Katherine M. Bowser

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PROFESSIONAL EXPERIENCE

2024-Present	Principal Researcher, K12 District Policy, National Council on Teacher Quality, Washington, D.C.
2024-Present	Independent Research Collaborator, Interdisciplinary Educator Evaluation Research Team, affiliated with George Mason University, Fairfax, VA
2018-2024	Faculty Relationship and Clinical Placement Manager, 2U, Inc., Lanham, MD
2015-2018	Assistant Dir. of Civic Engagement Programs, Davidson College, Davidson, NC
2013-2015	Assistant Dir. of Service-Learning, Bowling Green State University, Bowling Green, OH
2012-2013	Davies Program Coordinator, Allegheny College, Meadville, PA

EDUCATION

Fall 2024 — Ph.D., Education, George Mason University, Fairfax, VA
Specialization: Education Policy
Secondary Emphasis: Econometrics & Quasi-Experimental Methodology

Dissertation: *Is Less More? The Quasi-Experimental Effects of Four-Day School Week Adoption on Teacher, Principal, and Paraprofessional Staff Turnover and District Finance*

Committee: Seth B. Hunter, Ph.D. (chair), Samantha Viano, Ph.D., David Houston, Ph.D.

Research Assistant to Seth B. Hunter, 2019-2024

George Mason University Doctoral Research Scholar, 2023-24
Competitive university-wide award to support dissertation completion

2015 — M.A., College Student Personnel, Bowling Green State University

2012 — B.S., Neuroscience, Allegheny College

PEER-REVIEWED PUBLICATIONS

Hunter, S. B. & **Bowser, K. M.** (2026). Time to Change? Switching from One Next-Generation Teacher Evaluation System to Another and Its Association with Student Achievement Scores. *Journal of Education Human Resources.*

Bowser, K. M., Hunter, S. B., & Curby, T. W. (2026). Sources of Variance in Principals' Ratings of Teaching: Baseline and Within-Year Growth Trends. *Leadership and Policy in Schools,* 1-22.

Hunter, S. B. & **Bowser, K. M.** (2026). Next-Generation Teacher Evaluation in Rural Missouri: Main and Moderated Effects on Student Achievement and Effects-to-Expenditure Ratios. *Education Policy Analysis Archives,* 34.

Hunter, S. B., Kho, A., & **Bowser, K. M.** (2025). Policy-Assigned Teacher Observations, Their Implementation, and Student Discipline Outcomes: Main, Mediated, and Moderated Relationships. *American Educational Research Journal*, 62(6), 1173-1206.

UNDER REVIEW

Bowser, K. M., & Hunter, S. B. Understanding the Sources of Variation in Teacher Observation Practices: Evidence from Rural School Districts.

Hunter, S. B., Woo, D. S., **Bowser, K. M.,** Akter, S. S., Hairston, T., Mjavanadze, E., & Hairston, S., Human-, GRM-, and LLM-Generated School-Improvement Leadership Scores from Missouri: Structural Bias and Concurrent and Predictive Validity.

Woo, D. Hunter, S. B., Mjavanadze, E., Akter, S., **Bowser, K. M.**, Hairston, T., Hairston, S., Anastasopoulos, A. Did the Pandemic Change What Principals Prioritize? Longitudinal Evidence from Building Improvement Plans

CURRENT PROJECTS

Bowser, K. M. & Hunter, S. B. Inside the Black Box of Teacher Evaluation: Implementation Measures and their Associations with Student Outcomes.

Hunter, S. B., **Bowser, K. M.**, Woo, D. Akter, S., Hairston, T., Mjavanadze, E., Anastasopoulos, A., & Hairston, S. What Gets Measured Depends on Who (or What) Does the Measuring: The Validity of Human, GRM, and LLM Principal Evaluation Scores.

