evidence from Texas. *Journal of Science Teacher Education*.

Invited Book Chapter

*McKinney, K., *Morland, Y., & Guthery, S. Funding Public Higher Education in the United States. (First Draft Due July 1, 2025) Editors: Tran, H., Buckman, D.G. & Martinez, D.

REFEREED BROADER IMPACT ARTICLES

Bailes, L.P. & Guthery, S. (2024). Making Moves: The Role of Demotion in School Leadership. (EdWorking Paper: No: 24-894). Retrieved from Annenberg Institute at Brown University: <https://edworkingpapers.com/ai24-894>

- Guthery, S. & Dixon, K.** (2024). Local Licensure and Teacher Shortage: Policy Analysis and Implications. (EdWorkingPaper: 24-993). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/0sdf-fm09>
- Guthery, S. & Bailes, L.P.** (November 2, 2023). Texas tried to fix its teacher shortage by lowering requirements – the result was more teachers but at lower salaries. <https://theconversation.com/texas-tried-to-fix-its-teacher-shortage-by-lowering-requirements-the-result-was-more-new-teachers-but-at-lower-salaries-213962> (145,166 Reads).
- Guthery, S. & Richards, M.P.** (January, 17, 2023). Sex, drugs and alcohol are the top reasons that Texas teachers get in trouble, but overall, such cases are rare. The Conversation. <https://theconversation.com/sex-drugs-and-alcohol-are-the-top-reasons-that-texas-teachers-get-in-trouble-but-overall-such-cases-are-rare-196256> (10,590 Reads)
- Guthery, S., & Bailes, L.P.** (February 22, 2022). How teachers enter the profession affects how long they stay on the job. The Conversation. <https://theconversation.com/how-teachers-enter-the-profession-affects-how-long-they-stay-on-the-job-176504> (14,313 Reads)
- Guthery, S., & Bailes, L. P.** (2022). Unintended Consequences of Expanding Teacher Preparation Pathways: Does alternative licensure attenuate new teacher pay? (EdWorkingPaper: 22-570). Annenberg Institute at Brown University. <https://doi.org/10.26300/8pby-v652>
- Thompson, A., Bailes, L.P., & **Guthery, S.** (March/April, 2021). Patching the Pipeline: Equitable principal preparation programs offer women training in administrative skills pathways to promotion. *Principal Magazine: A Gender Lens*. 100(4). <https://www.naesp.org/resource/patching-the-pipeline/>
- Guthery, S., & Corp, A.** (October 26, 2021). Playing Games: A lost art in school. *New Teacher Advocate*. <https://blog.kdp.org/2021/10/26/playing-games-a-lost-art-in-school/>
- Guthery, S., & Bailes, L. P.** (June, 2021). *APs Rising: Strategies Assistant Principals can take to Overcome a Setback*. Principal Magazine.
- Guthery, S., & Bailes, L. P.** (2021). Building Experience and Retention: The influence of principal tenure on teacher retention rates. (EdWorkingPaper: 21-348). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/5y92-vr93>
- Bailes, L.P., & **Guthery, S.** (June 23, 2020). Analysis: New Study of the Principal Pipeline Shows Women, African Americans Wait Longer, Are Promoted Less Often Than White Men. <https://www.the74million.org/article/analysis-new-study-of-the-principal-pipeline-shows-women-african-americans-wait-longer-are-promoted-less-often-than-white-men/>

Bailes, L. P., & **Guthery, S.** (2020). Disappearing Diversity and the Probability of Hiring a Nonwhite Teacher: Evidence from Texas. (EdWorkingPaper: 21-447). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/qvmz-gs17>

Guthery, S., & Richards, M.P. (August 28, 2018). Changes coming- or already here- in a school district near you. Texas Tribune. <https://www.tribtalk.org/2018/08/28/changes-coming-or-already-here-in-a-school-district-near-you/> (Readership 4.5 million)

PROGRAM EVALUATIONS

Van Overshelde, J. & Guthery, S. (2024). Post-Secondary Outcomes for Project Lead the Way (PLTW). A Gates foundation funded program evaluation (Final Report).

Persky, J., & Guthery, S. (2021). Diversity, Equity and Inclusion in undergraduate preparation programs at Texas A&M University-Commerce (Final Report). US PREP grant funded program evaluation.

+Guthery, S., Howell, E., Nippert, R., & Axel, S. (2014). Mercy Street survey of resilience; Documentation of development. (Final Report). Dallas, TX: Southern Methodist University, Annette C. Simmons School of Education & Human Development. (+All authors contributed equally on this project)

Guthery, S. (2014). Collective Impact Report on West Dallas; Budd Center on Communities in Education (Final Report). Dallas, TX: Southern Methodist University, Budd Center on Communities in Education.

+Guthery, S., Suhy, T., Parker, A., Ortiz, M., Grayson, B., Axel, S., Rahim, H., Howell, E., & Springer, K. (2014). Champions of Hope Program Evaluation. (Final Report). Southern Methodist University, Dallas, TX. (+All authors contributed equally on this project)

PROJECT REPORTS

Guthery, S. (2015). Readers Guide to A Proposed Study of the Effects of Charter Schools. (Principal Investigators: E. Hanushek & S. Rivkin). Interim report submitted to the UT Dallas Education Research Center, Dallas, TX.

