

Bradley R. Carl (Abbreviated Curriculum Vitae)

University of Wisconsin-Madison School of Education	1025 W. Johnson, 1161E
Wisconsin Center for Education Research (WCER)	Madison, WI 53706
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Education

Ph.D. Sociology/Urban Studies, Michigan State University (2004)

B.A. International Studies and History, Hamline University (1993); Magna cum Laude

Professional Background

- Wisconsin Center for Education Research, University of Wisconsin-Madison:
 - Wisconsin Evaluation Collaborative (WEC): Founding Co-Director and Research Scientist, 2015-present
 - Value-Added Research Center: Associate Director and Researcher, 2007–17
- Wisconsin Department of Public Instruction (DPI):
 - Consultant for Statistics, Assessment, and Accountability, 2004-07
- Center on Education and Work, University of Wisconsin-Madison:
 - Assistant Researcher, 2002-03
- American Institutes for Research, Washington, D.C.:
 - Research Analyst, 1999–2002
- Michigan State University:
 - Research and Teaching Assistant, 1994–98

Selected Research, Evaluation, and Technical Assistance Support

- The Current and Future Educator Workforce in Wisconsin’s Rural Schools (PI). Tommy G. Thompson Center for Public Leadership, UW-Madison, \$161,000, 7/24-6/25.
 - Analysis of a “Grow Your Own” Strategy for Addressing Teacher Shortages in Rural Wisconsin (PI). Tommy G. Thompson Center for Public Leadership, UW-Madison, \$100,000, 9/22-8/23.
 - Region 10 (Wisconsin-Minnesota) Comprehensive Center (Co-PI, with Steven Kimball, PI). U.S. Department of Education, \$6.3 million, 10/19-9/24.
 - Support for the Wisconsin Educator Effectiveness System (Co-PI, with Steven Kimball, PI). Wisconsin Department of Public Instruction, \$1.07 million, 7/15-6/25.
 - Evaluation of the MPS Partnership Schools Initiative (PI). Milwaukee Public Schools, \$870,000, 9/15-9/25.
 - Milwaukee Public Schools Charter School Evaluation (PI). MPS Board of School Directors, \$38,000, 6/22-3/23.
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- Milwaukee Special Education Landscape Study (PI). City Forward Collective, \$47,000, 1/22-12/22.
- Wisconsin Youth Tobacco Survey Technical Support (PI). Wisconsin Department of Health Services, \$128,000, 7/21-6/22.
- Testing the Promise: A Randomized Trial of a Promise College Scholarship for Urban Public School Students (PI for UW-Madison subcontract to Tulane University). U.S. Department of Education, Institute of Education Sciences, \$652,000, 8/13-12/21.
- Scaling Up Smart Spaces for Underrepresented Gifted Students Through the Response to Intervention Framework (co-PI, with Annalee Good, PI). U.S. Department of Education, Office of Elementary and Secondary Education, \$2.1 million, 10/15-10/20.
- Evaluation of the Wisconsin State Personnel Development Grant (PI). Wisconsin Department of Public Instruction, \$450,000, 7/15-12/18.

Selected Publications and Technical Reports

- Carl, B. and Seelig, J. (2024, in press). Applying a Talent Analytics Approach to “Grow Your Own” Educator Initiatives. *Journal of Education Human Resources*.
 - Carl, B. and Seelig, J. (2023). [A Landscape Analysis of Grow Your Own Educator Strategies in Wisconsin Rural Schools](#). Madison, WI: WCER Working Paper Series.
 - Carl, B. and Cheng, E. (2023). [Leaks in the Pipeline: Wisconsin Educator Preparation Program Completers Working in Illinois and Minnesota Public Schools](#). Madison, WI: Region 10 Comprehensive Center Policy Brief.
 - Carl, B., Sim, G., Geraghty, E., Marlin, D., Bartley, C., and Richardson, J. (2023). [Milwaukee Partnership Schools Years 1-8 Evaluation Reports](#). Milwaukee Public Schools.
 - Carl, B., Bartley, C., Sim, G, and Marlin, D. (2022). [Trends in the Use of Emergency Credentials in Wisconsin Public Schools](#). Madison, WI: Region 10 Comprehensive Center Policy Brief.
 - Carl, B. and Sim, G. (2022). [Profile of Wisconsin Teachers](#). Madison, WI: Region 10 Comprehensive Center Policy Brief.
 - Carl, B. and Marlin, D. (2022). [Profile of Wisconsin Principals](#). Madison, WI: Region 10 Comprehensive Center Policy Brief.
 - Harris, D., Farmer-Hinton, R., Kim, D., Diamond, J., Blakely Reavis, T., Rifelj, K., Lustick, H., & Carl, B. (2020). The Promise of Free College (and its Potential Pitfalls): Evidence from a Randomized Controlled Trial of a Performance-Based Aid Program. Chapter 6 (pp.119-50) in Perna, L. & Smith, E. (eds). *Improving Research-Based Knowledge of College Promise Programs*. Washington, D.C.: American Education Research Association.
 - Goff, P., Carl, B., & Yang, M. (2018). [Supply and Demand for Public School Teachers in Wisconsin](#). Madison, WI: WCER Working Paper series.
 - Milanowski, A., Heneman, H., & Carl, B. (2017). [Introduction to Human Capital Management System Dashboards](#). Teacher Incentive Fund White Paper (U.S. Department of Education, Teacher and School Leader Incentive Program).
 - Carl, B. & Fermanich, M. (2016). *Best Practices in Student Learning Objective Data Management*. Teacher Incentive Fund White Paper (U.S. Department of Education, Teacher
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- and School Leader Incentive Program).
- Fermanich, M., Carl, B., & Finster, M. (2015). [Development and Implementation Costs of Student Learning Objectives: Considerations for TIF Grantees](#). (U.S. Department of Education, Teacher and School Leader Incentive Program).
 - Meyer, R., & Carl, B. (2015). Principal Effectiveness and School Accountability. University of Wisconsin-Madison, Robert M. LaFollette School of Public Affairs Policy Report.
 - Carl, B., Richardson, J.T., Cheng, E., Kim, H., & Meyer, R.H. (2013). Theory/Application of Early Warning Systems for High School and Beyond. *Journal of Education for Students Placed At Risk* 18(1), 29-49.
 - Carl, B., Cheng, E., & Kappelman, K. (2013). Post-Graduation Plans, College Readiness, and Postsecondary Success in the Milwaukee Public Schools. Milwaukee Public Schools, Division of Research & Development.
 - Carl, B., Cheng, H.E., & Meyer, R. (2010). [Accountability and Performance in Secondary Education in the Milwaukee Public Schools](#). Volume II of the Senior Urban Education Research Fellowship Series. Washington, D.C.: Council of the Great City Schools.

