

Paul Bruno

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ACADEMIC APPOINTMENTS

Assistant Professor of Education Policy, Organization, and Leadership 2020-present
College of Education, University of Illinois at Urbana-Champaign, Champaign, IL

EDUCATION

University of Southern California

Ph.D. in Urban Education Policy 2020
M.A. in Economics 2018

University of California, Berkeley

M.A. in Science and Math Education & Single Subject Teaching Credential (Biology) 2009
B.A. in Philosophy & Molecular and Cell Biology 2004

HONORS & AWARDS

Journal of Education Finance Article of the Year *National Education Finance Academy (2020)*
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)*
Teaching Effectiveness Award *University of California, Berkeley (2009)*
Outstanding Graduate Student Instructor *University of California, Berkeley (2009)*
California Flanders Fellow *University of California, Berkeley (2007-2009)*
Distinction in General Scholarship *University of California, Berkeley (2004)*

PEER-REVIEWED PUBLICATIONS

Mann, B. A. & **Bruno, P.** (in press). Effects of Charter School Enrollment Losses and Tuition Reimbursements on School Districts: Lifting Boats or Sinking Them? *Educational Policy*.

Bruno, P., Rabovsky, S. J., & Strunk, K. O. (2020) Taking Their First Steps: The Distribution of New Teachers into School and Classroom Contexts and Implications for Teacher Effectiveness. *American Educational Research Journal*, 57(4), 1688-1729.

Bruno, P. & Strunk, K. O. (2019). Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District. *Educational Evaluation and Policy Analysis*, 41(4), 426–460.

Bruno, P. (2019). Charter Competition and District Finances: Evidence from California. *Journal of Education Finance*, 44(4), 361–384. (Journal of Education Finance Article of the Year)

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. (2020). *Teacher Screening and Hiring: Lessons from the Los Angeles Unified School District*. Education Policy Innovation Collaborative, Michigan State University. East Lansing, MI.

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 IN PROGRESS

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

Bruno, P. (under review) What We Know About the Impacts of Charter Schools on District School Finances.

Bruno, P. & Lewis, C. (in preparation). Equity in High School Computer Science: Beyond Access.

Bruno, P., Lewis, C., & Kaul, A. (in preparation). Computer Science Trends and Trade-offs in California's High Schools

Bruno, P. (in preparation). Do Weighted Student Funding Formulas Affect Charter School Enrollment?

Bruno P. (in preparation). OPEB Accounting and the Diversity of the Teaching Force.

INVITED PRESENTATIONS

Bruno, P. & Lewis, C. (2020, September). *Equitable and Effective Expansions of High School Computer Science: Lessons from California*. To be presented at the Illinois Statewide K-12 Computer Science Education Summit, Virtual Conference, IL.

Bruno, P. (2019, October). *Current School Finance Issues in California*. Presentation to the Teach Plus Teaching Policy Fellowship Program, Los Angeles, CA.

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. (2020, November). *The Causes of Teacher Salary Schedule Frontloading*. Paper to be presented at the annual meeting of the Association for Public Policy Analysis and Management, to be held virtually.

Bruno, P., Lewis, C., & Kaul, A. (2020, April). *Computer Science Trends and Trade-offs in California's High Schools*. Paper accepted for presentation at the annual meeting of the American Educational Research Association, held virtually.

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 Analysis 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 Analysis 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*.

Bruno, P. (2016, February 29). Overregulation Theory isn't enough to explain negative voucher effects. *The Brookings Institution's Brown Center Chalkboard*.

Bruno, P. (2015, July 20). The importance of the teacher supply to education reform. *The Brookings Institution's Brown Center Chalkboard*.

PREVIOUS RESEARCH EMPLOYMENT

Research Assistant, University of Southern California Los Angeles, CA 2015-2020

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

Program Evaluator Claremont, CA 2014-2015

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

POSTSECONDARY TEACHING

University of Illinois at Urbana-Champaign Champaign, IL

- EPOL 542/EOL 546: Public School Finance (Graduate; 2020)

University of Southern California Los Angeles, CA

- EDUC 630: Organizations and Policy (Graduate; 2018; Instructor: Julie A. Marsh)
- EDPT 652: Multiple Regression (Graduate; 2017; Instructor: David M. Quinn)

University of California, Berkeley Berkeley, CA

- Physics C10: Introduction to Physics (Undergraduate; 4x; 2007-2009; Instructor: Richard A. Muller)
 - Teaching Effectiveness Award
 - Outstanding Graduate Student Instructor Award

PROFESSIONAL SERVICE

Journal Reviewer:

- *AERA Open* (x2)
- *American Educational Research Journal*
- *American Journal of Education*
- *Education Finance & Policy*
- *Educational Evaluation & Policy Analysis* (x2)
- *Educational Policy* (x2)
- *Evaluation Review*
- *Journal of Teacher Education*
- *Labor Studies Journal*

Conference Reviewer:

- Society for Research on Educational Effectiveness (SREE)
- American Educational Research Association (AERA)

Conference Session Chair or Discussant:

- Association for Public Policy Analysis and Management (APPAM)
- American Educational Research Association (AERA)

Advisory Boards

- *Learning by Scientific Design*, Deans for Impact (2019-present)

INTERVIEWS & MEDIA MENTIONS

Learning curve: Yawning gaps in school funding across LA County. *Crosstown*. (February 27, 2020)

In Judging the Consequences of Charter Growth, Weigh Benefits to District Students Against Financial Strains. *The Center for Reinventing Public Education's The Lens Blog*. (November 18, 2019)

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)

Which Aspects of the Work Environment Matter Most for New Teachers? *Bellwether Education Partners' Ahead of the Heard Blog*. (February 12, 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"> Contributor to <i>The Science of Learning</i> (2015) report. 		
Middle School Science Teacher	Oakland & Los Angeles, CA	2009-2014
<ul style="list-style-type: none"> Teacher (life science; physical science; computer science; philosophy) and induction coach. 		
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

National Education Finance Academy	2020-present
Association for Public Policy Analysis and Management	2017-present
American Educational Research Association, Division L	2016-present
Association for Education Finance and Policy	2016-present