

LAURA K. ROGERS

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ACADEMIC APPOINTMENTS

2020 – Present Faculty Research Associate, Utah Education Policy Center, University of Utah

2019 – Present Assistant Professor, Department of Educational Leadership and Policy, College of Education, University of Utah
Parental leave: Fall 2020; Fall 2023

EDUCATION

2019 Ph.D., K-12 Educational Leadership and Policy Studies
Vanderbilt University, Nashville, TN

2011 M.A., Curriculum and Instruction.
Specialization, Urban Leadership
University of Colorado, Denver, CO

2009 B.A., English
Minor, Linguistics
Summa cum laude, Phi Beta Kappa
University of Colorado, Boulder, CO

AWARDS

2024 University of Utah College of Education Early Career Outstanding Teaching Award

2023 University of Utah [Provost's Banner Project](#)

RESEARCH AREAS

Principal and teacher development and retention; Working conditions; Organizational change; Implementation; Survey research; Mixed methods

PUBLICATIONS

Peer-Reviewed Journal Articles

Bartanen, B., Husain, A., Liebowitz, D., & Rogers, L. K. (in press). Identifying Returns to Experience for School Principals. *American Educational Research Journal*. Working paper available [here](#).

Rogers, L. K., Cox, A., Goldring, E., Moyer, A., Neumerski, C., & Rubin, M. (in press). School districts' use of talent analytics: Barriers and possibilities. *Journal of Education Human Resources*.

Rogers, L. K. (2022). Is Role Change Enough? District Organizational Supports for Principal Supervision. *Educational Administration Quarterly*, 58(4), 527-560.
<https://doi.org/10.1177/0013161X221081828>

Rogers, L. K., & VanGronigen, B. A. (2021). Beyond Preparation: The Landscape of State Support for Early Career Principal Induction. *Leadership and Policy in Schools*.
<https://doi.org/10.1080/15700763.2021.1977333>

Patrick, S. K., Rogers, L. K., Goldring, E., & Neumerski, C., & Robinson, V. M. J. (2021). Opening the Black Box of Leadership Coaching: An Examination of Coaching Behaviors. *Journal of Educational Administration*, 59(5), 549-563. <https://doi.org/10.1108/jea-08-2020-0168>

Bartanen, B., Rogers, L.K., Woo, D. S. (2021). Assistant Principal Mobility and its Relationship with Principal Turnover. *Educational Researcher*, 50(6), 368-380.
<https://doi.org/10.3102/0013189X21993105>

Rogers, L. K. & Doan, S. (2019). Late to Class: Estimating the Relationship Between Teacher Assignment Change and Student Sorting. *The Elementary School Journal*, 120(2), 347-371.
<https://doi.org/10.1086/705965>

Bartanen, B., Grissom, J. A., & Rogers, L. K. (2019). The Impacts of Principal Turnover. *Educational Evaluation and Policy Analysis*, 41(3), 350-374.
<https://doi.org/10.3102/0162373719855044>

Articles Under Review

Rogers, L. K., Nguyen, T., Timmer, M. *, & Samson, J.* (invited revise and resubmit). Principal Burnout: A Systematic Review.

Darling-Aduana, J., Rogers, L. K., & Woo, D. S. (invited revise and resubmit). The Potential, Reality, and Contextual Pressures Shaping Instructional Practices in a Virtual School.

* Denotes graduate student.

Neumerski, C., Goldring, E., Cox, A., Rogers, L., Rubin, M., & Moyer, A. (under review). “It’s a Brand New Body of Work”: Have Central Office Leaders Redefined what it Means to be an Effective Principal?

Working Papers

Rogers, L. K., Gandy-Fastovich, L., and Woo, D. S. Educator Working Conditions, Wellbeing, and Turnover.

Rogers, L. K. Principals’ Responses to Increased District Support.

Cox, A., Rogers, L. K., Goldring, E. B., Moyer, A., Neumerski, C. M., & Rubin, M. District Absorptive Capacity for Principal Pipelines.

Policy Reports and Briefs

Goldring, E. B., Rubin, M., Rogers, L. K., Neumerski, C. M., Moyer, A., & Cox, A. (2023) *Planning and Developing Leadership Pipelines: Approaches, Opportunities, and Challenges*. New York, NY: The Wallace Foundation. Available from <https://wallacefoundation.org/sites/default/files/2023-07/planning-and-developing-principal-pipelines.pdf>

Goldring, E. B., Rubin, M., Clark, M., Rogers, L. K., Grissom, J. A., Gill, B., Kautz, T., McCullough, M., Neel, M., & Burnett, A. (2020). *Changing the Principal Support Role to Better Support Principals: Evidence from the Principal Supervisor Initiative*. New York, NY: The Wallace Foundation. Available from <https://wallacefoundation.org/sites/default/files/2023-09/Changing-the-Principal-Supervisor-Role.pdf>

Goldring, E. B., Rogers, L. K., Clark, M. (2020). *Leading the Change: A Comparison of the Principal Supervisor Role in Principal Supervisor Initiative Districts and Other Urban Districts*. The Wallace Foundation. Available from <https://www.mathematica.org/-/media/publications/pdfs/education/2020/leading-the-change.pdf>

Doan, S. & Rogers, L. K. (2019). *Comparing the Effectiveness of Early and Upper Elementary Teachers in Tennessee*. Tennessee Education Research Alliance. Available from https://peabody.vanderbilt.edu/TERA/labor_market.php.

