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### EXPERIENCE

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#### *Professional Positions*

- 2010 - University of Virginia, Charlottesville, VA  
2025- Professor of Public Policy  
2019- 2025 Associate Professor of Public Policy  
2015- 2019 Assistant Professor of Public Policy  
2013 - 2015 Research Assistant Professor  
2010 - 2013 Academic and Research Director, Partnership for Leaders in Education, Curry School of Education, University of Virginia, Charlottesville, VA
- 2006 - 2010 Senior Researcher, Mathematica Policy Research, Princeton, NJ
- 2005 - 2006 Research Coordinator, University of Washington, Seattle, WA

#### *Education*

- 2006 Ph.D., Economics, University of Washington  
1999 B.S., Economics, Brigham Young University

### PAPERS AND PUBLICATIONS

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#### *Peer reviewed articles*

- Miller, L. C., Sachs Langerhans, E., Player, D. W., & White, R. (2026). Retaining from away and homegrown teachers in rural schools: Supportive working conditions, community connectedness, and person-organization fit theory. *Teaching and Teacher Education*.
- Miller, L. C., White, R. S., Player, D. W., & Reynolds, A. L. (2025). Conditions for continuity: how school working conditions shape teacher retention and job satisfaction. *Educational Review*, 1–23.
- Miller, L.C., Soland, J., Lipscomb, D., Player, D., White, R. (2025) Latent School-Level Classes of Teacher working conditions in Virginia: Description, teacher preferences, and contextual factors. *AERA Open*, 11
- Bradshaw, C. P., Debnam, K. J., Player, D., Bowden, B., & Lindstrom Johnson, S. (2023). A Mixed-Methods Approach for Embedding Cost Analysis Within Fidelity Assessment in School-Based Programs. *Behavioral Disorders*, 48(3), 174-186.

- Clement, D., Thornton, M. E., Doiron, T., Young, M. D., Eddy-Spicer, D., Perrone, F., & Player, D. (2022). Program capacity for redesign in educational leadership preparation. *Journal of Research on Leadership Education*, 17(1), 109-133.
- Husain, A. N., Miller, L. C., & Player, D. W. (2021). Principal Turnover: Using Teacher-Assessments of Principal Quality to Understand who Leaves the Principalship. *Educational Administration Quarterly*, 0013161X211011235.
- Markowitz, A. J., Bassok, D., & Player, D. (2020). Simplifying quality rating systems in early childhood education. *Children and Youth Services Review*, 112, 104947.
- Perrone, Frank, Daniel Player, and Peter Youngs. (2019) "Administrative climate, early career teacher burnout, and turnover." *Journal of School Leadership* 29, no. 3 (2019): 191-209.
- Bassok, D., Magouirk, P., Markowitz, A., & Player, D. (2018) Are there Differences in Parents' Preferences, Search Processes, and Satisfaction across Preschool Types? Evidence from Louisiana. *Early Childhood Research Quarterly*, 44, 43-54.
- Bassok, D., Markowitz, A., Player, D., & Zagardo, M. (2018) Are Parents' Ratings and Satisfaction with Preschools related to Program Features? *AERA Open*, 4(1), 1-17.
- Hitt, D., & Player, D. (2018) Identifying and Predicting Effective Leader Practices: Examining Principal Experience and Prior Roles, *Leadership and Policy in Schools*
- Vitiello, V., Bassok, D., Hamre, B., Player, D., Williford, A. (2018) "Measuring the Quality of Teacher-Child Interactions at Scale: Comparing researcher and state-level classroom observation approaches" *Early Childhood Research Quarterly*, 4(3), p. 161-169.
- Player, D., Perrone, F., Youngs, P., & Grogan., E. (2017) How Principal Leadership and Person-Job Fit Are Associated with Teacher Mobility and Attrition. *Teaching and Teacher Education*, 67, 330-339
- Player, D. & Katz, V. (2016) Assessing School Turnaround: Evidence from Ohio. *Elementary School Journal*, 116(4) 2016, pp. 675-698.
- Goldhaber, D., Gross, B., & Player, D. (2011) Teacher Career Paths, Teacher Quality, and Persistence in the Classroom: Are Schools Keeping their Best?" *Journal of Policy Analysis and Management*, 30(1), 57-87.
- Goldhaber, D., Destler, K. & Player, D. (2010) Teacher Labor Markets and the Perils of Using Hedonics to Estimate Compensating Differentials in the Public Sector. *Economics of Education Review*, 29(1), 1-17.
- Player, D. (2010) Nonmonetary Compensation in the Public Teacher Labor Market. *Education Finance and Policy*, 5(1), 2010, 82-103.
- Player, D. (2009) Monetary Returns to Academic Ability in the Public Teacher Labor Market. *Economics of Education Review*, 28(2), 277-285.

