

Alfred Chris Torres
Curriculum Vitae

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ACADEMIC APPOINTMENTS

Assistant Professor of K-12 Educational Administration, Michigan State University, Aug 2016 - Present
Assistant Professor of Educational Leadership, Montclair State University, September 2013-July 2016
Doctoral Faculty, Teacher Education and Teacher Development Program (PhD), Sep 2015-July 2016

EDUCATION

PhD, Teaching and Learning, New York University, 2013

Dissertation: "Should I Stay or Should I Go? The Experiences, Perceptions and Career Decisions of Teachers at No Excuses Charter Schools: A Mixed Methods Study"
Committee: Lisa Stulberg (Chair), Pedro Noguera and Sean Corcoran

MA, Early Childhood Education, Mercy College, 2005

BA, Psychology, Yale University, 2003

RESEARCH INTERESTS

Charter schools, effects of market reforms on teaching and leadership, teacher selection, student discipline in high poverty schools, district governance reform, teacher and principal careers, teacher turnover

PUBLICATIONS

Torres, A.C., & Weiner, J. (*in press*). The New Professionalism? Comparing Charter Teachers' Experiences with Qualities of Teacher Professionalization. *Education Policy Analysis Archives*

Mavrogordato, M., & Torres, A.C.* (2018). Charter School Leadership and Exclusionary Discipline: Navigating the Intersection of Equity, Autonomy and Accountability. *Journal of Cases in Educational Leadership*, 1-13. DOI: 10.1177/1555458917751568
*Authorship for this manuscript is co-equal

Golann, J.W., & **Torres, A.C.** (*in press*). Do No-Excuses Disciplinary Practices Promote Success? *Journal of Urban Affairs*

Torres, A. Chris (2016). The Uncertainty of High Expectations: How Principals Influence Relational Trust and Teacher Turnover in No Excuses Charter Schools. *Journal of School Leadership*, 26(1), 61-91.

Weiner, J. & **Torres, A.C.** (2016). Different Location or Different Map? Investigating Charter School Teachers' Professional Identities. *Teaching and Teacher Education*, 53(2016), 75-86.
<http://dx.doi.org/10.1016/j.tate.2015.11.006>

Torres, A. Chris (2016). Teacher Efficacy and Disciplinary Expectations in Charter Schools: Understanding the Link to Teachers' Career Decisions. *Journal of School Choice*, 10:2, 171-199.

Torres, A. C., & Chu, E. (2016). Preparation Programs for Alternate Route Teachers: Comparing Teacher Satisfaction with Instruction Aligned to Clinical Practice. *Teacher Education and Practice*, 29(1), 213-240.

Torres, A.C., & Oluwole, J. (2015). Teacher Satisfaction and Turnover in Charter Schools: Examining the Variations and Possibilities for Collective Bargaining in State Laws. *Journal of School Choice*, 9, 503-528. <http://dx.doi.org/10.1080/15582159.2015.1079468>

Torres, A. Chris (2014). Is This Work Sustainable? Teacher Turnover and Perceptions of Workload in Charter Management Organizations. *Urban Education*, 1-24. DOI: 10.1177/0042085914549367

Torres, A. Chris (2014). "Are we architects or construction workers?" Re-examining teacher autonomy and turnover in charter schools. *Education Policy Analysis Archives*, 22(124). <http://dx.doi.org/10.14507/epaa.v22.1614>

Papers Under Review

Torres, A. C., Bulkley, K., & McCotter, S. (*revise & resubmit*). Learning to Lead in Externally Managed and Standalone Charter Schools: How Principals Perceive Their Preparation and Support.

Torres, A.C. (*under review*). Push, Pull, Tap and Switch: Understanding the Career Decisions of Charter School Leaders.

Kershen, J., Weiner, J., & **Torres, A.C.** (*under review*). Control as Care: How Teachers in "No Excuses" Charter Schools Position Their Students and Themselves.

