

## Dr. Matthew S. McCluskey

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### EDUCATION

- 2021 Vanderbilt University  
Ed.D. Leadership and Learning in Organizations  
GPA: 4.0
- 2016 Stanford University  
Hollyhock Fellowship (non-degree bearing fellowship)  
Alumnus-in-Residence – Leading Fellow
- 2011 Boston College  
M.Ed. Curriculum & Instruction  
GPA: 3.83  
Teaching English Language Learners (TELL) Certification  
Qualified MELA-O Administration (QMA)
- 2010 Boston College  
B.A. Secondary Education  
B.A. English  
16 Credits of International Study at University of Cape Town, South Africa  
GPA: 3.9/4.0 (Education), 3.7/4.0 (English and Overall)

### ACADEMIC APPOINTMENTS

- 2023-present Assistant Professor: Educational Leadership & Policy Studies (Tenure-Track)  
Graduate Faculty Appointment  
Department of Education  
College of Education and Social Services  
The University of Vermont
- 2021-2023 Assistant Professor: Educational Leadership (Tenure-Track)  
Department of Educator and Leadership Preparation  
College of Education and Human Development  
Texas A&M University-San Antonio
- 2016-2019 Founding Assistant Principal of Curriculum & Instruction  
North Star Academy Lincoln Park High School – Newark, NJ
- 2011-2016 English Department Chair and English Teacher  
North Star Academy Washington Park High School – Newark, NJ

## PUBLICATIONS

8. McCluskey, M. S. (2024). A dry pipeline: CMO teacher hiring in an uncertain teacher labor market. *Leadership and Policy in Schools*. <https://doi.org/10.1080/15700763.2024.2312994>
7. McCluskey, M. S. (In Press). Scaling toward utopia or dystopia: Challenges to preserving organizational values through growth. *Journal of Cases in Educational Leadership*.
6. McCluskey, M. S., & Narayanan, M. (In Press). Black movement in white spaces: How youth online protests challenge “no excuses” charter practices. In D. D. Johnson, M. D. Lovett, & J. H. Lipschultz (Eds.), *Race, Africana communication, and criminal justice reform: A reflective and intersectional analysis of adaptive vitality*.
5. McCluskey, M. S. (2023). Leave like a champion: Teacher embeddedness and turnover at an urban “no-excuses” charter management organization. *Journal of Education*, 0(0). <https://doi.org/10.1177/00220574231190925>.
4. Narayanan, M., & McCluskey, M. S. (2023). #BlackatCMO: Challenging charter schools through youth Instagram counterstories. *Education, Citizenship & Social Justice*, 0(0). <https://doi.org/10.1177/17461979231206941>.
3. McCluskey, M. S. (2023). Turnover contagion: Trust and the compounding impact of turnover on teachers. *Journal of School Choice*, 17(4), 563-593. <https://doi.org/10.1080/15582159.2022.2151923>.
2. Narayanan, M., Ordynans, J. G., Wang, A., McCluskey, M. S., Elivert, N., Shields, A. L., & Ferrell, A. C. (2023). Putting the self in self-efficacy: Personal factors in the development of early teacher self-efficacy. *Education and Urban Society*, 55(2), 175-200. <https://doi.org/10.1177/00131245211062528>.
1. McCluskey, M. S. (2021). “The revolving door:” Identifying causes of teacher turnover within a charter managing organization [Doctoral capstone dissertation, Vanderbilt University]. Vanderbilt University Repository. <http://hdl.handle.net/1803/17028>.

