

## SUSAN LYONS

*Curriculum Vitae*

[susan@womeninmeasurement.org](mailto:susan@womeninmeasurement.org) • [www.susanclyons.com](http://www.susanclyons.com)

---

### EDUCATION

**University of Kansas**, Lawrence, KS

Ph.D. Educational Psychology & Research

May 2015

M.S.Ed. Educational Psychology & Research

June 2013

**Boston University**, Boston, MA

B.A. Mathematics & Math Education, *Cum Laude*

May 2010

### PROFESSIONAL EXPERIENCE

**Independent Consultant**, Wayland, MA

2019 – Present

I work to advance practice related to educational assessment and school accountability. Current clients include school districts, state departments of education, educational non-profits, and testing companies. I have particular interest and expertise in innovative assessment systems, assessment policy, classroom assessment, and the intersection of social justice and educational measurement.

**Women in Measurement, Inc.**, Wayland, MA

2020 – Present

*Executive Director*

I am the Executive Director and co-founder of a non-profit organization aimed at advancing gender and racial equity in the field of educational measurement. Women in Measurement, Inc. works to amplify the voices of women, and women of color in particular, and to provide structures of support for career advancement in academia, industry, non-profits, and the public sector.

**Boston College**, Chestnut Hill, MA

2015 – Present

*Part-time Faculty*

I teach the Classroom Assessment course for pre-service teachers. I have also taught a range of graduate-level statistics courses for beginning through advanced doctoral students in the Lynch School of Education at Boston College.

**Center for Assessment**, Dover, NH

2014 – 2018

*Associate*

I worked closely with state departments of education, school districts, and other educational organizations to design and evaluate systems of assessment and accountability. Particular expertise in working with state and district leaders to design and implement innovative systems of assessment.

**Center for Research on Learning**, Lawrence, KS

2012 – 2014

*Graduate Research Assistant*

I worked with a team to design and evaluate an online math instruction and assessment system. Position funded by IES award entitled: *An Adaptive Testing System for Diagnosing Sources of Mathematics Difficulties*.

**Center for Educational Testing and Evaluation**, Lawrence, KS

2011 – 2012

*Graduate Research Assistant*

I was a member of the team responsible for development, quality assurance, alignment, and release of all Kansas summative state assessments, including alternate and accommodated forms.

**Colegio Menor**, Cumbaya, Ecuador

2010 – 2011

*Seventh Grade Math Teacher*

## ACADEMIC WRITING

- Lyons, S. (*under review*). The future of assessment depends on elevating culturally-diverse leadership. *eLearn Magazine*.
- Dadey, N., Lyons, S., & DePascale, C. (2018). [The comparability of scores from different digital devices: A literature review and synthesis with recommendations for practice](#). *Applied Measurement in Education*, 31(1), 30-50.
- Evans, C., & Lyons, S. (2017). [Comparability in balanced assessment systems for state accountability](#). *Educational Measurement: Issues and Practice*, 36(3), 24-34.
- Lyons, S., & Evans, C. (2017). [Evaluating comparability in the scoring of performance assessments for accountability purposes](#). *Voices in Urban Education*, 46.
- Lyons, S., & Qiu, Y. (2017). [Voices from the field: Performance assessments in state accountability as discussed at CCSSO's National Conference on Student Assessment](#). *Voices in Urban Education*, 46.
- Gillmor, S. (2015). [Effect of summer learning loss on aggregate estimates of student growth](#). Doctoral dissertation, University of Kansas.
- Whetstone, P., Gillmor, S., & Schuster, J. (2015). [Effects of a metacognitive social skills intervention in a rural setting with at-risk adolescents](#). *Rural Special Education Quarterly*, 34(2).
- Gillmor, S., Poggio, J., & Embretson, S. (2015). [Effects of reducing cognitive load of mathematics test items on student performance](#). *Numeracy*, 8(1), 4.
- Gillmor, S., & Rabinowicz, S. (2013). [Understanding geometry and measurement through service-learning](#). *Mathematics Teaching in the Middle School*, 19(1), 55-58.
- Seider, S., Rabinowicz, S., & Gillmor, S. (2012). [Differential outcomes for American college students engaged in community service learning involving youth and adults](#). *Journal of Experiential Education*, 35(3), 447-463.
- Seider, S., Gillmor, S., & Rabinowicz, S. (2012). [The impact of community service learning upon the expected political voice of participating college students](#). *Journal of Adolescent Research*, 27(1), 44-77.
- Seider, S., Rabinowicz, S., & Gillmor, S. (2011). [The impact of philosophy and theology service-learning experiences upon the public service motivation of participating college students](#). *Journal of Higher Education*, 82(5), 597-628.
- Seider, S., Gillmor, S., & Rabinowicz, S. (2011). [The impact of community service learning upon the worldviews of business majors vs. non-business majors at an American university](#). *Journal of Business Ethics*, 98(3), 458-504.
- Seider, S., Rabinowicz, S., & Gillmor, S. (2011). [Changing American college students' conceptions of poverty through community service learning](#). *Analyses of Social Issues & Public Policy*, 11 (1) 105-126.
- Seider, S., Gillmor, S., & Rabinowicz, S. (2010). [Complicating college students' conception of the American Dream through community service learning](#). *Michigan Journal of Community Service Learning*, 17(1), 5-19.
- Seider, S., Gillmor, S., Leavitt, J., & Rabinowicz, S. (2009). [Puzzling over community service and reflection](#). *Journal of College & Character*, 10(7), 1-8. sc