Book Chapters

Byrne-Jiménez, M., Villavicencio, A., Rivera-McCutchen, R. L., & **Torres, A.C.** (2015). Of and With: Stories of Belonging and Forging Multiple Latin@ Identities in Four Voices. In F. Hernandez, E. Murakami, & G. Rodriguez (Eds.), *Abriendo Puertas, Cerrando Heridas (Opening Doors, Closing Wounds): Latinas/os Finding Work-Life Balance in Academia*. Charlotte, NC: Information Age Publishing.

Book Reviews

Review of "I Had No Idea – Clinical Simulations for Teacher Development," by Benjamin H. Dotger. *Teachers College Record*, November 2014.

Policy Reports

"How teacher turnover and burn-out can undermine the effectiveness of "no-excuses" charter schools" Scholars Strategy Network Policy Brief, September 2015.
<http://www.scholarsstrategynetwork.org/content/how-teacher-turnover-and-burn-out-can-undermine-effectiveness-no-excuses-charter-schools>

Other Publications

Torres, A. Chris (2015). Case Response: "Nobody's Driving the Bus." In Sadeghi, L., & Callahan, K.

(Eds.), *Educational Leadership in Action*. New York, NY: Routledge/Taylor & Francis.

Torres, A. Chris (2015, March 5). The Lessons and Limits of Successful Charter Schools. *Asbury Park Press*. <http://www.app.com/story/opinion/columnists/2015/03/05/charter-school-successes-nj/24396639/>

Torres, A. C. (2015, March 8). High expectations good for schools. *Courier-Post*. <http://www.courierpostonline.com/story/opinion/2015/03/08/forum-high-expectations-good-schools/24526383/>

Media Coverage

Ravitch, D. (2015, October 31). Study: Why Do Charter Teachers Burn Out So Quickly? Retrieved from: <http://dianeravitch.net/2015/10/31/study-why-do-charter-teachers-burn-out-so-quickly/>

Scholars Strategy Network (2015, October 20). How teacher turnover, burnout can impact “no-excuses” charter schools. *Journalist’s Resource (Harvard Kennedy School of Public Policy)*. <http://journalistsresource.org/studies/society/education/teacher-turnover-burnout-charter-schools>

Heitin, L. (2015, September 23). KIPP Students Found to Have Edge in Academics But Not Attitude. *Education Week*, 35(5), pg. 6.

Zelon, H. (2014, August 20). Why Charter Schools Have High Teacher Turnover. *City Limits*. http://www.citylimits.org/news/articles/5156/why-charter-schools-have-high-teacher-turnover#.U_ihXrxDXCU

AWARDS AND HONORS

2013	University of Michigan NCID Exemplary Diversity Scholar Award
2013	NYU Steinhardt Outstanding Dissertation Award (Finalist)
2013	NYU Steinhardt Doctoral Banner Bearer Award - \$500
2012	Emerging Education Policy Scholars Program: Thomas B. Fordham and American Enterprise Institute (Selected Participant)
2011	Mitchell Leaska Dissertation Award (NYU) - \$5000

GRANTS

- 2017 **Principal Investigator** (*submitted, not funded*). “Teacher Hiring Processes and Organizational Fit in Charter Management Organizations.” \$50,000, Spencer Foundation Small Grants.
- 2015 **Research Associate** (\$1,000,000, funded) “The New ‘One Best System?’ Urban Governance and Educational Practice in the Portfolio Management Model” **sub-award of \$16,434** to Torres/MSU, Spencer Foundation Lyle Spencer Research (*Principal Investigators: Katy Bulkley, Doug Harris, Julie Marsh, & Katherine Strunk*).

INVITED EXPERT REVIEWS

What Works for Health: University of Wisconsin (2016). Review of no-excuses charter school model.
<http://whatworksforhealth.wisc.edu/program.php?t1=20&t2=2&t3=93&id=555>

The Campbell Collaboration (2017). Expert reviewer for: “*No Excuses*” Charter Schools for Increasing Math and Literacy Achievement in Primary and Secondary Education: A Systematic Review.
<https://www.campbellcollaboration.org/library.html>

INVITED TALKS

Torres, A. Chris (November 5, 2013). “How School Leaders Influence Teacher Burnout in “No Excuses” Charter Schools.” Guest Speaker Series at Seton Hall University.

