

CHRISTOPHER THOMAS MOORE

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CURRICULUM VITAE

Education

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| Ph.D.
2015 | University of Minnesota – Twin Cities
Department of Educational Psychology
Quantitative Methods in Education (Evaluation concentration)
Coursework: educational measurement, longitudinal/multilevel regression analysis, program evaluation
Doctoral thesis: <i>A spatial regression discontinuity evaluation of Minnesota's Quality Compensation for Teachers program</i> | 3.81 GPA |
| M.P.P.
2007 | University of Minnesota – Twin Cities
Hubert H. Humphrey School of Public Affairs
Public Policy (Management and Policy Analysis concentrations)
Coursework: cost-benefit analysis, econometrics, geographic information systems (GIS), human resource leadership, stakeholder engagement, survey methods
Master's thesis: <i>Evaluation of Spectrum of Care, a child care professional development program piloted in Minneapolis</i> | 3.79 GPA |
| B.A.
with honors
2000 | Maryville College
Sociology (Statistics minor)
Senior thesis: <i>Constructing nature and the College Woods</i> | 3.71 GPA |

Experience

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| Data Scientist
2012-present | <ul style="list-style-type: none">• Minneapolis Public Schools (MPS)<ul style="list-style-type: none">○ Human Capital data scientist responsible for performance scoring (i.e., value-added, generalizability theory and many-facets Rasch modeling); forecasting staffing needs; evaluating strategic initiatives; and using SQL, PHP, HTML, and Tableau software to create dynamic reports for teachers, principals and district leaders.○ Research, Evaluation and Assessment specialist collaboratively supporting district efforts to improve student outcomes. Tasks include psychometric evaluation of district assessments and surveys and supporting data-driven decisions via training and information technology. |
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Quantitative Analyst 2010-2012	<ul style="list-style-type: none"> • Minnesota Department of Education (MDE) <ul style="list-style-type: none"> ○ Assisted with psychometric design, analysis and reporting to the Minnesota assessment system. Tasks included item analysis, calibration, equating, scoring, quality control, longitudinal/multilevel and value-added modeling, writing reports, presenting research findings to stakeholders, and advising MDE's Commissioner and other leaders. ○ Helped design MDE's Elementary and Secondary Education Act Flexibility request.
Graduate Research and Teaching Assistant Fall 2008 - Spring 2010	<ul style="list-style-type: none"> • Office of Research Consultation and Services, College of Education and Human Development <ul style="list-style-type: none"> ○ Provided research methodology consultation to faculty and students. • Judy A. Temple, Ph.D. <ul style="list-style-type: none"> ○ Analyzed data from the Early Childhood Longitudinal Study to identify policies and latent factors that promote food security and prevent obesity. • Jeffrey D. Long, Ph.D. <ul style="list-style-type: none"> ○ Assisted with Statistical Analysis of Longitudinal Data (EPsy 8282). ○ Assisted with Regression and the General Linear Model (EPsy 8262). ○ Assisted with Probability and Inference (EPsy 8261). • Arthur J. Reynolds, Ph.D. <ul style="list-style-type: none"> ○ Scaled latent factors of school quality and mobility experienced by students in the Chicago Longitudinal Study. • Saint Paul Public Schools' Department of Research, Evaluation and Assessment <ul style="list-style-type: none"> ○ Analyzed standardized test scores for evaluation purposes. • Ernest C. Davenport, Jr., Ph.D. <ul style="list-style-type: none"> ○ Provided evaluation consultation to the North Star Science, Technology, Engineering, and Mathematics (STEM) Alliance to increase participation of students underrepresented in STEM fields.
Research Associate 2007-2008	<ul style="list-style-type: none"> • Amherst H. Wilder Foundation (Wilder Research) <ul style="list-style-type: none"> ○ Conducted research and evaluation studies for foundations, nonprofits and school districts.
Research and Evaluation Coordinator 2002-2006	<ul style="list-style-type: none"> • Child Care Resource and Referral <ul style="list-style-type: none"> ○ Led the Research and Evaluation Division and supervised two employees. Evaluated program access, implementation and outcomes. ○ Promoted from Research Assistant in 2004.
Outdoor Educator and Wilderness Guide 1999-2001	<ul style="list-style-type: none"> • YMCA Camp Widjiwagan <ul style="list-style-type: none"> ○ Led educational trips up to three weeks in length. Taught environmental science to middle school students.