## WHITE PAPERS

- Lyons, S., Johnson, M., & Fiona, H. (*forthcoming*). *The Equitable Assessments Action Guide*. Cognia.
- Domaleski, C., Betebenner, D., & Lyons, S. (2018). [Promoting more coherent and balanced accountability systems](#). National Center for the Improvement of Educational Assessment.

- D'Brot, J., Lyons, S., & Landl, E. (2017). [\*State systems of identification and support under ESSA: Evaluation identification methods and results in an accountability system.\*](#) Council for Chief State School Officers.
- Lyons, S., D'Brot, J., & Landl, E. (2017). [\*State systems of identification and support under ESSA: A focus on designing and revising systems of school identification.\*](#) Council for Chief State School Officers.
- Lyons, S., & Dadey, N. (2017). [\*Considering English language proficiency within systems of accountability under the Every Student Succeeds Act.\*](#) Latino Policy Forum.
- Marion, S., & Lyons, S. (2016). [\*In Search of Unicorns: Conceptualizing and validating the "Fifth Indicator" in ESSA accountability systems.\*](#) National Center for the Improvement of Educational Assessment.
- Lyons, S. & Marion, S. F. (2016). [\*Comparability options for states applying for the Innovative Assessment and Accountability Demonstration Authority: Comments submitted to the United States Department of Education regarding proposed ESSA regulations.\*](#) National Center for the Improvement of Educational Assessment.
- Lyons, S., & Hall, E. (2016). [\*The role of the Standards for Educational and Psychological Testing in establishing a methodology to support the evaluation of assessment quality.\*](#) National Center for the Improvement of Educational Assessment.
- DePascale, C., Dadey, N., & Lyons, S. (2016). [\*Score comparability across computerized assessment delivery devices: Defining comparability, reviewing the literature, and providing recommendations for states when submitting to Title 1 peer review.\*](#) Council for Chief State School Officers.
- Marion, S. F., Lyons, S., & Pace, L. (2017). [\*Evaluating and continuously improving an innovative assessment and accountability system.\*](#) KnowledgeWorks.
- Marion, S. F., Lyons, S., D'Brot, J. (2016). [\*Developing a theory of action to support high quality accountability system design.\*](#) National Center for the Improvement of Educational Assessment.
- Lyons, S., Marion, S.F., Pace, L., & Williams, M. (2016). [\*Addressing accountability issues including comparability in the design and implementation of an innovative assessment and accountability system.\*](#) KnowledgeWorks.
- Thompson, J., Lyons, S., Marion, S. F., & Pace, L. (2016). [\*Supporting educators and students through implementation of an innovative assessment and accountability system.\*](#) KnowledgeWorks.
- Thompson, J., Lyons, S., Marion, S.F., Pace, L., & Williams, M. (2016). [\*Ensuring and evaluating assessment quality for innovative assessment and accountability systems.\*](#) KnowledgeWorks.
- Marion, S.F., Pace, L., Williams, M., & Lyons, S. (2016). [\*Project narrative: Creating a state vision to support the design and implementation of an innovative assessment and accountability system.\*](#) KnowledgeWorks.
- Moyer, J., Olson, A.K., Williams, M., Pace, L., Marion S.F., & Lyons, S. (2016). [\*Building capacity and stakeholder support for scaling an innovative assessment and accountability system.\*](#) KnowledgeWorks.
- Hall, E. & Lyons, S. (2016). [\*A guide to evaluating college- and career-ready assessments: Focus on test characteristics – Evaluation methodology.\*](#) National Center for the Improvement of Educational Assessment.
- Hall, E. & Lyons, S. (2016). [\*A guide to evaluating college- and career-ready assessments: Focus on test characteristics – Criteria evaluation framework.\*](#) National Center for the Improvement of Educational Assessment.
- Hall, E. & Lyons, S. (2016). [\*A guide to evaluating college- and career-ready assessments: Focus on test characteristics – Executive Summary.\*](#) National Center for the Improvement of Educational Assessment.