REFEREED PRESENTATIONS

Torres, A.C., & Golann, J.W. (2017). Do No-Excuses Disciplinary Practices Promote Success? Lessons for School Leaders. Paper presented at the annual Meeting of the University Council for Educational Administration (UCEA), Denver, CO.

Golann, J.W., & **Torres, A.C.** (August 2017). “When What Works Fails to Work: A Reassessment of Disciplinary Practices at No-Excuses Charter Schools.” Paper presented at the Society for Study of Social Problems (SSSP) Conference, Montreal, CA.

Torres, A.C. (2017). “Understanding Careers and Principal Mobility in Charter Schools.” Paper presented at the American Educational Research Association Conference, San Antonio, TX.

Torres, A.C., & Weiner, J. (2017). “Comparing Charter Teachers’ Experiences with Qualities of Teacher Professionalization.” Paper presented at the American Educational Research Association Conference, San Antonio, TX.

Torres, A.C. (2016). “Will They Stay or Will They Go? Understanding the Career Decisions of Charter School Principals.” Paper presented at the University Council for Educational Administration Annual Convention, Detroit: MI.

Torres, A.C. (2016). Demystifying the academic job search: Tips and resources for those considering the professoriate. Special session invited panelist. Annual Meeting of the University Council for Educational Administration, Detroit, MI.

Torres, A.C. (2016). “Shoulda, Coulda, Woulda . . .”: What We Wish We Had Known Before Becoming a Professor. Special session invited panelist. Annual Meeting of the University Council for Educational Administration, Detroit, MI.

Torres, A. C., Bulkley, K., & McCotter, S. (April 2016). “Leading in Charter Schools: The Role of Leaders in Externally Managed and Standalone Charter Schools.” Paper presented at the American Educational Research Association Conference, Washington, DC.

Torres, A.C., & Oluwole, J. (April 2016). “Linking Teacher Turnover and Collective Bargaining in

Charter Schools: Exploring State Law Variations and Possibilities.” Paper presented at the American Educational Research Association Conference, Washington, DC.

Torres, A. C., Bulkley, K., & McCotter, S. (November, 2015). “Learning to Lead in Externally Managed and Standalone Charter Schools: How Principals Perceive Their Preparation and Support.” Paper presented at the University Council for Educational Administration Annual Convention, San Diego: CA.

Torres, A. Chris (April, 2015). “Linking Teacher Turnover and Student Behavior in Charter Organizations: The Negotiation of Order, Resistance, and Relationships.” Paper presented at the American Educational Research Association Conference, Chicago, Illinois.

Torres, A. Chris & Weiner, J. (April, 2015). “Different Location or Different Map? Investigating Charter School Teachers’ Professional Identities.” Paper presented at the American Educational Research Association Conference, Chicago, Illinois.

Torres, A. Chris (November, 2014). “The Uncertainty of High Expectations: How Principals Influence Relational Trust and Teacher Turnover in No Excuses Charter Schools.” Paper presented at the University Council for Educational Administration Annual Convention, Washington, DC.

Torres, A. Chris, & Chu, Elizabeth. (April, 2014). "Preparation Programs for Alternate Route Teachers: Comparing Teacher Satisfaction with Instruction Aligned to Clinical Practice.” Paper presented at the American Educational Research Association Conference, Philadelphia, PA.

Torres, A. Chris (November, 2013). The Intersecting Influence of Workload and Leadership on Teacher Turnover at No Excuses Charter Schools. Paper presented at the University Council for Educational Administration Annual Convention, Indianapolis, IN.

Torres, A. Chris (April, 2013). "Are We 'Architects' or 'Construction Workers'? How the No Excuses Model Can Limit Teacher Autonomy in Ways that Affect Teacher Turnover." Paper presented at the American Educational Research Association Conference, San Francisco, CA.

Austin, K., Chu, E., Gastic, B., & **Torres, A.C.** (March, 2013). How teachers use dual-purpose lessons to teach character in urban public schools. Paper presented at the Annual meeting of the Eastern Sociological Society, Boston, MA.

Gastic, B., **Torres, A.C.**, & Chu, E. (March, 2013). Skill portfolios of first-year teachers in urban public schools. Paper presented at the annual meeting of the Eastern Sociological Society, Boston, MA.