Hunter, S. B., **Bowser, K. M.**, Woo, D., Akter, S., Hairston, T., Mjavanadze, E., Anastasopoulos, A., & Hairston, S. Assessing the Psychometric Properties of Human and LLM-Based Evaluation Scores for Principal Building Improvement Plans

POLICY BRIEFS & WORKING PAPERS

Hunter, S. B., Woo, D. S., **Bowser, K. M.,** Akter, S. S., Hairston, T., Mjavanadze, E., & Hairston, S. (2026). Human-, GRM-, and LLM-Generated School-Improvement Leadership Scores from Missouri: Structural Bias and Concurrent and Predictive Validity. *Annenberg Institute at Brown University.*

Bowser, K. M. (2025). The Four Day Gamble: The Quasi-Experimental Effects of Four-Day School Week Adoption on Teacher, Principal, and Paraprofessional Staff Turnover and District Financial Outcomes. (EdWorkingPaper: 25 -1208). *Annenberg Institute at Brown University.*
[**Featured in the EdExchange/EdWorkingPapers Policy & Practice Series.**]

Bowser, K. M. (2025). Priced Out: The Growing Challenge of Teacher Pay and Housing Costs. *National Council on Teacher Quality.*

Hunter, S. B. & **Bowser, K. M.** (2024). Next-Generation Teacher Evaluation in Rural Missouri: Main and Moderated Effects on Student Achievement and Effects-to-Expenditure Ratios. (EdWorkingPaper: 24-935). *Annenberg Institute at Brown University.*

Hunter, S. B., Kho, A., **Bowser, K. M.** (2023). Policy-Assigned Teacher Observations, Their Implementation, and Student Discipline Outcomes: Main, Mediated, and Moderated Relationships. (Working Paper). *Nashville, TN: Tennessee Education Research Alliance.*

Hunter, S. B. & **Bowser, K. M.** (2023). NEE Implementation Report. *Network for Educator Effectiveness (NEE).*

Viano, S. & **Bowser, K. M.** (2020). The Changing Profile of a Virginia Graduate: Course-taking and Achievement of Virginia Ninth Graders. *EdPolicyForward: The Center for Education Policy at George Mason University.*

PEER-REVIEWED PRESENTATIONS
*(*denotes presenter)*

Bowser, K. M.* & Putman, H. (2026). Building a Scalable District-Level Teacher Policy Database:

Validity and Reliability of AI-Powered Document Coding. *Annual Meeting of the Association for Education Finance and Policy.* Chicago, IL.

Hunter, S. B., Woo, D. S., Anastasopoulos, A., **Bowser, K. M.***, Akter, S. S., Hairston, S. L., Hairston, T. W., Mjavanadze, E. (2025). Using Artificial Intelligence for Principal Evaluation to Differentiate Performance, Reduce Bias, and Alleviate Administrator Burden. *Annual Meeting of the Association for Education Finance and Policy.* Washington, D.C.

Woo, D. S., Hunter, S. B., Hairston, S. L., Mjavanadze, E.*, Anastasopoulous, A., **Bowser, K. M.**, Akter, S. S., Hairston, T. W. (2025). Examining COVID-19's Influence on School Leaders' Priorities: An Application of LLM's to Analyze Building Improvement Plans. *Annual Meeting of the Association for Education Finance and Policy.* Washington, D.C.

Bowser, K. M.* (2024). Do Fewer Days Equal More Teachers?: The Effects of the Four-Day School Week on Rural Teacher Retention. *Annual Meeting of the Association for Education Finance and Policy.* Baltimore, MD

Hunter, S. B.*, Woo, D. S., Anastasopoulos, A., **Bowser, K. M.**, Akter, S. S., Hairston, S. L., Hairston, T. W. (2024). Principal-Supervisor and Machine-Generated Evaluation Scores of Principal Performance Portfolios in a Rurally-Focused Multi-State Evaluation System: Their Reliability, Validity, Differences, and Determinants. *Annual Meeting of the Association for Education Finance and Policy.* Baltimore, MD.

Bowser, K. M.* (2023). Do Fewer Days Equal More Teachers?: The Effects of the Four-Day School Week on Rural Teacher Retention. *Annual Meeting of the Society for Research on Educational Effectiveness.* Arlington, VA.

Bowser, K. M.* & Hunter, S. B. (2023). Inside the Black Box of Teacher Evaluation in Rural Settings: Implementation Measures and their Associations with Student Outcomes. *Annual Meeting of the Society for Research on Educational Effectiveness.* Arlington, VA.

