

Dr. Matthew S. McCluskey

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EDUCATION

- | | |
|------|--|
| 2021 | Ed.D. Leadership & Learning in Organizations
Vanderbilt University
Nashville, TN
Dissertation: <i>"The Revolving Door:" Identifying Causes of Teacher Turnover within a Charter Management Organization</i> |
| 2011 | M.Ed. Curriculum & Instruction
Boston College
Chestnut Hill, MA |
| 2010 | B.A. English and Secondary Education
Boston College
Chestnut Hill, MA
16 Credits of International Study at University of Cape Town, South Africa |

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
Burlington, VT |
| 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
San Antonio, TX |
| 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

* Signifies graduate student.

Peer-Reviewed Journal Articles

11. McCluskey, M. S., & Narayanan, M. (In Press). Uncommon or too common? The discursive diffusion and transformation of charter edupreneurial policy ideas. *Journal of Education Policy*, 0(0).
10. McCluskey, M. S., & Narayanan, M. (In Press). Posting against the system: BIPOC teacher counterstories and resistance in charter management organizations. *Urban Education*, 0(0).
9. McCluskey, M. S., Narayanan, M., & Milne, E.* (2025). Reform for “these” kids: Neoliberal reform, theorized target populations, and spatial injustice. *Educational Policy*, 0(0).
<https://doi.org/10.1177/08959048251326829>.
8. Narayanan, M., & McCluskey, M. S. (2025). Signifying improvement: Reform symbols as discursive practice in school improvement plans. *Educational Administration Quarterly*, 0(0).
<https://doi.org/10.1177/0013161X251319215>.
7. McCluskey, M. S. (2025). A dry pipeline: CMO teacher hiring in an uncertain teacher labor market. *Leadership and Policy in Schools*, 24(2), 256-277.
<https://doi.org/10.1080/15700763.2024.2312994>
6. Narayanan, M., & McCluskey, M. S. (2025). #BlackatCMO: Challenging charter schools through youth Instagram counterstories. *Education, Citizenship & Social Justice*, 20(1), 93-106.
<https://doi.org/10.1177/17461979231206941>.
5. McCluskey, M. S. (2025). Raising the floor or lowering the ceiling: Challenges to instructional leadership at scale. *Journal of Cases in Educational Leadership*, 28(1), 29-46.
<https://doi.org/10.1177/15554589241273203>.
4. McCluskey, M. S. (2024). Scaling toward utopia or dystopia: Challenges to preserving organizational values through growth. *Journal of Cases in Educational Leadership*, 27(3), 70-85.
<https://doi.org/10.1177/15554589241238902>.
3. McCluskey, M. S. (2024). Leave like a champion: Teacher embeddedness and turnover at an urban “no-excuses” charter management organization. *Journal of Education*, 204(3), 576-594.
<https://doi.org/10.1177/00220574231190925>.
2. 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>.
1. 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>.

Book Chapters

1. McCluskey, M. S., & Narayanan, M. (2024). 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*.

Submissions Under Review

4. McCluskey, M. S., & Narayanan, M. (2025). Teaching, guilt, and moral injury: Revisiting Hargreaves in the neoliberal era. **Status:** Under Review – *The Urban Review*.
3. McCluskey, M. S., & Saqib, W.* (2025). Black teacher: Black school: White CMO. Neoliberal multiculturalism in a no-excuses charter management organization. **Status:** Under Review – *Teachers College Record (TCR)*.
2. Reynolds, W.*, & McCluskey, M. S. (2025). Under the gun: Intersectional sensemaking through a campus carry crisis. **Status:** : Revise and Resubmit Under Review - *Journal of Cases in Educational Leadership (JCEL)*.
1. Adams, E. A.*, & McCluskey, M. S. (2025). The price of precarity: A practitioner's journey into the neoliberal academy. **Status:** : Revise and Resubmit Under Review - *Journal of Cases in Educational Leadership (JCEL)*.

Research in Progress

3. McCluskey, M. S., Adams, E.*, & Cox, L.* (Projected 2026). Prophets from a different land: An exploratory study of educational consulting. **Status:** IRB secured, data collection in progress.
2. Sutherland, D. H., & McCluskey, M. S. (Projected 2026). Portrait of a rural principal: A needs assessment study of rural principalship in Vermont. **Status:** Grant funding awarded data, IRB secured, data collection in progress.
1. McCluskey, M. S., & Narayanan, M. (Projected 2026). Spreading “champions:” Analysis of catalysts of neo-liberal discourse spread in public education. **Status:** Data collected.

GRANT FUNDING

Funded Proposals

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. (2024). 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.**

Proposals Under Review

2. McCluskey, M. S. (2025). Prophets from a different land: An exploratory study of educational consulting. \$60,000 grant application submitted to the Spencer Foundation. **Under review.**
1. McCluskey, M. S. (2024). Prophets from a different land: An exploratory study of educational consulting. \$70,000 fellowship application submitted to the National Academy of Education (NaEd) / Spencer Foundation Postdoctoral Fellowship. **Not funded.**

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).

