

Peter T. Goff

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FORMAL EDUCATION

- 2008-2012 Doctor of Philosophy: Leadership, Policy, & Organization – Vanderbilt University
- 2006-2008 Masters of Science: Chemistry – Illinois State University
- 2002-2003 Alternative teaching certificate – Northwestern University
- 1996-2000 Bachelor of Science: Pulp and Paper Engineering – State University of New York, College of Environmental Science and Forestry.

POSITIONS HELD

- 2012-current Assistant Professor
University of Wisconsin-Madison
Department of Educational Leadership & Policy Analysis

SPECIAL AWARDS & HONORS

- 2015-present *Research Specialist*
Consortium for Policy Research in Education
- 2014 *Selected Participant*
Emerging Education Policy Scholar
- 2013 *Selected Participant*
Wisconsin Idea Seminar – Office of the Provost, University of Wisconsin

RESEARCH AND PUBLICATIONS

Research and scholarly papers (peer reviewed, ^ prior to UW-Madison). These works are related to my overarching research agenda through (a) human capital decision making; (b) K-12 labor markets; and (c) talent identification.*

1. *Finch, M., Goff, P., & Preston, C. (2018). Language, Gender, and School Leadership Labor Markets. *Leadership and Policy in Schools*.
2. *Le, T., Bolt, D., Camburn, E., Goff, P., & Rohe, K. (2017). Latent Factors in Student–Teacher Interaction Factor Analysis. *Journal of Educational and Behavioral Statistics*, 42(2), 115-144.
3. *Pavlaklis, A. E., Goff, P., & Miller, P. M. (2017). Contextualizing the Impacts of Homelessness on Academic Growth. *Teachers College Record*, 119(10), n10.
4. *Goff, P., Goldring, E., & Canney, M., (2016). The best laid plans: Designing incentive programs for school leaders. *Journal of Education Finance*, 42(2), 127-152.

5. *Min, S., Modeste, M. E., Salisbury, J., & Goff, P. T. (2016). Heeding the CALL (Comprehensive Assessment of Leadership for Learning) An inquiry into instructional collaboration among school professionals. *Journal of Educational Administration*, 54(2), 135-151.
6. *Min, S., & Goff, P. T. (2016). The relations of a school's capacity for institutional diversity to student achievement in socio-economically, ethnically, and linguistically diverse schools. *International Journal of Inclusive Education*, 20(12), 1310-1325.
7. *Finch, M. A., Goff, P., & Houck, E. (2016). Opting Out of the Bill: Voluntary Adequacy Funding in Maryland. *Journal of Education Finance*, 42(1), 28-48.
8. *Puzio, K., Newcomer, S. N., & Goff, P. (2015). Supporting literacy differentiation: The principal's role in a community of practice. *Literacy Research and Instruction*, 54(2), 135-162.
9. *Goff, P., Guthrie, E.J., Goldring, E., & Bickman, L. (2014). Changing principals' leadership through feedback and coaching. *Journal Educational Administration* 52(5).
10. *Goff, P., Goldring, E., & Bickman, L. (2014). Perceptual congruence between school principals and their teachers' ratings of leadership effectiveness: Predicting the gap. *Educational Assessment, Evaluation, & Accountability*, 25(3).
11. *Goff, P., Mavrogordato, M., & Goldring, E. (2012). Instructional Leadership in Charter Schools: Is There an Organizational Effect or Are Leadership Practices the Result of Faculty Characteristics and Preferences? *Leadership and Policy in Schools*, 11:1, 1-25.
12. *Goff, P., Boesdorfer, S. B., and Hunter, W. (2012). Culture, chemistry, and the nature of science: The construction and evaluation of a novel chemistry curriculum. *Cultural Studies in Science Education*. 10.1007/s11422-012-9382-6

Books and Monographs

13. *Goff, P. & Finch, M. (2015). *Challenges and opportunities for educational leadership scholarship: A methodological critique*. In B. Barnett, A. Bowers, & A. Shoho (Eds.), *International Research on School Leadership*. Charlotte, North Carolina: Information Age Publishing.

