

Kevin C. Bastian
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Education

University of North Carolina at Chapel Hill

Ph.D. Department of Public Policy, May 2013
Concentration: Education Policy
Advisor: Dr. Gary Henry

Washington University in Saint Louis

Magna Cum Laude B.A. History, May 2006

Research Experience

University of North Carolina at Chapel Hill

February 2014-present
Research Associate
Director, Teacher Quality Research Initiative
Education Policy Initiative at Carolina

University of North Carolina at Chapel Hill

June 2013-January 2014
Post-Doctoral Research Fellow
Education Policy Initiative at Carolina

University of North Carolina at Chapel Hill

May 2009-May 2013
Graduate Research Fellow
Education Policy Initiative at Carolina

University of North Carolina at Chapel Hill

May 2008-May 2009
Graduate Research Fellow
Advisor: Dr. Maryann Feldman

Principal Investigator Funding

Project: Teacher Quality Research Initiative
Funder: UNC General Administration
Amount: \$409,332 (July 2015-June 2016)

Project: NC Quest—Integrating Neuroscience into Mathematics Instruction
Funder: UNC General Administration
Amount: \$35,357 (July 2014-September 2015)

Honors and Awards

Faculty Fellow, 2014 Emerging Issues Forum: Teachers and the Great Economic Debate

University of North Carolina at Chapel Hill Graduate Education Advancement Board's *Impact Award*, 2012

Will Myers Memorial Scholarship, Association for Education Finance and Policy 37th Annual Conference, 2012

Roe L. Johns Travel Grant, Association for Education Finance and Policy 36th Annual Conference, 2011

Phi Beta Kappa member, Washington University chapter, inducted in 2006

Publications

Bastian, K.C., & Henry, G.T. (2015). Teachers without borders: Consequences of teacher labor force mobility. Educational Evaluation and Policy Analysis 37(2): 163-183.

Bastian, K.C., & Henry, G.T. (2015). The apprentice: Pathways to the principalship and student achievement. Educational Administration Quarterly, 51(4): 600-639.

Henry, G.T., *Bastian, K.C., Fortner, C.K., Kershaw, D.C., Purtell, K.M., Thompson, C.L., & Zulli, R.A. (2014). Teacher preparation policies and their effects on student achievement. Education Finance and Policy 9(3): 264-303.*

Henry, G.T., Purtell, K.M., *Bastian, K.C., Fortner, C.K., Thompson, C.L., Campbell, S.L., & Patterson, K.M. (2014). The effects of teacher entry portals on student achievement. Journal of Teacher Education 65(1): 7-23.*

Bastian, K.C., Henry, G.T., & Thompson, C.L. (2013). Incorporating access to more effective teachers into assessments of educational resource equity. Education Finance and Policy 8(4): 560-580.

Henry, G.T., *Bastian, K.C., & Smith, A.A. (2012). Scholarships to recruit the "best and brightest" into teaching: Who is recruited, where do they teach, how effective are they, and how long do they stay? Educational Researcher 41(3): 83-92.*

Henry, G.T., Fortner, C.K., & *Bastian, K.C. (2012). The effects of experience and attrition for novice high-school science and mathematics teachers. Science 335: 1118-1121.*

Henry, G.T., *Bastian, K.C., & Fortner, C.K. (2011). Stayers and leavers: Early-career teacher effectiveness and attrition. Educational Researcher 40(6): 271-280.*

Accepted Publications in Press

Bastian, K.C., Fortner, C.K., Chapman, A., Fleener, J., McIntyre, E., & Patriarca, L. (2014). Data sharing to drive the improvement of teacher preparation programs. Teachers College Record.

Fortner, C.K., Kershaw, D.C., *Bastian, K.C.*, & Lynn, H. (2014). Learning by Doing: The characteristics, effectiveness, and persistence of teachers who were teaching assistants first. *Teachers College Record*.

Manuscripts Under Review

Bastian, K.C. & Janda, L. (2015). Does quantity affect quality? The impact of course preparations on teacher effectiveness.

Bastian, K.C., Patterson, K.M., & Pan, Y. (2015). Evaluating teacher preparation programs with teacher evaluation ratings: Implications for program accountability and improvement.

Bastian, K.C., Henry, G.T., Pan, Y., & Lys, D. (2015). Teacher Candidate Performance Assessments: Local scoring and implications for teacher preparation program improvement.