COURSES TAUGHT

Course	Institution
EDLP 6000: Leading Learning Organizations	University of Vermont
EDLP 6100: Affecting and Managing Change	University of Vermont
EDLP 6350: Staff Evaluation & Development	University of Vermont
EDLP 7050: Educational Policy Seminar	University of Vermont
EDRM 6300: Applied Educational Research	University of Vermont
EDLP 7993a: Independent Study: Adv. Qual Coding	University of Vermont
EDLP 7993b: Independent Study: Sociology of Education	University of Vermont
EDLP 7993c: Independent Study: Critical Policy Analysis	University of Vermont
EDLP 7993d: Independent Study: Education Finance	University of Vermont
EDAD 5301: 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

14. McCluskey, M. S., Cox, L.*, & Adams, E.* (2025, April). *Prophets from a different land: An exploratory study of educational consulting*. A paper presented at the AERA 2025 Annual Meeting.
13. Sutherland, D. H., McCluskey, M. S., Heraty, R.*, & Eklöf-Parks, T.* (2025, April). “Vote down the school budget! They don’t want to just survive, they want to thrive!”: Local control and intergovernmental policy rhetoric. A paper presented at the AERA 2025 Annual Meeting.
12. McCluskey, M. S., Adams, E.*, & Cox, L.* (2024, November). *Prophets from a different land: An exploratory study of educational consulting*. A paper presented at the UCEA 2024 Annual Convention.

11. McCluskey, M. S., & Narayanan, M. (2024, April). *"This was NO place for me:" Teacher social media protest of CMOs*. A paper 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 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 symposium: *Teacher well-being through the COVID-19 Pandemic*. A session presentation paper 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 symposium: *Strategic staffing and incentives*. A session presentation paper 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 AESA 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 AESA 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

- McCluskey, M. S. & Milne, E.* (2025, May). *Reform for "these" kids: Neoliberal reform, theorized target populations, and spatial injustice*. Poster presentation at the University of Vermont College of Education and Social Services Research Symposium.
- McCluskey, M. S. (2025, February). *Career in higher education panel*. Invited speaker for Vanderbilt University Peabody College of Education and Human Development graduate students.
- McCluskey, M. S. (2024, October). *No-excuses schools and the charter movement*. Invited speaker for Boston College course "Transformative Teaching and Learning."
- McCluskey, M. S. (2024, October). *Black teacher: Black school: White CMO. Cultural capital dissonance in a "no-excuses" charter management organization*. UVM Department of Education Brown Bag Research presentation.
- McCluskey, M. S. (2024, August). *VT Education Road Trip*. Invited presentation for the UVM Department of Education Data Dive.
- McCluskey, M. S. (2024, June). *Coaching for excellence*. UVM Sponsored Project Admin. leadership team.
- McCluskey, M. S. (2024, August). *Researching, teaching and service: Advice for new faculty*. Invited speaker for the Association of Teacher Educators' (ATE) Induction System for New Professors (ISNP).

- McCluskey, M. S. (2024, January). *No-excuses schools and the charter movement*. Invited speaker for Stanford University Course “Concrete Jungle Where Dreams are Made of: Education Inequality in NYC.”
- McCluskey, M. S. (2022, August). Panel discussant. *Rethinking school: Mindsets for a new approach*. The Circle Reinventing Schools Conference.

AWARDS

- Prelock Online Teaching Award 2024 Finalist
- Karen Lewis Teacher’s Work/Teachers Union Outstanding Paper 2024 Award
- AERA School Effectiveness/ Improvement SIG Early Career Scholar Registration Award
- Texas A&M University – SA Center for Academic Innovation (\$1,500) - 2023
- AERA Division A Sponsorship Award– 2023
- Stanford University Hollyhock Fellowship - 2016

SERVICE

Service to the Department

- **The University of Vermont (2023-Present)**
 - Committee Member, EDLP Dissertation Award Selection Committee
 - Committee Member, EDLP Doctoral Program Steering Committee
 - Committee Member, EDLP Doctoral Advisory Board
 - Attendee, EDLP M.Ed. Comprehensive Exam Celebration
 - Attendee, EDLP Doctoral Celebration and Awards.
- **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)**
 - Task Force Member, Doctoral Program Proposal Task Force
 - Co-PI/Lead, Branch Alliance for Educator Diversity and Raising TX Teachers

Service to the University

- **The University of Vermont (2023-Present)**
 - Committee Service, Academic Integrity Council
 - Facilitator, Professional Development – Sponsored Project Administration (SPA)
- **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

