

Lindsey Kaler, Ph.D.

Annenberg Institute
Brown University
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Academic Employment

2024-Present **Postdoctoral Research Associate, Brown University**
Affiliations: Annenberg Institute at Brown University & Watson School of Public and International Affairs
Supervisor: Dr. Susan Moffitt

Education

2020-2024 **Doctor of Philosophy in Educational Studies, Boston University**
Specialization: Special Education (Wheelock Educational Policy Center (WEPC) affiliated student)
Dissertation Title: The Paraeducator Workforce: Patterns in Distribution, Turnover, and Impact
Supervisor: Dr. Nathan Jones
Dissertation Committee: Drs. Nathan Jones, Elizabeth Bettini, Jennifer G. Green, and Roddy Theobald

2016-2017 **Master of Teaching, University of Virginia**
Specialization: Special Education and English Education
Supervisors: Drs. Michael Kennedy and Natasha Heny

2013-2016 **Bachelor of Arts in English with Distinction, University of Virginia**

Publications

Peer-Reviewed Publications

Kaler, L., Theobald, R., Jones, N., & Bettini, E. (2026). Impacts of paraeducator and teacher turnover on student outcomes. *Journal of Research on Educational Effectiveness*.

Kaler, L. & Theobald, R. (2026). Turnover patterns in the paraeducator workforce in Washington state. *Teacher Education and Special Education*.

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. (2025). A descriptive portrait of the paraeducator workforce in Washington state. *Exceptional Children*.

Morris-Mathews, H., **Kaler, L.**, Rangunathan, M, Bettini, E., & Meyer, K. (2025). “Well, those students have a name”: Special educators’ beliefs about students labeled with emotional/behavioral disorders. *Exceptional Children*.

Jones, N., **Kaler, L.**, Markham-Anderson, J., Senese, J., & Winters, M. (2025). Service delivery models: Impacts for students with and without disabilities. *Educational Researcher*.

Stark, K., Camburn, E., & **Kaler, L.** (2025). Variation in teachers’ daily, situational motivation across professional activities. *British Journal of Educational Psychology*.

Kaler, L., Markham-Anderson, J., & Jones, N. (2024). Service delivery models and outcomes for students with disabilities. *Remedial and Special Education*.

Stark, K., Jones, N., Camburn, E., & **Kaler, L.** (2023). Measuring teachers' momentary affect: An exploratory experience sampling study. *Contemporary Educational Psychology*.

Green, J.G., Morabito, M., Savage, J., Goodman, N., Lincoln, E., Lanciani, J., Carroll, M., **Kaler, L.**, Cooper, C., Norton, M., Vasquez, G., & Muller, R. (2023). Reasons police respond in schools: An analysis of narrative data from police incident reports. *Child Abuse & Neglect*.

Bettini, E., Scott, L.A., Brunsting, N.C., **Kaler, L.**, Parker Moore, D., O'Brien, K.M., & Cumming, M.C. (2022). Experiences of working conditions among special education teachers of color serving students with EBD. *Journal of Emotional and Behavioral Disorders*.

Manuscripts Under Peer Review

Nguyen, T., Giani, M., **Kaler, L.**, Redding, C., & Bettini, E. (revise and resubmit). Special educator working conditions during and after COVID-19. *Exceptional Children*.

Cleveland, C., **Kaler, L.** & Anderson, J. (revise and resubmit). Leveraging IEPs to understand special education services at scale. *American Educational Research Journal*.

Cleveland, C., **Kaler, L.** & Caroleo, S. (under review). Variation in IEP service hours by disability and placement setting. *Educational Researcher*.

Cleveland, C., Caroleo, S., & **Kaler, L.** (under review). Quantifying students' special education service hours. *Education Finance and Policy*.

Webster, R., Tan, R., Fritzche, B., Gasterstadt, J., Griffin, C., **Kaler, L.**, & Kopfer, A. (under review). Filling the gaps: a multi-level comparative analysis of teaching assistants across five contexts. *Compare*.

Working Papers

Kaler, L., Arnzen, C., Contreras, A., Natividad, B., Stull, N. & Moffitt, S. (2026). *The politics of administrative ease: Public access to local special education information* (Annenberg EdWorkingPaper No. 26-1447). Annenberg Institute at Brown University.

Kaler, L. & Theobald, R. (2025). *Turnover patterns in the paraeducator workforce in Washington* (CALDER Working Paper No. 323-0725). CALDER.

Kaler, L., Theobald, R., Jones, N., & Bettini, E. (2025). *Impacts of staff turnover on test scores for students with and without disabilities* (CALDER Working Paper No. 319-0525). CALDER.

