

# Adam Kho

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CONTACT INFORMATION Vanderbilt University 404-969-2546  
Peabody College #414 adam.kho@vanderbilt.edu  
230 Appleton Place  
Nashville, TN 37203

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

Dissertation: Three Essays on School Reform  
Committee: Gary Henry (Chair), Ron Zimmer, Carolyn Heinrich,  
Christopher Candelaria

**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

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

PUBLICATIONS **Peer-Reviewed Journal Articles**  
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*.  
Published online first:  
<http://journals.sagepub.com/doi/full/10.3102/0162373717705729>

**Kho, A.**, Zimmer, R. & McEachin, A. (Under Review). An  
Examination of the Performance Levels of Students Served by  
Charter Schools

Viano, S., Pham, L., Henry, G., **Kho, A.** & Zimmer, R. (Under  
Review). Pushing and Pulling: The Value of School-Level Factors for  
Teachers in Low Performing Schools.

**Policy Reports**  
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.** *Free Meals for All? The Effect of the Community Eligibility Provision Program in Tennessee*

**Kho, A.**, Henry, G. & Zimmer, R. *Is It a Zero-Sum Game? Systemic Effects of Recruiting High-Performing Teachers for School Turnaround*

**Kho, A.** *An Evaluation of Tennessee's Charter Schools: Examining Charter Types and Heterogeneous Effects*

**Kho, A. & Zimmer, R.** *The Role of Student Race in Enrollment and Transfer Decisions into Tennessee's Charter Schools and Magnet Schools*

PRESENTATIONS

**Peer-Reviewed Conferences**

*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**

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., 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., **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., **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., **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., **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., 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., 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

**Vanderbilt University**, Nashville, TN  
*Research Assistant*, An Evaluation of the Tennessee Achievement School District, Race to the Top

*Research Assistant*, An Evaluation of the Tennessee Achievement School District, Walton Family Foundation

Coauthored a research proposal to the **Walton Family Foundation** and **Laura and John Arnold Foundation**

*Co-author* (with Gary Henry & Ron Zimmer), An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones, Walton Family Foundation

*Co-author* (with Gary Henry & Ron Zimmer), An Extended Evaluation of Tennessee's Achievement School District and Local Innovation Zones, Laura and John Arnold Foundation

TEACHING  
EXPERIENCE

**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 Inferences - 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 Inferences - 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

HONORS AND  
AWARDS

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 Finance (APPAM)

University Council for Educational Administration (UCEA)