Guthery, S. (2015). Readers Guide to A Proposed Study of Principal Performance and its Relationship to Accountability Ratings, School Academic Performance, and the Labor Market for Principals. (Principal Investigators: E. Hanushek & S. Rivkin). Interim report submitted to the UT Dallas Education Research Center, Dallas, TX.

MEDIA RECOGNITION

Thomas Fordham Institute (2024, Jan. 18). [Do alternative pathways to teacher licensure depress teacher pay? Evidence from Texas](#)

Texas Standard, NPR Affiliate (2023, November 11). [How Texas changed teacher certification](#) – and how that changed teaching in general.

[The Education Gadfly Show](#) (2023, July 19). Thomas B. Fordham Institute. Podcast #879.

The Atlantic Journal Constitution (2022, May 3). [Opinion: How long teachers stay on job depends on training, school type](#). AP Reprint -The Conversation

Nittle, N. (2022, April 11). [Want to improve student achievement? Hire a Black principal](#). The19thnews.org

Texas A&M University-Commerce (2022, February 23). [TAMUC Faculty Member Co-Authors Article about Teacher Longevity](#).

Yahoo! News (2022, February 22). [How teachers enter the profession affects how long they stay on the job](#). AP Reprint- The Conversation

Haaretz (2022, February, 22). [How Teachers Enter the Profession Affects How Long They Stay on the Job](#). AP Reprint- The Conversation

Levitan, S. (2021, November 18). [Student body demographics could influence teacher hiring decisions—but we need more data](#). TQB: Teacher Quality Bulletin by the National Council on Teacher Quality.

Mahnken, K. (2020, December 15). [16 Charts that Changed the Way We Thought About America's Schools This Year](#). The 74 Million.

National Association of Elementary School Principals. (2020, November/December). [Study Finds Inequities in AP Advancement](#). Principal Magazine.
<https://www.naesp.org/principal-novemberdecember-2020-literacy-instruction/principal-novemberdecember-2020-literacy-instru>

American Educational Research Association. (2020, June 24). [A Racial Gap in Promotion to Principal Positions in K-12 Education](#). Journal of Blacks in Higher Education.
<https://www.jbhe.com/2020/06/a-racial-gap-in-promotion-to-principal-positions-in-k-12-education/>

School of Education, University of Delaware. (2020, June 24). [Study Finds Racial and Gender Inequities in Education Leadership Pipeline](#).

Sleezer, B. (2020, June 23). Discrimination in schools: Blacks, women less likely to be promoted to principal. Study Finds. <https://www.studyfinds.org/discrimination-in-schools-blacks-women-less-likely-to-be-promoted-to-principal/>

Barshay, J. (2020, June 22). [White men have the edge in the school principal pipeline, researchers say](#). The Hechinger Report.

Education Dive. (2020, June 22). [Study On Principal Hiring Practices Finds Racial and Gender Gaps](#). Giving Compass.

American Educational Research Association (2020, June 18). A Gender Gap in Promotion to Principal Positions in K-12 Education. Women in Academia Report. <https://www.wiareport.com/2020/06/a-gender-gap-in-promotion-to-principal-positions-in-k-12-education/>

Schaffhauser, D. (2020, June 17). [Black, Female Assistant Principals Face Higher Climb to Principalship](#). THE Journal.

Jacobsen, L. (2020, June 16). [Study finds racial, gender gaps in principal hiring](#). Education Dive.

Texas A&M University Commerce (2020, June 16). [A&M Commerce Professor publishes study on principal promotion](#).

Texas A&M University Commerce (2020, June 15). [A&M Commerce Professor publishes study on principal promotion](#).

Ezarik, M/ (2020, June 15). [Study: Inequitable pathways to education leadership](#). District Administration.

Sawchuck, S. (2020, June 15). [For Black Candidates and Women, It Takes Longer to be Promoted to Principal](#). Education Week District Dossier.

GRANTS

External Grants and Competitive Funding

2025	Under Review CO-PI Guthery, S. & Bailes, L.P. Ready but Waiting: A Quasi-Experimental Approach to Systematically Diversifying School Principalships. Spencer Foundation Large Grant \$500,000
2025	Awarded CO-PI Guthery, S. & Dixon, K. Districts of Innovation. Houston Endowment Foundation. \$48,000
2022-23	Awarded CO-PI, Van Overschelde, J. P. & Guthery, S. Evaluation of Project Lead the Way. Sub funding from Gates Foundation for external program review. \$140,625.
2022	Awarded External Funding to Attend Methods Conference at the University of Delaware Spencer Grant Sponsored Intersection of Racial Equity and Time-Series Methods Conference \$2,000

University of Oklahoma – Internal Grants and Competitive Funding

Applied	PI, Arts and Humanities Grant
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Competitive faculty award to relaunch the institute for finance in education
\$50,000 [not awarded]