Cleveland, C., **Kaler, L.**, & Anderson, J. (2025). *Leveraging IEPs to understand special education services at scale* (WEPC Working Paper 2025-4). Wheelock Education Policy Center.

Jones, N., **Kaler, L.**, Markham-Anderson, J., Senese, J., & Winters, M. (2024). *Service delivery models: Impacts for students with and without disabilities* (WEPC Working Paper 2025-1). Wheelock Education Policy Center.

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. (2023). *A descriptive portrait of the paraeducator workforce in Washington State* (CALDER Working Paper No. 283-0423). CALDER.

Other Scholarly Writing (Reports, Briefs, Book Chapters)

Kaler, L., O'Neill, M.K., Strach, P., & Moffitt, S. (2026). *California's system of special education staffing* (Getting Down to Facts III Technical Report). Stanford University and Policy Analysis for California Education, PACE.

Kaler, L., Aceves-Romero, N.B., Alonso, J., Anderson-Thompson, A., Arpino, M., Nicole Arshan, Balasubramanian, L., Bridgeforth, J., Carver-Thomas, D., Casar, M., Darling-Hammond, L., Estrada, J., Fisher, P., Hernández, L.E., Immordino-Yang, M.H., Garcia, A., Gee, K., Hernández, L.E., Hurtt, A., Immordino-Yang, M.H., Katz, E., Kini, T., Knecht, D., Kurlaender, M., Lemons, C.J., Leung-Gagné, M., Liu, S., Loeb, S., Maier, A., Marsh, J., Moffitt, S., Mulfinger, L., Naseer, M., O'Neill, M.K., Pickett, A., Prim, J., Rodgers, V., Sanchez, E.R., Sattin-Bajaj, C., Schueler, B., Sorensen, L., Steil M.D.F., Strach, P., Sun, C., Swain, W., Uka, A., Unnikrishnan, R., Wei, W., Winn, M., Winn, L., Yu, P., Ziegler, L. (2026). *Student well-being in California's current context: Policy, conditions, and supports* (Getting Down to Facts III Research Brief). Stanford University and Policy Analysis for California Education, PACE.

Kaler, L. & Theobald, R. (2026). *Turnover patterns in the paraeducator workforce in Washington* (Teacher Education and Special Education Policy Brief). Teacher Education and Special Education.

CALDER. (2025). *To improve outcomes for students with disabilities, invest in teacher retention* (CALDER One-Pager No. 13). CALDER.

CALDER. (2023). *It's not just teachers who are leaving: Paraeducator turnover is rising too* (CALDER One-Pager No. 7). CALDER.

Goodman, J., **Kaler, L.**, & Meyer, K. (2021). *Massachusetts school district plans for keeping students learning: Summary report for statewide COVID-19 reopening plan analysis*. Wheelock Educational Policy Center.

Bettini, E., Morris-Mathews, H., Lillis, J., Meyer, K., Shaheen, T., **Kaler, L.**, & Brunsting, N.C. (2021). Special educators' roles in inclusive schools. Invited chapter for J. McLeskey, F. Spooner, B. Algozzine, & N.L. Waldron (Eds.), *Handbook of Effective, Inclusive Elementary Schools: Research and Practice*.

Funding

Competitive Grant Funding

Primary Investigator

2025 *How does the dissolution of the US Department of Education impact the education ecosystem?*. PI: Lindsey Kaler. Co-PIs: Cameron Arnzen, Niamh Stull, Susan Moffitt. Brown University Data Science Institute (DSI), DSI Seed Grant. \$25,000.

Consultant or Key Personnel

2025 *Evaluating the impact of additional administrative support on special education teachers and their students*. PI: Carycruz Bueno. Center for Connecticut Education Research Collaboration (CCERC), District Research Partnership Grant. \$75,000.

2025 *Project ONBOARD: Professional learning systems for paraeducators in self-contained programs for students with emotional/ behavioral disorders: A Pilot Project*. PI: Jennifer Lillis; Co-PI: Elizabeth Bettini. Spencer Foundation, Research Practice Partnership Grant. \$400,000.

2024 *Understanding the long-term dynamics of special education expenditures*. PI: Christopher Cleveland. EdFund. \$50,000.

Private Gift Funding

Consultant

2025 *Project ONBOARD: Expanding the use of paraeducator learning modules.* PI: Jennifer Lillis; Co-PI: Elizabeth Bettini. Elaine Gampel and Tedeschi Family Fund for Paraeducator Development. \$12,000.