## BLOG POSTS

- Lyons, S. & Brand, C. (2021, March 16). [Letting go of labels in school accountability systems: How the next ESEA reauthorization can improve federal accountability requirements](#). *Centerline*.
- Lyons, S. (2020, July 17). [How should we assess students in fall 2020? Formative assessment wins again](#). *Centerline*.
- Lyons, S. (2020, June 23). [We are part of the problem: An argument for a renewed commitment to anti-racism in educational assessment and accountability](#). *Centerline*.
- Lyons, S. (2018, June 15). [Assessment flexibility for states under ESSA: Highlights from New Hampshire's innovative assessment application](#). *Centerline*.
- Lyons, S. (2018, June 14). [maaps project update: Providing a comprehensive picture of school quality and success](#). *Centerline*.
- Parsi A., & Lyons, S. (2017, September 25). [Performance assessments and students with disabilities](#). *Education Week, Learning Deeply Blog*.

## CONFERENCE PRESENTATIONS

- Lyons, S., Hinds, F., Ledwell, S., Creed, B. & Randall, J. (coming June 2021). *Anti-racist assessment: Interrupting patterns of privilege and oppression in educational measurement*. Proposal submitted to CCSSO's National Conference on Student Assessment, Minneapolis, MN.
- Lyons, S., Dunn, J., Randall, J., Tong, Y., Forte, E., & Ercikan, K. (coming May 2021). *Advancing women in measurement: Barriers and opportunities*. Invited presentation at the 2021 Annual Meeting of the National Council for Measurement in Education, Baltimore, MD.
- Domaleski, C., Betebenner, D., & Lyons, S. (2019, September). *Promoting more coherent and balanced accountability systems*. Paper presented at the 20<sup>th</sup> Annual Reidy Interactive Lecture Series, Portsmouth, NH.
- Lyons, S. (2017, June). *Formative evaluation of New Hampshire's Performance Assessment of Competency Education (PACE)*. Paper presented as part of a symposium at CCSSO's National Conference on Student Assessment, Austin, TX.
- Lyons, S., & Marion, S. (2017, June). *Comparability options for states applying for the Innovative Assessment and Accountability Demonstration Authority*. Symposium presented at CCSSO's National Conference on Student Assessment, Austin, TX.
- Lyons, S. (2017, April). *Considerations for maintaining equity within an Innovative Assessment and Accountability Demonstration Authority*. Paper presented as part of a symposium entitled "Flexible K-12 Assessments Afforded by ESSA: Psychometric Possibilities and Case Studies" at the annual meeting of the National Council on Measurement in Education, San Antonio, TX.
- Lyons, S. (2017, April). *Teacher and leader perceptions of student learning objectives: A case study of implementation in one state*. Paper presented as part of a symposium entitled "Student Learning Objectives and the Challenge of Campbell's Law" at the annual meeting of the National Council on Measurement in Education, San Antonio, TX.
- Lyons, S., & Evans, C. (2017, April). *Application of generalizability theory to classroom assessments in a school accountability context*. Paper presented at the annual meeting of the National Council on Measurement in Education, San Antonio, TX.
- Lyons, S., & Hall, E. (2016, September). *Evaluating assessment quality: Transitioning from summative to interim*. Presentation at the 18<sup>th</sup> Annual Reidy Interactive Lecture Series, Portsmouth, NH.
- Marion, S., Lyons, S., & Thompson, J. (2016, June). *First in the nation: New Hampshire's leading edge assessment and school accountability pilot*. Symposium presented at CCSSO's National Conference on Student Assessment, Philadelphia, PA.

