

# Adam Kho

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Assistant Professor of Education, K-12 Policy and Leadership  
University of Southern California  
3470 Trousdale Parkway  
Waite Phillips Hall, 901E  
Los Angeles, CA 90089

(213) 740-2190  
akho@usc.edu

## EDUCATION

**Vanderbilt University**, Nashville, TN  
Ph.D., K-12 Education Leadership and Policy Studies, Minor in  
Quantitative Methods – 2018

**Georgia State University**, Atlanta, GA  
M.A.T., Mathematics Education – 2010

**Massachusetts Institute of Technology**, Cambridge, MA  
B.S., Chemical-Biological Engineering, Minor in Biology,  
Concentration in Education – 2008

## PUBLICATIONS

### Peer-Reviewed Journal Articles

**Kho, A.**, Zimmer, R. & McEachin, A. (2020). A Descriptive Analysis of  
Cream-Skimming and Push-Out in Choice versus Traditional Public  
Schools. *Education Finance and Policy*. Advance online publication.  
[https://doi.org/10.1162/edfp\\_a\\_00333](https://doi.org/10.1162/edfp_a_00333)

Viano, S., Pham, L., Henry, G., **Kho, A.** & Zimmer, R. (2020). What  
Teachers Want: School Factors Predicting Teachers' Decisions to Work in  
Low-Performing Schools. *American Educational Research Journal*.  
<https://journals.sagepub.com/doi/full/10.3102/0002831220930199>

Pham, L., Henry, G. T., **Kho, A.**, & Zimmer, R. (2020). Sustainability and  
Maturation of School Turnaround: A Multiyear Evaluation of Tennessee's  
Achievement School District and Local Innovation Zones. *AERA Open*.  
<https://journals.sagepub.com/doi/full/10.1177/2332858420922841>

Henry, G. T., Pham, L., **Kho, A.**, & Zimmer, R. (2020). Peeking Into the  
Black Box of School Turnaround: A Formal Test of Mediators and  
Suppressors. *Educational Evaluation and Policy Analysis*, 42(2), 232-256.  
<https://journals.sagepub.com/doi/full/10.3102/0162373720908600>

Zimmer, R., Henry, G. & **Kho, A.** (2017). The Effects of School  
Turnaround in Tennessee's Achievement School District and Innovation  
Zones. *Educational Evaluation and Policy Analysis*, 39(4), 670-696.  
<https://journals.sagepub.com/doi/full/10.3102/0162373717705729>

**Kho, A.**, Marianno, B., Garza, T., Hilpert, J. (Under Review). Prepping for Another Recession: Re-Assessing the Validity of Teacher Evaluation Systems for Teacher Layoffs.

**Kho, A.** (Under Review). Free Meals for All? The Effect of the Community Eligibility Provision Program in Tennessee

**Kho, A.**, Henry, G. T., Zimmer, R. & Pham, L. (Under Review). General Equilibrium Effects of Recruiting High-Performing Teachers for School Turnaround: Evidence from Tennessee.

### **Other Publications**

**Kho, A.**, Zimmer, R., & Buddin, R. (2020). The Economics of Charter Schools. In Bradley, S. & Green, C. (Ed.), *Economics of Education*.

Pham, L., Henry, G. T., **Kho, A.**, & Zimmer, R. (2019). School Turnaround in Tennessee: Insights After Six Years of Reform. Tennessee Education Research Alliance.

Pham, L., Henry, G. T., Zimmer, R., & **Kho, A.** (2018). School Turnaround After Five Years: An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones. Tennessee Education Research Alliance.

**Kho, A.**, Henry, G. T., Zimmer, R. & Pham, L. (2018). How has iZone Teacher Recruitment Affected the Performance of Other Schools? Tennessee Education Research Alliance.

Henry, G., Zimmer, R., **Kho, A.**, Pham, L. (2017). Recruitment and Retention of Teachers in Tennessee's Achievement School District and iZone Schools. Tennessee Education Research Alliance.

Zimmer, R., **Kho, A.**, Henry, G., Viano, S. (2015). *Evaluation of the Effect of Tennessee's Achievement School District on Student Test Scores*. Tennessee Consortium on Research, Evaluation, and Development.

Henry, G., Zimmer, R., Attridge, J., **Kho, A.** & Viano, S. (2014). *Teacher and Student Migration In and Out of Tennessee's Achievement School District*. Tennessee Consortium on Research, Evaluation, and Development.

