

Andrene Jones Castro

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RESEARCH INTERESTS

Education Policy; Teacher labor markets; School-Community Intersections

EDUCATION

- Ph.D.** University of Texas at Austin
Educational Policy and Planning with concentration in Race and Gender Studies
- M.S.** Florida International University
Urban Education; African Diaspora Studies
- B.S.** University of South Florida
English Education

POSITIONS

- July 2019 to present Assistant Professor, Virginia Commonwealth University, Department of Educational Leadership & Institute for Inclusion, Inquiry, and Innovation
- Summer 2016 Policy Intern, The White House Initiative on Educational Excellence for African Americans, United States Department of Education, Washington, DC.

PUBLICATIONS

Peer-Reviewed Journal Articles

- Jabbar, H., Cannata, M. Germain, E. & **Castro, A.** (*in press*). It's who you know: How teachers use social networks to find jobs in decentralized labor markets. *American Educational Research Journal*.
- Green, T. L., **Castro, A.**, Lowe, T., Gururaj, S., Sikes, C., & MBA, C. (*in press*). Gaining on-the-ground perspectives in developing the community equity literacy leadership assessment (CELLA) for principal. *International Journal of Educational Management*.
- Jabbar, H., **Castro, A.**, & Germain, E. (2019). To switch or not to switch? The influence of school choice and labor market segmentation on teachers' job searches. *Educational Evaluation and Policy Analysis*. 41(3), 375-399.
- Green, T. L., Sánchez, J. D., **Castro, A.** (2019). Closed schools, open markets: A critical geospatial analysis of school closures and charter openings in Detroit. *AERA Open*. 5(2), 1-14.
- Green, T. L. & **Castro, A.** (2017). Doing counterwork in the age of a counterfeit President: Resisting a Trump-DeVos education agenda. *International Journal of Qualitative Studies in Education*, 30(10), 912-919.

Jackson, K., Pukys, S., **Castro, A.**, Hermosura, L., Mendez, J., Vohra-Gupta, S. Padilla, Y., & Morales, G., (2017). Using the transformative paradigm to conduct a mixed-methods needs assessment of a marginalized community: Methodological lessons and implications. *Evaluation and Program Planning*, 66, 111-119.

Castro, A. (2016). Review of *Resisting reform: Reclaiming public education through grassroots activism*, by K. VanSlyke-Briggs, E. Bloom & D. Boudet (Eds.). *Education Review*, 23, 1-6.

Castro, A., Malinowska, A., & Serrata, L. (2015). An overview of immigration issues in education: A brief history and contemporary issues. *Texas Education Review*. 3(1), 1-11.

Manuscripts under Review

Holme, J., **Castro, A.**, Barnes, M. Haynes, M., & Germain, E., & Sikes, C. (under review *Urban Education*). Studying the implementation of the federal full-service community schools grant program.

Works in Progress

Castro, A. (In preparation for submission to *Educational Administration Quarterly*). The role of labor market conditions on teacher recruitment and hiring: Tensions between what principals know and do.

Book Chapters

Castro, A. (accepted for forthcoming *AERA Handbook for Research on Teachers of Color*). A realistic review of incentive policies for recruiting and retaining Teachers of Color.

Policy Briefs and Book Reviews (Non-Peer Reviewed Articles)

Castro, A. Germain, E. Gooden, M. (2018). Policy Brief 2018-3: [Increasing diversity in K-12 school leadership](#). University Council for Educational Administration.

Castro, A., Quinn, D. J., Fuller, E., Barnes, M. (2018). Policy Brief 2018-1: [Addressing the importance and scale of the U.S. teacher shortage](#). University Council for Educational Administration.

Vohra-Gupta, S., Padilla, Y., Moran Jackson, K., Hermosura, L., **Castro, A.**, Mendez, J. Morales, G. (2015). [Southeast Georgetown needs assessment: Documenting resident stories and community conditions](#). Institute for Urban Policy Research & Analysis

Public Scholarship

Castro, A. (2017, October). [The activist work of K-12 educators](#). *Black Perspectives*.