Regional Service to the Community

- Founding Board Member, Vermont Rural Education Association (2024-Present)
- CEEDAR Inclusive Leadership Topical Action Group (TAG) (2024-Present)
- VT CEEDAR Inclusive Principal Leadership Team (2024-Present)
- Volunteer, Burlington Public Schools (2023-present)
- Literary Magazine Advisor, University Prep Middle School (2022-present)
- Bexar County 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)

National Service to the Profession

- Communications Director, AERA Charters and School Choice Special Interest Group
- Referee Service
 - Journal of Cases in Educational Leadership (JCEL) – **Editorial Board Member (7)**
 - Journal of School Choice – **Editorial Board Member (5)**
 - Journal of Education – **Editorial Board Member (4)**
 - AERA Open (2)
 - Educational Evaluation and Policy Analysis (2)
 - Journal of School Leadership (5)
 - Education Policy Analysis Archives (3)
 - Leadership & Policy in Schools (1)
 - Youth & Society (1)
 - University Council for Educational Administration (UCEA) Annual Convention (5)
 - American Educational Research Association (AERA) Annual Meeting (52)
 - Division A (Administration). Sec 2: School Organization & Effects.
 - Division A (Administration). Sec 3: School and District Improvement.
 - Division G (Social Context of Education). Sec 4. Policies, Matterings, & Praxis
 - Division L (Ed Policies & Politics). Sec 4: School Choice & Market Reforms.
 - Charters and School Choice Special Interest Group (SIG).
 - Teachers Work/Teachers Unions (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.
- Award Committees
 - AERA 2025 School Effectiveness and School Improvement SIG Outstanding Graduate Student Paper Award

ADVISING AND RELATED STUDENT SERVICE:

Doctoral Advisees: Completed

Doctoral Dissertation Committee Member

Monica Desrochers	UVM Educational Leadership & Policy Studies	Ed.D. 2025
<i>Dissertation: Examining efficacy of K-12 school principals: An analysis of the 2020-2021 National Teacher and Principal Survey.</i>		
John Comforto	Vanderbilt Leadership & Learning in Organizations	Ed.D. 2022
<i>Capstone: Teacher assessment conceptions and practices at an independent school.</i>		
Daniel Garvey	Vanderbilt Leadership & Learning in Organizations	Ed.D. 2022
<i>Capstone: Leveraging organizational conditions to improve the efficacy of professional learning initiatives.</i>		
Kelly J. Kinz	Vanderbilt Leadership & Learning in Organizations	Ed.D. 2022
<i>Capstone: Coach-parent communication in high school athletics.</i>		

Doctoral Mentoring: Current

Dissertation Advisor

Jiao (Penelope) Wang	UVM Educational Leadership & Policy Studies	Ph.D. student
<i>Awards: Presidential Doctoral Fellowship</i>		
<i>Dissertation: TBD</i>		
Elizabeth Adams	UVM Educational Leadership & Policy Studies	Ph.D. student
<i>Dissertation: An exploratory study of belonging, satisfaction, and embeddedness of university clinical faculty.</i>		
Lindsey Cox	UVM Educational Leadership & Policy Studies	Ph.D. student
<i>Dissertation: Teacher-led reform</i>		
Ryan Heraty	UVM Educational Leadership & Policy Studies	Ed.D. student
<i>Dissertation: School finance policy in Vermont.</i>		

Doctoral Dissertation Committee Member

Alison Kromf	UVM Educational Leadership & Policy Studies	Ph.D. student
<i>Dissertation: Sociological Strengths and the Mental Health Needs of K-12 Students</i>		
Erin Milne	UVM Educational Leadership & Policy Studies	Ph.D. student
<i>Dissertation: Vermont State Colleges</i>		
Tamara Eklof	UVM Educational Leadership & Policy Studies	Ed.D. student
<i>Dissertation: Building Multilingual Programs for School Districts in Rural Areas.</i>		
Wendy Reynolds	UVM Educational Leadership & Policy Studies	Ed.D. student
<i>Dissertation: Impact of Compassionate Care for Nurses: Nursing Students' Resilience</i>		

Master's Students Mentoring

Rory Woodard	UVM Curriculum & Instruction	M.Ed. 2024
<i>Comprehensive Exam Committee: M.Ed Curriculum & Instruction</i>		

PROFESSIONAL ORGANIZATIONS

- Editorial Board Member, *Journal of School Choice: International Research and Reform*
- Editorial Board Member, *Journal of Cases in Educational Leadership (JCEL)*
- Editorial Board Member, *Journal of Education*.
- Communications Director, AERA Charters and School Choice Special Interest Group
- Member, American Educational Research Association (AERA)
- Member, University Council of Educational Administration (UCEA)
- Member, The Carnegie Project on the Education Doctorate (CPED)

CERTIFICATIONS

- The Association of College and University Educators (ACUE) Effective Teaching Practices
- National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program
- Texas Education Agency ID #2421324 (T-TESS Field Supervisor)
- 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
- Teaching English Language Learners (TELL) Certification
- Qualified MELA-O Administration (QMA)

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