

**Jihyun Kim**

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Bethlehem, PA 18015  
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**EDUCATION**

- 2012-2017                   **Ph.D., Educational Policy**  
Michigan State University, East Lansing, MI  
Dissertation: *Quality Matters: The Influence of Teacher Evaluation Policies and School Context on Teaching Quality*
- 2009-2011                   **M.A., Elementary Educational Administration**  
Graduate School of Education  
Seoul National University of Education, Seoul, Korea
- 2005-2009                   **B.A., Elementary Education**  
Seoul National University of Education, Seoul, Korea

**EMPLOYMENT HISTORY**

- 2017-                       **Assistant Professor**  
Educational Leadership Program, Lehigh University,  
Bethlehem, PA
- 2009-2012                   **Elementary School Teacher**  
Seoul Gadong Elementary School, Seoul, Korea

**PUBLICATIONS**

*Journal Articles*

- Frank, K.\*, **Kim, J.\***, Salloum, S., Bieda, K., & Youngs, P. (in press). From interpretation to instructional practice: A network study of early career teachers' sensemaking in the era of accountability pressures and Common Core State Standards. *American Educational Research Journal*. \*Co-equal first authorship
- Duke, N., Halvorsen, A., Strachan, S., **Kim, J.**, & Konstantopoulos, S. (in press). Putting PBL to the test: The impact of project-based learning on second-grade students' social studies and literacy learning and motivation. *American Educational Research Journal*.
- Kim, J.** (2019). How principal leadership seems to affect early career teacher turnover. *American Journal of Education*, 126(1), 101-137.

**Kim, J.,** Sun, M., & Youngs, P. (2019). Developing the “will”: The relationship between teachers’ perceived policy legitimacy and instructional improvement. *Teachers College Record, 121*(3), 1-44.

Song, H., **Kim, J.** & Ham, S. (2019). The effect of principal’s culturally responsive leadership on teachers’ sense of efficacy in multicultural settings. *Korean Journal of Educational Administration, 37*(3), 167-192.

**Kim, J.,** Youngs, P., & Frank, K. (2017). Burnout contagion: Is it due to early career teachers’ social networks or organizational exposure? *Teaching and Teacher Education, 66*, 250-260.

**Kim, J.,** & Youngs, P. (2016). Promoting instructional improvement or resistance? A comparative study of teachers’ perceptions of teacher evaluation policy in Korea and the USA. *Compare: A Journal of Comparative and International Education, 46*(5), 723-744.

Lee, M., & **Kim. J.** (2016). The emerging landscape of school-based professional learning communities in South Korean schools. *Asia Pacific Journal of Education, 36*(2), 266-284.

#### *Book Chapters*

Frank K., Lo Y., Torphy K., **Kim J.** (2018) Social networks and educational opportunity. In Schneider B. (Ed.), *Handbook of the Sociology of Education in the 21st Century*. (pp. 297-316). Cham, Switzerland: Springer.

Youngs, P., **Kim, J.,** & Pippin, J. (2016). Teachers’ responses to changes in teacher evaluation policy in Korea and the United States. In G. K. LeTendre & A. W. Wiseman (Eds.), *Promoting and Sustaining a Quality Teaching Workforce* (pp. 413-442). Bingley, England: Emerald Group Publishing.

Sun, M., Mutcherson, B., & **Kim. J.** (2016). Teachers’ use of evaluation for instructional improvement and school supports. In J.A. Grissom & P. Youngs (Eds.), *Making the Most of Multiple Measures: The Impacts and Challenges of Implementing Rigorous Teacher Evaluation Systems* (pp.102-115). New York: Teachers College Press.

#### *Reports*

Sun, M., Mutcherson, B., & **Kim. J.** (2015). *Implementation of Virginia’s New Teacher Evaluation System: A Report to District S*. Blacksburg, VA: Virginia Tech University.

#### *Papers Under Review*

**Kim, J.\*,** Lindström, E. \*, Hauser, M., Nielsen, C., Chen, R. & Gratton-Fisher, E. (under review). Navigating Nuance: Examining Special Education Licensure Policies across the United States. \*Co-equal first authorship.

**Kim, J.,** Frank, K., Youngs, P., & Salloum, S., Bieda, K., (under review). Teacher evaluation, ambitious mathematics instruction, and mathematical knowledge for teaching: Evidence

from early career teachers.

**Kim, J.,** Park, H. & Lee, M. (under review). Effects of ethnic minority adolescents' peer networks on academic achievement: The case of *damunhwa* adolescents in South Korea.