Texas A&M University-Commerce Internal Grants and Competitive Funding

- 2022 PI, International Faculty Grant
Competitive faculty award to travel and present research internationally. This grant funded participation in Oxford Women's Leadership Conference \$2,000
- 2022 CO- PI, **Guthery, S.**, Sanders, A. & Dixon, K. Honors College Project sponsoring an undergraduate for a summer research project. \$10,000
- 2021-22 PI, Presidential GAR Award
Competitive research award from the President's Office to create a research index. This grant funded six credit hours of tuition remission and fees for a year for a doctoral student. \$25,000
- 2020-21 PI, Presidential GAR Award 2020-2021
Competitive research award from the President's Office to create a research index. This grant funded six credit hours of tuition remission and fees for a year for a doctoral student. \$25,000
- 2020-21 PI, Art Humanities and Social Science Grant
Competitive research grant to support to pay a graphic designer for a visual abstract, obtain data and support a doctoral student for summer research. \$8,060
- 2019-20 PI, International Faculty Development Grant
Competitive award for faculty to travel and present their work internationally. This grant funded travel to Oxford University to present research. \$1,500

Submitted Grants not Awarded

- 2021 CO-PI, G. Nizer, L. Isbell, J. Araujo, & S. Guthery. Community Partnership Grant *Home Grown Lion Teachers Home Grown Lion Teachers*. Communities Foundation of Texas Strengthening Education Pathways. \$455,400
- 2021 TAMUC Partner PIs: Araujo, J., Isbell, L. & Guthery, S. US Department of Education 4+1 TAMUC Teach 2021-2023 in a joint effort led by Sam Houston State and Texas State. \$1,342,000
- 2020 PI, AERA Development Grant. *Measuring Investments in Elementary Technology: The Relationship Between Teacher Preparation and Student Outcomes*. One-year support to use national grant to use federal and state datasets relating to STEM \$25,000

AWARDS & RECOGNITION

- 2025 **Southern Methodist University Simmons Outstanding Alumni Award**
Awarded for remarkable academic achievements

- 2024 **National Education Finance Academy Distinguished Research & Practice Fellow**
Fellowship awarded for outstanding contributions to the field of education finance
- 2022 **Department Nominee for Unfettered Thought Award**
Nominated by department for university award for unique and creative thought in research
- 2021 **APPAM Comparative Policy Analysis Paper Award Finalist**
Fall Research Conference selected papers that excel in comparative policy analysis
- 2021 **Texas A&M University-Commerce Full Graduate Status**
Faculty-Senate Endorsement approving permanent full graduate status based on Ph.D. credentials and caliber of research
- 2020 **16 Charts that Changed the Way We Thought About America's Schools**
Recognition in [*The 74 Million*](#) for national impact of original research
- 2019 **Texas A&M University-Commerce Global Teaching Fellow Award**
University recognition for global activities on campus- Global teaching fellow status recognizes faculty committed to global scholarship and engaged citizenship.
- 2016 **[Clark Scholar](#) - University Council for Educational Administration**
Competitive Emerging Policy Scholar Research Seminar
Selected from over 90 applicants to participate in a 2-day seminar focused on developing the most promising education scholars. Trained with top scholars in current policy and research methods. Washington D.C.
- 2016 **Outstanding Research Award**
Southwest Educational Research Association Conference paper won the Outstanding Research Award for Graduate Students and \$150 prize. New Orleans, LA.
- 2015 **Bush Institute Niemi Fellowship (Declined)**
Competitive Research Fellowship at the Bush Institute
- 2013 **Invited Scholar- American Enterprise Institute**
One of 20 selected from 200 applicants for scholarship and participation in a week-long policy academy. Trained with top scholars and researchers in the field of education policy for K-12 and Higher Ed. Denver, CO.
- 2013 **Graduate Summit for Association for the Study of Higher Education**
Selective Graduate Summit for ASHE graduate research summit for the most

promising graduate researchers. Awarded a place in the summit based on a competitive selection of research agendas and current work. St. Louis, MO.

2012-17 **Annette Caldwell Simmons Scholarship Southern Methodist University**
Fully funded scholarship for Ph.D. study

2001 **Colorado State University**
Economics Undergraduate of the Year (conferred by department faculty),
University Honors Scholar (2% of graduating class), Magna Cum Laude (top 4%
of graduating class), Phi Beta Kappa, Phi Kappa Phi, Order of Omega Honor's
Society, Omicron Delta Epsilon Honor's Society, Denver PanHellenic Woman of
the Year Finalist. Fort Collins, CO.

INVITED PRESENTATIONS

Guthery, S. (January 2024). [Expanding North Texas Teacher Pathways Symposium](#): Creating an Inclusive, Equipped and Sustainable Workforce. Featured Speaker and panelist for policymakers and stakeholders.

Guthery, S. & Bailes, L. P. (December 2023). Assistant principals seeking the principalship. Research talk presented to area superintendent in Wake County Public School System.

Guthery, S. & Bailes, L. P. (2023). Unintended Consequences of Expanding Teacher Preparation Pathways: Does alternative licensure attenuate new teacher pay? In Redding, C. & Richter, D. (Chairs), *New Research on Alternatively Certified Teachers* [symposium]. American Educational Research Association annual convention, Chicago, IL.