Technical Works and Measures

Brunsting, N., Bettini, E., Lillis, J., Allen-Barrett, A., Kaler, L., Granville, E. (2026). Paraeducator career intent measure. *Unpublished measure.*

University Teaching Experience

Instructor of Record

Summer 2023 **Research as Evidence (RS 615)**
Boston University, Wheelock College of Education & Human Development

Teaching Assistant

Fall 2023, **Quantitative Research Methods (RS 653)**
Fall 2022 Boston University, Wheelock College of Education & Human Development
Faculty Instructor: Dr. Andrew Bacher-Hicks

Spring 2022 **Behavioral and Emotional Problems: Characteristics and Methods (SE 502)**
Boston University, Wheelock College of Education & Human Development
Faculty Instructor: Dr. Dianne Lochhead

Guest Lecturer

Spring 2026 **The Big IDEA: The Complexities of Gifted and Special Education (EDUC 1475)**
Lecture Topic: "Parents"
Faculty Instructor: Dr. Christopher Cleveland

Summer 2025 **Annenberg Institute Undergraduate Research Fellows Summer Program**
Lecture Topic: "Introduction to Critical Quantitative Analysis (QuantCrit)"
Co-Instructor: Dr. Hannah Kistler

Spring 2025 **Turning Rights into Realities (IAPA 1701D)**
Lecture Topic: "Special Education Policy"
Brown University
Faculty Instructor: Dr. Susan Moffitt

Fall 2023, **Quantitative Research Methods (RS 653)**
Fall 2022 Lecture Topic: "Introduction to Critical Quantitative Analysis (QuantCrit)"
Boston University, Wheelock College of Education & Human Development
Faculty Instructor: Dr. Andrew Bacher-Hicks

Spring 2022 **Behavioral and Emotional Problems: Characteristics and Methods (SE 502)**
Lecture Topic: "Externalizing Behavior Disorders, Part II"
Boston University, Wheelock College of Education & Human Development
Faculty Instructor: Dr. Dianne Lochhead

Spring 2021 **Behavioral and Emotional Problems: Characteristics and Methods (SE 502)**
 Lecture Topic: "Externalizing Behavior Disorders, Part II"
 Boston University, Wheelock College of Education & Human Development
Faculty Instructor: Dr. Jennifer G. Green

K-12 Classroom Teaching Experience

2019-2020 **Special Educator, Students with Disabilities (General)**
 Grade 7 Inclusion & Self-Contained, English and Science
 Kenmore Middle School, Arlington, VA

2018-2019 **Special Educator, Students with Emotional/Behavioral and Learning Disabilities**
 Grades 6-8 Self-Contained, Math & Science
 Cardozo Education Campus, Washington, DC

2017-2018 **Special Educator, Students with Autism Spectrum Disorder**
 Grades 9-12 Self-Contained, All Subjects
 Cardozo Education Campus, Washington, DC

Presentations

International Conference Presentations

2025 European Conference on Educational Research (ECER)

Kaler, L., Camp, A., & Moffitt, S. *The paraeducator labor market: A longitudinal and text analysis of job advertisements.* Paper presentation.

National Conference Presentations

2026 Association for Education Finance and Policy (AEFP)

Kaler, L., Arnzen, C., Contreras, A., Natividad, B., Stull, N. & Moffitt, S. *Information overload and obscurity: Barriers to special education information access.*

Cleveland, C., Caroleo, S., & **Kaler, L.** *Quantifying special education service hour variation: Evidence from a statewide set of IEPs.*

Cleveland, C., Almes, J., & **Kaler., L.** *The implications of state special education funding for student services.*

2025 Association for Public Policy Analysis and Management (APPAM)

Kaler, L., Camp, A., & Moffitt, S. *The paraeducator labor market: A longitudinal and text analysis of job advertisements.* Paper presentation.

Camp, A. **Kaler, L.,** Kistler, H., Nguyen, T. & Anglum, C. J. *The effects of four-day school weeks on retention for non-teaching staff.* Paper presentation.

Cleveland, C. & **Kaler, L.** *Understanding the long-term dynamics of special education expenditures in Massachusetts.* Poster presentation.

Council for Exceptional Children-Teacher Education Division (CEC-TED)

Cleveland, C., **Kaler, L.**, & Anderson, J. *Examining the variation in IEP services' cycles, frequencies, and minutes.* Paper presentation.

Society for Research on Educational Effectiveness (SREE)

Cleveland, C., **Kaler, L.**, & Anderson, J. *Examining the variation in IEP services' cycles, frequencies, and minutes.* Paper presentation.