Torres, A. Chris (February, 2013). "Divergent Values and "Silenced Voices:" What Is Best for Kids at *No Excuses* Charter Schools?" Paper presented at the Sociology of Education Association Conference (SEA), Asilomar, CA.

Torres, A. Chris (January, 2013). "Scaling Up: The Role of Teacher Turnover at Charter Management Organization (CMO) Charter Schools." Paper presented at the 2nd Annual International School Choice and Academic Reform Conference, Fort Lauderdale, FL.

Torres, A. Chris (May, 2010). "Job Engagement and Satisfaction of Teachers at College Preparatory Charter Schools." Presented at the American Educational Research Association (AERA) Conference, Denver, CO.

TEACHING EXPERIENCE

Michigan State University

Spring 2018	EAD 812: Analysis of School Organizations (MA)
Fall 2017	EAD 811: Analysis of Teaching and Learning (MA)
Fall 2016	EAD 811: Analysis of Teaching and Learning (MA)
Spring 2016	EAD 812: Analysis of School Organizations (MA)

Montclair State University

Spring 2016	ELAD 680: Leading Curriculum Change: Hybrid ELAD 635: Curriculum, Instruction, & Assessment: Online
Fall 2015	TETD 801: Policy Perspectives on Teacher Education & Teacher Development (Doctoral) ELAD 670: Leadership and Policy in Charter Schools ELAD 680: Leading Curriculum Change: Online
Spring 2015	ELAD 635: Curriculum, Instruction, & Assessment: Online ELAD 680: Leading Curriculum Change: Hybrid and Online
Fall 2014	ELAD 635: Curriculum, Instruction, & Assessment: Hybrid and Online ELAD 670: Leadership and Policy in Charter Schools
Summer 2014	TETD 816: School Culture, Leadership, & Teacher Development (Doctoral)
Spring 2014	ELAD 635: Curriculum, Instruction, & Assessment: Hybrid and Online
Fall 2013	ELAD 635: Curriculum, Instruction, & Assessment: Hybrid and Online

Relay Graduate School of Education

Spring 2012	Creating Effective Presentations (<i>created online course</i>)
Fall 2011	What It Means to Be a Teacher (<i>created online course</i>)

Hunter College: Adjunct Professor

Spring 2011	Practicum II (<i>includes creation of 2 online modules</i>)
Fall 2010	Practicum I (<i>includes creation of 2 online modules</i>)
Fall 2010	Diversity and Multicultural Education
Summer 2010	Art and Science of Effective Teaching
Spring 2010	Practicum II
Fall 2009	Practicum I
Summer 2009	Diversity: Competencies in the Classroom

New York University: Teaching Assistant

Fall 2009 American Social Movements: 1950s – Present (Undergraduate)

K-12 Teaching Experience

Fall 2005 – Spring 2007 2nd Grade Teacher – Future Leaders Institute Charter School
Fall 2003 – Spring 2005 1st Grade Teacher – PS/MS 279, NYC Teaching Fellows

PROFESSIONAL AND RESEARCH EXPERIENCE

September 2016 – Present *Fellow*, Michigan Educational Policy Fellowship Program (EPFP), Michigan State University, East Lansing, MI.

August 2012 – May 2013 *Applied Researcher*, Relay Graduate School of Education, New York, NY

April 2011 – August 2012 *Senior Manager of Online Learning*, Relay Graduate School of Education, New York, NY

May 2010 – May 2012 *Applied Research Consultant: Data Analysis*, Charter Management Organizations (CMOs) – Uncommon Schools, KIPP

August 2009 – April 2011 *Senior Manager of Courses*, Teacher U at Hunter College, New York, NY

May 2009 – August 2009 *Mentor Coordinator*, Teacher U at Hunter College, New York, NY

May 2008 – August 2008 *Education Pioneer Program - Applied Researcher: Teacher Recruitment and Leadership Development*, Uncommon Schools, New York, NY

Sept. 2007- May 2009 *Research Assistant*, Black and Latino Single Sex Male Study (BLMSIS), Metropolitan Center for Urban Education, New York University