Bailes, L. P. & **Guthery, S.** (September 2022). There and Back Again: Principal demotion, repromotion, and the schools left behind. Goldring, E. (Chair), *Career Trajectories of Assistant Principals* [symposium]. Society for Research on Educational Effectiveness annual conference (SREE), Arlington, VA.

Guthery, S. (2022, March 11). NPR Ohio, WOSU. Frustration and burnout amongst America's teachers. *All Sides with Ann Fisher*.

Guthery, S. & Corp A. (2021, October 21). [How to Build Connections Through Playing Games](#). An internationally offered KDP Classroom management professional development module.

Bailes, L.P. & **Guthery, S.** (2020, June 15). American Educational Research Association Video. [Held Down and Held Back](#): Systematically Delayed Principal Promotions by Race and Gender <https://youtu.be/5O4EzZSZBsI>

PEER-REVIEWED CONFERENCE PRESENTATIONS

International Peer Reviewed Presentations

Guthery, S. (Accepted, 2025). Playing for Keeps, Gamifying “Introductory Statistics”. 65th ISI World Statistics Congress 2025, The Hague, Netherlands.

Guthery, S. (2022). A Level Playing Field? Gender Differences in Athletic and Instructional Opportunities. Paper presented at Oxford Women’s Leadership Symposium. Oxford, England.

Bailes, L.P. & Guthery, S. (2019). Principal Promotion: When the Odds are Never in Your Favor: Paper presented at Oxford University, Oxford, England.

Richards, M.P. & Guthery, S. (2019). The Impact of School Closures on Teachers: Evidence from Texas. Paper presented at World Education Leadership Symposium, Zug, Switzerland.

Richards, M.P., & Guthery, S. (2019). The Expansion of Exemption: Texas’ Districts of Innovation. Paper presented at American Educational Research Association (AERA), Toronto, Canada.

Guthery, S. & Bailes, L.P., (2019). Leaky Pipes and Labor Pools: Predicting Teacher Turnover using Preparation Pathway and Initial School Type. Paper presented at American Educational Research Association (AERA), Toronto, Canada.

Bailes, L.P., & Guthery, S. (2018). Where Did All the Teachers Go? Identifying Patterns of Teacher Attrition by Preparation Pathway and School Type. Paper presented at Association for Public Policy Analysis and Management (APPAM), Mexico City, Mexico.

National Peer-Reviewed Presentations

Dixon, K. & Guthery, S. (Under Review). Local Licensure and Teacher Shortage: Policy Analysis and Implications. The Association for Public Policy Analysis and Management (APPAM), Seattle, WA.

Guthery, S. (2025). Gamifying ‘Introduction to Statistics’: Playing for Keeps. Poster presented at American Educational Research Association (AERA), Denver, CO.

Guthery, S. & Dixon, K. (2025). Local Licensure and Teacher Shortage: Lower Pay and Less Protections. Paper presented at American Educational Research Association (AERA), Denver, CO.

Davis, B., Anderson, A., Guthery, S. & Vangronin, B. (2024). Visualizing Differential Superintendent Turnover. Paper presented at University Council for Educational Administration (UCEA), Los Angeles, CA.

- Van Overshelde, J. & Guthery, S. (2024). STEM Interventions at Work: The costs and results of Texas investment. Paper presented at American Educational Research Association (AERA), Philadelphia, PA.
- Baxter, D.* & Guthery, S. (2024). State of the States School Finance Panel. Paper on South Dakota presented at National Education Finance Academy (NEFA), Charlotte, NC.
- Bailes, L.P. & Guthery, S. (2023). Making Moves: The Role of Demotion in School Leadership. Paper presented at University Council for Educational Administration (UCEA), Minneapolis, MN.
- Estrera, E., Guthery, S. & Bailes, L.P. (2023). Assistant Principals Seeking the Principalship: Held Back or Holding Back? Paper presented at The Association for Public Policy Analysis and Management (APPAM), Atlanta, GA.
- Guthery, S. & Dixon, K. (2022). When Districts Write Their Own Policy Solutions to Address Teacher Shortage: Comparative Policy Analysis and Practical Implications. Paper presented at The Association for Public Policy Analysis and Management (APPAM), Austin, TX.
- Bailes, L.P. & Guthery, S. (2021). Disappearing Diversity and the Probability of Hiring a Nonwhite Teacher: Evidence from Texas. Paper presented at Association for Education Finance and Policy (AEFP), Virtual.
- Richards, M.P., Stroub, K.J., & Guthery, S. (2020). Panel Paper - High-Stakes School Accountability Reforms and Teacher Labor Markets - The Effect of School Closures on Teacher Labor Market Outcomes: Evidence from Texas. The Association for Public Policy Analysis and Management (APPAM).
- Richards, M.P., Stroub, K.J., & Guthery, S. (2020). The Effect of School Closures on Teacher Labor Market Outcomes: Evidence from Texas. Paper presented at Association for Education Finance and Policy (AEFP), Virtual.
- Guthery, S. & Bailes, L.P. (2020). The Legacy of a Leader: Rating principal success based on the teacher corps they recruit and retain. Paper presented at Association for Education Finance and Policy (AEFP), Virtual.
- Guthery, S. & Richards, M. P. (2020) *Severity and Disproportionality of Sanctions for Illegal and Unethical Teacher Behavior* [Poster Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/t5t8gs3> (Conference Canceled).
- Guthery, S., & Richards, M.P. (2018). The Expansion of Exemption: Texas Districts of Innovation. Paper presented at University Council for Educational Administration (UCEA), Houston, TX.

