

Yubin Jang

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EDUCATION

University of Delaware

Ph.D., Education and Social Policy

- Advisor: Dr. Lauren P. Bailes
- Expected in Aug. 2027

Newark, DE

Aug. 2023 – Present

Hanyang University

M.A., Education and Educational Administration

- GPA: 4.5/4.5
- Thesis: Professional development needs and the mediating effect of participation in the relationship between feedback for teachers and job satisfaction (Advisor: Dr. Joo-ho Park)

Seoul, S. Korea

Mar. 2021 – Feb. 2023

B.A., Education

- Graduated Summa Cum Laude (GPA: 4.28/4.5)

Mar. 2016 – Aug. 2020

RESEARCH INTERESTS

principal instructional leadership; leadership development; equity in leadership; educational policy; educational organization and environment; teacher professional development; quantitative research methods; mixed methods; and international comparative research

PUBLICATIONS

Journal Article

Manuscript in progress

1. Kursav, M. N., Desimone, L.M., Snipes, J. K., & **Jang, Y.** Enhancing teacher professional development: The crucial role of district and school leaders
2. **Jang, Y.**, Kurutas, S., Pickett, A., Strickland, L., Smith, E., and Desimone, L. M. Fostering culturally responsive mathematics instruction: The role of professional development and teacher dispositions
3. **Jang, Y.** & Bailes, L. Examining Title II education spending: Descriptive national portraits of funding allocation and professional learning types
4. **Jang, Y.** & Bailes, L. A time-series analysis of hiring minoritized leaders during and after the COVID-19 pandemic: Focusing on independent school.

Peer Review

1. Kang, Y., **Jang, Y.**, & Park, J. (2023). The relationship between school social environment and teacher's instructional autonomy in 28 countries of OECD: the effect of distributed school leadership, teacher innovativeness, and collaboration. In the proceeding of the 2023 Korean Educational Research Association Conference, Seoul, South Korea.
2. Park, J, **Jang, Y.**, Hyeong, C. & Lee, I. (2023). The mediating role of collective teacher innovativeness between participatory school climate and teacher job satisfaction: multilevel structural equational modeling. *The Journal of Korean Education*, 50(1), 5-30.
3. **Jang, Y.** & Park, J. (2022). Professional development needs and the mediating effect of participation in the relationship between feedback for teachers and job satisfaction. *Korean Journal of Educational Research*, 60(8), 57-79.
4. Park, J. & **Jang, Y.** (2021). School-level mechanisms among collective teacher innovativeness, participatory school climate, teacher collaboration, and professional development activities: Analysis by MLSEM. *Korean Journal of Educational Research*, 59(8), 1-23.

Government Report

1. 신서경, 박주호, 송해덕, 홍아정, 박규미, 장승경, **장유빈**, & 최예림. (2021). 2003-2021 교육부 핵심정책 분석을 통한 미래교육 정책 제언 (연구보고 정책 2021-위탁-3). [Suggestions for Future Education Policy Based on Analysis on Key Policies of Ministry of Education from 2003 to 2021]

Book Chapter

1. (In progress) Desimone, L. M., Kursav, M. N., Snipes, J. K., & **Jang, Y.** The school and district role in designing, implementing, and studying effective teacher professional development. In Goddard, R. (Eds.) *Education leadership, organization, and diversity*.

Encyclopedia

1. (In progress) Bailes, L. & **Jang, Y.** Gender and Education. Sage Encyclopedia.

PRESENTATIONS

Peer Review

1. Bailes, Y. & **Jang, Y.** (under review) A time-series analysis of hiring minoritized leaders during and after the COVID-19 pandemic: Focusing on independent school. *Submitted as a paper presentation for the 2025 AERA Annual Meeting, Denver, Colorado.*
2. **Jang, Y.** & Bailes, L. (under review) Examining Title II education spending: Descriptive national portraits of funding allocation and professional learning types. *Submitted as a paper presentation for the 2025 AERA Annual Meeting, Denver, Colorado.*
3. **Jang, Y.**, Kurutas, S., Apickett, A., Strickland, L., Smith, E., and Desimone, L. M (under review) Boosting culturally responsive mathematics instruction: Role of professional development and teacher dispositions. *Submitted as a paper presentation for the 2025 AERA Annual Meeting, Denver, Colorado. Presenting Author*
4. **Jang, Y.** (November 2024) Are learning leaders more influential? The role of principal professional development in instructional leadership. *Paper presentation at the 13th annual UCEA Graduate Student Summit (GSS), Los Angeles, California. Presenting Author*
5. **Jang, Y.** (November 2024) The moderating effect of principal professional development in instructional leadership: Focusing on OECD countries. *Paper presentation at the 2024 University Council of Educational Administration (UCEA) Annual Convention, Los Angeles, California. Presenting Author*
6. Lee, H. & **Jang, Y.** (September 2024). Stepping out to step up: the effect of shadow education on strategic dropout of South Korea high school students. *Poster Presentation at Society for Research on Educational Effectiveness (SREE) 2024 conference, Baltimore, Maryland. Presenting Author*
7. **Jang, Y.** & Bailes, L. (September 2024) Examining title II education spending: a national portrait and district-level analysis in Delaware. *In the presentation for Society for Research on Educational Effectiveness (SREE) 2024 conference, Baltimore, Maryland.*
8. Odell, S., Weiner, J., Bailes, L., & **Jang, Y.** (April 2024). Implications of the “glass cliff” phenomenon for women leaders in independent schools. *In the presentation for the 2024 AERA Annual Meeting, Philadelphia, Pennsylvania.*
9. Kang, Y., **Jang, Y.**, & Park, J. (June 2023). The relationship between school social environment and teacher's instructional autonomy in 28 countries of OECD: the effect of distributed school leadership, teacher innovativeness, and collaboration. *In the presentation for presentation at the 2023 Korean Educational Research Association Conference, Seoul, South Korea.*

