






# Kirsten Lee Hill, PhD

RESEARCH & DESIGN CONSULTANT

*Ask better questions. Get better information. Make the best decisions possible for your organization and tell a compelling story of your work.*

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## SOCIAL

-  [kirstenleehill](https://www.linkedin.com/in/kirstenleehill)
-  [klh.consulting](https://www.instagram.com/klh.consulting)
-  [@kirsten\\_hill](https://twitter.com/kirsten_hill)

## EDUCATION

### PH.D. / EDUCATION

University of Pennsylvania  
2016

### MS.ED. / ED POLICY

University of Pennsylvania  
Graduate School of Education  
2011

### B.A. / POLITICAL

### ECONOMY +

### PHILOSOPHY

Tulane University  
2010

## CAREER HIGHLIGHTS

### CEO | KIRSTEN LEE HILL EDUCATION CONSULTING, LLC MAY 2016 – PRESENT

Support organizations through upleveling strategy, creating right-size measures that authentically capture change, designing new programs, and leveraging data for continuous improvement. Recent clients include: NewSchools Venture Fund, ImpactEd, 4.0 Schools, the Louisiana Center for Children’s Rights, Student Achievement Partners, Kick-Up, Virgin Unite, and the Consortium for Policy Research in Education.

### CO-DIRECTOR, RESEARCH ON CURRICULAR ALIGNMENT PARTNERSHIPS JULY 2019 – PRESENT

Co-PI and Director of Instrument Development and Partnerships for this Bill & Melinda Gates Foundation-funded study. As part of this role, I also serve as an Affiliated Assistant Professor for the School of Education, College of Education and Human Development at The University of Delaware.

### RESEARCHER-IN-RESIDENCE | 4.0 JULY 2019 – SEPTEMBER 2020

Led annual organization-wide evaluation, co-founded the [Measurement & Evaluation Collaborative](#), and trained staff and fellows on “right-sized” research.

### PROJECT MANAGER | SDP-PENN GSE SHARED SOLUTIONS JULY 2014 – JUNE 2016

Served as Project Manager for the first-ever formal [researcher-practitioner partnership](#) between The School District of Philadelphia Office of Research and Evaluation and the University of Pennsylvania Graduate School of Education. Key responsibilities included:

- Guiding implementation of partnership goals
- Leading study design and instrument development
- Managing and coordinating stakeholder relationships
- Conceptualizing publically accessible representations of data



## EXPERTISE

SURVEY DESIGN

RESEARCH DESIGN

SCHOOL IMPROVEMENT

LOGIC MODELS/TOC

MIXED METHODS RESEARCH

PROGRAM DEVELOPMENT

## BY THE NUMBERS

**4**

Federally funded research studies

**OVER 10**

Major educational surveys designed

**70+ HOURS**

Interviewing teachers and school leaders

**1000+ HOURS**

Volunteering and working in schools

**150 + INNOVATORS**

Coached on measurement and evaluation

## CAREER HIGHLIGHTS CONTINUED

RESEARCH ASSISTANT | UNIVERSITY OF PENNSYLVANIA GRADUATE SCHOOL OF EDUCATION

MAY 2011 – MAY 2013

Working for former Vice Dean, Doug Lynch, I led and collaborated on the design and development of innovative education programming for Penn GSE in partnership with organizations including: elite northeast boarding schools, K12 Inc., The Afya Bora Consortium, Success Academy Charter Schools, and Mastery Charter Schools. Key responsibilities included:

- Writing program proposals
- Designing curriculum
- Conducting background research on pedagogy and teaching certification requirements
- Meeting with partnering organizations to discuss program proposals and evaluate next steps

LEAD EDUCATION POLICY STRATEGIST | ROOSEVELT INSTITUTE CAMPUS NETWORK

AUGUST 2009 – AUGUST 2010

Served on the national staff as one of six specialized policy strategists for [Networks at the Roosevelt Institute](#) (formerly the Roosevelt Institute Campus Network), a nationwide student think tank that was the winner of the 2015 MacArthur Award for Creative and Effective Institutions. Key responsibilities included:

- Setting Roosevelt’s national education policy mission and goals
- Consulting 175+ members in Roosevelt’s education policy centers across the nation
- Crafting policy briefs, writing blogs, and maintaining a depository of resources
- Leading development of the [10 Ideas for Education](#) 2010 edition and assisting students with the [Think 2040](#) initiative

PROGRAM FOUNDER | LAFAYETTE ACADEMY READING ROOM

AUGUST 2008 – MAY 2010

Designed, initiated, implemented, and co-managed a university-partnered volunteer reading program, recognized by the Clinton Global Initiative University as a featured commitment to action (2009), endorsed by the Scott S. Cowen Institute for Public Education Initiatives, highlighted in the Roosevelt Institute Campus Network’s [Blueprint for the Millennial America](#) (2010), and featured in an article on [MyNewOrleans.com](#) (2014).