- Golden, F., Guthery, S., & Lawson, E. (2018). Making Connections with Teacher Inquiry. Roundtable participation at Texas Association for Literacy Education, Canyon, TX.
- Guthery, S., & Richards, M. P. (2017). Dropping Barriers to Entry: A Policy Analysis of the Texas New Teacher Pipeline. Paper presented at Association for Education Finance and Policy (AEFP), Washington, D.C.
- Guthery, S., & Howell, E. (2016). Survey Development for an Urban Mentorship Program. Southwest Educational Research Association (SERA), New Orleans, LA.
This paper won Outstanding Research Award for Graduate Students and a \$150 prize
- Sheils, A., & Guthery, S. (2015). Value Added Modeling of Teachers; A Policy Review. Paper presented at Southwest Educational Research Association (SERA), San Antonio, TX.
- Guthery, S., & Sheils, A. (2015). A Meta Analysis Comparing the Effectiveness of Teacher Preparation Paths in Middle School Math. Paper presented at Southwest Educational Research Association (SERA), San Antonio, TX.
- Guthery, S. (2014). The Impact of Alternatively Certified Teachers. Roundtable participation at University Council for Administration (UCEA) Graduate Student Summit Abstract Exchange, Washington D.C.
- Guthery, S. (2014). Bootstrapping and Other Resampling Techniques in R. Paper presented at Southwest Educational Research Association (SERA), New Orleans, LA.

HIGHER EDUCATION COURSES TAUGHT

University of Oklahoma

Ed.D. courses (in-person and online)

- EACS 6023 **Applied Quant Research Methods**- doctoral statistics class taught with SPSS to enable potential educational leaders to oversee and supervise staff in the preparation, development, and dissemination of evaluative research
- EACS 6223 **Policy and Planning in Education** - An introduction to analytical techniques applicable to the development of education policy. Includes decision theory and its application to policy making
- EACS 6713 **Pro Seminar** – An introduction for beginning doctoral students to the concept and process of research. Included are issues related to the role of philosophical frameworks, theory, research conceptualization, scholarly writing, and rudimentary research methods.
- EACS 6203 **Instruction Leadership** – Focuses on instructional leadership and its emphasis on competencies necessary for leadership and management of school districts.

Master's courses (in-person and online)

- EACS 5343 **Financial Leadership in Schools**- Comprehensive overview of the effective management of fiscal resources in public schools
- EACS 5573 **Supervision of Instruction**- Clinical supervision of the classroom environment, instructional procedures and the evaluation of teaching through the processes of observation and consultation.

EACS 5623 **School and Staff Development** - Preparation of technical and conceptual skills for principals to establish professional cultures in school environments, covering topics such as staff development, school climate variables, school imaging, student programs, and involving external groups in school improvement.

EACS 5913 **Practicum in Education** - Provides field-type experience under faculty supervision and is designed to introduce the student to the practical application of theory within an environment in which professional practice takes place.

EACS 5923 **Principal Internship** - The internship provides field experiences and clinical practice for candidates within the school building environment to synthesize and apply the content knowledge and develop professional skills learned.

Texas A&M University- Commerce

Ed.D. courses (hybrid format)

EDCI 699 **Statistics**-Content, Process, Application- scaling and coding data, the structure of a data file, measures of central tendency, variance, standard deviations, hypothesis testing correlation, regression, ANOVA, Chi-square, post hoc tests & SPSS Software.

EDCI 651 **Curriculum and Instructional Design**- An examination of research literature relative to the process of designing, implementing, and evaluating curricula and instructional strategies.

EDCI 652 **Research on the Learner**- A study of significant theories in research in the cognitive and metacognitive learning process of young children and implications for instructional strategies.

Master's courses (online)

EDCI 559 **Diversity & Equity in Education**- This course focuses on factors of diversity that impact decisions educator must make regarding design and implementation of curriculum, teaching strategies, and materials in order to provide equity and excellence for all learners.

EDCI 535 **Leadership and Supervision in the School**-Fundamental principles of leadership and supervision of teachers, including developing teacher leaders able to solve pedagogical challenges in schools.

EDCI 597 **Teacher Development and Teacher Retention**- The causes of teacher turnover and shortage in America, and current research on theories on how to develop and retain teachers.

EDCI 507 **Strategies for Teaching the Gifted and Talented Student**-Strategies, methods, and techniques of teaching the gifted student are explored. Special emphasis devoted to selection of strategies for the development of creativity in the general classroom.

EDCI 509 **Trends in Gifted Education**- Current problems, trends, and issues in gifted education are researched Emphasis is placed on current research and literature relating to definition of giftedness, identification, programming, and counseling and guidance for the gifted.

EDCI 519 **Response to Intervention Applied to Exceptional Learners**- This course will build capacity among preservice and in-service teachers to implement the Response to Intervention (RTI) framework with k-12 students who represent high incidence special education populations.

