



Qualifications Summary

Dr. Deborah Jonas has spent more than a decade supporting policymakers by conducting applied research, program evaluation, and facilitating evidence-informed strategic planning activities. She approaches all projects with a rich and diverse toolkit of quantitative and qualitative research methods combined with strategic planning tools. Leveraging these tools, strong partnerships, and expertise, she helps strengthen organizations' capacity to use data and research evidence to inform program and policy decisions in preK-12 education, college, and workforce development. She regularly works closely with state agency staff at all levels of the system—from staff specialists to executive leadership—and communicates her results to policymakers, program administrators, and educators.

In 2013, Dr. Jonas established Research & Analytic Insights (RAI). RAI is a small, women-owned, Virginia-based business committed to forming partnerships with educators, social service providers, program leaders, and policymakers to improve organizational efficiency and effectiveness. RAI carries out research, evaluates programs, develops and delivers training and technical assistance, and informs policy and practice through rigorous data analysis and thorough evidence review. The RAI team also specializes in helping organizations build infrastructure and strengthen institutional capacity to conduct research using longitudinal data, and leverage results as part of a continuous improvement cycle.

Through projects at RAI, Dr. Jonas provides research and strategic planning support to the Virginia Department of Education (VDOE), works with state and local career and technical education leaders to strengthen local programs, and serves as a research fellow at the Virginia Early Childhood Foundation (VECF). In these roles, she continues to strengthen the Virginia Longitudinal Data System (VLDS) by conducting research and facilitating efforts to expand Virginia's system to include early childhood. She also supports national evaluations, and provides states with technical assistance in using data linked across agencies and sectors. Prior to founding RAI, Dr. Jonas was on the leadership team of the Regional Educational Laboratory (REL), Appalachia and served as the Executive Director for Research & Strategic Planning at the Virginia Department of Education.

Dr. Jonas is an empirically trained cognitive psychologist who studied memory, attention, and learning theory across the lifespan. She lives in Henrico County, Virginia with her husband and two children.

Education

- Ph.D., Cognitive Psychology, Duke University, 2000
- M.A., Cognitive Psychology, Duke University, 1998
- M.S., Experimental Psychology, Lehigh University, 1995
- B.A., Psychology, University of Maryland, 1993

Additional Training

- Workshop on Quasi-Experimental Design and Analysis in Education, Northwestern University, Evanston, IL, 2010.
- Commonwealth Management Institute, Virginia Commonwealth University, Richmond, VA, 2008.
- Graduate credits towards Master of Arts in Teaching, Johns Hopkins University, Baltimore, MD, 1992.

Employment history

- 2013 - present President and Founder, Research & Analytic Insights, Glen Allen, VA
2014 - present Affiliate Graduate Faculty, Virginia Commonwealth University, Richmond, VA
2012 - 2013 Associate Director, CNA Analysis and Solutions, Alexandria, VA
2007 - 2012 Executive Director for Research & Strategic Planning, Virginia Department of Education, Richmond, VA
2002 - 2007 Research Analyst, CNA Corporation, Alexandria, VA
2000 - 2002 Research Scientist, MEDTAP International, Bethesda, MD

Relevant professional experience

- 2013 - present **Lead evaluator, *Virginia Kindergarten Readiness Assessment pilot, Virginia Early Childhood Foundation***
Develop evaluation methods and direct all related activities for a year-long implementation of a commercially developed, multi-dimensional kindergarten assessment being used for the first time in 14 Virginia school divisions and 32 schools.
- 2013 - 2014 ***Special Advisor for Research & Planning, Virginia Department of Education***
Provide advice and support to the Superintendent of Public Instruction, Virginia Board of Education, and the VDOE on matters related to data, research, and analysis. Support policy and program development through research and evidence-informed ideas. Conduct, support, and coordinate VDOE research projects, including cross-agency data linking projects.
- 2013 - present ***Chewing Research Fellow, Virginia Early Childhood Foundation***
Conduct, support, and oversee VECF research and evaluation projects aimed at understanding strengths and limitations of Virginia's early childhood support system. In addition, provide leadership and support for moving Virginia's early childhood data system from the pilot phase to full implementation by leveraging the VLDS to integrate de-identified data using demonstrated and secure methods.
- 2013 - present ***Consulting site liaison and team member, Evaluation of the Comprehensive Technical Assistance Centers, IMPAQ International***
Support multi-site, multi-method evaluation led by IMPAQ International. Conduct interviews and other tasks needed to develop efficient data collection methods appropriate for formative and summative evaluation of U.S. Department of Education Comprehensive Technical Assistance program.
- 2012 - 2014 ***Principal researcher, Following Virginia high school graduates of 2008 through four years of college, Center for Innovative Technology***
Developed project concept, analysis plan, and led report preparation for a research project that follows Virginia high school graduates through four years of college. The project resulted in two research reports, and provided the VDLS team with a requirements document that will allow the state to replicate and publicly report descriptive research findings as data from additional student cohorts as they become available.



