

Ela Joshi, Ph.D.

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EDUCATION

Ph.D., Education Leadership & Policy Studies Vanderbilt University	2015-2020
<i>Dissertation:</i> What Does it Mean to “Have the Means?”: Increasing Historically Marginalized Students’ Access to Capital and Academic Success	
<i>Committee:</i> Drs. Carolyn Heinrich (Chair), William Doyle, Shaun Dougherty, and Madeline Mavrogordato	
M.Ed., Elementary Education Arizona State University	2012-2014
B.A., Philosophy; Minors, Economics and Digital Communication Rutgers University	2008-2012

HONORS & RECOGNITIONS

SRI INTERNATIONAL

Spot Award 2021

VANDERBILT UNIVERSITY

Provost Graduate Fellowship 2015-2020
Graduate Assistantship 2015-2020
Peabody Dean’s Fellowship 2015-2020
Barbara L. Jackson Scholar, UCEA 2018-2020

TEACH FOR AMERICA

Segal AmeriCorps Education Award 2013-2015

RUTGERS UNIVERSITY

Summa Cum Laude 2012
William J. Norton Alumni Prize 2012
Dean’s Excellence Award 2012
Highest Honors, Senior Thesis 2012
Cap and Skull Senior Honor Society 2011-2012
Presidential Search Committee Member 2011-2012
Class of 1944 Scholarship 2011
Sara C. Clavin Memorial Scholarship 2011
Kneller Fellowship 2010-2012
Scarlet Scholarship 2008-2012
Edward J. Bloustein Distinguished Scholar 2008-2012

RESEARCH EXPERIENCE

SRI International

Education Researcher (Center for Education Research & Innovation)

Arlington, VA (Remote)

2020-Present

- [1] Evaluation of the Math and Computational Thinking through 3D Making (MPACT) Program
Funding: Education Innovation and Research (EIR)
Principal Investigator: Nicole Arshan, Ph.D.
- [2] Evaluation of the National Writing Project’s College, Career, & Community Writers Program (C3WP)
Funding: Investing in Innovation (i3)
Principal Investigators: Nicole Arshan, Ph.D. and CJ Park, MPP
- [3] Evaluation of the Barr Foundation’s Engage New England Initiative
Funding: Barr Foundation
Principal Investigators: Kyra Caspary, Ph.D. and Miya Warner, Ph.D
- [4] Evaluation of Computational Literacy Across Secondary Settings (CLASS) Project
Funding: Teaching Quality Partnership (TQP)
Principal Investigator: Doug Gagnon, Ph.D.
- [5] Improving Teaching and Learning with Open Educational Resources (OER) Study
Funding: Hewlett Foundation
Principal Investigator: Rebecca Griffiths, Ed.D.

Vanderbilt University	Nashville, TN
<i>Graduate Research Assistant (Department of Leadership, Policy, & Organizations)</i>	2015-2020
[6] Tennessee Transformational Leadership Alliance Program Study Funding: Tennessee Education Research Alliance (TERA) Faculty Advisor: Jason Grissom, Ph.D.	2018-2020
[7] Policies for Action Research Hub Funding: Robert Wood Johnson Foundation (RWJF) Principal Investigators: Carolyn J. Heinrich, Ph.D. & Melinda Buntin, Ph.D.	2019-2020
[8] Tennessee Postsecondary Evaluation & Analysis Research Lab Funding: Smith Richardson Foundation (SRF) Principal Investigators: Carolyn J. Heinrich, Ph.D. & Celeste Carruthers, Ph.D.	2017-2020
[9] National Center on Scaling Up Effective Schools Funding: Institute of Education Sciences (IES) Principal Investigator: Marisa Cannata, Ph.D.	2015-2017
 Rutgers University	 New Brunswick, NJ
<i>Research Assistant (Aresty Research Center)</i>	2009-2012
[10] The Whistleblowing Project Principal Investigator: Milton Heumann, Ph.D.	