Goldring, E. B., Grissom, J. A., Rubin, M., Rogers, L. K., Neel, M., & Clark, M. (2018). *A New Role Emerges for Principal Supervisors: Evidence from Six Districts in the Principal Supervisor Initiative*. The Wallace Foundation. Available from <https://wallacefoundation.org/sites/default/files/2023-09/A-New-Role-Emerges-for-Principal-Supervisors.pdf>

Book Chapters

Rogers, L. K, Woo, D. S, & Parker, L. (in press). Poverty as interlocking with racism and indigenous oppression in education policy. In L. Cohen-Vogel, P. Youngs, & J. Scott (Eds), *Handbook of Education Policy Research* (2nd volume). American Educational Research Association.

Rogers, L. K., Goldring, E. B., Rubin, M., Neel, M., & Grissom, J. A. (2021). Managing Time? Principal Supervisors' Time Use to Support Principals. In M. Lee, K. Pollock, & P. Tulowitzki (Eds.), *How School Principals Use Their Time: Implications for School Improvement, Administration, and Leadership*. Routledge.

Rubin, M., Goldring, E. B., Neel, M., Rogers, L. K., & Grissom, J. A. (2020). Changing Principal Supervision to Develop Principals' Instructional Leadership Capacity. In J. Kim, M. Mavrogordato, & P. Youngs (Eds.), *Exploring Principal Development and Teacher Outcomes: How School Leaders Can Strengthen Teacher Efficacy and Commitment*. Routledge.

Rogers, L. K., Goldring, E. B., Rubin, M., & Grissom, J. A. (2018). Principal Supervisors and the Challenge of Principal Support and Development. In S. J. Zepeda & J. Ponticelli (Eds.), *The Wiley Handbook of Educational Supervision* (pp. 433-457). Wiley-Blackwell.

RESEARCH GRANTS

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| 2022-2024 | Understanding Leadership Pipelines Across California District Contexts (PI). University of Utah College of Education LEARNT Grant. \$8,020 |
| 2022-2024 | Postdoctoral Scholar of Leadership Pipelines and Pathways. Faculty Sponsor/Mentor (co-Sponsor, David Woo). University of Utah College of Education Postsecondary Research Scholars Program, \$140,000 (toward postdoc salary). |
| 2021-2023 | Utah Principal and Teacher Well-Being During the COVID-19 Pandemic (PI). Utah State Board of Education/ULEAD Utah Institutional Research Partner Grant, \$15,000. |
| 2021-2023 | Bright Spots in Utah's Implementation of Expanded Distance Learning: Evidence from an Enrollment Increase at Utah Virtual Academy (Co-PI; PI: David Woo). Utah State Board of Education/ULEAD Utah Institutional Research Partner Grant, \$24,111. |
| 2021-2023 | Principal Pipeline Learning Community (PPLC): Readiness and Strategies for Accelerated Take Up (Co-I; PI: Ellen Goldring). The Wallace Foundation, \$600,000 (Co-I share: \$87,569). |
| 2020-2021 | Investigating the Role of Informal Supports in Turnaround Principals' Job Satisfaction and Retention (PI). University of Utah College of Education LEARNT Grant, \$7,910. |
| 2018 | Bonsal Family Applied Education Research Award, \$10,000. |

SELECTED CONFERENCE PRESENTATIONS

- 2024 Association for Education Finance and Policy (AEFP). Baltimore, MD.
American Educational Research Association (AERA). Philadelphia, PA.
- 2023 Association for Education Finance and Policy (AEFP). Denver, CO.
American Educational Research Association (AERA). Chicago, IL.
- 2022 Association for Education Finance and Policy (AEFP). Denver, CO.
American Educational Research Association (AERA). San Diego, CA.
University Council for Educational Administration (UCEA). Seattle, WA.
- 2021 American Educational Research Association (AERA). Virtual.
University Council for Educational Administration (UCEA). Columbus, OH.
- 2020 American Educational Research Association (AERA). Cancelled for COVID-19.
Association for Public Policy Analysis and Management (APPAM). Virtual.
University Council for Educational Administration (UCEA). Virtual.
- 2019 American Educational Research Association (AERA). Toronto, Canada.
University Council for Educational Administration (UCEA). New Orleans, LA.
- 2018 American Educational Research Association (AERA). New York, NY.
University Council for Educational Administration (UCEA). Houston, TX.
- 2017 Association for Education Finance and Policy (AEFP). Washington, DC.
American Educational Research Association (AERA). San Antonio, TX.
University Council for Educational Administration (UCEA). Denver, CO.
- 2016 Association for Education Finance and Policy (AEFP). Denver, CO.
American Educational Research Association (AERA). Washington, DC.