RESEARCH & PUBLICATIONS IN PROGRESS

14. Goff, P. (Under Review). Principals as Teachers: An Inquiry into the Distribution of School Leaders. *Educational Administration Quarterly*.
15. Goff, P., Baxley, G., & Rodriguez-Escutia, Y. (Under Review). Leadership and student learning: Examining the effect of privilege- and learning-centric assignment practices. *Journal of School Effectiveness and School Improvement*.
16. Goff, P., Kam, J., & Kraszewski, J. (Under Review). Timing is everything: Temporal variation in school survey measures. *American Journal of Education*.
17. Goff, P., Salisbury, J., & Blitz, M. (Under Review). A Framework for the selection of educational leadership indicator systems: Examining CALL and VAL-ED. *Leadership and Policy in Schools*.
18. Yoon, S. & Goff, P. (Under Review). Career trajectories of principals: A National Perspective. *Teachers College Record*.

19. Curren, C., Bal, A., Goff, P., & Mitchell, N. (Under Review). Removal of EBD labels - organizational effects & student outcomes. *Journal of Special Education*.
20. Bal, A., Goff, P., & Park, S. Racial disproportionality in identification of behavioral disorders: A longitudinal analysis of contextual factors.
21. Goff, P. & Bowers, A. (2015) Leaders on the job market: An analysis of application patterns and preferences.
22. Goff, P., Finch, M., & Preston, C. Hiring bias or differential preferences? Race, gender, and the school leadership labor market.
23. Goff, P. & Lee, S. Keeping an eye on the clock: The role of timing in the teacher labor market.
24. Harris, D., Goff, P., & Liu, L. Human capital strategies for increasing productivity: A decomposition and empirical analysis of Florida schools.
25. Goff, P. & Salisbury, J. Making the most of multisource assessment: Integrating measures of distribution into feedback reports.
26. Goff, P. & Brueker, E. Challenges unique and shared: The labor market for rural teachers.
27. Goff, P., Le, T., Brueker, E., & Rohe, K. Collective Bargaining and the Dynamic Redistribution of Teachers.
28. Goff, P., Carl, B., & Yang, M. A portrait of a teacher shortage.
29. Goff, P., Rodriguez-Escutia, Y. & Yang, M. The role of principal-teacher racial congruence on labor market sorting and selection behaviors.
30. Goff, P., Rodriguez-Escutia, Y. & Yang, M. The role of principal-teacher gender congruence on labor market sorting and selection behaviors.
31. Goff, P., Xie, X., Batt, L., Gandy, L., Rodriguez-Escutia, Y., Yang, H., Yang, M., & You, E. Teachers on the job market: The construction and validation of a teacher typology.
32. Goff, P., Gandy, L., You, E., Batt, L., Rodriguez-Escutia, Y., Xie, X., Yang, H., & Yang, M. Mobility, attrition, and job search: An inquiry into the preferences of first-year teachers.
33. Goff, P., Rodriguez-Escutia, Y., Yang, H., Batt, L., Gandy, L., Xie, X., Yang, M., & You, E. The competitive advantage of educator preparation programs on the teacher labor market.
34. Goff, P., Batt, L., You, E., Gandy, L., Rodriguez-Escutia, Y., Xie, X., Yang, H., & Yang, M. The role of principal-teacher fit on the teacher labor market.

RESEARCH SUPPORT

2014	Spencer Post-doctoral fellowship – finalist
2013	New Leaders Grant - \$99,995 Validation & reliability study examining two measures (data driven instructional knowledge and data driven team building).
2013	WARF Grant - \$56,000 Investigate trends in the WI labor market using a novel data set including teacher and administrator application data as well as administrative records.

2012 WARF Grant - \$48,000 to study administrators' perceptions of equitable and fair evaluation practices.

LIST OF PRESENTATIONS

Refereed Conference Presentations

Goff, P., Preston, C., & Finch, M. (2018). *A View from Above: New perspectives on teacher labor markets*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Preston, C., Goff, P., & Finch, M. (2018). *The Role of Teacher Preparation Programs in Beginning Teaching Hiring*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Goff, P., Rodriguez-Escutia, Y., & Yang, M. (2018). *Are we in this together? Examining gender congruency with principal and teachers in the labor market*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Curran, F.C., Bal, A., Goff, P., & Mitchell, N. (2017). *Estimating the relationship between emotional/behavioral disorder de-identification and academic achievement: Evidence from state longitudinal data*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, DC.

