

**Crystal A. Moore**  
Graduate School of Education  
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## **EDUCATION**

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### **Stanford University**

Ph.D., Sociology of Education, Graduate School of Education Expected 2024  
M.A., Department of Sociology Expected 2022

### **University of Pennsylvania**

M.S.Ed., Elementary Education, Graduate School of Education 2000

### **Princeton University**

A.B. *cum laude*, School of Public & International Affairs 1996

## **RESEARCH EXPERIENCES**

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### **African American School Leaders in the San Francisco Unified School District** 2021-2022

Protocol Director, Stanford Graduate School of Education

*Advisors: Thomas S. Dee & Denise Pope*

\* Mixed methods study of principal and assistant principal tenure in San Francisco.

\* Review administrative records of 200 school leaders and interview 20 African American leaders.

### **Sophomore Experience Qualitative Research Project** 2021

### **Transition to Online Education Focus Group Project** 2020

Graduate Researcher, Institutional Research & Decision Support, Stanford University

\* Analyzed data for 25 focus groups and synthesized findings for University leadership.

\* Collecting & analyzing interview data for 100 sophomores about remote instruction & major choice.

### **Positive Outliers Project** 2017-2019

Research Assistant, Learning Policy Institute

*Principal Investigator: Linda Darling-Hammond*

\* Conducted 5 site visits and 12 interviews with district leaders, principals and teacher leaders.

\* Analyzed qualitative data and wrote case study about the Chula Vista Elementary School District.

### **Measures of Success Project** 2018

Summer Research Fellow, Learning Sciences Team, Chan Zuckerberg Initiative

\* Conducted literature review and created annotated bibliography on alternate measures of success.

### **High School Transition Project** 1996-1997

Post-Baccalaureate Research Fellow, Department of Demography, University of Pennsylvania

*Principal Investigator: Frank F. Furstenberg, Jr.*

\* Analyzed survey results for 1,500 Philadelphia eighth grade students preparing for high school.

\* Conducted focus groups with eighth grade students about the transition to high school.

## **TEACHING EXPERIENCES**

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### **Leadership Development**

#### **DC Office of State Superintendent of Education**

Leadership Coach, Learning Support Network 2014-2017

\* Supported priority schools reduced percentage of students far below grade-level by 20%.

\* Technical assistance schools increased students scoring on or above grade level by 10%.

#### **Magnet Schools of America**

Director of Organizational Leadership & Development 2013-2014

\* Managed contracts and business relationships for federal, state, district, and school-level work.

\* Generated \$140,000 in consulting services contracts for additional revenue to association.

#### **Wireless Generation, Inc. (now Amplify)**

Consultant, Professional Services 2006-2009

\* Analyzed longitudinal student performance data to identify target areas for support for districts.

\* Provided technical assistance to reading coaches and school leaders for 130 campuses.

\* Developed internal training program for new hires to Professional Services consulting team.

### **Teacher Education**

#### **Stanford University**

Teaching Assistant

Introduction to Teaching and Learning 2019, 2020

\* Required course for students who minor in education or pursue honors thesis.

\* Enrollment ranged from 42 to 52 students.

#### **District of Columbia Public Schools**

Instructional Coach, Drew Elementary School 2011-2012

Professional Development Specialist – Cluster 6, Office of Professional Development 2010-2011

\* Identified needs and provided professional learning experiences for 300 teachers.

\* Developed ELA Curricular documents for Common Core State Standards elementary schools.

#### **Wireless Generation, Inc. (now Amplify)**

Manager and Senior Support Team, Burst™:Reading Educational Support Team 2010

### **Classroom Teaching**

#### **School District of Philadelphia**

4th Grade Teacher, Penn Alexander School 2004-2006

\* Taught core subjects for 25 students annually in high-performing, diverse neighborhood school.

#### **The Philadelphia School**

Junior Unit B (3rd Grade) Teacher 2001-2003

\* Designed student-centered literacy and mathematics curricula in collaboration with colleagues.

#### **Ivy Leaf School**

Fourth Grade Teacher, Middle School 2000-2001

\* Facilitated in-service workshop, and served on writing instruction strategic planning committee.

## **OTHER PROFESSIONAL EXPERIENCES**

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<b>Stanford University, Division of Humanities and Sciences</b> Graduate Assistant, Office of Assistant Dean for Diversity Programs	2017-2018
<b>University of Virginia School Turnaround Program</b> Education Pioneers Summer Fellow, Strategy & Planning	2017
<b>National Council on Teacher Quality</b> Graduate Fellow, Teacher Preparation Team	2012
<b>Bryn Mawr College</b> Assistant Director of Foundation and Corporate Programs	1997-1999

## **PUBLICATIONS**

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Moore, C. (in progress). Rebuilding Schools After the COVID Pandemic: Lessons from An Urban School District Where Hispanic and Low-Income Students Succeed.

