

Paul Bruno

Ph.D. Candidate, Urban Education Policy
Rossier School of Education
University of Southern California

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EDUCATION

- University of Southern California** – Ph.D. in Urban Education Policy exp. 2020
Dissertation: *Loaded Questions: The Measurement, Causes, and Consequences of Teacher Salary Schedule Frontloading*
Committee: Katharine O. Strunk (co-chair, Michigan State University);
Morgan S. Polikoff (co-chair, University of Southern California);
T.J. McCarthy (University of Southern California);
Dan Goldhaber (University of Washington)
- University of Southern California** – M.A. in Economics 2018
- University of California, Berkeley** – M.A. in Science and Math Education & Single Subject Teaching Credential (Biology) 2009
- University of California, Berkeley** – B.A. in Molecular and Cell Biology & B.A. in Philosophy 2004

HONORS & AWARDS

- Emerging Education Policy Scholar *Thomas B. Fordham Institute (2019)*
- New Scholar Grant *Association for Education Finance and Policy (2018)*
- David L. Clark Scholar *University Council for Educational Administration (2018)*
- Rossier/Graduate School Ph.D. Fellow *University of Southern California (2015-2019)*
- California Flanders Fellow *University of California, Berkeley (2007-2009)*
- Teaching Effectiveness Award *University of California, Berkeley (2009)*
- Outstanding Graduate Student Instructor *University of California, Berkeley (2009)*
- Distinction in General Scholarship *University of California, Berkeley (2004)*

PEER-REVIEWED PUBLICATIONS

- Bruno, P.**, Rabovsky, S. J., & Strunk, K. O. (forthcoming) Taking Their First Steps: The Distribution of new Teachers into School and Classroom Contexts and Implications for Teacher Effectiveness. *American Educational Research Journal*.
- Bruno, P.** & Strunk, K. O. (forthcoming) Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District. *Educational Evaluation and Policy Analysis*.
- Bruno, P.** (forthcoming) Charter Competition and District Finances: Evidence from California. *Journal of Education Finance*.
- Lewis, C., **Bruno, P.**, Raygoza, J., & Wang, J. (2019). Alignment of Goals and Perceptions of Computing Predicts Students' Sense of Belonging in Computing. *Proceedings of the fifteenth annual conference on International Computing Education Research (ICER '19)*, 11-19.

POLICY BRIEFS & TECHNICAL REPORTS

Bruno, P. (2019). *The Challenges of Health and Welfare Benefit Costs for California Districts*. Policy Analysis for California Education (PACE). Stanford, CA.

Bruno, P. (2018). *District Dollars 2: California School District Finances, 2004-5 through 2016-17*. Getting Down to Facts II. Stanford, CA.

Strunk, K. O., Marsh, J., & **Bruno, P.** (2017). *An Effective Teacher for Every Student: Developing a Research Agenda to Further Policy Change*. Policy Analysis for California Education (PACE). Stanford, CA.

MANUSCRIPTS UNDER REVIEW

Mann, B. A. & **Bruno, P.** (*under review*) A Rising Tide or Hazardous Flood? The Effects of Traditional and Online Charter School Enrollment Losses and Reimbursement Policy on Public School Districts

Marianno, B., **Bruno, P.**, & Strunk, K. O. (*under review*). Teachers' Union Contracts and the Productive Efficiency of School Districts: Longitudinal Evidence from California.

INVITED PRESENTATIONS

Bruno, P. (2019, June). *The Challenges of Health and Welfare Benefit Costs for California Districts*. Presentation at the Policy Analysis for California Education (PACE) seminar on school district health benefit costs, Sacramento, CA.

Bruno, P. (2019, March). *Research Perspectives on School District Fiscal Pressures*. Presentation to the California Senate Budget and Fiscal Review Subcommittee No. 1 on Education, Sacramento, CA.

Bruno, P. (2018, October). *District Dollars 2: California School District Finances, 2004-5 through 2016-17*. Presentation at the Getting Down to Facts II conference session on school finance adequacy, Sacramento, CA.

CONFERENCE PRESENTATIONS

Bruno, P. (2019, March). *Loaded Questions: The Measurement and Consequences of Teacher Salary Schedule Frontloading*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Kansas City, MO.

Mann, B. A. & **Bruno, P.** (2018, November). *The Effects of Charter Schools on Traditional Public Schools with and without Tuition Reimbursements*. Paper presented at the annual meeting of the University Council for Educational Administration, Houston, TX.

