

KATHLEEN M. FLANAGAN, PH.D.

[EdEvaluator Profile](#)

[Linkedin Profile](#)

▣ Career Profile

Training & Evaluation ■ Research ■ Classroom Assessment ■ Pre-K-12 Education

Life-long educator, researcher, and assessment expert. Dedicated to collaboration, inclusion, respect and direct and open communication. Extensive experience with leading, managing, and conducting assessment, psychometric, and research. Ability to utilize keen analysis, insight and a team-centric approach to generate accurate and insightful assessment results, as well as to improve data and reporting practices. Produced over a dozen published reports and presented findings to clients, funders, education organizations, and the public.

Additional Areas of Expertise:

- **Research Coordinator:** Directed research studies, managing all aspects of the project from grant inception and award to carrying out planned analyses and reporting. Adept at developing and using experimental, quasi-experimental, quantitative, qualitative, and mixed-methods methodologies.
- **Psychometric Coordinator:** Demonstrated skill in evaluating test results and maintaining testing scales. Contributed to and reviewed many technical reports for large-scale assessments. Served on several psychometric and research teams on large-scale assessment meetings including on MCAS and WIDA.
- **Classroom Assessment:** Developed online course modules that teach educators how to develop effective classroom assessment practices. Trained hundreds of educators to conduct classroom assessments.
- **Education and Training:** Taught in inclusive kindergarten through grade four settings for over 10 years and taught as an adjunct professor in education for over 20 years.

Core Competencies:

- Professional Development ■ Testing and Design ■ Technical Reports ■ Funding Proposals ■ Analysis & Reporting ■ Leadership & Mentoring ■ Research ■ Vendor Management ■ Team Building & Mentoring ■ Analytical & Pragmatic Thinker ■ Advocacy ■ Grants Management (federal, state, private) ■
- Extensive experience using SPSS / R / Tableau / ATLAS.TI / JMETRIC /Canva /Camtasia

▣ Professional Experience

Charting Your Own Course, LLC (Launched in 2024)

Founder

- Conceptualize and develop protocols and course materials to facilitate online professional development experiences with K-12 teachers and administrators, focusing on effective classroom assessment, data management, and reporting practices across all educational domains and content areas. See: www.chartingyourowncourse.com
- Publish online guidance and practice materials to give educators the opportunity to try practices as they learn.
- Generate branding and marketing materials.

Massachusetts Department of Elementary and Secondary Education (2011 – 2023)

Psychometric Research Coordinator

- Conducted vital departmental research including: psychometric analyses evaluating the validity and utility of statewide measures, indicators evaluating programming and outcomes for English learners and students with disabilities, and indicators evaluating the accessibility of statewide assessments.
- Oversaw studies from inception to report writing and presentation.
 - Designed and conducted PARCC-MCAS representative samples and linking studies 2015-16 and other psychometric studies and test validity analyses, including mode adjustment studies
 - Designed and produced the Massachusetts Reports on English Learner Outcomes
- Produced and interpreted growth analyses for large-scale testing programs, including analyzing growth-to-proficiency models and calculating growth during periods of testing transitions and mode effects.
- Provided technical assistance to assessment systems. Worked collaboratively with state- and consortium-level teams to develop TAC and research agendas and presentations.
- Contributed to large-scale psychometric oversight by serving on the PARCC and WIDA Psychometric Research Teams.

ROBERT WOOD JOHNSON Foundation (2009 – 2012)

Program Evaluator, Evaluating Innovations in Nursing Education (EIN)

- Designed and directed the evaluation of *Project PDQ: Partnering for DEU Development and Quality*
- [Awarded competitive grant for \\$300K.](#)
- Final results published in the Journal of Nursing Research (Nov. 2013) and the Journal of Nursing Education Perspectives.

BOSTON COLLEGE, The Center for Child, Family, and Community Partnerships (2008 – 2011)

Database and Research Manager, City Connects

- Led a diverse team of quantitative analysts to explore, describe, and isolate the impacts associated with the City Connects multi-school full-service student support program for 4000+ students annually throughout 17 Boston public schools.
- Employed quasi-experimental techniques for data analysis, including propensity score matching and survival analyses to isolate intervention impacts.

Teaching Experience

ADJUNCT FACULTY PROFESSOR

Boston College (2006—2012, 2025)

- Statistics I, Assessment and Test Construction, Research Methods, Classroom Assessment
- Classroom Assessment (2025)

Boston University (2010)

- Classroom Assessment

CLASSROOM TEACHER

Ashburnham-Westminster School District (1990 – 1998)

- Integrated Preschool Teacher
- Special Education Teacher, in Inclusive Models
- Grade 3-4 Teacher, in Inclusive Models

▣ Education

Boston College, Chestnut Hill, Massachusetts
Ph.D. Educational Research, Measurement, and Evaluation (2005)

Fitchburg State University, Fitchburg, Massachusetts
Master of Education, Special Education (1992)
Bachelor of Science, Early Childhood Education (1989)

▣ Publications and Presentations

Psychometric Analyses

Flanagan, K., Betebenner, D. (2018, April 15). [Reporting State Results with Mode-Adjusted Scores](#). National Council of Measurement in Education (NCME), New York City.

Massachusetts Department of Elementary and Secondary Education. (2017). MCAS NextGen Technical Report. [Appendix J: IRT & Mode Linking Report](#). In 2017 MCAS NextGen Technical Report, p. 208+.

Massachusetts Department of Elementary and Secondary Education. (2015). [Appendix A: Representative Samples and MCAS to PARCC Concordance Studies](#). In 2015 MCAS and MCAS ALT Technical Report.

Statewide Reporting

Massachusetts Department of Elementary and Secondary Education. (2021). [ACCESS for ELLs 2021 Statewide Results](#).

Research Studies

Mulready-Shick, J., & Flanagan, K. (November, 2013). [Evaluating dedicated education units for clinical educational quality](#). Journal of Nursing Education, 2013.

Flanagan, K., Lee, R., Kelley, S., & Peoples, S. (2012). [Examining Evidence of Validity and Utility for the use of Student Growth Percentiles in Massachusetts](#). Paper presented at NEERO (New England Educational Research Organization).

Program Evaluations

City Connects. (2012). [The Impact of City Connects: Progress Report 2012](#). Chestnut Hill, MA, Boston College.

Teaching/Explanatory Guides

Charting Your Own Course (Course Website). <https://www.chartingyourowncourse.com/>

Flanagan, K. (2025). [What We're Losing When DOGE Cuts the U.S. Department of Education \(Blog\)](#). On Agora Education Services, Inc.

Flanagan, K. (2025). [Assessment Literacy for Educators \(Guide\)](#).

Massachusetts Department of Elementary and Secondary Education. (2019). [ACCESS for ELLs Reporting Elements](#).