Goff, P., Rohe, K., Le, T., Bruecker, E. (2017). *Collective bargaining and the dynamic redistribution of teachers*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, DC.

Goff, P. & Bastion, K. (2017). *Training or career? Exploring the ambiguous role of the assistant principalship in the leadership pipeline*. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.

Preston, C., Goff, P., & Finch, M. (2017). *Where do new teachers want to teach? Exploring preferences using application data*. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.

Goff, P., Rodriguez-Escutia, Y., & Yang, M. (2017). *How does principal-teacher racial congruence impact teacher hiring?* Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.

Goff, P. & Bowers, A. (2016). *Leaders on the job market: An analysis of application patterns and preferences*. Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.

Bruecker, E. & Goff, P. (2016) *Challenges unique and shared: The labor market for rural school teachers*. Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.

Bal, A., Goff, P., & Park, S. (2016). *Racial disproportionality in identification of behavioral disorders: A longitudinal analysis of contextual factors*. Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.

Harris, D., Goff, P., & Liu, L. (2016). *Human capital strategies for increasing productivity: A decomposition and empirical analysis of Florida schools*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

Goff, P., Finch, M., & Preston, C. (2016). *Hiring bias or differential preferences? Race, gender, and the school leadership labor market*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

Goff, P. & Bowers, A. (2016) *Leaders on the job market: An analysis of application patterns and preferences*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

Preston, C., Goff, P., & Finch, M. (2016) *On the market: Exploring the job preferences of novice teachers*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

Goff, P. & Lee, S. (2016). *Keeping an eye on the clock: The role of timing in the teacher labor market*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

Behr, H., Ping, S., & Goff, P. (2016) *Labor market preferences of first year teachers: Evidence from Wisconsin*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

Goff, P. & Lee, S. (2015). *Quality, quantity, and the role of vacancy timing in the teacher labor market*. Paper presented at the annual meeting of the American Public Policy and Management, Miami, FL.

Goff, P. & Finch, M. (2015). *Challenges and opportunities for education leadership scholarship: A methodological critique*. Paper presented at the annual meeting of the University Council on Educational Administration, San Diego, CA.

Goff, P. & Baxley, G. (2015). *Exploring the returns to teachers' experience*. Paper presented at the annual meeting of the University Council on Educational Administration, San Diego, CA.

Goff, P., Salisbury, J., & Blitz, M. (2015). *A Framework for the selection of educational leadership indicator systems: Examining CALL and VAL-ED*. Paper presented at the annual meeting of the University Council on Educational Administration, San Diego, CA.

Finch, M., Goff, P., & Preston, C. (2015). *Identity, gender, and the market for school leaders*. Paper presented at the annual meeting of the University Council on Educational Administration, San Diego, CA.

Goff, P., Goldring, E. (2015). *The Best Laid Plans: Designing Incentive Programs for School Leaders*. Paper presented at the annual meeting of the Association of Education Finance and Policy Association, Washington, DC.

Goff, P. (2013). *Changing Principals' Leadership through Feedback and Coaching*. Paper presented at the annual meeting of the Association for Education Finance and Policy. New Orleans, LA.

Goff, P. (2013). *Principals as Teachers: Measures of quality and differential distribution in the school leadership labor supply*. Paper presented at the annual meeting of the Association for Education Finance and Policy. New Orleans, LA.

Goff, P. (2013). *Principals as Teachers: Patterns & trends in leadership matriculation*. Paper presented at the annual meeting of the American Educational Research Association. San Francisco, CA.

Goff, P. (2010). NCLB in Illinois: Trends and trade-offs in the land of Lincoln. Denver, CO. *American Educational Research Association*.

Goff, P. Goldring, E., Bickman, L. (2010). The Effects of teacher feedback on Leadership effectiveness. Denver, CO. *American Educational Research Association*.