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

- [1] **Joshi, E.**, Redding, C. & Cannata, M. (2021). In the NIC of Time: How Sustainable are Networked Improvement Communities? *American Journal of Education*, 127(3), 369-397. [\[link.\]](#)
- [2] Heinrich, C., Camacho, S., Henderson, S., Hernández, M., & **Joshi, E.** (2021). Consequences of Administrative Burden for Social Safety Nets that Support the Healthy Development of Children. *Journal of Policy Analysis and Management*, 1-45. [\[link.\]](#)
- [3] **Joshi, E.**, Doan, S. & Springer, M. G. (2018). Student-Teacher Race Congruence: New Evidence and Insight from Tennessee. *AERA Open*, 4(4), 1-25. [\[link.\]](#)
- [4] Patrick, S. K. & **Joshi, E.** (2019). “Set in Stone” or “Willing to Grow”? Teacher Sensemaking During a Growth Mindset Initiative. *Teaching and Teacher Education*, 83, 156-167. [\[link.\]](#)
- [5] Bartanen, B., Grissom, J., **Joshi, E.** & Meredith, M. (2018). Mapping Inequalities in Local Political Representation: Evidence from Ohio School Boards. *AERA Open*, 4(4), 1-19. [\[link.\]](#)
- [6] Heumann, M., Friedes, A., Cassak, L., Wright, W., & **Joshi, E.** (2013). World of Whistleblowing: From the Altruist to the Avenger. *Public Integrity*, 16(1), 25-52. [\[link.\]](#)

MANUSCRIPTS UNDER REVIEW

- [7] **Joshi, E.** (Revise and Resubmit, January 2022). Unpacking the Relationship Between Classroom Teacher Characteristics and Time to English Learner Reclassification.

POLICY BRIEFS

- [8] Griffiths, R., **Joshi, E.**, Pellerin, E., & Wingard, A. (2022). *Can Open Education Support Equity in Community Colleges?*. Teaching and Learning with Open Educational Resources (OER) Study Blog Post. SRI International. [\[link.\]](#)
- [9] **Joshi, E.** & Heinrich, C. (2021). *Changes in First-Generation College Students’ First-Term Outcomes Following the Initiation of the Tennessee Promise*. Tennessee Postsecondary Evaluation and Analysis Research Lab (TN-PEARL) Policy Brief. Vanderbilt University. [\[link.\]](#)

- [10] **Joshi, E.** & Heinrich, C. (2021). *Characteristics of First-Generation College Students and the Initiation of the Tennessee Promise*. Tennessee Postsecondary Evaluation and Analysis Research Lab (TN-PEARL) Policy Brief. Vanderbilt University. [\[link.\]](#)
- [11] **Joshi, E.** & Heinrich, C. (2021). *First Term Postsecondary Outcomes of First-Generation College Students in Tennessee*. Tennessee Postsecondary Evaluation and Analysis Research Lab (TN-PEARL) Policy Brief. Vanderbilt University. [\[link.\]](#)
- [12] **Joshi, E.** & Heinrich, C. (2021). *An Introduction to First-Generation College Students in Tennessee*. Tennessee Postsecondary Evaluation and Analysis Research Lab (TN-PEARL) Policy Brief. Vanderbilt University. [\[link.\]](#)
- [13] **Joshi, E.** & Heinrich, C. (2021). *Factsheet: Changes in First-Generation College Students' First-Term Outcomes Following the Initiation of the Tennessee Promise*. Tennessee Postsecondary Evaluation and Analysis Research Lab (TN-PEARL). [\[link.\]](#)
- [14] Cassidy, L., Warner, M., Caspary, K., **Joshi, E.** & Yee, K. (2021). *Designing Schools with and for Students: Lessons Learned from the Engage New England Initiative*. Menlo Park, CA: SRI International. [\[link.\]](#)
- [15] **Joshi, E.** (2018). *Tennessee Educator Survey Snapshot Series, Snapshot 1*. Tennessee Education Research Alliance (TERA). [\[link.\]](#)

WORKING PAPERS

- [16] Hernández, M. & **Joshi, E.** The Vulnerability of Students who Experience Homelessness: Documenting Gaps in Educational Outcomes in Tennessee.
- [17] Grissom, J., **Joshi, E.**, & Weiss, A. W. Transforming the Leadership Pipeline: Implementation of a Statewide Principal Residency.
- [18] **Joshi, E.** & Patrick, S. K. Organizational Learning of a Growth Mindset School-Improvement Initiative.
- [19] Cannata, M., Redding, C., Brown, S., **Joshi, E.** & Rutledge, S. How Ideas Spread: Establishing a Networked Improvement Community.