Bowser, K. M.* & Hunter, S. B. (2023). Inside the Black Box of Teacher Evaluation: Implementation Measures and their Associations with Student Outcomes. *Annual Meeting of the Association for Education Finance and Policy.* Denver, CO.

Bowser, K. M.* & Hunter, S. B. (2022). Using Administrative Data to Describe the Implementation of Teacher Evaluation: An Exploratory Study Utilizing Missouri Data. *Annual Meeting of the Association for Education Finance and Policy.* Denver, CO.

Steinberg, M. P., Kraft, M. A.*, Lyon, M. A, & **Bowser, K. M.** (2022). The Effect of Teacher Strikes on Student Achievement and Teacher Labor Market Outcomes: Evidence from Pennsylvania. *Annual Meeting of the Association for Public Policy Analysis & Management.* Washington, DC.

Steinberg, M. P.*, Kraft, M. A., Lyon, M. A, & **Bowser, K. M.** (2022). The Effect of Teacher Strikes on Student Achievement and Teacher Labor Market Outcomes: Evidence from Pennsylvania. *Annual Meeting of the Association for Education Finance and Policy.* Denver, CO.

Hunter, S. B. & **Bowser, K. M.*** (2021). Time to Change? Switching from One Next-Generation Teacher Evaluation System to Another and its Association with Student Achievement Scores. *Association for Education Finance and Policy.* Virtual.

Hunter, S. B.* & **Bowser, K. M.** (2021). Identifying the Effects of Next-Generation Teacher Evaluation on Student Achievement in Rural Districts: Evidence from Missouri. *Annual Meeting of the Association for Education Finance and Policy.* Virtual.

D'Amico Pawlewicz, D., Horsford, S. D., Miller, J., Lester, D. Q. & **Bowser, K. M.** (2020). We Intend to Agitate: The Fight for Black Teachers for Black Children in Baltimore, 1870–1910. [Symposium]. *American Educational Research Association.* San Francisco, CA. Conference Canceled.

MEDIA MENTIONS

Education Week: This District's Solution to Teacher Burnout? 4-Day School Weeks
The 74 Million: In Dozens of Districts, Teachers Can't Afford to Live Near Their Schools

INVITED PRESENTATIONS

Council of State Governments Southern Office (CSG South). From Lesson Plans to Building Plans: Addressing the School Workforce Shortage Through Housing. Policy Masterclass. Bentonville, AR. September 2025.

Steinberg, M. P., Kraft, M. A., Lyon, M. A, & **Bowser, K. M.*** (2022). The Effect of Teacher Strikes on Student Achievement and Teacher Labor Market Outcomes: Evidence from Pennsylvania. *EdPolicyForward: The Center for Education Policy at George Mason University.* Research Workshop Series.

TEACHING AND ADVISING

Davidson College

Education Scholars: facilitated weekly education policy internship seminar, 20 students annually

Bonner Scholars: facilitated weekly program seminars on social justice, civic engagement, and career development; 80 undergraduate students annually

Pre-Major Advisor: academic advisor for 10-15 first-year students annually

Student Group Advisor: advised the executive boards of 12 student organizations annually

Bowling Green State University

Service-Learning Faculty Learning Community: facilitated weekly faculty learning community, 8 faculty members annually

Civic Action Leaders: facilitated weekly social justice, civic engagement, and leadership development seminar, 10 undergraduate students annually

Allegheny College

Davies Community Service Leaders: facilitated weekly community engagement and leadership seminar, 15 undergraduate students annually

PROFESSIONAL ASSOCIATIONS

Association for Education Finance and Policy (AEFP)
Society for Research on Educational Effectiveness (SREE)

SERVICE

Journal and Conference Reviewer:

American Educational Research Journal, 2026
Educational Researcher, 2026
Education Sciences, 2026
Society for Research on Educational Effectiveness Conference Reviewer, 2025

Committees and Other Service:

DFER External Reviewer
George Mason University, Community of Practice Facilitator
PhD Student Council, Education Policy Representative
EdPolicy*Forward* Research Workshop Series Organizing Committee
Invited Panelist: EDRS 810 Student Methodology, 2021, 2022
Peer Mentor: quantitative research design and statistical analysis using Stata