**ADDITIONAL EXPERIENCE**

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**DATA & ANALYTICS SPECIALIST | ORLEANS PARISH SCHOOL BOARD**

NOVEMBER 2016 – JUNE 2017

Supported the school board’s use of data in decision-making, including identifying and articulating citywide areas of need and evaluating the performance of the city’s portfolio of schools. Key responsibilities included:

- Conducting analyses and creating reports to guide identification and execution of strategic initiatives
- Consulting on survey efforts within the district
- Analyzing qualitative survey responses and developing a plan for post-survey focus groups and the dissemination of results

**RESEARCH ASSISTANT TO DR. LAURA DESIMONE | UNIVERSITY OF PENNSYLVANIA GRADUATE SCHOOL OF EDUCATION**

APRIL 2013 – MAY 2016

Worked on Dr. Laura Desimone’s research team for two Institute of Education Sciences funded, randomized control trials: Perceptual Learning Technology in Mathematics Education: Efficacy and Replication and The 21st Century Research and Development Center on Cognition. Key responsibilities included:

- Developing logic models and conceptual frameworks
- Recruiting schools and teachers to participate in research
- Leading the development and execution of the teacher implementation surveys
- Developing teacher and principal interview protocols, identifying interview samples, and conducting interviews
- Analyzing and consulting on the analysis of survey and achievement data and co-authoring articles for peer review journals

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**AWARDS**

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**MOORMAN-SIMON FELLOWSHIP**  
2011-2015  
*University of Pennsylvania*

**DAVID L. CLARK SCHOLAR**  
2014  
*University Council for Educational Administration*

**PRE-DOCTORAL TRAINING FELLOWSHIP**  
2012-2013  
*Institute of Education Sciences*

**CHARLES H. MURPHY PRIZE**  
2010  
*Tulane University*

**MURPHY INSTITUTE PUBLIC SERVICE AWARD**  
2010  
*Tulane University*

**SENIOR HONORS SCHOLAR**  
2010  
*Tulane University*

**THE OAK WREATH**  
2010  
*Newcomb College Institute*

**SECOND TEAM ACADEMIC ALL-AMERICAN**  
2008  
*American Collegiate Rowing Association*



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## ADDITIONAL EXPERIENCE CONTINUED

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RESEARCH ASSISTANT I UNIVERSITY OF PENNSYLVANIA GRADUATE SCHOOL OF EDUCATION  
SEPTEMBER 2011 – MARCH 2013

Collaborated with Dr. John Puckett on a variety of projects including historical research on segregation in Philadelphia; design of a social entrepreneurship curriculum for local high school students; and the development of a partnership between Penn GSE and The Head Held High Foundation, an India-based non-profit that aims to eradicate rural poverty by educating youth. Specific responsibilities included:

- Auditing and assessing current programming
- Leading development of new curricula and integration of current curricula with research-based practices
- Writing funding proposals
- Managing key relationships with partners
- Creating GIS-Maps and running statistical models using data on race and performance in the School District of Philadelphia

GRADUATE ASSISTANT I HARVARD UNIVERSITY GRADUATE SCHOOL OF EDUCATION  
MAY 2011 – SEPTEMBER 2011

Served as a content advisor and research assistant to Dr. Tony Wagner on his book—[\*Creating Innovators: The Making of Young People Who Will Change The World\*](#). Key responsibilities included:

- Reading and editing book chapters, and providing feedback on content
- Researching and recommending additional resources to inform development of the book

GRADUATE FELLOW I SUMMER ADVANTAGE USA  
JUNE 2010 – JUNE 2011

Consulted Earl Phalen the Founder/CEO of [Summer Advantage USA](#) and his staff on summer programming enhancements with regard to enrichment activities, English Language Learners, and use of technology in education. Key responsibilities included:

- Making research-based programming recommendations
- Vetting potential partners for programming

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## PRO BONO WORK

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ADVISOR  
MAR 2017 – SEPT 2019  
*Project Peaceful Warriors*