- Thompson, J., Simaska, D., & Lyons, S. (2016, June). *Text Dependent Analysis: Building teacher capacity to instruct for a new item type*. Symposium presented at CCSSO's National Conference on Student Assessment, Philadelphia, PA.
- Lyons, S. (2016, April). *Investigating the technical quality of reported scores*. Paper presented as part of symposium entitled "Beyond the Bubble Test: A Progress Report on Year One of New Hampshire's Performance Assessment of Competency Education Pilot Accountability Project" at the annual meeting of the New England Educational Research Organization, Portsmouth, NH.
- Lyons, S., Hall, E., & Patelis, T. (2016, April). *Using the standards to support assessment quality evaluation*. Paper presented at the annual meeting of the National Council on Measurement in Education, Washington, D.C.
- Evans, C., & Lyons, S. (2016, April). Comparability in balanced assessment systems for state accountability. Paper presented as part of symposium entitled "Advances in Balanced Assessment Systems: Conceptual framework, informational analysis, application to accountability" at the annual meeting of the National Council on Measurement in Education, Washington, D.C.
- Buckley, K., & Lyons, S. (2016, April). *Teacher and leader perceptions of and engagement with student learning objectives in one state*. Paper presented at the annual conference of the American Educational Research Association, Washington, D.C.
- Lyons, S., & Buckley, K. (2015, October). *Perceptions of student learning objectives: Lessons learned from data meeting observations*. Paper presented at the annual conference of the Northeastern Educational Research Association, Trumbull, CT.
- Evans, C., & Lyons, S. (2015, September). *Quality control across political boundaries*. Presentation at the 17<sup>th</sup> Annual Reidy Interactive Lecture Series, Boston, MA.
- Patelis, T., Gong, B., Hall, E. & Gillmor, S. (2015, June). *Evaluating the quality of assessments*. Symposium presented at CCSSO's National Conference on Student Assessment, San Diego, CA.
- Gillmor, S., Betebenner, D., & Marion, S. (2015, April). *The effect of summer learning loss on annual estimates of student growth for teacher evaluation*. Paper presented at the annual meeting of the New England Educational Research Organization, Portsmouth, NH.
- Hall, E., Gillmor, S., Gong, B., Hess, K., Marion, S., & Patelis, T. (2015, April). *Assessment quality related to college and career readiness assessments*. Paper presented at the annual meeting of the National Council on Measurement in Education, Chicago, IL.
- Poggio, J., Gillmor, S., Sipahi, R., & Jiang, Z. (2015, April). *An error analysis examining international assessments and resulting country equivalence*. Paper presented at the annual meeting of the National Council on Measurement in Education, Chicago, IL.
- Gillmor, S., & Skorupski, W. (2014, April). *Comparing the estimates of teacher effects using VAMs and SGPs*. Paper presented at the Cognition and Assessment Special Interest Group Business Meeting, Philadelphia, PA.
- Gillmor, S., Poggio, J., & Embretson, S. (2014, April). *Effects of reducing the cognitive load of mathematics items on student performance*. Paper presented at the annual conference of the American Educational Research Association, Philadelphia, PA.
- Gillmor, S., Poggio, J., Longabach, T. & Papanastasiou, E. (2014, April). *A new threat to validity: An examination of cultural discrepancies in omission rates on international assessments*. Paper presented at the annual conference of the American Educational Research Association, Philadelphia, PA.
- McJunkin, L., Poggio, J., & Gillmor, S. (2014, April) *Construct validity and fairness of technology-enhanced items for visually-impaired students*. Paper presented at the annual meeting of the National Council on Measurement in Education, Philadelphia, PA.