PRESENTATIONS

PEER-REVIEWED CONFERENCE PRESENTATIONS (SELECT)

- [1] Hernández, M. & **Joshi, E.** (2020). *The Vulnerability of Students who Experience Homelessness: Documenting Gaps in Educational Outcomes in Tennessee*. Poster presented at the Association for Education Finance and Policy (AEFP) annual meeting, Fort Worth, TX. Virtual Conference.
- [2] **Joshi, E.** (2019). *Predictors of First-Generation Students' Postsecondary Outcomes in Tennessee*. Paper presented at the Association for Public Policy Analysis & Management (APPAM) annual meeting, Denver, CO.
- [3] **Joshi, E.** (2019). *Teacher Characteristics and English Learners' Time to Reclassification*. Paper presented at the University Council for Educational Administration (UCEA) annual meeting, New Orleans, LA.
- [4] Grissom, J., **Joshi, E.** & Weiss, A. (2019). *Transforming the Leadership Pipeline: Implementation of a Statewide Principal Residency*. Paper presented at the University Council for Educational Administration (UCEA) annual meeting, New Orleans, LA.
- [5] **Joshi, E.**, Redding, C. & Cannata, M. (2018). *In the NIC of Time: How Sustainable are Networked Improvement Communities?*. Paper presented at the American Educational Research Association (AERA) annual meeting, New York City, NY.
- [6] **Joshi, E.**, Redding, C. & Cannata, M. (2018). *In the NIC of Time: How Sustainable are Networked Improvement Communities?*. Paper presented at the Association for Education Finance and Policy (AEFP) annual meeting, Portland, OR.
- [7] **Joshi, E.** & Patrick, S. K. (2017). *Organizational Learning of a Growth Mindset Initiative*. Paper presented at the American Educational Research Association (AERA) annual meeting, San Antonio, TX.

- [8] **Joshi, E.**, Doan, S. & Springer, M. G. (2017). *Student-Teacher Race Congruence: New Evidence and Insight from Tennessee*. Paper presented at the Association for Education Finance and Policy (AEFP) annual meeting, Washington D.C.
- [9] Cannata, M., Redding, C., Brown, S., **Joshi, E.** & Rutledge, S. (2017). *How Ideas Spread: Establishing a Networked Improvement Community*. Paper presented at the Carnegie Foundation for the Advancement of Teaching Summit on Improvement in Education, San Francisco, CA.
- [10] Rubin, M., Brown, S. & **Joshi, E.** (2017). *Onboarding New Schools to Bring Education Innovations to Scale*. Paper presented at the Association for Education Finance and Policy (AEFP) annual meeting, Washington D.C.
- [11] Patrick, S. K. & **Joshi, E.** (2016). "Set in Stone" or "Willing to Grow"? *Teacher Sensemaking During a Growth Mindset Initiative*. Roundtable presentation at the American Educational Research Association (AERA) annual meeting, Washington, D.C.

INVITED PRESENTATIONS

- [12] Sebastian, R., Griffiths, R. & **Joshi, E.** (March 2022). *Using Open Educational Practices to Create-Equity Minded Instruction*. Research presentation at Tennessee Open Education Week. Tennessee Higher Education Commission, Virtual Presentation.
- [13] Sebastian, R., Griffiths, R. & **Joshi, E.** (February 2022). *Teaching and Learning with Open Educational Resources*. Research presentation at Achieving the Dream's DREAM 2022 Conference. Achieving the Dream, Virtual Presentation
- [14] **Joshi, E.**, Redding, C. & Cannata, M. (October 2021). *Sustaining Networked Improvement Communities Work*. Research presentation at the Networks for School Improvement (NSI) Communities of Practice Fall Convening. The Bill & Melinda Gates Foundation, Virtual Presentation.
- [15] **Joshi, E.**, Redding, C. & Cannata, M. (October 2021). *Discussion with the Authors: In the NIC of Time: How Sustainable are Networked Improvement Communities?*. Research presentation. The Bill & Melinda Gates Foundation, Virtual Presentation.
- [16] Hernández, M. & **Joshi, E.** (December 2019). *Defining Education Outcomes*. Research presentation at quarterly Policies for Action Partner Meeting. Policies for Action (P4A) Research Hub, Vanderbilt University, Nashville, TN.
- [17] Heinrich, C., Camacho, S., Hernández, M., Henderson, S., **Joshi, E.**, & Djita, R. (December 2019). Meeting the Health and Education Service Needs of Vulnerable Children in Tennessee. Research presentation at quarterly Policies for Action Partner Meeting. Policies for Action (P4A) Partner Meeting, Vanderbilt University, Nashville, TN.
- [18] **Joshi, E.**, Hernández, M., & Heinrich, C. (September 2019). *Characteristics of Students who are Homeless in Tennessee*. Research presentation at quarterly Policies for Action Partner Meeting. Policies for Action (P4A) Partner Meeting, Vanderbilt University, Nashville, TN.
- [19] Heinrich, C., Hernández, M., & **Joshi, E.** (September 2019). *Defining Children of Immigrants in Tennessee*. Research presentation at quarterly Policies for Action Partner Meeting. Policies for Action (P4A) Partner Meeting, Vanderbilt University, Nashville, TN.
- [20] **Joshi, E.** & Hernández, M. (September 2019). *Characteristics of Students who are Homeless in Tennessee*. Research presentation at Tennessee Education Research Alliance Advisory Council Meeting. Tennessee Education Research Alliance. Vanderbilt University, Nashville, TN.
- [21] **Joshi, E.**, Weiss, A., O'Hara, E. & Grissom, J. (June 2019). *Tennessee Transformational Leadership Alliance (TTLA) Program Study*. Research presentation at Tennessee Education Research Alliance Partner Meeting. Tennessee Department of Education, Nashville, TN.
- [22] **Joshi, E.** & Weiss, A. (January 2019). *Tennessee Transformational Leadership Alliance Program Study*. Research presentation at Tennessee Transformation Alliance Winter Convening. Tennessee Transformational Leadership Alliance, Lebanon, TN.
- [23] **Joshi, E.**, Redding, C. & Cannata, M. (July 2018). *In the NIC of Time: How Sustainable are Networked Improvement Communities?*. Research presentation. Carnegie Foundation for the Advancement of Teaching, Virtual Presentation.