- 2013 – 2014 **Principal researcher, *Following high school Career and Technical Education completers graduating classes into college and the workforce, Research & Analytic Insights***
 Developed project concept and led the project team to merge high school, college, and workforce data from two high school graduating cohorts, and following their college and workforce participation and outcomes for up to five years. Project was focused on understanding outcomes for career and technical education (CTE) completers. Research team estimated multivariate regression models separately for postsecondary and workforce participation and outcomes for 2 graduating cohorts. Project resulted in two research reports, and a one-page overview designed to share with CTE program leaders.
- 2013 – 2014 **Principal researcher, *Support to Educational Data Technical Assistance Program (EDTAP), Applied Engineering Management Corporation***. In collaboration with IES' State Longitudinal Data System (SLDS) program officer, prepared a guidance document (currently under IES review) aimed at supporting states' successful use of linked P-20W data. The document synthesizes information from states that have identified college and career ready research questions, explains question relevance, and provides examples of state and researcher P-20W data use.
- 2012 - 2013 **Principal researcher, *Developing a self-evaluation tool for career and technical education programs, CNA***
 Led the development of a college and career ready self-assessment tool for career and technical education (CTE) programs. Development included a literature review, interviewing thought leaders in CTE from across the country, synthesizing information into a program self-assessment tool, and an interactive feedback process to enhance local usability and obtain preliminary evidence of face validity. Tool is being rolled out in Virginia's CTE programs to enhance alignment with college and career ready expectations and local workforce needs.
- 2013 **Principal investigator, *Technical assistance workshop, Using data to inform middle school improvement in Virginia, Regional Educational Laboratory, Appalachia, CNA***
 Developed and successfully implemented a technical assistance workshop that brought together principals and central office instructional leaders from more than 30 middle schools to strengthen leaders' capacity to use data as part of school improvement activities.
- 2012 - 2013 ***Task lead, Alliance Engagement and Technical Assistance, Regional Education Laboratory, Appalachia, CNA***
 Managed staff and helped establish relationships with SEA and LEA administrators to understand unmet research and evidence-based technical assistance needs that REL Appalachia could support. This process led to several new technical assistance products and facilitated REL's ability to establish new research partnerships in subsequent years. In 2013, successfully managed the development and implementation of seven technical assistance projects, ranging from college and career ready data summaries to technical assistance workshops.

- 2010 - 2012 ***Principal leadership team member, Virginia Longitudinal Data System, Virginia Department of Education***
 Provided leadership from a research and analytic perspective for grant development and project implementation for a \$17.5 million grant that established the first state-level federated longitudinal data system in the public education system. The data system provides a secure method to link de-identified individual data from disparate state-agency data systems, including VDOE, the Virginia Employment Commission, and the State Council of Higher Education for Virginia. The data system is now being used to conduct research that includes data from multiple sectors, and is being expanded to include data from the early childhood system.
- 2010-2012 ***Project lead and researcher, Developing the Virginia Growth measure, Virginia Department of Education***
 Coordinated with researchers nationwide to develop and assess student growth percentile model fit for Virginia state assessment data. Provided leadership, oversight, and supported delivery of professional development to district educators on appropriate use of student growth percentiles; contributed to the state's understanding of appropriate use and limitations of these data in accountability systems and teacher performance evaluations.
- 2009 - 2012 ***Coordinator and research lead, Virginia College and Career Readiness Initiative, Virginia Department of Education***
 Coordinated Virginia's College and Career Readiness Initiative (CCRI), which included partners in the Virginia Community College System, State Council of Higher Education, and the VDOE. The effort was designed to ensure that college ready standards are taught in every Virginia high school, and that students meet college and career ready performance expectations. The CCRI has resulted in policy changes, programmatic changes, and new research efforts leveraging the VLDS.
- 2008 - 2011 ***Research lead, Virginia Early Warning System development, Virginia Department of Education***
 Worked with the VDOE Office of School Improvement to pilot a data-based early warning indicator system that identifies students who have a high probability of dropping out of school or not earning full diplomas. As the project expanded to include partners from the National High School Center and Appalachian Regional Comprehensive Center, served as the state research lead and supported all phases of development and implementation.