Sept. 2008- May 2009 *Evaluator*, Technical Assistance Center on Disproportionality (TAC/D) in Special Education, Metropolitan Center for Urban Education, NYU

May 2007- August 2007 *Teaching Fellow Mentor*, NYC Teaching Fellows Program, New York, NY

PROFESSIONAL, PUBLIC, AND UNIVERSITY SERVICE

Michigan State University

Feb 2018 - Present Editorial Board (invited), *Journal of School Choice*

Sep 2017 - Present UCEA Plenary Session Representative (PSR) for MSU

Fall 2017 Faculty Search Committee (K-12 Educational Administration)

Sep 2017 - Present Department Committee on Academic Policy (DCAP)

Sep 2017 - Present Department Committee on Faculty Affairs (DCFA)

May 2016 - Present Co-Program Chair and Planning Committee Member: International School

	Choice Conference (2016-2018)
June 2015 - Present	AERA Program Chair: Charters and School Choice SIG (2015-2017)
Sep 2016 - Present	College Curriculum Committee (CCC)
Sep 2016 – May 2017	Undergraduate Male Student of Color Mentoring Initiative
Fall 2016	AERA Clark Seminar Proposal Reviewer
Fall 2016	MSU Summer Research Fellowship (SRF) Reviewer
<i>Montclair State University</i>	
Jan 2015 – June 2016	Advanced Program Assessment Committee (2015 & 2016)
Mar 2014 – May 2015	Convocation Committee Member (2014 & 2015)
Sep 2015 – March 2016	Member: Counseling Faculty Search Committee (2015)
Sep 2013 – Feb 2015	Member: Educational Leadership Search Committee (2013 & 2014)
Sep 2013 – May 2014	Woodrow Wilson Teaching Fellowship Planning Committee
Jan 2012 - June 2012	Strategic Planning Committee, Lighthouse Academies (National Charter Management Organization)
May 2010 – May 2013	Board President and Trustee, Bronx Lighthouse Charter School
Jan 2013 – Present	Invited Paper Reviewer for the following Journals: <ul style="list-style-type: none"> • <i>AERA Open</i> • <i>Review of Educational Research</i> • <i>Journal of School Choice</i> • <i>Educational Administration Quarterly (EAQ)</i> • <i>Educational Evaluation and Policy Analysis (EEPA)</i> • <i>International Journal of Educational Leadership</i> • <i>International Journal of Educational Research (IJER)</i> • <i>Journal of Cases in Educational Leadership</i> • <i>Social Science Journal (SSJ)</i> • <i>Leadership and Policy in Schools</i> • <i>Sociology of Education</i> • <i>Journal of School Leadership</i> • <i>Educational Policy</i> • <i>Teachers College Record</i> • <i>Journal of Teacher Education</i> • <i>Educational Policy Analysis Archives (EPAA)</i> • <i>Equity & Excellence in Education</i> • <i>Urban Education</i>

Conference Proposal Reviewer:

- *International Conference of School Choice & Reform*
- *University Council of Educational Administration (UCEA)*
- *American Educational Research Association (AERA) – Charter School & Choice SIG, Division K, & Division L*

GRADUATE COMMITTEES

MSU Doctoral Committee Member

Completed Degrees

- Dave Reid (Education Policy Program; new faculty in Ed. Leadership at Seton Hall University)
- Rob Kimball, Karl Nelson, Michael Hubert (EdD; K-12 Educational Administration)

Current Doctoral Students

- Darrius Stanley (PhD, K-12 Educational Administration)
- Susan Langdon, Cathy Dwyer, Steven Gabriel (EdD; K-12 Educational Administration)
- Gary Kinzer, Carl Sproul, Aileen Myer (EdD; K-12 Educational Administration)
- Jason Burns (PhD, Education Policy Program)
- Amy Auletto (PhD, Education Policy Program)

ASSOCIATION MEMBERSHIPS, AFFILIATIONS, AND ACTIVITIES

2015-Present	Member: Scholars Strategy Network
2013-Present	Member: University Council of Educational Administration (UCEA)
2012-Present	Member: AERA Charter and School Choice SIG and Division A & L
2010-Present	Member: American Educational Research Association (AERA)