Professional Development Presentations

1. Odell, S., Bailes, L. & **Jang, Y.** (under review) Implications of the “glass cliff” phenomenon for women leaders in independent schools. *In the presentation for the 2025 National Association of Independent School (NAIS) Thrive, Nashville, Tennessee.*
2. **Jang, Y.** & Bailes, L. (Sep. 2024) Examining Title II education spending: Descriptive national portraits of funding allocation and professional learning types. *In the presentation for the ESP/ESRM workshop, Newark, Delaware. Presenting Author*
3. Bailes, L. & **Jang, Y.** (May 2024). Glass cliff: an analysis of gender and racial change in school principalship during the covid-19 pandemic using national dataset for school leadership. *In the presentation for 22nd Policy and Practice Institute: Delaware's Conference on Public Education, Dover, Delaware. Presenting Author*

4. Lee, H. & Jang, Y. (April 2024). Stepping out to step up: the effect of shadow education on strategic dropout of South Korea high school students. *In the presentation for the ESP/ESRM workshop*, Newark, Delaware. **Presenting Author**

Research/Professional Experience

University of Delaware

Newark, DE

Research Assistant, Graduate College

Aug. 2023 – Present

- “A time-series analysis of hiring minoritized leaders during and after the COVID-19 pandemic: Focusing on independent schools”
 - responsibilities included: conceptualization, data cleaning, statistical analyses, literature review, manuscript writing
- “Quality or compliance: Principal perceptions of a PSEL-based evaluation system” (PI: Lauren Bailes)
 - funded by Spencer Small
 - responsibilities included data cleaning, analysis
- “Psychometric analyses of the Delaware performance appraisal system for administrators and selected evidentiary” (PI: Lauren Bailes)
 - funded by University of Delaware Research Foundation
 - responsibilities included: conceptualization, data cleaning, statistical analyses, literature review, manuscript writing
- “PLP Research and Data TA Partner” (PI: Laura Desimone, Co-PI: Kirsten Hill & Horatio Blackman)
 - funded by Bill & Melinda Gates Foundation (\$1,500,000)
 - responsibility included: statistical analysis; literature review, and writing

Research Assistant, School of Education

June. 2024 – Aug. 2024

- “Middle school math: Culturally responsive materials, teacher professional learning, and student engagement” (co-PI: Dr. Laura Desimone) funded by the Bill & Melinda Gates Foundation
- responsibilities included: conceptualization, statistical analysis, literature review, and writing

Hanyang University

Seoul, S. Korea

Research Assistant, School of Education

Jul. 2022 – June. 2023

- “The mediating effect of teacher collective innovativeness in the relationship of participatory school climate and teacher satisfaction: using MLSEM” (PI: Dr. Joo-ho Park)
 - funded by National Research Foundation of Korea (NRFK) (~ \$15,000)
 - responsibilities included: conceptualization, literature review, data cleaning, statistical analysis, writing funding proposal/manuscripts.

Research Assistant, School of Education

May. 2021 – Oct. 2021

- “Recommendation on future education policy through an analysis of key MOE policies 2003-2021” (PI: Seo-Kyung Shin, Co-PI: Joo-ho Park)
 - funded by Ministry of Education (MOE) (~ \$22,500)
 - responsibilities included: conceptualization, data cleaning, and report writing

Konkuk University

Seoul, S. Korea

Research Assistant

Dec. 2022

- “Development of Seoul metropolitan area educational curriculum and school autonomous curriculum” (PI: Jong-hoon Kim)
- responsibilities included: statistical analysis and report writing

Gyeonggi Institute for Education

Gyeonggi, S. Korea

Research Assistant

Sep. & Dec. 2022

- “Development of Instrument measuring Promoting Parents' Participation in School”
- responsibilities included: data cleaning, statistical analysis, and report writing

Korea Research Institute for Vocational Education & Training

Seoul, S. Korea

Rapporteur, Global HR Forum 2021

Nov. 2021

- responsibilities included: summarizing presentations and discussions of each session, providing future policy suggestions based on forum content analysis, and writing research report for public access.

