

Jihyun Kim

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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

- Kim, J.** (accepted). How principal leadership seems to affect early career teacher turnover. *American Journal of Education*
- 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.
- 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. (Eds.), *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., Frank, K. & Youngs, P. (under review). Teacher evaluation, ambitious mathematics instruction, and mathematical knowledge for teaching: Evidence from early career teachers.

Frank, K.*, **Kim, J.***, Salloum, S., Bieda, K., & Youngs, P. (Invited revise and resubmit). How early career elementary teachers draw on networks to navigate competing institutional forces: Towards distributed sensemaking *Co-equal first authorship

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

Duke, N., Halvorsen, A., Strachan, S., **Kim, J.**, & Konstantopoulos, S. (Invited revise and resubmit). Putting PBL to the test: The impact of project-based learning on second-grade students' social studies and literacy learning and motivation.

CONFERENCE PRESENTATIONS

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

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

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

SCHOLARSHIP and RESEARCH GRANTS

2019 (Pending-AERA & NSF) Lindstrom, E. & Kim., J. Teacher Licensure Policy and Mathematics Achievement Project (Co-PI), \$25,000

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
2018 (Pending-NSF)	Im, W., Klauda, J., Kuczera, K. Fleming, P., Kaluda, S., & Kim, J. Collaborative research: development of web-based interactive and engaging instructional materials for multidisciplinary molecular modeling and simulation courses. (Co-PI)
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

Reviewing (Ad hoc Reviewer)
American Educational Research Journal
Educational Researcher
Educational Evaluation and Policy Analysis
School Effectiveness and School Improvement
Compare: A Journal of Comparative and International Education
Education 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