

## **DANIELLE JOI ALLEN**

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### **EDUCATION**

Ph.D. Education: Policy, Leadership, and School Improvement, May 2017  
School of Education, University of North Carolina, Chapel Hill, NC

M.A.T. Secondary English Education, August 2011

College of Education, Georgia State University, Atlanta, GA

B.A. English, May 2006

College of Arts and Sciences, University of North Carolina, Chapel Hill, NC

### **PROFESSIONAL EXPERIENCE**

*Research Assistant Professor of Public Policy*, UNC-Chapel Hill, Chapel Hill, NC

November 2021 – Present

*Qualitative Researcher and Program Evaluator*, Education Policy Initiative at Carolina, Chapel Hill, NC

October 2019 – November 2021

Develop, coordinate, and lead research and evaluation plans on nationwide, grant-funded initiatives including GEAR UP, North Carolina Transformation, Rethink K-12 Education Models, North Carolina Principal Fellows, and Gates Foundation Innovative Strategic Staffing. Oversee total evaluation project budget of over \$1,800,000. Facilitate qualitative research cohorting group, providing training and professional development to postdoctoral researchers and other junior-level staff. Lead authorship of scholarly manuscripts submitted to peer reviewed journals to ensure dissemination of knowledge resulting from evaluations. Lead team in preparation of annual reports for GEAR UP initiative to convey research findings to a variety of stakeholders. Train team of coders to analyze qualitative data. Collaborate with quantitative research associates to build mixed methods approach to understanding school turnaround efforts. Coordinate with senior-level colleagues to ensure adequate staffing across multiple projects.

*Research, Strategy, and Policy Support*, NC State Board of Education, Raleigh, NC

November 2019 – April 2022

Identify and apply for external funding to implement the State Board Strategic Plan. Procured \$125,000 in grant funding from MDC, Inc. to address equity issues related to special education. Serve as co-PI and program administrator for ARISE NC; a series of professional development workshops tailored to address significant disproportionality in special education for ten districts across the state. Facilitated the ideation of ARISE NC from research-based theoretical framework. Built ARISE NC leadership team from coalition of content experts, facilitated the creation of workshop curriculum, maintain communication with district team leads.

*Educational Planning and Development Consultant*, North Carolina Department of Public Instruction, Raleigh, NC

April 2018 – October 2019

Evaluated effectiveness of state's portfolio of charter schools on an annual basis, using academic performance data, financial records, and operational records to compile findings. Presented report to

State Board of Education and Joint Legislative Education Oversight Committee via the Annual Charter School Report. Interpreted changes in NC General Statute, State Board of Education policy, and the Charter Agreement and provided schools with technical assistance in the implementation of changes. Conducted yearly audit of charter school operational and financial records to ensure compliance with local, state, and federal laws. Facilitated charter school application process to ensure high quality authorizing processes. Presented to the Charter School Advisory Board on a monthly basis to communicate the status of the application process. Drafted executive summaries for State Board of Education meetings. Briefed members of Charter Schools Advisory Board on authorizing policies and processes. Recruited, hired, trained, and managed team of external evaluators for application review process.

*Postdoctoral Fellow of Education Research and Innovation*, UNC Eshelman School of Pharmacy, Chapel Hill, NC

August 2017 – April 2018

Employed qualitative research to address topics concerning equity, inclusion, and diversity in higher education, particularly pharmacy and the health professions. Generated research questions and developed research plans for projects in the early planning stages. Used Atlas.ti to code and analyze qualitative data. Conducted course lectures on the use of qualitative research in pharmacy education.

*Education Policy Research Fellow*, University of North Carolina General Administration, Chapel Hill, NC  
August 2015 – May 2016

Researched higher education financial aid structures in several states to identify those centered around student success; presented findings to Senior Director of Institutional Research. Conducted extensive analysis of faculty hiring and retention practices at comparable state-level higher education systems. Completed state level comparative analysis on institutional licensure practices for presentation to UNC Board of Governors. Conducted quantitative analysis on double vs. single major graduates, and generated policy brief on findings.