Other activities

- Regional Educational Laboratory (REL) Appalachia Governing Board, Member, 2008- 2012
- REL Appalachia Governing Board's Executive Committee, Member, 2008-2011
- Data Quality Campaign Privacy Advocacy Group, Member, 2010
- National Institute for Statistical Sciences Working Group on Research Use of State Longitudinal Data Systems, Member, 2010
- American Educational Research Association, Member, 2009-present

Courses Taught

- Introduction to Academic Reading and Writing, Developing an Academic Argument, Duke University.
- Introduction to Cognitive Psychology, discussion section, Duke University.
- Introduction to Social Psychology, discussion section, Duke University
- Introduction to Statistics for the Social Sciences, laboratory, Duke University.
- Introductory Psychology Lab, Lafayette College, PA.
- Introductory Psychology, discussion section, Lehigh University, PA.

Selected Reports

- Jonas, D.L.**, Garland, M., & Yamaguchi, R. (2014). *Following Virginia's Career and Technical Education out of high school and into college: A study of high school graduates' college enrollment, persistence, and completion*. Richmond, VA: Virginia Department of Education.
- Yamaguchi, R., Garland, M., & **Jonas, D.L.** (2014). *Long-term Outcomes of High School CTE Completers in Virginia: Employment Status and Wages*. Richmond, VA: Virginia Department of Education.
- Jonas, D.L.** (under review). *Using P20W linkages to inform policy, programs, and progress: Resources for state data system leaders*. Report prepared for the SLDS grant program.
- Jonas, D.**, & Garland, M. (2014). *High school graduates' four-year college enrollment, persistence, and completion*. Report prepared for the Virginia Department of Education. Herdon, VA: CIT Connect.
- Garland, M.W., & **Jonas, D.L.** (2014). High school graduates' credit accumulation in Virginia four-year colleges and universities. Report prepared for the Virginia Department of Education. Herdon, VA: CIT Connect.
- Jonas, D.L.** (2014). *Researchers guide to using VLDS*. Report prepared for the Virginia Department of Education, January 2014. Herdon, VA: Center for Innovative Technology.
- Jonas, D.** Flory, M. & Sun, C. (2013). *College and Career Ready Self-Assessment Tool for Virginia Career and Technical Education Programs*. Richmond, VA: Virginia Department of Education.
- Virginia Early Childhood Foundation (2013). *Virginia's Biennial School Readiness Report Card*. Report prepared for the Virginia Early Childhood Advisory Council. Available online, <http://goo.gl/CeJhGI>.
- Jonas, D.L.**, Dougherty, C., Herrera, A.W., Garland, M., & Ware, A. (2012). *High School Predictors of College Readiness: Determinants of High School Graduates' Enrollment and Successful Completion of First-Year Mathematics and English College Courses in Virginia*. Report prepared for the Virginia Department of Education's College and Career Readiness Initiative.
- Garland, M., LaTurner, J., Herrera, A.W., Ware, A., **Jonas, D.**, & Dougherty, C. (2011). *High School Predictors of College Readiness: Determinants of Developmental Course Enrollment and Second-Year Postsecondary Persistence in Virginia*. Report prepared for the Virginia Department of Education's College and Career Readiness Initiative.
- Dougherty, C., **Jonas, D.**, Mandinach, E., & Karr, A. (2010). *NISS/ESSI Working Group on Research Use of State Longitudinal Data Systems (SLDS)*. Draft report prepared at the request of the Institute for Education Sciences.
- Krupicka, R. Allison, K., Apostolico-Buck, J., Dugger, R., Getzler, L., Gormley, B., **Jonas, D.L.**, Mashburn, A., Morris, M., & Schulman, K. (2007). *Evaluating Virginia's Pre-K Efforts: Recommendations to improve program accountability and effectiveness*. Final Report of the Virginia Start Strong Council's Evaluation Task Force.