Goldhaber, D., DeArmond, M. Player, D., & Choi, H. (2008) Why Do So Few Districts Use Merit Pay? *Journal of Education Finance*, 33 (3), 262-289.

Goldhaber, D., & Player, D. (2005) What Different Benchmarks Suggest About How Attractive It Is to Teach in Public Schools.” *Journal of Education Finance*, 30(3), 211-230.

*Chapters, Reports, and Manuscripts*

Miller, L., Player, D., & Chandler T. (2022) 2021 Virginia School Survey Research Brief Series: Professional Growth Opportunities. Virginia Department of Education.

Player, D. & Husain, A.\* (2018) Staffing America’s Rural Schools. In *No Longer Forgotten: The Triumphs and Struggles of Rural Education in America*. Michael McShane and Andrew Smarick (Ed.), Lanham, MD: Rowman & Littlefield

Player, D. (2015) *Take Me Home Country Roads?: Exploring the College Attendance Pattern of Rural Youth*, Rural Opportunities Consortium of Idaho.

Player, D. (2015) *The Supply and Demand for Rural Teachers*. Rural Opportunities Consortium of Idaho.

Player, D., Kight, M. & Robinson, W. (2014) The State’s Role in Supporting Data Use to Drive School Turnaround” in *The State Role in School Turnaround: Emerging Best Practices* (pp. 97-112). Charlotte, NC: Information Age Publishing, 2014

Player, D. & Hitt, D. (2013) *School Readiness to Support School Turnaround: A User’s Guide to Inform the Work of State Education Agencies and Districts*. Federal Center for School Turnaround, Fall 2013.

Player, D. & Johnson, A. (2013) *Principal Competencies and School Turnaround: A Practice Guide*. Practice Guide submitted to the Wallace Foundation.

Player, D. (2012) District Readiness to Support School Turnaround: A Case Study (M. DiPaola and P. Forsyth, Eds.). In *Contemporary Challenges Confronting School Leaders* (pp. 73-92). Charlotte, NC: Information Age Publishing, 2012.

Glazerman, S., Chiang, H. Wellington, A., Constantine, J., & Player, D. (2011) Impacts of Performance Pay Under the Teacher Incentive Fund: Study Design Report. Final report submitted to the U.S. Department of Education, Institute of Education Sciences, Princeton, NJ: Mathematica Policy Research.

Clark, M., Player, D., Wellington, A., & McConnell, S. (2009) An Evaluation of Secondary Math Teachers from Two Highly Selective Alternative Routes to Certification: Design Report. Final report submitted to the U.S. Department of Education, Institute of Education Sciences, Princeton, NJ: Mathematica Policy Research.

Player, D., & Perez-Johnson, I. (2009) “Using State Longitudinal Data Systems to Assess Teacher Value Added: Opportunities and Challenges”. Issue Brief Submitted to U.S. Department of Education, Institute of Education Sciences. Princeton, NJ: Mathematica Policy Research.

Constantine, J., Player, D., Silva, T., Hallgren, K., Grider, M., & Deke, J. (2009) An Evaluation of Teachers Trained Through Different Routes to Certification.” Final report submitted to the U.S. Department of Education, Institute of Education Sciences. Princeton, NJ: Mathematica Policy Research.