**Kim, J.** & Sun, M. (under review). The implementation and effects of teacher evaluation under local control.

**Kim, J.** & Youngs, P. (under review). How policy instruments explain implementation of teacher evaluation policies under local control.

Ham, S., **Kim, J.** & Lee, S. (under review). Which schools are in greater need of culturally responsive leaders? A pedagogical uncertainty management perspective.

#### **CONFERENCE PRESENTATIONS** \* indicates a graduate student

**Kim, J.** & Reid, D. (2020). Principals' perceptions of how ESSA influences their daily practice. Paper presented at the annual meeting of Association for Education Finance and Policy, Fort Worth, TX.

Li, X. & **Kim, J.** (2020). Does quality principal feedback help improve teaching practices? Perspectives from the teachers and students in an authentic evaluation system. Paper presented at the annual meeting of Association for Education Finance and Policy, Fort Worth, TX.

Lindström, E. R., **Kim, J.**, Gratton-Fisher, E.\*, Hauser, M.\*, Nielsen, C. M.\* (2019). Examining special education licensure policies: A comparison across states. Paper presented at the 42<sup>nd</sup> Conference of the Council for Exceptional Children Teacher Education Division, New Orleans, LA.

**Kim, J.** & Youngs, P. (2019). Issues in the implementation of teacher evaluation policies: Evidence from Michigan School districts. Poster presented at the annual meeting of American Educational Research Association, Toronto, Canada.

**Kim, J.** & Lin, Q.\* (2019). The antecedents and consequences of teachers perceived pressure associated with teacher evaluation. Paper presented at the annual meeting of Association for Education Finance and Policy, Kansas City, MO.

**Kim, J.,** Song, H.\* & Ham, S. (2019). A latent class analysis on teachers' perceptions of support for multicultural education. Paper presented at the annual meeting of Korean Educational Research Association. Seoul, Korea.

**Kim, J.,** & Lee, M. (2019). Friendship networks and multicultural family background students' perceptions of achievement. Paper presented at the annual meeting of World Educational Research Association. Tokyo, Japan.

- Lee, E., Kim, S., **Kim, J.**, & Ham, S. (2018). Challenges faced by teachers in immigrant neighborhoods: A political dilemma perspective. Paper presented at the annual meeting of Korean Association for Multicultural Education, Seoul, Korea.
- Ham, S. & **Kim, J.** (2018). Teacher preparation and professional standard in U.S. Paper presented at the annual meeting of Korean Association for Multicultural Education, Seoul, Korea.
- Kim, J.**, Youngs, P., & Frank, K. (2018). Two conflicting forces: How teachers' perceived pressure associated with teacher evaluation shapes mathematics instruction. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Yincheng, Y., **Kim, J.**, Frank, K., & Youngs, P. (2018). Professional fit and early career teachers' career commitment. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
- Kim, J.**, & Youngs, P. (2017). How principals affect early career teacher turnover? Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.
- Kim, J.** & Sun, M. (2017). Teacher evaluation policies in a loosely coupled system: The implementation and effects of teacher evaluation policies in Michigan school districts. Poster presented at the annual meeting of the Association for Education Finance and Policy, Washington, D.C.
- Kim, J.**, & Sun, M., & Youngs, P. (2016). Underneath the "will": Legitimacy of teacher evaluation policies from teachers' perspectives. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.
- Kim, J.**, & Lee, M. (2016). Citation network analysis of Comparative Education Review presidential addresses. Paper presented at the annual meeting of the Comparative International Education Society, Vancouver, Canada.
- Sun, M., & Mutcherson, B., & **Kim, J.** (2016). Teachers' use of evaluation for instructional improvement and school supports for this use. Paper presented at the annual meeting of the UCEA, Detroit, MI.
- Kim, J.**, & Youngs, P., Frank, K. (2015). Social networks and early career teacher burnout. Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, D.C.
- Lee, M., **Kim, J.**, & Park, H. (2015). Exploring school-based peer networks of adolescents from multicultural families in South Korea. Paper presented at the annual meeting of the Korean Association of Multicultural Education, Seoul, Korea.

Bell, C., Drake, C., Wilson, M., Frasier, A., & **Kim, J.** (2015) Subject-specific and general observation protocols as tools for the evaluation and improvement of teaching. Paper presented at at the annual meeting of the American Educational Research Association, Chicago, IL.