## SUBMISSIONS TO PUBLICATION

6. Narayanan, M., & McCluskey, M. S. (2024). Signifying improvement: Reform symbols as discursive practice in school improvement plans. **Status:** Revise and Resubmit Under Review - *Educational Administration Quarterly*.
5. McCluskey, M. S. (2024). Raising the floor or lowering the ceiling: Challenges to instructional leadership at scale. **Status:** Revise and Resubmit Under Review - *Journal of Cases in Educational Leadership (JCEL)*.
4. McCluskey, M. S., & Narayanan, M. (2024). “This was NO place for me:” Racism and neoliberalism in Charter Management Organizations. **Status:** Under Review - *Urban Education*.
3. McCluskey, M. S., & Narayanan, M. (2024). Teaching, guilt, and moral injury: Revisiting Hargreaves in the neoliberal era. **Status:** Under Review - *Teachers College Record*.
2. McCluskey, M. S., & Narayanan, M. (2024). Uncommon or too common? A critical policy analysis of the diffusion of Uncommon Schools. **Status:** Under Review - *Journal of Education Policy*.

1. McCluskey, M. S., & Butcher, M. I.\* (2024). Black teachers: Black school: White CMO. Teacher multicultural capital in a “no-excuses” charter management organization. **Status:** Under Review - *American Educational Research Journal (AERJ)*.

## RESEARCH IN PROGRESS

6. McCluskey, M. S., Narayanan, M., & Milne, E.\* (Projected 2024). Reform for “these” kids: Geomapping neoliberal reform by demographic data. **Status:** Data collected.
5. McCluskey, M. S., & Narayanan, M. (Projected 2024). Global “champions:” The international impact of Uncommon Schools. **Status:** Partial data collection.
4. McCluskey, M. S., & Narayanan, M. (Projected 2024). Spreading “champions:” Analysis of catalysts of neo-liberal discourse spread in public education. **Status:** Partial data collection.
3. McCluskey, M. S., & Narayanan, M. (Projected 2024). Woke and unwoke: A comparison of CMO social media and protest accounts. **Status:** Partial data collection
2. McCluskey, M. S., & Adams, E.\* (Projected 2025). Let me help: An exploratory study of educational consultants. **Status:** IRB secured, data collection in progress.
1. McCluskey, M. S. (Projected 2025). Examining the impact of cumulative collective teacher experience on student academic performance. **Status:** IRB secured, grant funding awarded.

## PUBLIC WRITING

1. McCluskey, M. S. (2023). Teacher embeddedness. Turning the tables for turnover contagion. *Research Outreach*, 137. DOI: [10.32907/RO-137-5029753223](https://doi.org/10.32907/RO-137-5029753223)

## GRANTS

5. Sutherland, D. H., & McCluskey, M. S. (2024). *Creating a Vermont rural education hub*. Seed grant proposal submitted to the Leahy Institute for Rural Partnerships. **\$10,000 in funding awarded.**
4. McCluskey, M. S., Sutherland, D., & Callahan, R. (2023). EDLP curricular innovation and redesign for rural Vermont. Grant application accepted for the CESS Academic and Curricular SEED Grant. **\$8,500 in funding awarded.**
3. McCluskey, M. S. (2023). *Examining the impact of cumulative collective teacher experience on student academic performance*. Grant application accepted for the University of Vermont Early Extra Promotion of Research and Scholarly Success (EXPRESS) Award. **\$3,000 in funding awarded.**
2. Webb, C. L., & McCluskey, M. S. (2022). *Raising Texas teachers at the Texas A&M University – San Antonio College of Education and Human Development*. Grant application accepted by the Charles Butt Foundation. **\$50,000 in funding awarded.**
1. Webb, C. L., & McCluskey, M. S. (2021). *Texas A&M University – San Antonio College of Education and Human Development educator preparation program transformation initiative*. Grant application accepted by the Branch Alliance for Educator Diversity. **\$400,000 in funding awarded.**

\* Signifies doctoral student.