Research papers, presentations and software

- Moore, C. T.** (2016). *Identifying effective teachers in the absence of publicly reported evaluation scores*. Presented at the annual conference of the Association for Education Finance and Policy, Denver, CO.
- Moore, C. T.** (2015). *A spatial regression discontinuity evaluation of Minnesota's Quality Compensation for Teachers program* (Doctoral dissertation).
http://conservancy.umn.edu/bitstream/handle/11299/175268/Moore_umn_0130E_16097.pdf
- Moore, C. T., & Glass, D.** (2015). *Value-added subscores for instructional feedback: A comparison of univariate and multivariate prediction methods*. Presented at the annual conference of the American Educational Research Association, Chicago, IL.
https://netfiles.umn.edu/xythoswfs/webui/xy-e17455827_1-t_DpMjXmKY
- Moore, C. T., Medhanie, A., Stanke, L., Vanden Berk, E., & VanBoekel, M.** (2015). *Not just free lunch: A neighborhood-based SES variable for districts*. Presented at the annual conference of the National Council for Measurement in Education, Chicago, IL.
https://netfiles.umn.edu/xythoswfs/webui/xy-e17455828_1-t_AitAkAvY
- Moore, C. T.** (2015). *The uneasy marriage of social justice and quantitative methods in evaluation?* Presented at the annual Minnesota Evaluation Studies Institute, Saint Paul, MN.
- Moore, C. T.** (2014). *Recipe for success: How do teacher evaluation measures predict student outcomes?* Presented at the annual Minnesota Assessment Conference, Saint Paul, MN.
- Moore, C. T.** (2014). *Student survey technical report*. Minneapolis Public Schools: Minneapolis, MN.
- West, K., McMahon, C., **Moore, C. T.**, Sojourner, A., Mykerezi, & Sullivan, M. (2014). *Hiring effective teachers*. Presented at the annual conference of the Association for Education Finance and Policy, San Antonio, TX.
- Moore, C. T., Maxwell, E. N., & Glass, D. B.** (2013). *Measuring teacher effectiveness and value-added to build human capital: An urban school district's first year*. Presented at the annual conference of the American Educational Research Association, San Francisco, CA.
https://netfiles.umn.edu/xythoswfs/webui/xy-e17465872_1-t_gZkTuDgG
- Moore, C. T.** (2013). Applying generalizability theory with R. In Vue, K., Zieffler, A., Brown, E., Chang, Y., Stanke, L. & Moore, C. T., *QME: Quantitative Methods in Education R package*.
<https://github.com/zief0002/QME>
- Moore, C. T.** (2012). *College readiness as measured by MCA, GRAD, and ACT scores*. Presented at a meeting of the Minnesota Department of Education's Assessment and Accountability Working Group, Roseville, MN.
<http://education.state.mn.us/MDE/Welcome/AdvBCT/AssessAccountWorkGroup/index.html>

- Moore, C. T.** (2012). *Teacher evaluation and the Standards of Effective Instruction rating instrument: Psychometric considerations*. Presented at the annual conference of the American Evaluation Association, Minneapolis, MN.
http://comm.eval.org/Prk_12/Resources/ViewDocument/?DocumentKey=c64a6fe7-7aea-41fa-b979-321a6b1a0d74
- Moore, C. T.** (2012). *On the validity of geographically local average treatment effect estimates from spatial regression discontinuity designs*. Presented at the annual conference of the American Educational Research Association, Vancouver, BC.
- Mroch, A., **Moore, C. T.**, Foltz, P., & Lochbaum, K. (2012). *Automated scoring of constructed response science prompts using Intelligent Essay Assessor*. Presented at the annual conference of the National Council on Measurement in Education, Vancouver, BC.
- Moore, C. T.** (2011). *Investigating the influence of teacher merit pay on student achievement: The case of Minnesota's Quality Compensation for Teachers (Q Comp) program*. Presented at the annual conference of the American Educational Research Association, New Orleans, LA.
- Jewkes, A. M. & **Moore, C. T.** (2011). *A Head Start and a healthy start: Linking obesity and preschool development*. Presented at the annual conference of the American Educational Research Association, New Orleans, LA.
- Jewkes, A. M. & **Moore, C. T.** (2010). *Understanding obesity risk in Head Start children: An ecological model*. Presented at the annual conference of the National Association for the Education of Young Children, Anaheim, CA.
- Moore, C. T.** (2010, August 10). Structural equation modeling for theory-driven evaluation. *AEA365: A Tip-a-Day by and for Evaluators*. <http://aea365.org/blog/?p=1289>
- Moore, C. T.** (2010). *Geographically mapping 2010 Minnesota assessment results*. Presented at the annual Minnesota Assessment Conference, Saint Paul, MN.
- Moore, C. T.**, Denbleyker, J., & Henly, G. (2010). *Assessment data R us*. Presented at the annual Minnesota Assessment Conference, Saint Paul, MN.
- Denbleyker, J. & **Moore, C. T.** (2010). *Using the Web-based application of the R package ggplot2 to create incredible graphical displays of test data*. Presented at the annual Minnesota Assessment Conference, Saint Paul, MN.
- Jewkes, A. M. & **Moore, C. T.** (2010). *Obesity risk in Head Start children: The role of early school and home environments*. Presented at Head Start's National Research Conference, Washington, DC.
- Temple, J. A., **Moore, C. T.**, & Fulkerson, J. A. (2010). *Changes in overweight status among very young children: Findings from national U.S. data on toddlers and preschoolers*. Presented at the annual conference of the International Society for Behavioral Nutrition and Physical Activity, Minneapolis, MN.

