

# Michael DeArmond

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## PROFILE

Michael DeArmond is a senior research analyst at the Center on Reinventing Public Education (CRPE). His research looks at educational governance, bureaucratic reform, and policy implementation. In addition to policy reports, his research has been published in academic journals, including *Education Finance and Policy*, *Education Administration Quarterly*, and *Journal of Education Finance*, as well as in edited volumes from the Brookings Institution Press, the Urban Institute Press, and Harvard Education Press. Dr. DeArmond has a PhD in Education and an MPA in Social Policy and Education, both from the University of Washington, and a BA in History from Brown University. Prior to working as an education researcher, he was a middle school history teacher.

## EXPERIENCE

<b>Center on Reinventing Public Education</b>	<b>1999-Present</b>
Senior Research Analyst	2012-Present
Research Analyst	2001-2012
Graduate Research Assistant	1999-2001

## EDUCATION

### University of Washington

PhD Educational Leadership and Policy Studies, College of Education	2013
MPA Education and Social Policy, Evans School of Public Affairs	2001

### Brown University

BA American History	1992
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## SELECTED PUBLICATIONS

### Journal Articles

Denice, P., DeArmond, M., & Carr, M. (2020). When schools open: Student mobility and racial sorting across new charter schools in Kansas City, Missouri. *Journal of Urban Affairs*, 1-24.

Goldhaber, D., DeArmond, M., & Deburgomaster, S. (2011). Teacher Attitudes about Compensation Reform: Implications for Reform Implementation. *ILR Review*, 64(3), 441-463.

DeArmond, M., & Goldhaber, D. (2010). Scrambling the nest egg: How well do teachers understand their pensions, and what do they think about alternative pension structures? *Education Finance and Policy*, 5(4), 558–586.

DeArmond, M., Gross, B., & Goldhaber, D. (2010). Is It Better to Be Good or Lucky? Decentralized Teacher Selection in 10 Elementary Schools. *Educational Administration Quarterly: EAQ*, 46(3), 322–362.

Gross, B., & DeArmond, M. (2010). How Do Charter Schools Compete for Teachers? A Local Perspective. *Journal of School Choice*, 4(3), 254–277.

Goldhaber, D., DeArmond, M., Player, D., & Choi, H.-J. (2008). Why Do So Few Public School Districts Use Merit Pay? *Journal of Education Finance*, 33(3), 262–289.

Murphy, P., DeArmond, M., & Guin, K. (2003). A National Crisis or Localized Problems? Getting Perspective on the Scope and Scale of the Teacher Shortage. In *education policy analysis archives* (Vol. 11, p. 23).

### **Chapters in Refereed Books**

Gross, B. & DeArmond, M. (2014). HR with a purpose: Building talent for distinct schools. In M. Q. McShane, F. Hess (Eds.), *Teacher quality 2.0: Toward a new era of reform* (pp. 69–89). Harvard Education Press.

Honig, M. & DeArmond, M. (2010). Where's the management in portfolio management? Conceptualizing the role of urban school district central offices in implementation. In K. Bulkley, J. R. Henig, & H. M. Levin, (Eds.), *Between public and private: Politics, governance, and the new portfolio models for urban school reform* (pp. 195–216). Harvard Education Press.

DeArmond, M. & Shaw, K. L.. (2009). Zooming in and Zooming Out: Rethinking School District Human Resource Management. In D. Goldhaber & J. Hannaway (Eds.), *Creating a New Teaching Profession* (pp. 53–79). The Urban Institute Press.

Campbell, C., DeArmond, M., & Taggart, S.. (2005). Toward a Portfolio of Schools: High School Renewal in San Diego. In F. Hess (Ed.), *Urban School Reform: Lessons From San Diego* (pp. 139–56). Harvard Education Press.

DeArmond, M. (2004). Getting Out of the Facilities Business. In P.T. Hill & J. Harvey (Eds.), *Making School Reform Work: New Partnerships for Real Change* (pp. 26–40). The Brookings Institution Press.

## Reports

DeArmond, M., Gross, B. & Hill, P. T. (2021). *How Six Systems are Responding to Disrupted Schooling: Will it be Enough?* CRPE.