Selected Presentations (Recent)

- Carl, B. (2024, October). *Teacher compensation strategies for Wisconsin school districts: Revisiting Post-Act 10 reforms a decade later* [Conference presentation]. Wisconsin Association of School Personnel Administrators conference, Elkhart Lake, WI.
- Carl, B. (2024, October). *Mapping the geography of teacher shortages in rural Wisconsin school districts* [Conference presentation]. Wisconsin Rural Schools Alliance conference, Wisconsin Dells, WI.
- Carl, B. (2024, September). *Grow your own educator programs: An overview and future directions* [Invited address]. Wisconsin Philanthropy Network, Education Roundtable (virtual).
- Carl, B. (2024, April). *Recent trends in Wisconsin educator workforce data: Challenges and opportunities* [Conference presentation]. Wisconsin Association of School Personnel Administrators Spring conference, Green Lake, WI.
- Carl, B. & Sim, G. (2024, March). *Estimating supply and demand for teachers in Wisconsin public schools: revisiting and revising the stayer-mover-leaver typology* [Conference poster presentation]. Association for Education Finance and Policy conference, Baltimore, MD.
- Carl, B., Luke, L., Dostal, L., & Eide, J. (2024, January). *Grow your own: Strengthening the teaching pipeline in Wisconsin rural schools* [Conference presentation]. Wisconsin Association of School Boards convention, Milwaukee, WI.
- Seelig, J. & Carl, B. (2023, October). *Adapting grow your own strategies for addressing educator shortages in Wisconsin rural schools* [Conference presentation]. National Rural Education Association conference, Chattanooga, TN.
- Carl, B. (2023, October). *Wisconsin educator workforce data: Challenges and opportunities with quantifying teacher supply and demand* [Conference presentation]. Wisconsin Association of School Personnel Administrators teacher shortage summit, Madison, WI.
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Carl, B. & Seelig, J. (2023, October). *Grow your own strategies for Wisconsin rural schools* [Conference presentation]. Wisconsin Rural Schools Alliance 2023 Conference, Wisconsin Dells, WI.

Seelig, J. & Carl, B. (2023, April). *A landscape analysis of grow your own teacher strategies in rural Wisconsin schools* [Conference presentation]. AERA 2023 conference, Chicago, IL.

Leadership/Advisory/Service

- Wisconsin DPI Technical Advisory Committee for School Accountability (2017-present)
- Wisconsin DPI Education Research Advisory Council (2016-present)
- Policy Development Team, Wisconsin School Administrators Alliance (2013-present)
- Charter School Application Reviewer for Universities of Wisconsin Office of Educational Opportunity (2024-present)
- WCER Director's Advisory Council (2016-22)
- Milwaukee Public Schools Partnership for the Arts & Humanities Advisory Committee (2018-present)
- Wisconsin DPI Educator Effectiveness Measurement Workgroup (Co-Chair, 2013-2018)
- Wisconsin DPI Educator Effectiveness Student Learning Objectives Workgroup (Co-Chair, 2013)
- Manuscript reviewer for *American Educational Research Journal*, *Journal of Education for Students Placed at Risk*, *Educational Researcher*, and *Journal of Education Human Resources* (2015-present)
- *Newsweek* High School Ranking Advisory Committee (2014-15)

Instruction/Advising

- Instructor, ELPA 725 (Research Methods and Procedures in Educational Leadership and Policy Analysis), UW-Madison, 2020-2022.
- Guest lecturer for graduate courses in Educational Psychology and Educational Leadership/Policy Analysis (UW-Madison) and Supervision of Instruction (Edgewood College), 2012-present
- Dissertation committee member (2020-present) for four PhD students in the Departments of Educational Leadership and Policy Analysis, Curriculum and Instruction, and Educational Policy Studies.

Professional Affiliations

- American Educational Research Association
 - American Evaluation Association
 - Association for Education Finance and Policy
 - Council of the Great City Schools
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- National Rural Education Association
- Rural Sociological Society
- Sociology of Education Association