Chung-Ang University

Seoul, S. Korea

Research Assistant, Center for Databased Education Innovation and Reform

Jan. 2021

- “The Development of a Student Excellence Supporting Model using Big Data” project
- responsibilities included: cleaning survey data

TEACHING EXPERIENCE

University of Delaware

Newark, DE

Guest Lecturer, School of Education

- EDUC867 Seminar: Hist Found for Ed Leaders, Accountability and Measurement in Education (Fall 2024)

Hanyang University

Seoul, S. Korea

Teaching Assistant, Graduate School of Education

Sept. 2021 – Aug. 2022

- Guest Lecturer of “Research on Schooling” (undergrad, Dr. Joo-ho Park): teaching basic statistical methods and giving feedback
- Administrative Staff: supporting academic affairs and student activities; managing materials; dealing with student’s administrative inquiries; and facilitating graduate school admission interviews.

Hanyoung High School

Seoul, S. Korea

Student Teacher (Teaching Practice)

May. 2020

- Guest Lecturer of classes, “Life and Ethics”, “Basic Educational Psychology”, and “Career Development”
- responsibilities included: supporting first-year students on school adjustments and career development; facilitating online morning checkup during covid pandemic; and supporting for social distancing to prevent infection

COURSE DEVELOPMENT EXPERIENCE

University of Delaware, School of Education

Course Co-developer, EDUC867 (Seminar: Hist Found for Ed Leaders)

2024

HONORS & SCHOLORSHIPS

Academic Distinctions / Scholarships

University of Delaware, Tuition & Assistantships	2023 – Present
Hanyang University Scholarship for Students Studying Abroad (~ \$ 12,000)	July. 2023
HY-in Graduate Admissions Scholarship, Hanyang University (~ \$10,500)	Mar. 2021 – Dec. 2022
Covid 19 scholarship (~ \$110)	2020
Merit-based Scholarships, Hanyang University (~ \$5,300)	April. 2019, Oct. 2019
Student Representative Scholarship, Hanyang University	Dec. 2018

Research Grants / Awards

The 2024 SREE Conference Attendance Grant (~\$ 800)	Sep. 2024
Outstanding Paper Award, The Korean Society for the Study of Teacher Education (~ \$150)	July. 2023
Creative Korea 2 National Co-op Scholarship, Hanyang University (~ \$150)	Dec. 2019

Honors

Commendation, Gangdong-gu District Office	Nov. 2019
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ADDITIONAL IFORMATION

Licenses:

Teacher’s License in Korea, Certified by the Ministry of Education	Aug. 2020
Survey Analyst (Junior), Certified by Statistics Korea	Feb. 2020
CITI- Human Subjects Protections (Social-Behavioral-Educational Focus)	Aug. 2023

Professional Memberships:

- American Educational Research Association (AERA, division A) 2024 – present
- Association For Education Finance & Policy (AEFP) 2024 – present
- University Council for Educational Administration (UCEA) 2024 – present
- Korean-American Educational Researchers Association (KAERA) 2024 – present
- Society for Research on Educational Effectiveness (SREE) 2024 – present
- Hanyang Prestigious Network (HPN) 2023 – present
- The Korean Society for the Study of Teacher Education 2023
- Korean Educational Research Association 2021-2023
- Korean Educational Administration Society 2022

Technical Skills: STATA, R, SPSS, HLM, Mplus, Jamovi

SERVICE

Professional Association

- American Educational Research Association (AERA) LSI SIG Graduate Student Representative 2024 – present

Reviewer

- University Council of Educational Administration (UCEA) graduate student summit (GSS) 2024

Department and University Service

- University of Delaware School of Education, *Colloquium Planning Committee* Jun. 2024 – Present
- Hanyang University, *Senior Student Representative* Sep. 2018 – Dec. 2018

Community Service

- Narae Regional Child Center, *Volunteer* July. 2018 – May. 2019
- Hanyang Prestigious Network (HPN), *Volunteer* May. 2023

Professional Development

- Multilevel Structural Equation Modeling (Dr. Shin) 2023
- Propensity Score Matching (Korean Society for Education Evaluation, 2023 Summer Workshop) 2023
- Analyzing PISA data (Korean Society for Education Evaluation, 2023 Summer Workshop) 2023
- Topic Modeling using NetMiner (Saram-in) 2020
- Structural Equation Modeling using SPSS AMOS (Dr. Shin) 2019