Goff, P. Goldring, E., Bickman, L. (2010). Understanding feedback from teachers on leadership effectiveness: Do teachers and principals agree? Denver, CO. *American Educational Research Association*.

Goff, P., Goldring, E., Bickman, L. (2010). Perceptual congruence between school principals and their teachers' ratings of leadership effectiveness: Predicting the gap. Washington, DC. *Institute of Education Sciences, 5th Annual Conference*.

Goff, P., Mavrogordato, M. C., and Goldring, E. (2009). Charter school leadership: An organizational effect or are leadership practices the result of faculty choice? Anaheim, CA. *University Council on Educational Administration*.

Goff, P. (2008). Balancing the pernicious tendencies of nationalism with aspirations of minority integration: A case study of social cohesion in Germany. Charleston, SC. *Comparative & International Education Society*.

Invited Addresses

Goff, P. (2016) A working session to examine and address the issues around Teacher Labor Markets. Sponsored event – UW Madison

Goff, P. (2016) *Where Teachers Want to Teach: Labor Market Dynamics in Rural and Non-Rural School Districts*. Wisconsin Rural Schools Alliance. Annual Meeting, Steven's Point, WI.

Goff, P. (2016) *Market Dynamics in Wisconsin*. Wisconsin Association for School Personnel Administrators. Annual Meeting, Elkhart Lake, WI.

Goff, P. (2016). *Data Visualizations: Decision Making, Communication, & Uncertainty*. Wisconsin Summit for Data Informed Leadership, Appleton, WI.

Goff, P. (2016). *Strategic Hiring for Effective Human Capital Management*. TeacherMatch Solutions Summit, Portland, OR.

Goff, P. (2016). *Selection, Distributional Equity, and School Leadership: An Exploration of Labor Market Preferences*. University of Connecticut.

Goff, P. & Grissom, J. (2015). *Leadership Development*. National Association of State Boards of Education.

TEACHING

University of Wisconsin-Madison, Department of Educational Leadership & Policy Analysis

ELPA 940 – Advanced Quantitative Inquiry

ELPA 940 – Data Analytics for School Leaders

ELPA 822 – Introduction to Quantitative Inquiry

ELPA 830 – School Finance and Resource Allocation

ELPA 832 – Resource Allocation for Equity and Social Justice

ELPA 725 – Introduction to Research Methods

Independent Study – Latent Class Analysis

Independent Study – Advanced School Finance

Independent Study – Hierarchical Linear Modeling

Independent Study – Educator Labor Markets

SERVICE

University Service

2012-current ELPA Admissions Committee

2012-current School of Education Scholarship and Fellowship Committee

2015-current Wisconsin Ideas in Education Speaker (WIES) Series Organizer

2015-2017 Faculty Senate

2013-current ELPA Qualifying Exam Review Committee

2015-current Data Stewardship Council

2013 Faculty Search Committee, Continuing Studies

2014 Faculty Search Committee, Continuing Studies

Professional Service

Manuscript Reviewer

- 2012-present American Education Research Journal
- 2012-present Educational Administration Quarterly
- 2012-present Economics of Education Review
- 2012-present Educational and Psychological Measurement
- 2012-present Educational Assessment, Evaluation, & Accountability
- 2012-present Educational Evaluation & Policy Analysis
- 2012-present Journal of Educational Administration
- 2012-present Leadership & Policy in Schools
- 2012-present Leadership Quarterly
- 2012-present Strategic Organization
- 2012-present Springer
- 2012-present Teachers College Record

Conference Service

- 2012-present Reviewer, Session Chair, Discussant: American Education Research Association (AERA)
- 2012-present Reviewer, Session Chair, Discussant: Association of Education Finance and Policy (AEFP)
- 2012-present Reviewer, Session Chair, Discussant: University Council on Educational Administration (UCEA)
- 2012-present Reviewer, Session Chair, Discussant: American Public Policy & Management (APPAM)

Professional Affiliations

- American Education Research Association (AERA)
- Association of Education Finance and Policy (AEFP)
- University Council on Educational Administration (UCEA)
- American Public Policy & Management (APPAM)