Castro, A. (2016, October). [Editorial: What we can learn from a teacher on Netflix](#). *NBC News*.

Johns, D. & Castro, A. (2016, October). [Want to empower kids? Here's the one powerful question to ask](#). *Parent Toolkit*.

Johns, D. & Castro, A. (2016, August 2016). [Get LIT\(eracy\): Supporting a lifelong love of reading](#). *NBC News*.

Castro, A. & Johns, D. (2016, August). [Editorial: Ending the school-to-prison Pipeline is village work](#). *NBC News*.

Johns, D. & Castro, A. (2016, July). [Editorial: Education is the Civil Right](#). *NBC News*. Republished as 5 Reasons the Civil Rights Act of 1964 Is Just as Relevant Today. *Education Post*.

Castro, A. & Johns, D. (2016, June). [Here's how we can ensure educational opportunities to support Black women and girls](#). *Education Post*.

Castro, A. & Mims, L. (2016, June). [5 Ways schools can support African American LGBTQ youth](#). *Education Post*.

HONORS & AWARDS

2020	AERA Workshop on Diversity, Equity, and Inclusion, Selected Participant
2018-2019	College of Education Graduate Research Grant, University of Texas at Austin
2017-2018	New York University Steinhardt: Faculty First-Look, Selected Participant
2016-2017	David L. Clark Scholar and American Educational Research Association Division L
2016-2018	Barbara Jackson Scholar, University Council for Educational Administration
2016	Graduate Archer Fellow, Graduate Program in Public Policy at The Archer Center for University of Texas System

PEER-REVIEWED NATIONAL PRESENTATIONS

Green, T., Sanchez, J., & Castro, A., (2020, April). *Geography and GIS*. Forthcoming symposium to be held at American Educational Research Association. Toronto, Canada.

Green, T., Castro, A., Latham Sikes, C., Horne, J. & Jamerson, D. (2019, November). *A Content Analysis of K-12 School Districts' Racial Equity Policies*. Forthcoming paper to be presented at University Council for Educational Administration. New Orleans, Louisiana.

Castro, A. & Edwards, W. (2019, November). *Innovation to What End? Exploring the Growing Landscape of Texas Teacher Preparation Pathways*. Forthcoming paper to be presented at University Council for Educational Administration. New Orleans, Louisiana.

Castro, A. (2019, April). *Principals making sense of teacher labor market policies: Shortages, salaries, and strikes*. Forthcoming paper to be presented at American Educational Research Association. Toronto, Canada.

Castro, A. (2019, April). *When principals can't find teachers: Organizing schools for teacher retention in a teacher shortage environment*. Forthcoming paper to be presented at American Educational Research Association. Toronto, Canada.

Castro, A. (2018, November). *Exploring principals' hiring practices in teacher shortage environments*. Paper presented at University Council for Educational Administration. Houston, TX.

Jabbar, H., Cannata, M., Germain, E., & Castro, A. (2018, November). *It's who you know: The role of social networks in a changing labor market*. Paper presented at University Council for Educational Administration. Houston, TX.

Castro, A. (2018, April). *Beyond incentives: A review of teacher shortage policies in a changing market*. Paper presented at American Educational Research Association, New York City, NY.

Green, T. L., Castro, A., Lowe, T., Gururaj, S., Sikes, C., & MBA, C. (2018, April). *Beyond the Ivory Tower: Leveraging community perspectives in the development of the Community Equity Literacy Leadership Assessment (CELLA) for principals*. Paper presented at American Educational Research Association, New York City, NY

Jabbar, H., Cannata, M. Germain, E. & Castro, A. (2018, April). *It's who you know: How teachers use social networks to find jobs in portfolio districts*. Paper presented at American Educational Research Association, New York City, NY

Green, T. L., Castro, A., Lowe, T., Gururaj, S., Sikes, C., & MBA, C. (2017, November). *Gaining on-the-ground perspectives in developing the community equity literacy leadership assessment (CELLA) for principals*. Paper presented at University Council for Educational Administration, Denver CO.