*Graduate Research Assistant*, National Center on Scaling Up Effective Schools, UNC-Chapel Hill, Chapel Hill, NC

August 2012 – July 2015

Generated analytic plan to guide research efforts of UNC's arm of the National Center on Scaling Up Effective Schools, a \$13.6 million project funded by the Institute of Education Sciences, U.S. Department of Education. Created data collection protocols/instruments to evaluate the implementation of Personalization for Academic and Socioemotional Learning (PASL). Executed research and evaluation data collection plan in large, urban high schools, gathering interview and focus group data from over 120 participants. Used qualitative software to code and analyze interview and focus group data. Provided formative feedback to implementers for use in continuous improvement cycles. Collaborated with research team to write up findings and submit manuscripts for publication.

*High School English Teacher*, Teach for America - Carver Early College High School, Atlanta, GA  
June 2006 – May 2012

Collaborated with colleagues to differentiate instruction to achieve each student's individual academic learning goals. Designed and implemented extensive classroom management system to ensure optimal classroom learning environment.

## **GRANTS**

Co-Principal Investigator, *Evaluation of Innovative Strategic Staffing*, Bill and Melinda Gates Foundation.  
August 2021 – July 2024. \$1,850,938

Co-Principal Investigator, *Evaluation of North Carolina Principal Fellows*. University of North Carolina General Administration System Office. November 2021 – August 2022. \$140,724.

Co-Principal Investigator, *Addressing and Reducing Inequities in Special Education in North Carolina (ARISE NC)*. MDC, Inc. December 2019 – December 2021. \$125,000.

Co-Principal Investigator, *Addressing and Reducing Inequities in Special Education in North Carolina (ARISE NC)*. MDC, Inc. May 2022 – May 2024. \$75,000.

## **PUBLICATIONS**

Holly, C., **Allen, D.**, and Marks, J. (2020). *Building education infrastructure on unstable ground*. Chapel Hill, NC: Education Policy Initiative at Carolina.

Tichnor-Wagner, A., **Allen, D.**, Rose Socol, A., Cohen-Vogel, L., Rutledge, S., and Xing, Q. (2018). Studying implementation within a continuous improvement process: What happens when we design with adaptations in mind? *Teachers College Record*, 120(5).

Cohen-Vogel, L., **Allen, D.**, Rutledge, S., Cannata, M., Harrison, C., and Smith, T. (2018). Organizing for school improvement: The dilemmas of research-practice partnerships. *Journal of Research on Organization in Education*, 2, 1-24.

**Allen, D.**, and Young, C. (Under review). School choice in North Carolina: Converging and diverging interests and race.

Bulkley, K., Wohlstetter, P., and **Allen, D.** (Revise and resubmit). Seeing the elephant through theoretical diversity: The case of charter schools.

Tichnor-Wagner, A., and **Allen, D.** (2016). Accountable for care: Cultivating caring school communities in urban high schools. *Leadership and Policy in Schools*, 15(4), 406-447.

Cohen-Vogel, L., Tichnor-Wagner, A., **Allen, D.**, Harrison, C., Kainz, K., Socol, A.R., and Wang, Q. (2015). Implementing educational innovations at scale: Transforming researchers into continuous improvement scientists. *Educational Policy*, 29(1), 257-277.

## **MANUSCRIPTS IN PROGRESS**

**Allen, D.**, Harbatkin, E., and Henry, G. (in preparation). Examining the barriers to school improvement.

Marks, J., **Allen, D.**, Holly, C., and Henry, G. (in preparation). Navigating school improvement.

## **PRESENTATIONS**

**Allen, D.** (2018, July). “People just gravitate towards themselves...”: Understanding the social peer experiences of URM Pharm.D. students. Poster presented at the annual meeting of the American Association of Colleges of Pharmacy. Boston, MA.

**Allen, D.** (2018, July). “You’re always trying to prove yourself.”: Exploring URM Pharm.D. students’ group work experiences. Poster presented at the annual meeting of the American Association of Colleges of Pharmacy. Boston, MA.