Schwartz, N., Claiborne, C., Huffaker, E., **Kaler, L.**, & Garfield, S. *EdResearch for Action collaborative brief writing: The role of researchers and practitioners.* Moderated discussion.

Association for Education Finance and Policy (AEFP)

Cleveland, C., **Kaler, L.**, & Anderson, J. *Special education services: Leveraging IEPs to understand special education at scale.* Paper presentation.

Conaway, C., Claiborne, C., Huffaker, E., **Kaler, L.**, & Garfield, S. *Collaborative brief writing for actionable research: The role of researchers and practitioners.* Policy talk.

2024 Association for Public Policy Analysis and Management (APPAM)

Kaler, L., Theobald, R., Jones, N. & Bettini, E. *Impacts of paraeducator and teacher turnover on student outcomes.* Paper presentation.

Kaler, L., Markham, J., & Jones, N. *Service delivery models and outcomes for students with disabilities.* Paper presentation.

Council for Exceptional Children-Teacher Education Division (CEC-TED)

Kaler, L., Theobald, R., Jones, N. & Bettini, E. *Impacts of paraeducator and teacher turnover on student outcomes.* Invited paper presentation. Winner of TED-CEC Dissertation Award for Doctoral Student Research.

Society for Research on Educational Effectiveness (SREE)

Kaler, L., Theobald, R., Jones, N. & Bettini, E. *Impacts of paraeducator and teacher turnover on student outcomes.* Paper presentation.

Kaler, L., Markham, J., & Jones, N. *Service delivery models and outcomes for students with disabilities.* Paper presentation.

Association for Education Finance and Policy (AEFP)

Kaler, L., Theobald, R., Jones, N. & Bettini, E. *Impacts of paraeducator and teacher turnover on student outcomes.* Paper presentation.

Pacific Coast Research Conference (PCRC) Conference

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. *Attrition and mobility in the paraeducator workforce in Washington state.* Paper presentation.

2023 Association for Public Policy Analysis and Management (APPAM)

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. *Attrition and mobility in the paraeducator workforce in Washington state*. Paper presentation.

Council for Exceptional Children-Teacher Education Division (CEC-TED)

Kaler, L., Theodore, S., & Allen, A. *Improving working conditions for teachers of students with EBD: A mixed-methods analysis*. Paper presentation.

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. *Attrition and mobility in the paraeducator workforce in Washington state*. Paper presentation.

Kaler, L. *Non-teaching special education personnel in Indiana: Distribution and access*. Poster presentation. Winner of TED-CEC Kaleidoscope Award for Best Doctoral Student Quantitative Research Presentation.

Society for Research on Educational Effectiveness (SREE)

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. *Attrition and mobility in the paraeducator workforce in Washington state*. Paper presentation.

American Educational Research Association (AERA)

Kaler, L. *Trauma and special education: Analyzing relationships between childhood trauma exposure and special education identification*. Roundtable presentation.

Morris-Mathews, H., **Kaler, L.**, & Ragunathan, M. *Exploring the narratives of special educators in self-contained classrooms for students identified with Emotional and Behavioral Disorders*. Paper presentation.

Stark, K., **Kaler, L.**, Jones, N., Camburn, E., & Harris, M. *Exploring teachers' situational motivation: Variation in motivation across professional activity contexts*. Roundtable presentation.

Association for Education Finance and Policy (AEFP)

Theobald, R., **Kaler, L.**, Bettini, E., & Jones, N. *Attrition and mobility in the paraeducator workforce in Washington state*. Paper presentation.

Jones, N., **Kaler, L.**, Markham-Anderson, J., Senese, J. & Winters, M. *Co-teaching, paraprofessionals, and general education: Impacts for students with and without disabilities*. Poster presentation.

2022 Council for Exceptional Children-Teachers of Children with Behavior Disorders (TECBD)

Kaler, L. *How trauma informed is special education?: A systematic review of trauma in recent special education literature*. Paper presentation.

Kaler, L. & Bettini, E. *Teacher time use in classrooms for students with Emotional and Behavioral Disorders*. Paper presentation.

Council for Exceptional Children-Teacher Education Division (CEC-TED)

Kaler, L. *Trauma and special education: Bridging public health data and special education research*. Poster presentation.

Kaler, L. & Bettini, E. *Teacher time use in classrooms for students with Emotional and Behavioral Disorders*. Paper presentation.

Jones, N., Stark, K. & **Kaler, L.** *Bridging the internal and external worlds of teaching: Analyzing teachers motivation*. Paper presentation.