EDCI 538 **Classroom Management for Teachers**- A study of current theories and practices of classroom management and discipline in schools.

ELED 545 Issues in Developing Elementary Curriculum- Developing elementary curriculum to meet the changing social and economic trends. Practical experiences will be provided in the construction of course of study units for the elementary grades.

Undergraduate teacher training leading to certification (in-person)

ELED 300 Foundations of Education-Structure, organization, and management of the American school system, as well as legal and ethical aspects of teaching

ELED 437 Internship- Co-taught with the field leadership team- prepared future teachers for TExES exams and supervised ELL, bilingual and general education teachers on school placement

ELED 447 Senior Residency-Taught the capstone research project and supervised pre-service teachers on final school placement

EDCI 414 Online- Management and Curriculum Development for Diverse Learners Teaching in diverse environments, instructional design, and methods of organizing and managing a classroom.

EDCI 415 Online-Effective Teaching in a Diverse Environment-Learning theories and aligning effective teaching strategies that address the needs of all students.

Southern Methodist University

Master's in Urban School Leadership courses- taught on Teaching Trust faculty summer team

EDU 6375 Leading with Values-Developing organizational resilience, adaptability, and achievement-based culture in schools

EDU 6254 Student Culture and Support- Managing discipline, safety, and crisis in positive learning environment

EDU 6267 Instructional Leadership I-Coaching and evaluation of instructional leaders

EDU 6281 Planning and Managing Change-Effectively communicating and implementing change in educational settings

Graduate teaching assistant in Masters of Higher Education Program for McLendon, M.

EPL 6396 Education Policy Finance in Higher Education- key theories, issues, challenges, and structures of financing colleges and universities

EPL 6376 Public Policy and Higher Education- higher education policy at both the state and federal levels of American government.

Graduate teaching assistant in Economics Department for Millimet, D.

ECO 1311 Economics of Education –special topics class for undergraduates in K-12 economics of education

K-12 TEACHING EXPERIENCE

Certifications

T-TESS (Texas Teacher Evaluation and Support System) Certified

Texas Certified Generalist Teacher: EC-4 and 4-8

Gifted and Talented Supplemental Certification Grades EC-8

English as a Second Language Generalist Grades EC-4

United Kingdom Newly Qualified Teacher: Key Stage 1 and Key Stage 2

P-12 Leadership

- 2006 *New Teacher Trainer*, New Teacher Academy, Dallas Independent School District. Trained newly hired teachers during the summer on policies and expectations in the school district.
- 2005-07 *Instructional Leadership Team*, Peabody Elementary School. Assisted with instructional policies, testing and data, presented staff development.
- 2001-02 *Assistant Director Preschool*, Christ United Methodist Preschool. Fort Collins, Colorado. Managed staffing, classroom schedules, and curriculum.

PreK-12 Classroom Experience

- 2011-12 *Gifted Teacher K-5*, Medrano Elementary, Dallas Independent School District
Responsible for campus gifted program and professional development of staff in gifted education. Screened and selected gifted students in a Title 1 school responsible for PEIMS reporting.
- 2007-09 *Gifted Teacher K-5*, Cabell Elementary, Dallas Independent School District
Responsible for campus gifted program and professional development of staff in gifted education. Screened and selected gifted students in a Title 1 school responsible for PEIMS reporting.
- 2006-07 *First Grade Summer Teacher*, Greenhill Private School, Dallas, TX
Curriculum development and implementation for multiple summer classes EC-6
- 2005-07 *First Grade Teacher- English as a Second Language*, Peabody Elementary, Dallas Independent School District
Teacher of record for 1st grade ESL class, planned and implemented curriculum.
- 2004-05 *Kindergarten Teacher*, White Rock North Private School, Dallas, TX
One of two teachers responsible for curriculum planning and writing curriculum; Started school-wide gifted program, student council, a recycling program and a holiday giving program.
- 2003 *Student Teaching Placement*
Key Stage 1: Year 2 Our Lady of Lourdes Primary School, London, UK
- 2002 *Student Teaching Placement*
Key Stage 2: Year 5 Stroud Green Primary School, London, UK
- 2000-01 Preschool Teacher, Christ United Methodist Preschool, Fort Collins, CO.

RESEARCH ASSISTANTSHIPS

Research Assistant to **Steve Rivkin, Eric Hanushek & Greg Branch** (2015-2017)
Texas Schools Project at University of Texas at Dallas

Notable projects include charter school lottery, Value Added Modeling and white paper policy projects. Identified and organized all possible variables of interest for charter school study. Coordinated staff interviews and data collection at multiple school sites in Texas.

Graduate Research Assistant **Budd Center** (2013-2015)

Budd Center: Involving Communities in Education Southern Methodist University

This policy center works to combine research and action to improve West Dallas schools. Conducted a study of principals, teachers and volunteers to identify areas of need for K-2 gifted-presented results to policy center team. Analyzed the economic impact of the Budd Center and wrote a report for funders to quantify the collective impact of the center.