DeArmond, M., Chu, L. & Gundapaneni, P. (2021). *How are School District's Addressing Student Social-Emotional Needs during the Pandemic?* CRPE.

Gross, B. & DeArmond M. (2020). *Navigating Out-of-School Learning and the power of Relationships: Lessons from Year 2 at RESCHOOL Colorado.* CRPE.

DeArmond, M. et al. (2019). *Seising the Opportunity: Educating Students with Disabilities in Charter Schools.* CRPE.

Gross, B. & DeArmond, M. (2019). *Expanding Access to Out-of-School Learning: Lessons from Year One at ReSchool Colorado.* CRPE.

DeArmond, M. (2018). The Uncertain Future of Teaching. In R. Lake (Ed). *Thinking Forward: New Ideas for a New Era of Public Education.* CRPE.

Gross, B. & DeArmond, M. (2018). *Personalized Learning at a Crossroads.* CRPE.

Gross, B., DeArmond, M., & Denice, P. (2015). *Common Enrollment, Parents, and School Choice: Early Evidence From Denver and New Orleans.* CRPE.

DeArmond, M., Denice, P., Gross, B., Hernandez, J., Jochim, A., & Lake, R. (2015). *Measuring Up: Improvement and Opportunity in 50 Cities.* CRPE.

DeArmond, M., Cooley Nelson, E., & Bruns, A. (2015). *The Best of Both Worlds: Can District-Charter Co-Location Be a Win-Win?* CRPE.

DeArmond, M., Jochim, A., & Lake, R. (2014). *Making School Choice Work.* CRPE.

DeArmond, M., Denice, P., & Campbell, C. (2014). *Missing Out on Strong School Leaders? a Survey of Principal Hiring and Support in Washington State.* CRPE.

Ashley, J., DeArmond, M., Gross, B., & Lake, R. (2014). *How Parents Experience Public School Choice.* CRPE.

Katherine, M. & DeArmond, M. (2013). *Principal Concerns in Indiana: Focus on Developing Current Principals.* CRPE.

DeArmond, M., & Ouijdani, M. (2013). *Principal Concerns: Iowa May Face Statewide Demand*. CRPE.

Gross, B., & DeArmond, M. (2010). *Parallel Patterns: Teacher Attrition in Charter vs District Schools*. CRPE.

Gross, B., DeArmond, M., & Goldhaber, D. (2010). *Seniority Rules: Do Staffing Reforms Help Redistribute Teacher Quality and Reduce Teacher Turnover?* CRPE.

Hill, P. T., Campbell, C., Menefee-Libey, D., Dusseault, B., DeArmond, M., & Gross, B. (2009). *Portfolio School Districts for Big Cities: an Interim Report*. CRPE.

DeArmond, M. & Goldhaber, D. (2008). *A Leap of Faith: Redesigning Teacher Compensation*. CRPE.

Goldhaber, D., DeArmond, M., Liu, D., & Player, D. (2008). *Returns to Skill and Teacher Wage Premiums: What Can We Learn by Comparing the Teacher and Private Sector Labor Markets?* CRPE.

DeArmond, M., Gross, B., & Goldhaber, D. (2007). Look Familiar? Charters and Teachers. In R. Lake (Ed). *Hopes, Fears, & Reality: a Balanced Look at Charter Schools in 2007*. (pp. 43-51). CRPE.

Campbell, C., DeArmond, M., Guin, K., & Warnock, D. (2006). *No Longer the Only Game in Town: Helping Traditional Public Schools Compete*. CRPE.

Campbell, C., DeArmond, M., & Schumwinger, A. (2004). *From Bystander to Ally: Transforming the District Human Resources Department*. CRPE.

Portin, B., Schneider, S., DeArmond, M., & Gundlach, L. (2003). *Making Sense of Leading Schools: a Study of the School Principalship*. CRPE

Murphy, P. J., & DeArmond, M. (2003). *From the Headlines to the Frontlines: the Teacher Shortage and Its Implications for Recruitment Policy*. CRPE.

DeArmond, M., Taggart, S., & Hill, P.T. (2002). *The Future of School Facilities: Getting Ahead of the Curve*. CRPE.