- Moore, C. T. & Long, J. D.** (2010). *On-site, relationship-based child care professional development: A quasi-experimental study of educational quality and school readiness outcomes*. Presented at the annual conference of the American Educational Research Association, Denver, CO.
- Schellenberg, S., & **Moore, C. T.** (2010). *Why do they choose? Modeling school choice in a diverse urban district*. Presented at the annual conference of the American Educational Research Association, Denver, CO.
- Moore, C. T.** (2010). *Quasi-experimental design and analysis: Office of Research Consultation and Services research brief*. Minneapolis, MN: University of Minnesota – Twin Cities, College of Education and Human Development.
https://netfiles.umn.edu/xythoswfs/webui/_xy-e17455858_1-t_B6vn8eUI
- Moore, C. T.** (2009). *Spatial regression discontinuity: Estimating effects of geographically implemented programs and policies*. Presented at the annual conference of the American Evaluation Association, Orlando, FL.
<http://comm.eval.org/EVAL/EVAL/Resources/ViewDocument/Default.aspx?DocumentKey=d87b8c27-fd6f-4049-93f1-5b1f5599ae56>
- Moore, C. T.** (2009). *Spatially enabled evaluation: Toward a grounded theory of spatial methods in applied educational research*. Presented at the annual conference of the American Educational Research Association, San Diego, CA.
- Moore, C. T.** (2009). *Introduction to geographic mapping and spatial analysis with R*. Department of Educational Psychology R Workshop presentation, Minneapolis, MN.
http://blog.lib.umn.edu/moor0554/canoemoore/2009/09/r_workshop_spatial.html
- Moore, C. T.** (2009). *Estimating policy effects using spatial regression discontinuity: The case of New Jersey's minimum wage increase*. Presented at the annual Minnesota Evaluation Studies Institute, Bloomington, MN.
http://blog.lib.umn.edu/moor0554/canoemoore/2008/11/spatial_regression_discontinuity.html
- Moore, C. T.** (2009). *A spatial analysis of school district performance in Minnesota, demonstrating spatially enabled evaluation*. Presented at the annual Department of Educational Psychology Graduate Student Research Day, Minneapolis, MN.
http://blog.lib.umn.edu/moor0554/canoemoore/2009/02/a_spatial_analysis_of_school_d_1.html
- Chase, R., Coffee-Borden, B., Anton, P., **Moore, C. T.**, & Valorose, J. (2008). *The cost burden to Minnesota K-12 when children are unprepared for kindergarten: Prepared for the Bush Foundation*. Saint Paul, MN: Wilder Research. <http://www.wilder.org/report.html?pid=2117>
- Moore, C. T.**, Chase, R., Waltz, M., Nichol, Z., & Then, A. (2008). *Early childhood Minnesota: Indicators and strategies for Minnesota's early childhood system, a joint report of Minnesota Build and Minnesota Early Childhood Comprehensive Systems*. Saint Paul, MN: Wilder Research.
<http://www.wilder.org/report.html?pid=2114>