Manuscripts in Progress

Bastian, K.C., McCord, D.M., Marks, J.T., & Carpenter, D. (2015). The impact of personality traits on beginning teacher performance and persistence.

Henry, G.T. & *Bastian, K.C.* (2015). Measuring up: The National Council on Teacher Quality's Ratings of teacher preparation programs and measures of teacher performance.

Research Reports

Bastian, K.C. & Marks, J.T. (2015). North Carolina New Teacher Support Program: Final Race to the Top Evaluation Report. Consortium for Educational Research and Evaluation—North Carolina.

Bastian, K.C., McCord, D.M., Marks, J.T., & Carpenter, D. (2015). Do personality traits impact beginning teacher performance and persistence? Education Policy Initiative at Carolina.

Bastian, K.C. (2015). More than the national average: Rebuilding an infrastructure to advance teaching in North Carolina. Report prepared for Think NC First. Available from: http://files.www.thinkncfirst.org/news/More_than_the_National_Average.pdf

Henry, G.T. & *Bastian, K.C.* (2015). Measuring up: The National Council on Teacher Quality's ratings of teacher preparation programs and measures of teacher performance. Education Policy Initiative at Carolina.

Bastian, K.C. & Henry, G.T. (2015). Technical appendix: The National Council on Teacher Quality's ratings of teacher preparation programs and measures of teacher performance. Education Policy Initiative at Carolina.

Bastian, K.C., Patterson, T.M., & Pan, Y. (2015). UNC teacher quality research: Teacher preparation program effectiveness report. Education Policy Initiative at Carolina.

Bastian, K.C. & Fuller, S.C. (2015). The North Carolina Principal Fellows Program: A Comprehensive Evaluation. Education Policy Initiative at Carolina.

- Bastian, K.C. & Marks, J.T. (2015). Initial results from the Race to the Top evaluation of the North Carolina New Teacher Support Program: A policy brief. Consortium for Educational Research and Evaluation—North Carolina.*
- Bastian, K.C., Henry, G.T., Pan, Y., & Lys, D. (2015). Evaluating a pilot of the Teacher Performance Assessment: The construct validity, reliability, and predictive validity of local scores. Education Policy Initiative at Carolina.*
- Bastian, K.C., Fortner, C.K., Chapman, A., Fleener, J., McIntyre, E., & Patriarca, L. (2015). Data sharing to drive the improvement of teacher preparation programs. Education Policy Initiative at Carolina.*
- Bastian, K.C. & Patterson, K.M. (2014). Teacher preparation and performance in North Carolina Public Schools. Education Policy Initiative at Carolina.*
- Bastian, K.C. (2014). Teacher compensation and the promotion of highly-effective teaching. Institute for Emerging Issues. North Carolina State University.*
- K.M. Patterson & K.C. Bastian. (2014). UNC teacher quality research: Teacher portals effectiveness report. Education Policy Initiative at Carolina.*
- Campbell, S.C., Comperatore, A.N., Marks, J.T., Lynn, H.H., Bastian, K.C., & Henry, G.T. (2014). East Carolina University Teacher Quality Partnership Grant: Year 4 Impact Evaluation Report. Education Policy Initiative at Carolina.*
- Bastian, K.C. & Marks, J.T. (2014). North Carolina New Teacher Support Program: Second annual Race to the Top evaluation report. Consortium for Educational Research and Evaluation—North Carolina.*
- Bastian, K.C., & Henry, G.T. (2013). Teachers without borders: Consequences of teacher labor force mobility. Education Policy Initiative at Carolina.*
- Marks, J.T. Bastian, K.C. & Higgins, H. (2012). North Carolina New Teacher Support Program: First annual Race to the Top evaluation report. Consortium for Educational Research and Evaluation—North Carolina.*
- Henry, G.T., Bastian, K.C., Campbell, S.L., & Patterson, K.M. (2012). UNC teacher quality research: Teacher portals effectiveness analysis. Carolina Institute for Public Policy.*
- Henry, G.T., Bastian, K.C., & Smith, A.A. (2012). The North Carolina Teaching Fellows Program: A Comprehensive Evaluation. Carolina Institute for Public Policy.*
- Henry, G.T., Thompson, C.L. Bastian, K.C., Fortner, C.K., Kershaw, D.C., Marcus, J.V., & Zulli, R.A. (2011). UNC teacher preparation program effectiveness report. Carolina Institute for Public Policy.*

Henry, G.T., Thompson, C.L., Fortner, C.K., *Bastian, K.C.*, & Marcus, J.V. (2011). Technical report: UNC teacher preparation program effectiveness. Carolina Institute for Public Policy.