Graduate Policy Research Assistant to **Michael McLendon** (2012-2014)

Southern Methodist University

Linked multiple databases across 50 states and multiple years for analysis of longitudinal trends. Researched and contributed the original idea of K-12 funding levers as a control for higher education funding, resulting in Association for the Study of Higher Education (ASHE) conference acceptance for a graduate round table.
<https://people.smu.edu/mmclendon/researchteam>

Graduate Research Assistant to **Paige Ware** (2012)

Southern Methodist University

A Spencer Grant funded project analyzing international English language learners' interactions through online interactions. Transformed three years of online qualitative data for analysis, which was previously inaccessible allowing new analysis.

SERVICE

Invited Institutional and External Review

Invited External Reviewer for Tenure Dossier Review and Expert Endorsement at an R1 University (2024)

Invited External Assessor for Tenure Dossier Review and Expert Endorsement at an International University (2024)

State and National Service

Texas Education Agency (TEA) Data Workgroup for Educator Preparation Data

Selected to state workgroup on Educator Preparation to improve the collection and usage of data. Assisted in developing state metrics for EPP success.

Texas Education Agency (TEA) Value Added Modeling Workgroup for Educator Preparation Programs

Selected to the state workgroup on Indicator Three of quality measurement for Educator Preparation Programs. The workgroup is developing a value added model to rate Educator Preparation Quality in Texas.

Texas Education Agency (TEA) Panel for Data Dashboard Modeling

Selected to state workgroup to provide testing, and feedback on data dashboards for Texas educator preparation programs

Peer Reviewer for Journals

AERA Open
Journal of Education Administration
Journal of Education Human Resources
Teachers College Record
Educational Policy
Leadership and Policy Studies

AERA Special Interest Group Service

Teachers Work Teachers Union Dissertation of the Year Reviewer (2024)

Conference Proposal Reviewer

Society for Research on Educational Effectiveness (SREE)
Association for Education Finance and Policy (AEFP)
Southwest Educational Research Association (SERA)
University Council for Educational Administration (UCEA)
American Educational Research Association (AERA)

*Doctoral Service and Mentorship***Dissertation Chair:**

Yanci Mooreland, University of Oklahoma	In progress
Carla Young, University of Oklahoma	In progress
Lauren Kelly, University of Oklahoma	In progress
Jon Lowry, University of Oklahoma	In progress
Ethan Davis, University of Oklahoma	In Progress
Corey Herndon, University of Oklahoma	Defended 2025
Shari Gateley, University of Oklahoma	Defended 2024
Yashira Valentin*, Texas A&M Commerce	Defended 2023

*Won Texas A&M System Award for best Dissertation in Education

Dissertation Committee Member:

Andie Amis, University of Oklahoma	In Progress
Phillip Jennings, University of Oklahoma	In Progress
Jane Hill, University of Oklahoma	In Progress
Erin Crimmons, University of Oklahoma	In Progress
Kayla Sorrs, University of Oklahoma	In Progress
Kristy Stevens, University of Oklahoma	In Progress
Rebecca Langlois, Texas A&M Commerce	Defended 2023
Anne Marie Light, Southern Methodist University	Defended 2023
James Mondragon, Texas A&M Commerce	Defended 2022
Melanie Hawkins, Texas A&M Commerce	Proposed 2022
Leon Chatman, Texas A&M Commerce	Defended 2021

David L. Clark National Graduate Student Research Seminar Selection Reviewer

Served as a reviewer for prospective doctoral participants, sponsored by the University Council for Educational Administration, AERA Division A and L, and SAGE publications (2023-24)

Invited Panelist AERA Pre-Conference Mentor Session

Development workshop for doctoral students and early career faculty on publishing (2022)
<https://tinyurl.com/y4unqye4>

William L. Boyd National Educational Politics Workshop Chair

Chair of Division L annual international mentorship event for AERA conference. Recruit and match senior and junior scholars for mentorship, culminating in annual event (2022)

William L. Boyd National Educational Politics Workshop Co-Chair

Chair of Division L annual international mentorship event for AERA conference. Recruit and match senior and junior scholars for mentorship, culminating in annual event (2019, 2021)

APPAM Doctoral Job Market Coach 2023-24

Coached three doctoral candidates for a year-long national mentoring program and reviewed job market documents

APPAM Doctoral Mentor 2021

Mentored and coached two APPAM junior scholars in policy and scholarship
<https://www.appam.org/career-education-resources/mentor-matching-2021/>

Fully Funded Graduate Student Research Assistantships

Secured funding and designed research projects to fully support doctoral students from Fall 2020- 22 and supported an undergraduate student over the summer 2022.