Scott, M., Wan, G., Castro, A. (2017, May). *CAEP as governmental oversight: A Foucauldian analysis of race and neoliberalism in U.S. teacher education*. Paper presented at Critical Race Studies in Education Association. Indianapolis, IN.

Green, T., Sanchez, J. & Castro, A. (2017, April). *Closed schools, open markets: Mapping the spatial distribution of closures and charters in Detroit*. Paper presented at American Educational Research Association, San Antonio, TX.

Castro, A. (2017, April). *Framing teacher equity to provide equitable access to excellent educators*. Paper presented at American Educational Research Association, San Antonio, TX.

Holme, J., Castro, A., Barnes, M. Haynes, M., & Germain, E., & Sikes, C. (2017, April). *Studying the implementation of the federal Full-Service Community Schools Grant Program*. Paper presented at American Educational Research Association, San Antonio, TX.

Vohra-Gupta, S., Padilla, Y. C., Mendez, J., Morales, G., Jackson, K. M., Herмосura, L., & Castro, A. (2017, January). *Social determinants of health in the context of changing demographics: Emerging Hispanic communities*. Poster presented at the annual meeting of the Society for Social Work and Research, Washington, DC.

Castro, A. (2016, November). *Performing equity: An analysis of the Equitable Access to Excellent Educators Initiative*. Paper presented at University Council for Educational Administration. Detroit, MI.

Holme, J., Castro, A., Barnes, M. Haynes, M., & Germain, E. (2016, November). *Studying the implementation of the Federal Full-Service Community Schools Grant Program*. Paper presented at University Council for Educational Administration. Detroit, MI.

Castro, A. (2015, November). *How "alternative" are alternative teacher certification programs? Towards an organizational analysis of alternate routes to teaching*. Paper presented at University Council for Educational Administration. San Diego, CA.

Invited Presentations

Castro, A. (2019, July). *Closing the Teacher Equity Gap: Hiring Practices in the Context of Shortages*. Virginia Education Equity Summer Institute. Richmond, VA.

Castro, A. (2018, November). *Buying time: The impact of incentive policies for targeted recruitment and retention of Teachers of Color*. Paper presented at *Handbook of Research on Teachers of Color* Fall Convening: Charting Research on Domains of Inquiry across the Field. University of Houston, Houston, TX.

Castro, A. (2018, January). *Local Markets, Local Shortages: Critical Teacher Shortages in Urban Schools*. Invited guest speaker for Emerging Perspectives on Teacher Policy. Paper presented at University of Texas at Austin

Castro, A. (2017, November). *Publishing your first article as a graduate student*. Invited panel participant at University Council for Educational Administration, Denver, CO.

K-12 AND UNIVERSITY TEACHING EXPERIENCE

Teaching Assistant – Fall 2015 to Spring 2017

Department of Educational Leadership and Policy, University of Texas at Austin

Masters and Doctoral Level Courses: *Education Research I; Poverty and Education Policy; Introduction to Systems of Human Inquiry; School-Family-Community Engagement; Leading for Equity and Justice in K-12 Schools; and Organizational Design and Behavior*

Miami Dade College, 2012 - 2014

Instructor at GEAR UP Summer Institute

Miami Southridge Senior High School, 2005 – 2013

English teacher grades 9-11

District mentor for new teachers, 2010 - 2013

English & Language Arts Department Chairperson, 2010 - 2013

SERVICE & PROFESSIONAL ACTIVITIES

Editorial Board *Black Perspectives* at African American Intellectual History Society (AAIHS), Summer 2017

Texas Education Review, College of Education, 2015 - 2017

Committees Publications Committee, Politics of Education Association (2019 – present)
Graduate Student Council, University Council for Educational Administration (UCEA) – 2017 to 2019

Teacher Education and Teacher Professionalization Special Interest Group,
Comparative and International Education Society (CIES) – 2015 to 2016

Ad Hoc Reviewer: *Leadership and Policy in Schools*
Education Policy Analysis Archives

Affiliations American Educational Research Association (AERA)
Critical Race Studies in Education Association (CRSEA)
Sociology of Education Association (SEA)
University Council for Educational Administration (UCEA)