Morris-Mathews, H., **Kaler, L.**, & Rangunathan, M. *Special educators' narratives about students with emotional/ behavioral disabilities*. Paper presentation.

Stark, K., **Kaler, L.**, & Jones, N. *Addressing gaps in learning time: A descriptive analysis of classroom interruptions*. Paper presentation.

Council for Exceptional Children (CEC)

Kaler, L. *How trauma informed is special education?: A systematic review of trauma in recent special education literature*. Poster presentation. Winner of TED-CEC Kaleidoscope Award for Best Doctoral Student Literature Review Presentation.

Morris-Mathews, H., **Kaler, L.**, & Rangunathan, M. *Exploring special education teachers' narratives about elementary-aged students with emotional/ behavioral disabilities*. Paper presentation.

2021 Office of Special Education Programs (OSEP) Leadership and Project Directors

Kaler, L., & Meyer, K. *Bridging the gap: Discourse on disability in math & special education*. Poster presentation (virtual).

National Conference Discussant or Chair Duties

2025 Association for Public Policy Analysis and Management (APPAM)

Strategic and targeted solutions to school staffing problems. Panel chair.

Society for Research on Educational Effectiveness (SREE)

Evidence on tutoring: Design, coaching, and impact. Session chair.

Association for Education Finance and Policy (AEFP)

Special education teacher workforce. Session chair.

Other Invited Presentations

2026 PACE Getting Down to Facts III Conference

Kaler, L., O'Neill, M.K., Strach, P. & Moffitt, S. *California's system of special education staffing*.

2025 Rhode Island State Superintendent's Association (RISSA) Convening

Kaler, L. *Service delivery models in special education*.

2022 Boston University's Initiative for Literacy Development (BUILD) Training Series

Kaler, L. *Introduction to working with students with disabilities*.

Professional Service***Peer Review****Editorial Board Member*

Research in Special Education

Guest Editor

Research in Special Education (Special Series: “Open Science Practices and the Early Career Researcher: A Push to Advance Special Education Research”)

Journal Reviews

American Educational Research Journal
 Economics of Education Review
 Educational Evaluation and Policy Analysis
 European Journal of Special Needs Education
 Exceptional Children
 Exceptionality
 Journal of Research on Educational Effectiveness
 Journal of Education Human Resources
 Journal of Special Education
 Journal of School Leadership
 Journal of Education
 Remedial and Special Education
 Review of Education Research
 Teacher Education and Special Education
 Teacher’s College Record

Conference Reviews

Association for Education Finance and Policy (AEFP)
 Society for Research on Educational Effectiveness (SREE)

Student Advising

2025-2026 Christopher Walsh
 Brown University, Undergraduate Honors Thesis Advisor (Second Reader)

Other Service

2024-2025 **Events Coordinator**, Annenberg Institute’s Undergraduate Research Fellows for Social Science and Public Policy

2022-2024 **Co-author**, CEC-TED Diversity Caucus Disproportionality Modules

2021-2024 **Co-founder and Organizer**, Boston University’s Works in Progress: Special Education (WIPSE) Seminar Series

2023 **Mentor**, Boston University’s Tech for Change Civic Tech Hackathon

2023 **Doctoral Student Panelist**, Office of Special Education Programs (OSEP) Scholars Seminar
Panel Topic: OSEP Scholars in Conversation with Valerie C. Williams (OSEP Director) and David J. Cantrell (OSEP Deputy Director)

2022 **Doctoral Student Panelist**, Association for American Universities (AAU) Deans of Education Meeting
Panel Topic: Topics in PhD Education

Awards & Fellowships

2024 **TED Dissertation Award for Doctoral Level Research**, Council for Exceptional Children, Teacher Education Division (CEC-TED)

2023-2024 **Council for Exceptional Children (CEC) Division for Research (DR) Doctoral Student Scholar**, Council for Exceptional Children, Division for Research (CEC-DR)

2020-2024 **Office of Special Education Programs (OSEP) Scholar**, Preparing Scholar Leaders to Study Complex Interventions (Project LInC) Fellow

2023 **Kaleidoscope Award for Best Doctoral Student Quantitative Research Presentation**, CEC-TED Kaleidoscope Committee

2022 **Kaleidoscope Award for Best Doctoral Student Literature Review Presentation**, CEC-TED Kaleidoscope Committee

Professional Associations

Council for Exceptional Children (CEC), <i>Teacher Education Division (TED)</i>	2020 – Present
Association for Education Finance and Policy (AEFP)	2022 – Present
Association for Public Policy Analysis and Management (APPAM)	2023 – Present
Society for Research on Educational Effectiveness (SREE)	2023 – Present