- Gillmor, S., & Carter, K. (2013, October). *Improving the usability of the concerns-based adoption model: Validation of a revised diagnostic tool for measuring levels of use*. Paper presented at the annual conference of the American Evaluation Association, Washington, DC.
- Poggio, J., Gillmor, S., & Poggio, A. (2013, April). *A formative assessment tutorial model in mathematics*. Paper presented at the annual meeting of the National Council for Measurement in Education, San Francisco, CA.
- Rabinowicz, S., & Gillmor, S. (2013, March). *Understanding geometry and measurement through service-learning*. Paper presented at the annual National Service-Learning Conference, Denver, CO.
- Carter, K., & Gillmor, S. (2013, March). *The influence of achievement on specific reading indicators on achievement in overall math and specific math indicators*. Poster presented at the University of Kansas' Annual Capitol Graduate Research Summit, Lawrence, KS.
- Whetstone, P., Gillmor, S. & Schuster, J. (2013, February). *Social skills change student behavior*. Paper presented at the annual conference for the Learning Disabilities Association of America, San Antonio, TX.
- Seider, S., Gillmor, S., & Rabinowicz, S. (2010, June). *Differential outcomes for American college students engaged in community service learning involving youth and adults*. Paper presented at The Future of Community Engagement in Higher Education conference, Boston, MA.

## INVITED PRESENTATIONS

- Lyons, S. (2021, April). *Addressing lack of representation in assessment decision-making*. Keynote presentation at the 2021 Beyond Multiple Choice conference.
- Lyons, S. (2021, April). *Empowerment evaluation: Assessment for learning... for schools*. Invited presentation at the 2021 Assessment for Learning conference.
- Evans, C., & Lyons, S. (2019, June). *Evidence of learning: Broadening our conceptions of assessment*. Presentation at Future Focused Education's Innovation in Education Symposium, Albuquerque, NM.
- Lyons, S. (2018, August). *Digging deeper: Formative assessment and assessment systems*. Presentation at the Guilford School District Administrative Retreat, Guilford, CT.
- Lyons, S. (2018, October). *Assessment as a change agent*. Presentation as part of Future Focused Education's Innovative Assessment Policy Convening. Santa Fe, NM.
- D'Brot, J., & Lyons, S. (2017, May). *Identification and exit criteria for CSI and TSI schools*. Presentation as part of CCSO's Learning from Our Peers: Webinar Mini-Series.
- Lyons, S., & Buckley, K. (2017, April). *Re-imagining school accountability under ESSA: Opportunities and challenges for evaluating school quality and student success*. Pre-conference professional development and training course, hosted by AERA Division H, provided at the annual conference of the American Educational Research Association, San Antonio, TX.
- Pompa, D., & Lyons, S. (2017, March). *Strategic opportunities for including English learners in ESSA state accountability plans*. Webinar hosted by the National Center on Immigrant Integration Policy of the Migration Policy Institute.
- Lyons, S. (2017, February). *Incorporating English language proficiency into systems of accountability*. Paper presented at the Convening on Accountability and English Learners hosted by the Latino Policy Forum, Chicago, IL.
- Lyons, S., & Patelis, T. (2016, October). *Keeping a watchful eye on new assessment models*. Presentation at the High Quality Assessment Project meeting on Improving Partnerships to Support High Quality Assessments, New Orleans, LA.

- Lyons, S. (2016, October). *Developing a theory of action for an innovative assessment system*. Presentation at the Innovative Assessment Convening hosted by Remake Learning, Pittsburg, PA.
- Marion, S., & Lyons, S. (2016, July). *Comparability by design in the innovative assessment and accountability pilot*. Paper presented at CCSSO's Innovative Assessment and Accountability Technical Assistance Meeting, Denver, CO.
- Lyons, S., & Anderson, J. (2016, June). *Flexibility and comparability within a system*. Workshop presented at CCSSO's ESSA Accountability Systems Technical Assistance Meeting, Tempe, AZ.
- Marion, S., & Lyons, S. (2016, May). *What's in an item?* Presentation for the Education Writers' Association National Seminar, Boston, MA.