**Kim, J.**, & Youngs, P. (2014). Promoting instructional improvement or resistance? A comparative study of teachers' perceptions of teacher evaluation policy in Korea and the United States. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

### **INVITED PRESENTATIONS**

**Kim, J.** (2019). The K-12 Education System and the Current Issues in the United States. Seoul National University of Education. Seoul, Korea.

**Kim, J.** (2018). The Burnout Contagion: How School Context and Colleagues Might Affect Teacher Burnout. Invited presentation at the Learning & the Brain Conference. Mindful Education Lab at New York University, the Harvard Graduate School of Education, and the Dana Alliance for Brain Initiatives (NYC). New York, NY.

Youngs, P., Bieda, K., & **Kim, J.** (2017). Teacher induction programs that lead to retention in the STEM teaching workforce. Invited presentation at an AAAS Noyce Summit. American Association for the Advancement of Science, Washington, DC.

**Kim, J.** (2016). The effects of teacher evaluation policies on student achievement in Michigan school districts. Michigan State University, East Lansing, MI.

### **CERTIFICATION/AWARD**

2020 **Outstanding Reviewer for 2019**  
American Educational Research Association

2019 **Certificate of Appreciation Lehigh University mentor**  
Graduate Student Senate

2009 **Multiple Subjects Credential for Elementary School Teachers**  
Endorsed by Korean Department of Education

### **SCHOLARSHIP and RESEARCH GRANTS**

2019 Lindström, E. R., & **Kim, J.** Effects of dual licensure on student mathematics achievement. AERA-NSF Grant Program. \$25,000.

- 2019                    **Research Scholar Award**  
Teacher licensure policy and student achievement. Pennsylvania Department of Education. \$3,000.
- 2018                    **Faculty Research Grant**  
Antecedent and consequences of teachers' perceived pressure associated with teacher evaluation. Lehigh University, \$5,850
- 2018                    **Faculty Grants for International Connections**  
Effective teaching in a multicultural society: Collaboration with the Center for Multi-cultural Research at Hanyang University in South Korea. Lehigh University. \$2,800
- 2012-2017            **Dean's Scholarship**  
Michigan State University. Approx. \$25,000
- 2017                    **Dissertation Completion Fellowship**  
Michigan State University. \$7,000
- 2016                    **Research Enhancement Funding** (For dissertation)  
Michigan State University. \$1,000
- 2015                    **Summer Research Fellowship**  
Teachers' perceived legitimacy of teacher evaluation policies  
Dr. Peter Youngs and Dr. Kenneth Frank (co-mentors)  
Michigan State University. \$6,000
- 2014                    **Fellowship to Enhance Global Understanding**  
Study trip to Vietnam  
Michigan State University.
- 2013                    **Summer Research Development Fellowship**  
A comparative study about teachers' and principals' perceptions of teacher evaluation policies  
Dr. Peter Youngs (mentor)  
Michigan State University. \$6,000

## **PROFESSIONAL AFFILIATIONS and SERVICE**

### *Professional Affiliations*

- |               |  |
|---------------|--|
| 2015-Present  | Comparative International Education Society  |
| 2014-Present  | Association for Education Finance and Policy |
| 2012- Present | American Educational Research Association    |

*Reviewing (Editorial Board)*  
*Educational Evaluation and Policy Analysis*  
*Multicultural Education Review*

*Reviewing (Ad hoc Reviewer)*  
*AERA Open*  
*American Educational Research Journal*  
*American Journal of Education*  
*Educational Researcher*  
*Educational Evaluation and Policy Analysis*  
*School Effectiveness and School Improvement*  
*Compare: A Journal of Comparative and International Education*  
*Educational Administration Quarterly*  
*Elementary School Journal*  
*Studies in Educational Evaluation*  
*Society for Research on Educational Effectiveness (conference)*

*Review panel*  
NSF Education and Human Resources proposal review panelist

*Panel*  
Kim, J. (2016). Navigating international research as a doctoral student. Michigan State University. East Lansing, MI.

*Discussion leader*  
American Association for the Advancement of Science Noyce Summit (2018)

## **MEDIA COVERAGE**

Sparks, S.D. (2017, July 19). Burnout contagion: Is it due to early-career teachers' social networks or organizational exposure? *Education Week*.

Science Daily (2017, July 10). Is teacher burnout contagious? *Science Daily*.

## **COURSE TEACHING**

EDL 488 Program Evaluation  
EDL 470 Policy Perspectives on Teaching  
EDL 470 Social Network Analysis  
EDL 425 Leading and Managing Changes  
EDL 420 Data Based Decision Making  
EDL 489 Doctoral Seminar