WORKING PAPERS **Kho, A.** & Pham, L. D. *Do They Stay or Do They Go? Teachers in Tennessee's Lowest-Performing Schools*

**Kho, A.,** Rabovsky, S., & Polikoff, M. *Alternatives for Whom? Trends in Alternative School Enrollment and Student and Staff Characteristics*

**Kho, A.** & Tong, T. *Does Working in High School Increase the Likelihood of Dropping Out?*

**Kho, A.,** Tong, T., & Polikoff, M. *The Effects of Instructional Leadership Coaching on Leader and Teacher Practices and Student Achievement*

Rabovsky, S., **Kho, A.,** & Polikoff, M. *The Impact of Mainstream School Accountability Measures on Alternative School Enrollment*

#### PRESENTATIONS

##### **Peer-Reviewed Conferences**

*Do They Stay or Do They Go? Teacher Attrition in Tennessee's Turnaround Schools.* Joint work with Lam D. Pham. APPAM conference: Virtual, November 11-13, 2020.

*A Descriptive Analysis of Cream-Skimming and Pushout in Choice versus Traditional Public Schools.* Joint work with Ron Zimmer and Andrew McEachin. AERA conference: San Francisco, CA, April 17-21, 2020. (Conference canceled).

*General Equilibrium Effects of Recruiting High-Performing Teachers for School Turnaround: Evidence from Tennessee.* Joint work with Gary Henry, Lam Pham, and Ron Zimmer. AERA conference: San Francisco, CA, April 17-21, 2020. (Conference canceled).

*Alternatives for Whom? Trends in Alternative Charter Network Enrollment and Student and Staff Characteristics.* Joint work with Sarah Rabovsky and Morgan Polikoff. AERA conference: San Francisco, CA, April 17-21, 2020. (Conference canceled).

*Trends in Alternative School Enrollment: A National Perspective.* Joint work with Sarah Rabovsky & Morgan Polikoff. AEFPP conference: Ft. Worth, TX, March 19-21, 2020.

*What Teachers Want: School-Level Factors Predicting Teachers' Decisions to Work in Turnaround Schools.* Joint work with Samantha Viano, Lam Pham, Gary T. Henry, & Ron Zimmer. SREE conference: Crystal City, VA, March 11-14, 2020.

*Evaluating the Community Eligibility Provision Program: Evidence from Tennessee.* AERA conference: Toronto, ON, Canada, April 5-9, 2019.

*North Carolina's Charter Schools After Twenty Years: How Are They Doing Now?* Joint work with Andrew McEachin & Doug Lauen. AEFPP conference: Kansas City, MO, March 21-23, 2019.

*Peeking into the Black Box of School Turnaround: A Formal Test of Mediators and Suppressors.* Joint work with Gary Henry, Lam Pham & Ron Zimmer. AEFPP conference: Kansas City, MO, March 21-23, 2019.

*Evaluating the Community Eligibility Provision Program: Evidence from Tennessee.* APPAM conference: Washington, DC, November 8-10, 2018.

*An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones.* Joint work with Lam Pham, Gary Henry, & Ron Zimmer. APPAM conference: Washington, DC, November 8-10, 2018.

*Is It a Zero-Sum Game? Systemic Effects of Recruiting High-Performing Teachers for School Turnaround.* Joint work with Gary Henry, Ron Zimmer & Lam Pham. AEFPP conference: Portland, OR, March 15-17, 2018.

*Free Meals for All: The Effect of the Community Eligibility Provision Program in Tennessee.* AEFPP conference: Portland, OR, March 15-17, 2018.

*Is It a Zero Sum Game? Systemic Effects of Recruiting High-Performing Teachers for School Turnaround.* Joint work with Gary Henry, Ron Zimmer & Lam Pham. APPAM conference: Chicago, IL, November 2-4, 2017.

*Investigating Selective Enrollment Practices in North Carolina's Schools of Choice.* Joint work with Andrew McEachin. APPAM conference: Chicago, IL, November 2-4, 2017.

*Dynamics of the Teacher Labor Market in the 21<sup>st</sup> Century: Theoretical Underpinnings and an Empirical Investigation.* Joint work with Samantha L. Viano, Lam Pham, Gary T. Henry & Ron Zimmer. AERA conference: San Antonio, TX, April 27 - May 1, 2017.

*School Choice in North Carolina: Is Selective Enrollment at Play?* Joint work with Andrew McEachin. AEFPP conference: Washington, DC, March 16-18, 2017.