Selected Presentations

- Jonas, D.,** Yamaguchi, R. Garland, M., & Parrish, R. (2014). [College and workforce outcomes four years after high school for CTE completers in Virginia](#). Presentation at STATS-DC, July 31, 2014.
- Willcox, G. & **Jonas, D.** (2014). *College and Career Ready Self-Assessment Tool for Virginia Career and Technical Education Programs: Using evidence to incorporate college and career ready content and best practices in Career and Technical Education programs*. Presentation at the 2014 annual Virginia Association of Secondary School Principals conference, June 2014.
- Jonas, D.,** Yamaguchi, R., Garland, M., Hall, L. (2014). [College and employment outcomes four years after high school for CTE completers in Virginia](#). Presentation at the VLDS Insights conference, June 24, 2014. Glen Allen, Virginia.
- Jonas, D.,** Garland, M., & Rappaport, A. (2013). *Student enrollment and academic performance indicators in Virginia's low-achieving schools*. REL Appalachia presentation at the April 2013 Priority Schools meetings.
- Garland, M.W., & **Jonas, D.** (2013). [Research with VLDS: Data preparation, cross agency matching, and preliminary findings from the Virginia College and Career Readiness Initiative](#). Presentation at the July 2013 STATS-DC conference, Washington, DC.
- Jonas, D.** (2013). [Considerations when selecting student assessments](#). REL Appalachia presentation at the 2013 Annual Conference of the Virginia Association of School Superintendents, May 7, 2013.
- Carter, N., & **Jonas, D.L.** (February, 2012). *It's a Journey, Not a destination: The development of Virginia's Postsecondary Education Reports*. Presentation at the 25th Annual Management Information Systems (MIS) Conference. San Diego, CA.
- Jonas, D.L.,** & McGowan, P. (February, 2012). *Governance Program in a Multi-Agency, Multi-Stakeholder Environment*. Presentation at the 25th Annual Management Information Systems (MIS) Conference. San Diego, CA.
- Jonas, D.L.** (March, 2011). *Outcomes of African American Males in Virginia: Understanding important outcomes to support school and division improvement efforts*. Presentation at the Virginia Symposium on African American Males & School Success. Virginia State University, Petersburg, VA.
- Jonas, D.** (2011). *Longitudinal Graduation Rate Calculations in Virginia*. American Youth Policy Forum webinar on using extended-year graduation rates in accountability policies. April 26, 2011. Slides: <http://www.aypf.org/Webinars/documents/UPDATEDCombinedslides.pdf>.
- Jonas, D.L.** (May, 2011). *Update on Virginia's growth measure*. Presentation to the Virginia Association of School Superintendents. Roanoke, VA. Available online: http://vass.edschool.virginia.edu/Conferences_and_Workshops/Annual%20Conference/2011/Presentations/.
- Jonas, D.** (November, 2010). [Report on the Virginia College and Career Readiness Initiative](#). Presentation to the Virginia Board of Education. Richmond VA.
- Jonas, D.** (October, 2009). *Where do all the data go? Turning data into information for stakeholders*. Paper presented at the 15th Annual Virginia Educational Technology Conference. Richmond, VA.
- Jonas, D.** (April, 2009). *Data use and its role in increasing graduate rates: New data and tools from the Virginia Department of Education*. Presentation at Virginia's 2009 Regional Dropout Prevention Forum. Wytheville, VA.



Jonas, D.L., & Stith-Williams, V. (March, 2009). *Virginia's Policies and Paths to Graduation: Renewed efforts to improve support for all students*. Presentation at the 2009 Secondary Transition State Planning Institute. Charlotte, NC.

Jonas, D.L. (2007). *On the study of high school dropout and graduation rates in the Commonwealth (SJR 329)*. Report of the Virginia Board of Education to the Governor and General Assembly of Virginia. Prepared on behalf of the Board and approved for transmittal.