## COURSES TAUGHT

Course	Institution
EDLP 6000: Leading Learning Organizations	University of Vermont
EDLP 6100: Affecting and Managing Change	University of Vermont
EDRM 6300: Applied Educational Research	University of Vermont
EDLP 7050: Educational Policy Seminar	University of Vermont
EDAD 5301: Behavioral and Organizational Foundations of Education	Texas A&M University – San Antonio
EDAD 5302: Leading Elementary & Secondary Curricula	Texas A&M University – San Antonio
EDAD 5315: Administration of Various Special Programs	Texas A&M University – San Antonio
EDAD 5329: Educational Research	Texas A&M University – San Antonio
EDAD 5345: Internship in School Administration	Texas A&M University – San Antonio

## PROFESSIONAL CONFERENCES AND PRESENTATIONS

### Peer-Reviewed Presentations

11. McCluskey, M. S., & Narayanan, M. (2024, April). *“This was NO place for me:” Teacher social media protest of CMOs*. A paper accepted to be presented at the AERA 2024 Annual Meeting.
10. Narayanan, M., & McCluskey, M. S. (2024, April). *Signaling reform: School improvement plans and discursive symbols of legitimacy*. A paper accepted to be presented at the AERA 2024 Annual Meeting.
9. McCluskey, M. S. (2024, April). *Leave like a champion: Teacher embeddedness and turnover at an urban “no-excuse” charter management organization*. Within session: McLean L., Tilley, L., McCluskey, M. S., Rogers, L., Gandy-Fastovich, L., Watson, C., Bertrand, A., Singer, J., & Harbatkin, E. (2024, April). *Teacher well-being through the COVID-19 Pandemic*. A session presentation accepted to be presented at the AERA 2024 Annual Meeting.
8. McCluskey, M. S. (2024, April). *A dry pipeline: CMO teacher hiring in an uncertain labor market*. Within session: Bruno, P., McCluskey, M. S., Camp, A., Feng, L., Hansen, M., Kumar, D., Anglum, C., & Gontram, J. S. (2024, April). *Strategic staffing and incentives*. A session presentation accepted to be presented at the AERA 2024 Annual Meeting.
7. McCluskey, M. S., & Butcher, M. (2023, November). *Black teachers: Black school: White CMO. Multicultural capital and Black teacher experience at a “no-excuses” CMO*. A paper presented at the American Educational Studies Association 2023 Conference.
6. McCluskey, M. S., & Narayanan, M. (2023, November). *“This was NO place for me:” Teacher social media protest of CMOs*. A paper presented at the American Educational Studies Association 2023 Conference.
5. Narayanan, M., & McCluskey, M. S. (2023, November). *Constructed and constricted: (Un)Common discourses in school improvement plans*. A paper presented at the American Educational Studies Association 2023 Conference.

4. McCluskey, M. S., & Narayanan, M. (2023, April). *Toocommon schools: A critical policy analysis of the proliferation of Uncommon Schools*. A paper presented at the AERA 2023 Annual Meeting.
3. McCluskey, M. S., & Narayanan, M. (2023, February). *Toocommon schools: A critical policy analysis of the proliferation of Uncommon Schools*. A paper presented at the SERA 2023 Annual Meeting.
2. McCluskey, M. S., & Narayanan, M. (2022, November). *Black movement in white spaces: How youth online protests challenge no excuses charter practices*. A paper presented at the American Educational Studies Association 2022 Conference.
1. McCluskey, M. S. (2021, November). *"The revolving door:" Identifying causes of teacher turnover within a charter managing organization*. A paper presented at the Vanderbilt University Doctoral Convening.

### **Non Peer-Reviewed Presentations / Invited Presentations and Professional Development\***

- McCluskey, M. S. (2024, January). Invited speaker. *Concrete jungle where dreams are made of: Education inequality in NYC*. Stanford University Course.
- McCluskey, M. S. (2015-Present). *Grade level, engaging, affirming, and meaningful school leadership*. A weeklong presentation delivered for multiple UnboundEd Standards Institutes and Systems Leader Institutes.
- McCluskey, M. S. (2021-Present). *The intersection of equity, standards, and instructional leadership*. A two or four-day presentation delivered to multiple school districts/organizations.
- McCluskey, M. S. (2023-Present). *Analyzing standards to support student learning outcomes*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2023-Present). *Monitoring student work to improve outcomes*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2023-Present). *Using student work as an instruction tool*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2024-Present). *Facilitating meaningful class discussions*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2024-Present). *Preparing students for complex texts*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2024-Present). *Using models and think alouds to promote rigor*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2021-Present). *Scaffolding instruction while Maintaining the Bar*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2023-Present). *Effectively checking for understanding*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2023-Present). *Implementing engagement strategies*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2022-Present). *Leveraging mini-lessons to adjust instruction*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2023-Present). *Using exemplars to guide rigorous instruction*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2022-Present). *Analyzing student work*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2023-Present). *Starting strong with classroom culture*. A two-day presentation delivered to multiple school districts and organizations.
- McCluskey, M. S. (2021-2023). Various presentations delivered for the UnboundEd System's Leader Academy and Equity Influencer Residency cohorts.