- [24] Springer, M. G. & **Joshi, E.** (December 2017). *Student-Teacher Race Congruence: New Evidence and Insight from Tennessee*. Research presentation at Tennessee Education Research Alliance Advisory Council Meeting. Tennessee Education Research Alliance, Vanderbilt University, Nashville, TN.
- [25] Springer, M. G. & **Joshi, E.** (December 2017). *Student-Teacher Race Congruence: New Evidence and Insight from Tennessee*. Research presentation. Tennessee Department of Education, Nashville, TN.

MEDIA MENTIONS

- [1] New paper on teacher sensemaking about growth mindset. *National Center on Scaling Up Effective Schools Blog*. May 1, 2019. [[link.](#)]
- [2] For Black Students, Having a Black Teacher Can Be a Benefit, Study Finds. *Education Week*. December 20, 2018. [[link.](#)]

ADDITIONAL PROFESSIONAL EXPERIENCE

EDUCATIONAL ADVOCACY

Teach For America	Phoenix, AZ
<i>Recruitment Associate (National Recruitment Team)</i>	2014-2015
<i>Corps Member</i>	2012-2014

TEACHING

**Instructor of Record*

University Level

The University of Utah	Salt Lake City, UT
Leadership for School Improvement and Organizational Change (Master's Level)	Fall 2021
<i>Guest Lecture - Networked Improvement Communities (Instructor: Dr. Dave Woo)</i>	
Vanderbilt University	Nashville, TN
Advanced Organizational Theory (Undergraduate Level)	Fall 2017
<i>Teaching Assistant (Instructor: Dr. Joanne Golann)</i>	
Rutgers University	New Brunswick, NJ
School of Arts & Sciences Honors Colloquium (Undergraduate Level)	Fall 2011
<i>*Facilitator</i>	
First-Year Interest Group (FIGS) Seminar in Philosophy (Undergraduate Level)	Fall 2010
<i>*Peer Instructor</i>	

Primary Level

P.T. Coe Elementary School, Isaac Elementary School District	Phoenix, AZ
Reading, Writing, Math, Science	2012-2014
<i>*5th Grade Teacher</i>	
21st Century Learning After-School Program	2013-2014
<i>*Project-Based Learning Teacher</i>	

SERVICE

PROFESSIONAL

Referee, Education Administration Quarterly
 Referee, AERA Open
 Referee, Educational Policy
 Session Chair, American Educational Research Association (AERA)

COMMUNITY

Alumni Panelist, Teach For America	2020- Present
Department Graduate Student Social Chair, Vanderbilt University	2016-2019
Performer, SONUS Choir	2018-2019
Pen Pals with a Purpose, Vanderbilt University	2016-2020
Musical Director, Vanderbilt University Graduate Student Council Carolers	2017

PROFESSIONAL AFFILIATIONS

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