Institutional Service

University of Oklahoma

2023- Present

Leadership

Director of the Institute for the Study of Education Finance

Program Co-Coordinator for Ed.D. in Education Administration and Curriculum Supervision

Norman in-person Master's, Ed.D. and Ph.D. programs

Expanded Administration (EdAd) Council Member for College of JRCOE Education

Curriculum Committee for College of JRCOE Education

Education Leadership and Policy Studies Representative for CEDaR

Three-year elected term 2023-2026

Graduate Studies Committee

Three-year elected term 2025-2028

University Instructional Leadership

Center for Faculty Excellence Tools Developer – Engaging Teaching Tools Workshop (2024)
 created resources for university faculty on engaging teaching tools

[SLATE Digital Presentation Tools Presentations](#) (2024) – Led a breakout session for OU faculty on using digital tools to improve instruction online

Departmental Service

Presented on best instructional practices for ELPS department (April 2024)
Tenure and Promotion Requirements and Guidelines Committee (2024)

Texas A&M System

2017-2023

Texas A&M System Community of Practice Facilitator
Educator Preparation Advocacy CoP Workgroup facilitator for all A&M System Schools

Texas A&M University-Commerce

Service for the College of Education and Human Services

Graduate Faculty Representative for Dissertations

Officially represent the university supervising dissertation defenses meet A&M guidelines

Faculty Perceptions of COVID Response: Focus Group Representative 2021

College of Education Institutional Review Board Member 2019-2023

Curriculum and Instruction Department Strategic Planning 2019-2024 Committee

Curriculum and Instruction Department Search Committee Service

Search Committee for Curriculum & Instruction Department Chair 2022 (Hired: Dr. April Sanders)

Search Committee for Curriculum & Instruction Tenure Faculty 2019 (Hired: Dr. Kayrn Miller)

Search Committee for Curriculum & Instruction Clinical Faculty 2021 (Hired: Janet Kimbrell)

Search Committee for Curriculum & Instruction Clinical Faculty 2021 (Hired: Ana Castillo)

Graduate Faculty Service for Curriculum and Instruction Department

Ed.D. and Master's Recruitment Liaison

Education Department Curriculum and Instruction Scholarship Committee

Master's Advisor

Converted Master's exit survey to online format

Grader for Master's qualifying exams

Committee Member to Reform Qualifying Exams for Ed.D. students

Undergraduate Faculty Service for Curriculum and Instruction Department

Undergraduate Advisor for EC-6 and 4-8 at Colin Higher Education Center- onboarding all new students taking classes at the McKinney location, developing a degree plan and approving all undergraduate classes for major concentration as well as monitoring degree progress and good standing

Departmental Appeals and Concerns Committee

Member of Curriculum and Instruction Program Area Team

University-School Liaison- building and maintaining relationships with ISD partners for field placement of teaching candidates in Venus, Midlothian, Prosper and McKinney ISDs

Admission Screening Team for educator preparation program
 Mane Event Committee
 Overload field supervision of teachers
 NETCAT 8th Grade Career Day Session Presenter hosted by Texas A&M Commerce
 Birds of a Feather Research Symposium for undergraduates interested in research

Southern Methodist University

Invited Speaker for Ph.D. Students on Career Development (2020).
 Invited Speaker for Ph.D. Students on Career Development (2018)
 Panel Member. New Ph.D. Student Recruitment Events (2012-2017).
 Notetaker. Simmons School of Education Advisory Board Meeting on Ed. D. development (2014).
 Breakout Session Facilitator. *“Transitions, Plugging the Leak in the Pipeline”* (2012) Conference at SMU.
 Breakout Session Facilitator. *“Engaging in the Success of Our Children: A Blueprint for Parent Involvement”* (2012) at SMU.
Non-Profit Consulting for Southern Methodist University Community Partners
Mercy Street- Conducted a five-month study for Mercy Street (a mentoring program for children in South Dallas) as part of a four-member team; Developed interview protocols; interviewed staff, directors and clients to help the growing nonprofit meet challenges of rapid growth and maintain client service. One of two consultants asked to stay on and provide ongoing advice based on data collected during original project (2014-2015).
Champions of Hope- Conducted a five-month program evaluation as part of a nine-member team that evaluated Champions of Hope (a mentoring program for children in W. Dallas) used original quantitative and qualitative measures (2014).

METHODOLOGICAL & SELECTIVE TRAINING

- 2022 **Crit-Quant Training**
 Society for Research on Educational Effectiveness (SREE). A Critical Perspective on Measurement: MIMIC Models to Identify and Remediate Racial (and Other) Forms of Bias Led by Matt Diemer, University of Michigan and Alxa Marchand, Rhodes College
- 2022 **Intersection of Racial Equity and Time-Series Methods Conference**
 Selective weeklong training at University of Delaware, travel funded by competitive award
- 2021 **The OpEd Project**
 AERA Division L selective media training for promising junior scholars
- 2014 **Data Analysis Institute at University of Connecticut**
 Meta Analysis in R – Methodological and theoretical training in Meta Analysis
- 2013 **Institute of Education Sciences (IES) at University of Michigan**
 “Using Student Test Scores to Measure Teacher Performance”
 A conference for researchers, district leaders, and teacher unions to discuss findings around Value Added Modeling and policy implications

Research Certifications:

CITI Certified: National certification on the ethical treatment of human subjects in research
FERPA 201: Data Sharing Awareness Training, U.S. Department of Education

PROFESSIONAL AFFILIATIONS & MEMBERSHIPS (PAST AND PRESENT)

American Education Research Association

Teachers Work Teachers Union SIG

Education Policy SIG

School Turnaround SIG

Association for Education Finance and Policy

Association for Public Policy and Management

Association for the Study of Higher Education

National Education Finance Academy

Southwest Educational Research Association

Society for Research on Educational Effectiveness

University Council for Educational Administration