- McCluskey, M. S. (2021-2023). *Best practices in online facilitation*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2022). *Responding to data equitably*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2022, August). Panel discussant. *Rethinking school: Mindsets for a new approach*. The Circle Reinventing Schools Conference.
- McCluskey, M. S. (2022, August). *Grade level, engaging, affirming, and meaningful leadership of our schools*. A two-day presentation delivered for Rhode Island Department of Education.
- McCluskey, M. S. (2022, August). *From the office to the classroom: Equity- and standard's-driven instructional leadership*. A two-day presentation delivered for Hartford, CT Public Schools.
- McCluskey, M. S. (2021-2022). *Accelerating learning through student work analysis*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2021-2022). *Building affirming learning partnerships*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2021-2022). *Strategies to spark engagement online*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2021). *Driving instruction through responsive teaching*. A professional development session delivered to multiple school districts and organizations.
- McCluskey, M. S. (2020, July). *Building and sustaining empathic relationships in classrooms*. A presentation delivered at EdSummit.

**\*Schools/districts/departments supported include but are not limited to:** Charlotte-Mecklenburg Schools, Colorado Department of Education, Des Moines Public Schools, Detroit Public Schools, District of Columbia Public Schools, Guilford County Public Schools, Holyoke Public Schools, Manor Independent School District, Lawrence Public Schools, Los Angeles Unified School District, Malden Public Schools, Monterey Peninsula Unified School District, Nevada Department of Education, New York City Department of Education, Norwalk Public Schools, Oakland Unified School District, Pittsburg Unified School District, Public Schools of Robeson County, Richmond Public Schools, Waltham Public Schools, Wisconsin Department of Education.

## AWARDS

- Karen Lewis Teacher's Work/Teachers Union Outstanding Paper 2024 Award
- Texas A&M University – SA Center for Academic Innovation (\$1,500) - 2023
- AERA Division A Sponsorship – 2023

## SERVICE

### Service to the Department

- **The University of Vermont (2023-Present)**
  - Committee Member, EDLP Doctoral Program Steering Committee
  - Committee Member, EDLP Doctoral Advisory Board
- **Texas A&M University – San Antonio (2021-2023)**
  - Graduate Program Coordinator, Educational Administration
  - Sole Author, Accepted application for new M.Ed. in Instructional Leadership to Texas A&M University System and Texas Higher Education Coordinating Board
  - Committee Member, Faculty Evaluation Committee
  - Committee Member, ELP Department Chair Selection Committee

## Service to the College

- **The University of Vermont (2023-Present)**
  - Jean S. Garvin Research Fellowship Committee
  - Committee for Equity Action and Diversity - White Affinity & Caucus Space (WACS)
- **Texas A&M University – San Antonio (2021-2023)**
  - Co-PI/Lead, Branch Alliance for Educator Diversity
  - Co-PI/Lead, Butt Foundation Raising TX Teachers
  - Task Force Member, Doctoral Program Proposal Task Force

## Service to the University

- **Texas A&M University – San Antonio (2021-2023)**
  - Committee Service, Graduate Program Advisory Committee
  - Committee Service, University’s Cross-Disciplinary Education Committee
  - Co-Organizer, “Teaching in a Climate of Censorship” workshop for TAMU-SA