Henry, G.T., *Bastian, K.C.*, & Fortner, C.K. (2011). Gains in novice teacher effectiveness: On-the-job development or less effective teachers leaving? Carolina Institute for Public Policy.

Bastian, K.C., Henry, G.T., & Thompson, C.L. (2011). The distribution of educational resources in Wayne County Public Schools. Carolina Institute for Public Policy.

Henry, G.T., Thompson, C.L., *Bastian, K.C.*, Fortner, C.K., Kershaw, D.C., Purtell, K.M., & Zulli, R.A. (2010). Teacher Portals: Teacher Preparation and Student Test Scores in North Carolina. Carolina Institute for Public Policy.

Conference Presentations

Bastian, K.C., Fortner, C.K., Chapman, A., Fleener, J., McIntyre, E., & Patriarca, L. (2015). Data sharing to drive the improvement of teacher preparation programs. Paper presented at the American Association of Colleges of Teacher Education annual conference, Atlanta, GA.

Bastian, K.C. & Henry, G.T. (2014). The apprentice: Pathways to the principalship and student achievement. Paper presented at the Association for Education Finance and Policy 39th Annual Conference, San Antonio, TX.

Bastian, K.C. & Janda, L. (2014). Carrying a heavier load: The impact of increased course preparations on teacher performance and persistence. Paper presented at the Association for Education Finance and Policy 39th Annual Conference, San Antonio, TX.

Fortner, C.K., Kershaw, D.C., *Bastian, K.C.* & Lynn, H.H. (2014). Learning by doing: The characteristics, effectiveness, and persistence of teachers who were teaching assistants first. Paper presented at the Association for Education Finance and Policy 39th Annual Conference, San Antonio, TX.

Bastian, K.C. (2013). Do teachers' non-cognitive skills and traits predict effectiveness and evaluation ratings? Paper presented at the Association for Education Finance and Policy 38th Annual Conference, New Orleans, LA.

Henry, G.T., *Bastian, K.C.*, & Fortner, C.K. (2012). Returns to experience in secondary grades science courses: Examining estimation strategies and explanations for variability. Paper presented at the Association for Public Policy and Management Annual Conference, Baltimore, MD.

Bastian, K.C., Henry, G.T., & Thompson, C.L. (2012). The limitations of compensatory funding: Buying more, not better teachers. Paper presented at the Association for Education Finance and Policy 37th Annual Conference, Boston, MA.

Bastian, K.C., Henry, G.T., & Smith, A.A. (2012). Tackling Teacher Recruitment and Preparation Challenges: The Effectiveness of Teaching Fellows in North Carolina. Poster presented at the American Education Research Association Annual Conference, Vancouver.

Bastian, K.C. & Henry, G.T. (2011). Costly to import: The detrimental effects of out-of-state prepared teachers in North Carolina elementary schools. Paper presented at the Association for Education Finance and Policy 36th Annual Conference, Seattle, WA.

Henry, G.T, Bastian, K.C., & Smith, A.A. (2011). Measuring the impact of a teacher recruitment program on student performance: Examining the Teaching Fellows program in North Carolina. Paper presented at the Association for Education Finance and Policy 36th Annual Conference, Seattle, WA.

Teaching/Mentoring Experience

Senior Honors Thesis Mentor and Reader, Spring 2012 and 2010

Mentored undergraduates with their honors thesis questions, data analyses, and presentation of results; served as a thesis reader on students' committees

Guest Lecturer: Education Policy, Spring 2012

Taught a session of a graduate level seminar in which we critically analyzed four research articles on the effects of teacher credentials on student achievement

Guest Lecturer: High School Reform, Fall 2010

Co-taught with the primary instructor, Dr. Gary Henry, on the relationship between teacher qualifications and student outcomes; facilitated a research project with a group of undergraduates

Teach For America Corps Member: 6th Grade Language Arts Teacher

Nash Central Middle School; Nashville, North Carolina
August 2006-May 2008

Professional Associations

American Educational Research Association
Association for Education Finance and Policy
Association for Public Policy Analysis and Management