Bruno, P. & Strunk, K. O. (2018, March). *Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Bruno, P., Rabovsky, S. J., & Strunk, K. O. (2018, March). *Taking Their First Steps: The Distribution of new Teachers into Classroom and School Contexts and Implications for Teacher Effectiveness and Growth*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Korn, S. A., Dhaliwal, T. K., & **Bruno, P.** (2018, March) *Off the Beaten Track: The Effect of Metro Line Expansions on the Teacher Labor Market in the Los Angeles Unified School District*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Marianno, B., **Bruno, P.**, & Strunk, K. O. (2017, November). *Teachers' Union Contracts and the Productive Efficiency of School Districts: Longitudinal Evidence from California*. Paper presented at the annual meeting of the Association for Public Policy and Management, Chicago, IL.

Dhaliwal, T. K. & **Bruno, P.** (2017, November). *Break from the Past or More of the Same? Exploring the Impact of California's Local Control Funding Formula on School Districts*. Paper presented at the annual meeting of the Association for Public Policy and Management, Chicago, IL.

Bruno, P. (2017, March). *Charter Competition and District Finances: Evidence from California*. Paper presented at the annual meeting of the American Education Research Association, San Antonio, TX.

COMMENTARIES, PRACTITIONER-ORIENTED ARTICLES, ETC.

Bruno, P. (2019, September). A Tough Assignment. *Educational Leadership*, 77(1), 72-76.

Bruno, P. (2019, May 6). School districts must do more to manage costs of health benefits. *EdSource*.

RESEARCH EMPLOYMENT

Research Assistant, University of Southern California Los Angeles, CA 2015-present

- *Center for Analysis of Longitudinal Data in Education Research (CALDER)* (The Laura and Jane Arnold Foundation and The Smith Richardson Foundation).
 - Principal Investigator, Los Angeles Unified School District share: Dr. Katharine Strunk (Michigan State University)
- *Bargaining for the Future? The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and Student Achievement* (The Smith Richardson Foundation) and *The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and School District Performance* (The Laura and Jane Arnold Foundation).
 - Principal Investigators: Dr. Katharine Strunk (Michigan State University), Dr. Joshua Cowen (Michigan State University), Dr. Eric Brunner (University of Connecticut)

Program Evaluator Claremont, CA 2014-2015

- *MyCS - Middle Years Computer Science* (National Science Foundation Award #1240939).
 - Principal Investigator: Dr. Zachary Dodds (Harvey Mudd College)

TEACHING ASSISTANTSHIPS

University of Southern California Los Angeles, CA

- Organizations and Policy (Ph.D.; 2018; Instructor: Julie A. Marsh)
- Multiple Regression (Ph.D.; 2017; Instructor: David M. Quinn)

University of California, Berkeley Berkeley, CA

- Introduction to Physics (Undergraduate; 4 offerings, 2007-2009; Instructor: Richard A. Muller)

PROFESSIONAL SERVICE

Reviewer:

- *Educational Evaluation and Policy Analysis*
- *Education Finance and Policy*
- *AERA Open*
- *Educational Policy*
- *Journal of Teacher Education*
- *American Journal of Education*

INTERVIEWS & MEDIA MENTIONS

Can Improved Screening Identify Better Teaching Candidates? *CPRE Knowledge Hub Research Minutes*. (September 19, 2019)

Critics of charter schools say they're hurting school districts. Are they right? *Chalkbeat*. (June 11, 2019)

Sacramento City Unified, teachers union at odds on healthcare. *The Sacramento Bee*. (June 4, 2019)

Lose-lose: New teacher assignments. *National Council on Teacher Quality's Teacher Quality Bulletin*. (April, 2019)

New teachers are often assigned to the students struggling the most—That's a problem. *Chalkbeat*. (March 20, 2019)

Essential Guide to Getting Down to Facts II. *EdSource*. (September 17, 2018)

Screening for the Strongest Teachers. *FutureEd*. (March 26, 2018)

The effectiveness of Los Angeles's new teacher hiring and screening process. *The Thomas B. Fordham Institute Flypaper Blog*. (February 21, 2018)

School districts struggle when hiring new teachers. A new study suggests L.A. has found a better way. *Chalkbeat*. (February 6, 2018)

OTHER EDUCATION-RELATED WORK EXPERIENCE

Deans for Impact	Austin, TX	2014-2015
<ul style="list-style-type: none"> • Advisor on <i>The Science of Learning</i> (2015) report. 		
Middle School Science Teacher	Oakland & Los Angeles, CA	2009-2014
<ul style="list-style-type: none"> • Courses taught: Life Science; Physical Science; Computer Science; Philosophy 		
Making Waves Education Program	Richmond, CA	2001-2007
<ul style="list-style-type: none"> • Administrative coordinator, school liaison, and tutor for an after-school program. 		

PROFESSIONAL MEMBERSHIPS

Association for Public Policy and Management	2017-present
American Educational Research Association, Division L	2016-present
Association for Education Finance and Policy	2016-present