

Katherine M. Bowser

kbowser@gmu.edu · 724-216-3834

www.kmbowser.com

PROFESSIONAL EXPERIENCE

- 2024-Present Principal Researcher, K12 District Policy, National Council on Teacher Quality, Washington, D.C.
- 2024-Present Affiliated Faculty, 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., 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.
- Hunter, S. B. & **Bowser, K. M.** (in press). Next-Generation Teacher Evaluation in Rural Missouri: Main and Moderated Effects on Student Achievement and Effects-to-Expenditure Ratios. *Education Policy Analysis Archives*.
- Hunter, S. B. & **Bowser, K. M.** (conditionally accepted). 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*.

UNDER REVIEW

- Bowser, K. M.**, Hunter, S. B., & Curby, T. W. (revise and resubmit). Sources of Variance in Field-Based Evaluator and Teacher Self-Reported Instruction: Differences at Baseline and Within-Year Growth.
- Bowser, K. M.**, & Hunter, S. B. Understanding the Sources of Variation in Teacher Observation Practices: Evidence from Rural School Districts.

CURRENT PROJECTS

Hunter, S. B., Woo, D. S., **Bowser, K. M.**, Akter, Anastasopoulos, A., S. S., Hairston, S. L., & Hairston, T. W. Principal-Supervisor and Machine-Generated Evaluation Scores of Principal Performance Portfolios.

Bowser, K. M. & Hunter, S. B. Using Administrative Data to Describe the Implementation of Teacher Evaluation: An Exploratory Study Utilizing Missouri Data.

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

POLICY BRIEFS & WORKING PAPERS

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.*, Anastasopoulos, 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:

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

EdPolicyForward Research Workshop Series Organizing Committee

Invited Panelist: EDRS 810 Student Methodology, 2021, 2022

Peer Mentor: quantitative research design and statistical analysis using Stata