ANALYST  
FEB 2013 – MAY 2013  
*Center for High Impact Philanthropy*

JUDGE  
2014-2018  
*The Milken-Penn  
GSE Education  
Business Plan*

ALUMNI EDITOR  
NOV 2013 – APRIL 2014  
*Roosevelt Institute  
Campus Network*

CONSTULANT  
NOV 2012 – AUG 2013  
*Eagle Rock School & Professional  
Development Center*



## **GRADUATE- LEVEL TEACHING EXPERIENCE**

**ADJUNCT FACULTY**  
University of Delaware School  
of Education [remote]  
June 2016 – August 2017

**TA**  
University of Pennsylvania  
Graduate School of Education  
September 2012 – December  
2012

## **PRE-K—12 TEACHING EXPERIENCE**

**YOGA EDUCATOR**  
Orleans Parish  
November 2016 – January 2019

**CLASSROOM ASSISTANT (K)**  
Henry C. Lea Elementary School  
February 2013 – June 2016

**INSTRUCTIONAL ASSISTANT  
(K-5)**  
Alexander Wilson Elementary  
School  
November 2011 – May 2012

**AFTERSCHOOL CO-  
INSTRUCTOR (K)**  
Alexander Wilson Elementary  
School  
October 2010 – May 2011

**LITERACY TUTOR (preK-8)**  
Lafayette Academy Charter  
School  
August 2008 – May 2010

**READING BUDDY (preK-8)**  
Benjamin Banneker Elementary  
School  
January 2007 – May 2010

**STUDENT TEACHER (GR 1)**  
Benjamin Banneker Elementary  
School  
January 2007 – June 2007

## **PUBLICATIONS**

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### IN PRINT

- Anglum, J.C., Desimone, L., & Hill, K. (2020). Integrating computer-based curricula in the classroom: Lessons from a blended learning intervention. *Teachers College Record*, 122(1).
- Comstock, Meghan, Kenneth A. Shores, Camila Polanco, Erica Litke, Kirsten Lee Hill, and Laura M. Desimone. (2022). Typologizing Teacher Practice: How Teachers Integrate Culturally Responsive, Ambitious, and Traditional Teaching Approaches. (EdWorkingPaper: 22-506). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/tnqf-qb36>
- Desimone, L. M., & Hill, K. L. (2017). Inside the Black Box: Examining Mediators and Moderators of a Middle School Science Intervention. *Educational Evaluation and Policy Analysis*, 0162373717697842.
- Desimone, L. M., Wolford, T., & Hill, K. L. (2016). Research-Practice: A Practical Conceptual Framework. *AERA Open*, 2(4), 2332858416679599.
- Gray, Abigail M.; Sirinides, Philip M; Fink, Ryan; Flack, Adrienne; DuBois, Tesla; Morrison, Katrina; and Hill, Kirsten. (2017). Discipline in Context: Suspension, Climate, and PBIS in the School District of Philadelphia. CPRE Research Reports. Retrieved from [http://repository.upenn.edu/cpre\\_researchreports/106](http://repository.upenn.edu/cpre_researchreports/106)
- Hill, K. (2013). A Review of “Class Warfare: Inside the Fight to Fix America's Schools” Steven Brill, New York, NY: Simon and Schuster, 2011. *Educational Studies*, 49(4), 360-365.
- Hill, K. (Spring 2015). A Review of “This is Not A Test: A New Narrative on Race, Class, and Education,” José Vilson, Chicago, IL: Haymarket Books, 2014. *Perspectives on Urban Education*, 12(1).
- Hill, K., Desimone, L., Wolford, T., Reitano, A., & Porter, A. (2022). Inside School Turnaround: What Drives Success?. *Journal of Educational Change*.
- Hill, K. & Desimone, L. (2018). Job-embedded Learning: How School Leaders Can Use Job-Embedded Learning as a Mechanism for School Improvement. In Sally J. Zepeda & Judith A. Ponticell (Eds.), *Handbook of Educational Supervision* (pp. 101-129). Wiley-Blackwell.
- Hill, K. & Desimone, L., Wolford, T., & Reitano, A. (2017). Assessing School Turnarounds: Using an Integrative Framework to Identify Levers for Success. In Coby Meyers & Marlene Darwin (Eds.), *Contemporary Perspectives on School Turnaround and Reform: Enduring Myths That Inhibit School Turnaround*. Information Age Publishing.