## Service to the Community

- Volunteer, Burlington Public Schools (2023-present)
- Literary Magazine Advisor, University Prep Middle School (2022-present)
- Bexar Country Educator Pipeline Collaborative Advisory Council (2022-2023)
- Instrument Validator, Branch Alliance for Educator Diversity (2022-2023)
- Leadership Advising, Norwalk Public Schools (Norwalk, CT) (March 2023)
- Leadership Advising, Oakland Unified School District (Oakland, CA) (February 2023)
- Leadership Advising, Synergy Academies (Los Angeles, CA) (February 2023)
- Committee Member, Bexar County Recruitment & Retention Initiative (2022)
- Leadership Advising, City School for the Arts (NY, NY) (2021-2022)

## Service to the Profession

- Communications Director, AERA Charters and School Choice Special Interest Group
- Referee Service
  - Journal of Cases in School Leadership (JCEL) – **Editorial Board Member**
  - Journal of School Choice – **Editorial Board Member**
  - American Educational Research Journal
  - Educational Evaluation and Policy Analysis
  - Journal of School Leadership
  - Education Policy Analysis Archives
  - Youth & Society
  - American Educational Research Association (AERA) Annual Meeting
    - Division A (Administration). Section 2: School Organization & Effects.
    - Division L (Ed. Policies). Section 4: School Choice & Other Market Reforms.
    - Charters and School Choice Special Interest Group (SIG).
- Conference Session Chair/Discussant
  - **Session Chair:** Understanding the multifaceted dynamics of educational environments: From climate to culture, and collaboration. AERA Division A – Section 2 School Organization and Effects. AERA 2024 Annual Meeting.
  - **Session Chair:** Teacher identity and agency in racially and politically contested contexts. AERA SIG-Lives of Teachers. AERA 2024 Annual Meeting.

## ADVISING AND RELATED STUDENT SERVICE:

### Doctoral Dissertation Advising

Elizabeth Adams UVM Educational Leadership & Policy Studies Ph.D. 2026

*Dissertation: An exploratory study of belonging, satisfaction, and embeddedness of university clinical faculty.*

### Doctoral Dissertation Committees

Monica Desrochers UVM Educational Leadership & Policy Studies Ed.D. 2025

*Dissertation: Examining efficacy of K-12 school leaders: An analysis of the 2020-2021 National Teacher and Principal Survey.*

John Comforto Vanderbilt Leadership & Learning in Organizations Ed.D. 2022

*Capstone: Teacher assessment conceptions and practices at an independent school.*

Daniel Garvey Vanderbilt Leadership & Learning in Organizations Ed.D. 2022

*Capstone: Leveraging organizational conditions to improve the efficacy of professional learning initiatives.*

Kelly J. Kinz Vanderbilt Leadership & Learning in Organizations Ed.D. 2022

*Capstone: Coach-parent communication in high school athletics.*

## PROFESSIONAL ORGANIZATIONS

- Editorial Board Member, *Journal of School Choice: International Research and Reform*
- Editorial Board Member, *Journal of Cases in Educational Leadership (JCEL)*
- Communications Director, AERA Charters and School Choice Special Interest Group
- Member, American Educational Research Association (AERA)
- Member, American Educational Studies Association (AESAs)
- Member, University Council of Educational Administration (UCEA)

## CERTIFICATIONS

- The Association of College and University Educators (ACUE) Effective Teaching Practices
- National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program
- T-TESS Field Supervisor
- Texas Education Agency ID #2421324
- Massachusetts Secondary English Certification, Initial Licensure, Certification # 450263
- New York Secondary English Certification, Initial Licensure, Control # 522131111
- New Jersey Secondary English Certification, Standard Certificate, Certification# 882293

## PROFESSIONAL DEVELOPMENT

- AERA Educational Leadership and Policy Mentoring Program (ELPMP).
- Branch Alliance for Educator Diversity
- Texas A&M University Education Summit
- National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program
- The Association of College and University Educators (ACUE) Effective Teaching Practices