*A Comprehensive Examination of the Performance Levels of Students Served by Tennessee's Charter Schools: An Update.* Joint work with Ron Zimmer. AEFPP conference: Washington, DC, March 16-18, 2017.

*The Effects of School Turnaround in Tennessee's Achievement School District and Innovation Zones.* Joint work with Ron Zimmer & Gary T. Henry. APPAM conference: Washington, DC, November 3-5, 2016.

*The Role of Governance in School Turnaround Policies: The Case of Tennessee's Achievement School District.* Joint work with Ron Zimmer & Gary T. Henry. AERA conference: Washington, DC, April 8-12, 2016.

*Evaluating Turnaround Policies for State Takeover of Low-Performing Schools in Tennessee.* Joint work with Ron Zimmer & Gary T. Henry. AEFPP conference: Denver, CO, March 17-19, 2016.

*Student Mobility in Tennessee's Schools of Choice: Is There Evidence of Strategic Selection of Students?* Joint work with Ron Zimmer. UCEA conference: San Diego, CA, November 20-23, 2015.

*Dynamics of the Teacher Labor Market in the 21<sup>st</sup> Century: Theoretical Underpinnings and an Empirical Investigation.* Joint work with Gary T. Henry, Samantha L. Viano, Ron Zimmer, & Eryn Block. APPAM conference: Miami, FL, November 12-14, 2015.

*A Comprehensive Examination of the Performance Levels and Churn of Students Served by Tennessee's Charter Schools.* Joint work with Ron Zimmer. APPAM conference: Miami, FL, November 12-14, 2015.

*The Impact of Priority School Interventions on Student Achievement in Tennessee's Lowest-Performing Schools.* AERA conference: Chicago, IL, April 16-20, 2015.

*A Comparison of Accountability Policies on Identifying and Addressing Low-Performing Schools: the United States, England, Korea, and Finland.* CIES conference: Washington, D.C., March 8-13, 2015.

*Does Working in High School Increase the Likelihood of Dropping Out?* AEFPP conference: Washington, D.C., February 26-28, 2015.

*The Dynamics of School Turnaround: Student Mobility in the Achievement School District.* Joint work with Gary T. Henry, Ron Zimmer & Jonathon Attridge. AEFPP conference: Washington, D.C., February 26-28, 2015.

### **Other Presentations**

Marianno, B., Garza, T., Hilpert, J., & **Kho, A.** (May 27, 2020). *Nevada Educator Performance Framework: Impact and Validity Report.* Presented to the Nevada Department of Education Teachers and Leaders Council.

Henry, G., Zimmer, R., **Kho, A.** & Pham, L. (March 26, 2018). *Tennessee School Turnaround After Five Years: Preliminary Results*. Presented to the Tennessee State Commissioner of Education, Tennessee Department of Education, and Achievement School District.

Zimmer, R. & **Kho, A.** (May 15, 2017). *Examination of the Performance Levels of Students Served by Tennessee's Charter Schools*. Presented to the Tennessee State Board of Education.

Zimmer, R. & **Kho, A.** (May 15, 2017). *Examination of the Performance Levels of Students Served by Tennessee's Charter Schools*. Presented to the Tennessee State Collaborative on Reforming Education.

Henry, G. T., Zimmer, R., Kho, A., Viano, S., & Pham, L. (May 10, 2016). *Project Update: Evaluation of the Achievement School District*. Presented to the Tennessee State Commissioner of Education, Tennessee Department of Education, and Achievement School District.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (December 11, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-3)*. Presented to the Achievement School District Charter Management Organizations' Executive Directors.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (October 13, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-3) & Achievement School District Teacher Survey: Preferences on Job Attributes*. Presented to the Tennessee State Commissioner of Education, Tennessee Department of Education, and Achievement School District.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (August 31, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-3)*. Presented to the Walton Family Foundation.

Zimmer, R., Henry, G. T., **Kho, A.**, Viano, S. (May 21, 2015). *Achievement School District Impact Evaluation: Effects on Student Achievement (Years 1-2)*. Presented to the Tennessee Department of Education and Achievement School District.

Henry, G. T., Zimmer, R., **Kho, A.**, Attridge, J. (September 17, 2014). *Teacher and Student Migration In and Out of Achievement School District Schools*. Presentation to the Tennessee Department of Education and Achievement School District.

Henry, G. T., Zimmer, R., **Kho, A.**, Attridge, J. (May 2, 2014). *Teacher and Student Migration In and Out of Achievement School District Schools*:

*Preliminary Results.* Presentation to the Tennessee Department of Education and Achievement School District.