INVITED PRESENTATIONS

- 2022 Rogers, L. K., & Bartanen, B. "Equity-Centered Principal Pipelines."
With Karen Kapp and Michael Saylor. Presentation to the Delaware
Academy for School Leadership (DASL) Superintendent Study Council.
Newark, NJ & Virtual.
- 2022 Rogers, L. K., & Bartanen, B. "Principal Retention and Principal
Turnover." With Anne Clark and Edwin Quezada. Presentation to the
Council of Chief State School Officers (CCSSO) SLDS Collaborative.
Atlanta, GA.

- 2022 Goldring, E. B., Rogers, L. K., Samuels, E. “Changing the Role of the Principal Supervisor.” Presentation to the Council of Chief State School Officers (CCSSO). Jacksonville, FL.
- 2022 Rogers, L. K. “Principal Mentoring and Induction.” Session facilitated for the Utah State Board of Education School Leader Development Community of Practice. Salt Lake City, UT.
- 2021 Rogers, L. K. “Reframing Teacher and Principal Wellbeing in Utah.” Presentation to Utah First Lady Abby Cox’s *Show Up for Teachers* symposium. Salt Lake City, UT.
- 2018 Rogers, L. K. “Survey Research in the Field: Conceptual Design and Practical Applications.” Presentation to students and faculty of Beijing Normal University. Beijing, China.
- 2016 Doan, S., & Rogers, L. K. “Investigating Within-School Teacher Mobility in Tennessee.” Presentation to the Tennessee Department of Education. Nashville, Tennessee.

OTHER PUBLIC FEATURES

Mind the Gap: Addressing the Research Gap in Educator and Principal Well-Being and Turnover. (2022). University of Utah College of Education Newsletter.

How Are You—Really? Taking a Closer Look at School Leaders’ Wellbeing. (2022). *The Leader* (magazine). Utah Association of Elementary School Principals (UAESP).

Best and Worst States for Teachers: Ask the Experts. (2021). WalletHub Feature Article.

UNIVERSITY TEACHING

Evidence-Based Decision Making (Teacher Leadership MEd/School Administration MEd until Spring 2020)

Evidence-Informed Leadership for Learning (School Administration MEd after Spring 2020/EdD)

Introduction to Inquiry (EdD)

Introduction to Mixed Methods Research (PhD)

Organizational Theory (EdD/PhD)

Pro Seminar (PhD)

Research Apprenticeship Course: Systematic Review of Principal Burnout (PhD)

Research Apprenticeship Course: Teacher and Principal Wellbeing (PhD)

Special Topics: Teacher Policy (graduate)

PROFESSIONAL MEMBERSHIPS

Associations

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

Interest Groups and Programs

AEFP Early Career Mentor Program 2022, mentee
AEFP First Generation Scholars affinity group, member
AERA Organizational Theory SIG, member

COMMUNITY ENGAGEMENT AND LEARNING

2022 “Evidence-based decision-making.” Learning session for David Eccles School of Business Principal Leadership Academy for Granite School District.

2022 “Differentiation for Principal Supervisors.” With Priscilla Rodriguez. Learning session for the Utah Principal Supervisors Academy (UPSA).

2022 “Principal induction.” Learning session for Utah State Board of Education School Leader Development Community of Practice.

2019 Salt Lake City School District principal pipeline survey, design and analysis.

SERVICE

Ad Hoc Journal Referee

AERA Open
American Educational Research Journal
American Journal of Education
Educational Administration Quarterly
Educational Evaluation and Policy Analysis
Journal of Research on Educational Effectiveness
Journal of Educational Change
Journal of Teacher Education
School Effectiveness and School Improvement

Professional

2024 AERA Organization Theory SIG Best Paper Award committee

2023 AEFP Program Committee, Educator Labor Markets section chair
2023 AERA Division L Dissertation Award committee
2022-present UCEA Plenary Session Representative

University

2021-2023 University of Utah IRB

College

2021-present College of Education curriculum committee

Department

2022-present CAEP accreditation committee
2021-present K-12 EdD capstone redesign committee
2019-present K-12 EdD admissions committee
2019-present PhD program and curriculum committee
2019-2020 K-12 MEd with licensure program redesign
2019-2020 K-12 MEd admissions committee
2019-2020 K-12 assistant professor search committee