- Clark, M., McConnell, S., Hallgren, K., Player, D., & Wellington, A. (2008) Evaluating Highly Selective Programs that Provide Alternative Routes to Teacher Certification: Feasibility and Design Issues.” Report submitted to the U.S. Department of Education. Princeton, NJ: Mathematica Policy Research.
- Constantine, J., Player, D., Silva, T., Hallgren, K., Grider, M., & Deke, J. (2008) The Evaluation of Teacher Preparation Models. Report submitted to the U.S. Department of Education. Princeton, NJ: Mathematica Policy Research, 2008.
- Goldhaber, D., DeArmond, M., Liu, A., & Player, D. (2007) Returns to Skill and Teacher Wage Premiums; What Can We Learn By Comparing the Teacher and Private Sector Labor Markets? School Finance Redesign Project Working Paper #8. Seattle: Center on Reinventing Public Education.
- Goldhaber, D., & Player, D. (2003) Analytical Framework for Assessing the Potential Return on a Federal Investment in the Alliance for Excellent Education’s *Every Child a Graduate*. Seattle: University of Washington, February 2003.

## **COURSES TAUGHT**

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### *University of Virginia*

Economics for Public Policy I (MPP)  
Economics for Public Policy II (MPP)  
Economics for Public Policy (BA)  
Education Policy (MPP/PhD/EdD)  
Evaluating Social Innovation (BA)  
Evaluation and Research Design I through IV (Ed.D)  
Introductory Policy Analysis (MPP)  
Impact Evaluation (MPP)  
Research Methods, Design, and Analysis (BA)  
Research Fundamentals (EdD/PhD)

### *Princeton University*

Program Evaluation (MPP/MPA)

### *University of Washington*

Labor Economics (BA)  
Intermediate Microeconomics (BA)  
Introductory Microeconomics (BA)

### *Seattle Central Community College*

Introductory Statistics (AA)  
Introductory Microeconomics (AA)  
Introductory Macroeconomics (AA)  
Survey of Economics (AA)

## **RECENT STUDENT ADVISING**

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*Dissertation Committees (All students in the School of Education and Human Development)*

**Dallas Hitt** (PhD, 2015), *dissertation committee member*  
**Veronica Katz** (PhD, 2015), *dissertation committee member*  
**Amanda Hester** (EdD, 2016), *dissertation committee member*  
**Kevin Clark** (EdD 2017), *dissertation committee member*  
**Tammy Donahue** (EdD, 2017), *dissertation committee member*  
**Bethany Hunter** (EdD, 2017), *dissertation committee member*  
**Kisha Logan** (EdD, 2017), *dissertation committee member*  
**Fran Murphy** (PhD, 2017), *dissertation committee member*  
**Terri Perkins** (EdD, 2017), *dissertation committee member*  
**Frank Perrone** (PhD, 2017), *dissertation committee member*  
**Jennifer Hertzberg** (EdD, 2019), *dissertation committee member*  
**Aliza Husain** (PhD, 2019), *dissertation committee member*  
**David Martin** (PhD, 2019), *dissertation committee member*

**Amy Reynolds** (PhD, 2020), *dissertation committee member*  
**Jen Hertzberg** (EdD, 2020), *dissertation committee member*  
**Preston Maguirck** (PhD, 2020), *dissertation committee member*

## **PROFESSIONAL ACTIVITIES**

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Editorial Board, *Elementary School Journal*

Referee, *Economic Inquiry*, *Economics of Education Review*, *Education Finance and Policy*, *Educational Evaluation and Policy Analysis*, *Elementary School Journal*, *Journal of Educational Administration*, *Journal of Policy Analysis and Management*, *Journal of Research in Rural Education*, *Journal of Research on Educational Effectiveness*.

Discussant and Session Chair, Association for Public Policy Analysis and Management Conferences and American Education Finance Association Conferences

## AWARDS

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2024	Batten Service Award, Batten School of Leadership and Public Policy, University of Virginia
2022	Z-Society (UVA) University Distinguished Faculty Award, University of Virginia
2021	Batten Teaching Award, Batten School of Leadership and Public Policy, University of Virginia
2018	All University Teaching Award, University of Virginia
2017	Batten Teaching Award, Batten School of Leadership and Public Policy, University of Virginia
2007	Jean Flanigan Outstanding Dissertation Award, American Education Finance Association
2006	Rachel M. Storer prize in Labor Economics, Economics Department, University of Washington
2005	New Scholar Award, American Education Finance Association