- Allen, D.**, and Bush, A. (2018, July). "I feel supported, but...": Exploring the experiences of and strategies to support URM Pharm.D. Students. Presented at the annual meeting of the American Association of Colleges of Pharmacy. Boston, MA.
- Allen, D.** (2017, April). A site of resistance and/or reclamation? The role of the Black church in the charter school movement. Presented at the annual meeting of the American Educational Research Association. San Antonio, TX.
- Tichnor-Wagner, A., **Allen, D.**, Socol, A., Cohen-Vogel, L., Rutledge, S., and Q. Xing. (2016, April). Studying implementation within a continuous improvement process: What happens when we design with adaptations in mind? Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
- Cohen-Vogel, L., **Allen, D.**, Rutledge, S., Smith, T., and Harrison, C. (2015, October). Opportunities and dilemmas of partnering for continuous improvement. Paper presented at the national conference of the National Center on Scaling up Effective Schools. Nashville, TN.
- Cohen-Vogel, L., Rose Socol, A., Xing, Q., Harrison, C., and **Allen, D.** (2015, April). Implementing educational innovations at scale: Lessons from improvement science. Roundtable presentation at the annual meeting of the American Educational Research Association. Chicago, IL.
- Allen, D.** (2016, April). The role of the Black church in the charter school movement: The importance of cross-sectoral alliances. Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
- Allen, D.** (2015, November). The Black church as a site of resistance in the North Carolina charter school movement: A case study. Paper presented at the annual meeting of the University Council of Educational Administration. San Diego, CA.
- Allen, D.** (2014, November). Promises and challenges of the North Carolina charter school movement: A cautionary tale. Paper presented at the International Conference on Urban Education. Montego Bay, Jamaica.
- Allen, D.** (2014, November) Further dismantling of *Brown*? An analysis of the school choice movement in North Carolina. Paper presented at the University Council of Educational Administrators. Washington, DC.
- Allen, D.** and Tichnor Wagner, A. (2014, November). Leading with care: Caring practices of high school leaders. Paper presented at the University Council of Educational Administrators. Washington, DC.
- Tichnor-Wagner, A., & **Allen, D.** (2014, April). Accountable for caring: Cultivating teachers who care in urban high schools. Paper presented at the annual meeting of the American Educational Research Association. Philadelphia, PA.
- Allen, D.** and Mbanusi, J. (July 2013). *Harnessing North Carolina's charter school opportunity: High-quality schools for low-income, minority, and rural families*. Presented to Charter Lending Team, Self-Help Credit Union. Durham, NC.
- Wachen, J. and **Allen, D.** (January 2013). *Design-based research: Pragmatic challenges of a promising methodology*. Presented at Southeastern Association of Educational Studies Conference. Chapel Hill, NC.
- Harrison, C., Tichnor-Wagner, A., **Allen, D.**, Rose, A. (April 2013). *North Carolina Education Policy 2013-2014 General Assembly*. Presented at North Carolina Education Policy Forum. Chapel Hill, NC.

Panel presenter, April 2013. *North Carolina Education Policy Panel*. Presented information on proposed policy initiatives to experienced teachers graduate-level course. Chapel Hill, NC.

### **GUEST LECTURES**

2021 (spring). Designing qualitative research. PLCY 581H. Department of Public Policy, University of North Carolina at Chapel Hill.

2020 (fall). Introduction to qualitative research methods. School of Education, University of North Carolina at Chapel Hill.

2017 (fall). Qualitative research and evaluation approaches. PACE 815. Eshelman School of Pharmacy, University of North Carolina at Chapel Hill.

### **FELLOWSHIPS, HONORS, AWARDS**

Dissertation Completion Fellow, 2016-2017, The Graduate School, University of North Carolina

Summer Research Fellow, 2016, The Graduate School, University of North Carolina

Education Policy Fellow, 2015-2016. University of North Carolina General Administration

Policy Advisor Fellow, 2015-2016. North Carolina Charter School Advisory Board

Barbara L. Jackson Scholar, 2014-2016, University Council for Educational Administration

Graduate School Doctoral Merit Assistant, University of North Carolina at Chapel Hill, 2012-2013