Wolford, T., Reitano, R., Hill, K., & Desimone, L. (2017). A Research-Practice Partnership as the Lever for Increased Community Engagement: Developing a Community-Minded Survey Program in a Large Urban District. In R. Martin Reardon & Jack Leonard (Eds.), *Current Perspectives on School/University/Community Research*. Information Age Publishing.

#### UNDER REVIEW

Comstock, M., Shores, K., Polanco, C., Litke, E., Hill, K. and Desimone, L. (Under Review, 2022). Typologizing Teacher Practice: How Teachers Integrate Culturally Responsive, Ambitious, and Traditional Teaching Approaches. <https://www.edworkingpapers.com/ai22-506>

Hill, K., Desimone, L., Marianno, L., Polanco, C. & Bendel, T. (Under Review, 2022) Resilience in Professional Learning Partnerships.

#### PRESENTATIONS

Anglum, C., Darmer, K., Hill, K., & Desimone, L. (2016, April). *Implementation Evaluation of a Middle-School, Computer-Based Mathematics Intervention*. Paper presented at the annual meeting of the American Education Research Association, Washington, D.C.

Hill, K. (2013, April 18). *Penn Going Global Panel*. Presented at the Trustee's Council of Penn Women 2013 Spring Conference, Philadelphia.

Hill, K. (2013, November 20). *Penn Supplies School District of Philadelphia Funding Panel*. Presentation at the Wharton School, Philadelphia.

Hill, K. (2014, April). *Situating Success: A Mixed-Methods Study of School Turnarounds in Philadelphia*. Poster presented at the Clark Seminar at the annual meeting of the American Educational Research Association, Philadelphia, PA.

Hill, K. (2014, April). *Situating Success: A Mixed-Methods Study of School Turnarounds in Philadelphia*. Poster presented at the first annual Research, Policy, and Practice Conference co-sponsored by the School District of Philadelphia and the Regional Educational Laboratory Mid-Atlantic, Philadelphia, PA.

Hill, K. (2013, October 25). *Think Globally, Act Locally*. Presentation to the Penn GSE Board of Overseers, Philadelphia, PA.

Hill, K. (2009). *Universities in Schools Community Reading Project*. Poster presented at Clinton Global Initiative University Annual Conference, Austin, Texas.

Hill, K., Desimone, L., Marianno, L., Lail, K., & Polanco, C. (2021, April 9). *Understanding professional learning partnerships: The role of the policy environment in shaping partnership outcomes and resilience to extreme challenge*. Presented at American Educational Research Association Annual Meeting, Virtual.

Hill, K., Desimone, L., Wolford, T., Porter, A., Reitano, R., Kowalski, D., Blackman, H., & Stratos, K. (2017, April). *Implementing School Turnaround Models: Identifying Levers for Success*. Paper to be presented at the annual meeting of the American Educational Research Association, San Antonio, TX.

Hill, K., Desimone, L., Wolford, T., Porter, A., Schor, D., Stratos, K., & Reitano, R. (2015, March). *SDP-Penn GSE Shared Solutions*. Poster presented at the second annual Research, Policy, and Practice Conference co-sponsored by the School District of Philadelphia and the Regional Educational Laboratory Mid-Atlantic, Philadelphia, PA.



- Hill, K., Jackson, C., Kowalski, D., White, J., Chan, M., Serna, F., & Hassan, H. (2021, April 8). *The Collaborative: Connecting early-stage entrepreneurs with researchers to create right-sized evaluations*. Paper presented at American Educational Research Association Annual Meeting, Virtual.
- Hill, K., Richards, M., & Desimone, L. (2015, April). *Inside the Black Box: Examining Mediators and Moderators of a Middle School Science Intervention*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Hill, K., Stratos, K., Wolford, T., Desimone, L., Reitano, A., & Kowalski, D. (2016, April). *Shared Solutions: A Model for Researcher-Practitioner Partnerships*. Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
- Hill, K. & White, L. (2013, January). *Educating for Changemaking: How we can ensure students become empathic leaders who can work collaboratively to drive change, address shared problems, and generate innovative solutions to social problems*. Session hosted at the annual EduCon Conference, Philadelphia, PA.
- Porter, A., Desimone, L.M., Hill, K., McWilliams, J. Richards, M., Scull, J., & Yang, R. (November 18, 2013). *Effects of middle school science curriculum modifications and professional development on teachers and students: A randomized control trial*. Presentation to the Institute of Education Sciences Fellows Meeting, University of Pennsylvania, Philadelphia, PA.