GRANT  
RESEARCH  
EXPERIENCE

**University of Southern California**, Los Angeles, CA  
*Co-PI*, AchievementNet Evaluation, Breakthrough Results Funds (2018-2022, \$259,215)

*Co-PI*, Impact and Validity Study for the Nevada Educator Performance Framework (NEPF), Nevada Department of Education (2020, \$174,975)

**Vanderbilt University**, Nashville, TN  
*Lead Data Analyst*, An Evaluation of the Tennessee Achievement School District, Race to the Top, U.S. Department of Education & Tennessee Higher Education Commission

*Lead Data Analyst*, An Evaluation of the Tennessee Achievement School District, Walton Family Foundation

*Lead Data Analyst* (with Gary Henry & Ron Zimmer), An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones, Walton Family Foundation (2017-2020, \$555,972)

*Lead Data Analyst* (with Gary Henry & Ron Zimmer), An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones, Laura and John Arnold Foundation (2017-2020, \$419,664)

TEACHING  
EXPERIENCE

**University of Southern California**, Los Angeles, CA  
*Instructor* – Spring 2020 & Fall 2020  
Proseminar in Urban Education Policy

*Instructor* – Fall 2020  
Inquiry I (Introduction to Research)

*Instructor* – Spring 2020  
Resourcing Schools for Equity and Excellence

*Instructor* – Fall 2019  
Inquiry II (Research Design and Data Analysis)

*Guest Speaker* – November 4, 2019  
Social Foundations of Research Design - Quasi-Experimental Designs

*Instructor* – Spring 2019  
Schooling as an Economic Enterprise

**Vanderbilt University**, Nashville, TN  
*Instructor* – Fall 2017  
Research Design & Data Analysis I

*Guest Speaker* – July 20, 2017  
Collaborative Innovation Center of Assessment toward Basic Education  
Quality at Beijing Normal University Education Policy Research Summer  
Institute - Research Workshop: School Turnaround in Tennessee

*Guest Instructor* – March 21, 2016  
Program Evaluation - An Introduction to Cost-Benefit Analysis

*Teaching Assistant* – Fall 2016  
Research Design & Data Analysis I

*Guest Instructor* – October 3, 2016  
Causal Inference - Difference-in-Differences in Practice: Evaluating  
Tennessee's Achievement School District

*Teaching Assistant* – Fall 2015  
Ph.D. Student Research Practicum

*Guest Instructor* – October 5, 2015  
Causal Inference - Implementing Difference in Differences in the  
Achievement School District Impact Analysis

**Alonzo A. Crim Open Campus High School**, Atlanta, GA  
*Instructional Coach* – 2011-2013

*Mathematics Teacher* – 2008-2011

**Teach for America**  
*Mathematics Content Leader* – 2009-2010

SERVICE

**Editorial Board**  
Educational Evaluation and Policy Analysis

**Ad Hoc Peer Reviewer**  
American Educational Research Association Conference  
American Educational Research Journal  
American Journal of Education  
Association for Education Finance and Policy Conference  
Education Policy  
Educational Researcher  
Journal of Policy Analysis & Management  
School Effectiveness and School Improvement



**Admissions Representative and Recruitment Weekend Coordinator**  
Vanderbilt University – 2015-16

HONORS AND  
AWARDS

RAND American Educator Panels Scholarship, 2020  
Emerging Education Policy Scholars Program, 2020  
IES Summer Research Training Institute: Cluster Randomized Trials,  
Selected Participant, 2019  
AERA Division L Outstanding Policy Report Award, 2017  
RAND Graduate Student Summer Associate, 2016  
Experimental Education Research Training (ExpERT) Pre-Doctoral  
Fellow, 2015  
UCEA Barbara L. Jackson Scholar, 2014-2016  
Peabody Dean's Fellowship, 2013-Present  
Graduate Honor Scholarship, 2013-Present  
Teacher of the Year, Alonzo A. Crim Open Campus High School,  
Atlanta, GA, 2012  
Outstanding Master of Arts in Teaching Student Award,  
Georgia State University, Atlanta, GA, 2010  
Amgen Fellowship, Teach for America, 2008

PROFESSIONAL  
AFFILIATIONS

American Educational Research Association (AERA)  
Association for Education Finance and Policy (AEFP)  
Association for Public Policy and Management (APPAM)  
University Council for Educational Administration (UCEA)

RESEARCH  
INTERESTS

Education Policy, School Reform, School Turnaround, School Choice,  
School Improvement, Educational Equity for Disadvantaged Students