- Moore, C. T., & Chase, R. (2008).** *Shannon Leadership Institute evaluation: Self-assessments of program participants in 2007.* Saint Paul, MN: Wilder Research.
<http://www.wilder.org/report.html?id=2083>
- Chase, R., & **Moore, C. T. (2008).** *Early learning conditions among low-income families in Minneapolis, St. Paul, and Blue Earth and Nicollet counties: Baseline study prepared for the Minnesota Early Learning Foundation.* Saint Paul, MN: Wilder Research. <http://www.wilder.org/report.html?id=2032>
- Chase, R., & **Moore, C. T. (2008).** *Invest Early, early childhood initiative: Year two implementation and outcomes evaluation.* Saint Paul, MN: Wilder Research.
- Chase, R., & **Moore, C. T. (2008).** *Ginew/ Golden Eagle Program: Results of annual feedback survey.* Saint Paul, MN: Wilder Research.
- Moore, C. T. (2007).** *Evaluation of Spectrum of Care, a child care professional development program piloted in Minneapolis.* Master's thesis. University of Minnesota – Twin Cities, Minneapolis, MN.
- Moore, C. T., & Chase, R. (2007).** *Resources for Child Caring: Goals, clients, and services following metropolitan-wide expansion.* Saint Paul, MN: Wilder Research.
<http://www.wilder.org/report.html?id=2029>
- Chase, R., **Moore, C. T., & Curry, R. (2007).** *Minnesota Early Childhood Initiative: Building nurturing communities of thriving children, identifying promising intervention strategies for the Minnesota Initiative Foundations.* Saint Paul, MN: Wilder Research. <http://www.wilder.org/report.html?id=1994>
- Chase, R., **Moore, C. T., Pierce, S., & Arnold, J. (2007).** *Child care workforce in Minnesota: 2006 statewide study of demographics, training and professional development.* Saint Paul, MN: Wilder Research.
<http://www.wilder.org/report.html?id=1985>
- Moore, C. T., Chase, R., & Curry, R. (2007).** *Minnesota 3-D: Technology Opportunities Program (TOP) grant evaluation report.* Saint Paul, MN: Wilder Research.
<http://www.wilder.org/report.html?id=2017>
- Moore, C. T., & Chase, R. (2007).** *Archiving child care and early education data: Options for Child Development Services of the Minnesota Department of Human Services.* Saint Paul, MN: Wilder Research.
- Moore, C. T., & Horning, J. (2006).** *Child care business climate index: A data-driven approach to locating and predicting demand for child care.* Presented at the annual conference of the Minnesota Child Care Resource and Referral Network, Bloomington, MN.
http://umn.edu/home/moor0554/portfolio/CC_Business_Climate_Index.pdf
- Moore, C. T., & Horning, J. (2006).** *Child Care Digital Justice Project: Helping working parents locate early education sites and other community assets.* Presented at the annual Center for Urban and Regional Affairs (CURA) Geographic Information Systems (GIS) Exposition, Saint Paul, MN.
- Vang, S., & **Moore, C. T. (2006).** *What is quality child care?* Presented to the Minnesota Legislative Early Childhood Caucus, Saint Paul, MN.

Moore, C. T. (2005). *Mayoral forum evaluation*. Minneapolis, MN: Minneapolis Children's Advocacy Network (CAN).

http://umn.edu/home/moor0554/portfolio/Mayoral_Forum_Evaluation.pdf

Moore, C. T. (2005). *Choosing child care resource kits: A comparative evaluation*. Minneapolis, MN: Greater Minneapolis Day Care Association.

http://umn.edu/home/moor0554/portfolio/Resource_Kit_Evaluation.pdf

Nicholie, J., **Moore, C. T.**, & Stephens, E. (2004). *Leadership in difficult times: Findings and insights from the Centers in Change collaborative*. Presented at the annual conference of the Minnesota Association for the Education of Young Children, Minneapolis, MN.

Moore, C. T. (2004). *Centers in change: Findings from a survey of Hennepin County child care centers*. Minneapolis, MN: Greater Minneapolis Day Care Association.

http://umn.edu/home/moor0554/portfolio/Report_Centers_in_Change.pdf

Awards and honors

Jack C. Merwin Award	2008-09	University of Minnesota – Twin Cities
Emerging Leaders Award	2006	Children's Defense Fund
Outstanding Senior Thesis Award	2000	Maryville College
Alpha Gamma Sigma Award	2000	Maryville College
Charles and Mary Ensign Scholarship	2000	Maryville College
Presidential Scholarship	1999-2000	Maryville College
Dean's List	1997-2000	Maryville College
Bradford Scholarship	1998-1999	Maryville College
Lanie Crowell Award	1998-1999	Maryville College
Mansbach Scholarship	1996-1997	Ashland Community College

Skills

Research: psychometrics (item and factor analysis, generalizability theory, item response theory), longitudinal/multilevel modeling, quasi-experimental design, program evaluation, geographic mapping, survey methods, report writing

Computing: statistical computing (R, Facets/Winsteps, Mplus, SPSS, MULTILOG), interactive data visualization (PHP, HTML, Tableau), relational databases (MySQL, SAP), geographic information systems, office suite applications (word processing, spreadsheets, presentations)

Leadership: experience leading projects and people, effective communication (written and verbal), experience working with and affirming diverse individuals and cultural groups