Burns, D., Darling-Hammond, L., & Scott, C. (with Allbright, T., Carver-Thomas, D., Daramola, E. J., David, J. L., Hernández, L. E., Kennedy, K. E., Marsh, J. A., **Moore, C. A.**, Podolsky, A., Shields, P. M., & Talbert, J. E.). (2019). *Closing the opportunity gap: How positive outlier districts in California are pursuing equitable access to deeper learning*. Palo Alto, CA: Learning Policy Institute.

Hernández, L. & **Moore, C.A.** (2019). *Chula Vista Elementary School District: Positive outliers case study*. Palo Alto, CA: Learning Policy Institute.

## **INVITED TALKS & PRESENTATIONS**

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International Conference on Urban Education, Nassau, Bahamas “The Extraordinary Case of Chula Vista: Structures and Systems That Foster Excellence for All Students” – <i>unable to attend due to illness</i>	2018
Fox Leadership Program, University of Pennsylvania, Philadelphia, PA “Turning Points”	2014
One Nation Indivisible, Hartford, CT “Starting A Successful Magnet Program” “Magnets by the Numbers”	2013

## **FELLOWSHIPS & AWARDS**

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Enhancing Diversity in Graduate Education Doctoral Fellowship Program	2017
Institute for Education Sciences (IES) Fellowship, Center for Education Policy Analysis	2017

CASE Virginia Carter Smith Scholarship for Newcomers to Advancement	1999
Mellon Minority Post-Baccalaureate Fellowship in Demography	1996
Priscilla Glickman '92 Award for Outstanding Commitment to Community Service	1996
Mellon Minority Undergraduate Research Fellowship	1994

## **RESEARCH GRANTS**

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Haas Center Graduate Community-Based Research Fellowship "Exploring the Experiences of African American School Leaders in the San Francisco Unified School District." \$5,000.	2021
Research Practice Partnership Grant, Stanford Graduate School of Education Exploring the Experiences of African American School Leaders in the San Francisco Unified School District." \$35,000.	2021

## **PROFESSIONAL SERVICE**

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### **Stanford University**

#### **Graduate School of Education**

Dissertation Support Grant Review Committee	2020-present
Master & First Year Doctoral Student Mentoring Program	2018-present
Doctoral Cohort Liaison, EdCareers	2017-2021

#### **Black Graduate Student Association**

Community Outreach Chair	2018
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### **American Education Research Association**

#### **Division A: Administration, Organization, & Leadership**

School and District Improvement Section Conference Submission Review Committee	2021
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## **DOCTORAL COURSEWORK**

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### **Quantitative Methods**

Introduction to Statistical Methods in Education (Fall 2017)  
 Independent Study in Quantitative Analysis: Data Science Math Skills (Fall 2017)  
 Mini Course in Methodology: Stata (Fall 2019)  
 Sociological Methodology I: Introduction (Fall 2020)  
 Sociological Methodology II: Regression (Winter 2021)  
 Workshop in Inequality (Fall 2020, Winter 2021)

### **Qualitative Methods**

Qualitative Analysis in Education (Spring 2020)

## **Theory & Content Courses**

Seminar in Organization Theory (Fall 2017)

Behavior Change: Building A Better You (Fall 2018)

Directed Reading: History of Public Education in Washington, DC (Spring 2018)

History of School Reform: Origins, Policies, Outcomes, and Explanations (Fall 2018)

Directed Reading: Organizational Theory in Public School Systems (Fall 2019)

Workshop in Migration, Ethnicity, Race & Nationality (Fall 2020, Winter 2021, Spring 2021)

## **AFFILIATIONS AND MEMBERSHIPS**

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American Educational Research Association (AERA)

Division A: Administration, Organization, & Leadership

Division G: Social Contexts of Education

Division H: Research, Evaluation, and Assessment in Schools

Division L: Educational Policy and Politics

American Sociological Association

Organizations, Occupations, and Work Section

Sociology of Education Section

Association of Black Sociologists

Sociologists for Women in Society

Sociology of Education Association

The Society for the Study of Social Problems

Educational Problems Division

Poverty, Class, and Inequality Division

Racial and Ethnic Minorities Division

University Council of Educational Administration