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CONTACT INFORMATION	Po Box 400879 Charlottesville, VA 22904	jbd3fc@virginia.edu <a href="http://justindoromal.com">http://justindoromal.com</a>
RESEARCH AREAS	Early childhood working conditions and organizational stability; early childhood program participation and family engagement; policy analysis	
PROFESSIONAL APPOINTMENTS	Postdoctoral Research Associate, Annenberg Institute at Brown University (2021-present)	
EDUCATION	University of Virginia, School of Education and Human Development Ph.D., Educational Policy Studies, 2021 M.P.P., Public Policy, 2018 M.Ed., Educational Psychology – Research, Statistics, & Evaluation, 2015  University of South Florida, College of Arts & Sciences B.A., Mathematics, 2011	
AWARDS, FELLOWSHIPS, & HONORS	AERA Minority Dissertation Fellow (2020). American Educational Research Association APPAM Equity & Inclusion Student Fellow (2020). Association for Public Policy Analysis & Management. Walter Eugene Campbell Scholarship (2020). University of Virginia School of Education and Human Development. Awarded for demonstrated commitment to educational leadership and policy. The Raven Society inducted member (2019). University of Virginia. University-wide honors society for academic achievement and service to community. Institute of Education Sciences Predoctoral Fellow (2016). Virginia Education Sciences Training program, University of Virginia School of Education and Human Development. Education Policy Academy participant (2017). American Enterprise Institute. Samuel Marx Scholarship (2015). University of Virginia School of Education and Human Development.	
PEER-REVIEWED JOURNAL PUBLICATIONS	Weixler, L., Valant, J., Bassok, D., <b>Doromal, J.B.</b> , & Gerry, A. (2020). Helping parents navigate the early childhood education enrollment process: Experimental evidence from New Orleans. <i>Educational Evaluation and Policy Analysis</i> , 42(3), 307-330. doi:10.3102/0162373720922237  <b>Doromal, J.B.</b> , Cottone, E.A., & Kim, H. (2019). Preliminary validation of the teacher-rated DESSA in a low-income, kindergarten sample. <i>Journal of Psychoeducational Assessment</i> , 37(1), 40-54. doi:10.1177/0734282917731460	

Meyer, J.P., **Doromal, J.B.**, Wei, X., & Zhu, S. (2017). A criterion-referenced approach to student ratings of instruction. *Research in Higher Education*, 58(5), 545-567. doi:10.1007/s11162-016-9437-8

MANUSCRIPTS  
UNDER REVIEW

**Doromal, J.B.**, Bassok, D., Bellows, L., & Markowitz, A.J. (under review). *Hard-to-staff centers: Exploring center-level variability in the persistence of child care teacher turnover*.

**Doromal, J.B.** & Markowitz, A.J. (under review). *Following the leader: Associations between leader support and teacher retention in child care settings*.

**Doromal, J.B.**, Bassok, D., & Wong, V.C. (revision requested). *How safe are early childhood education programs? New evidence from the universe of all licensed centers in North Carolina*. Working paper available at: [https://curry.virginia.edu/sites/default/files/uploads/epw/65\\_Safety\\_In\\_ECE\\_Programs.pdf](https://curry.virginia.edu/sites/default/files/uploads/epw/65_Safety_In_ECE_Programs.pdf)

Kim, H., **Doromal, J.B.**, Cameron, C.E., & Grissmer, D.W. (under review). *What's (not) in a score? Exploring patterns of behavioral self-regulation in low-income kindergarten children*.

MANUSCRIPTS IN  
PREPARATION

“Experimental impacts of financial incentives on teacher retention in early childhood: New evidence from Virginia” (with Daphna Bassok, Molly Michie, and Vivian Wong).

“Instability in child care systems: The role of program closures and openings in systemwide quality improvement” (with Daphna Bassok).

“Among underserved children, behavioral self-regulation most consistently predicts early elementary teachers’ ratings of social-emotional strengths” (with Claire Cameron and Helyn Kim).

“Teacher-leader race match, job satisfaction, and teacher turnover in early childhood education” (with Todd Hall, Daphna Bassok, and Anna Markowitz).

POLICY REPORTS &  
RESEARCH BRIEFS

Bassok, D., Hall, T., Markowitz, A.J., & **Doromal, J.B.** (2021). *Teacher Turnover in Child Care: Pre-Pandemic Evidence from Virginia*. [https://bit.ly/see\\_partnerships\\_prepandemic\\_turnover](https://bit.ly/see_partnerships_prepandemic_turnover)

Bassok, D., Clancy, M., Michie, M., **Doromal, J.B.**, & Schoppa, I. (2021). *The Impact of the Coronavirus Pandemic on Preschoolers in Virtual and In-Person Classrooms: Lessons from a Large Survey of Virginia Families*. [https://bit.ly/see\\_partnerships\\_preschool\\_covid](https://bit.ly/see_partnerships_preschool_covid)

Bassok, D., Smith, A.E., Markowitz, A.J., & **Doromal, J.B.** (2021). *Child Care Staffing Challenges During the Pandemic: Lessons from Child Care Leaders in Virginia*. [http://bit.ly/see\\_partnerships\\_staffing\\_COVID](http://bit.ly/see_partnerships_staffing_COVID)

- Bassok, D., Miller-Bains, K., Michie, M., & **Doromal, J.B.** (2021). *Navigating Infant and Toddler Care During the Pandemic: Findings from Virginia*. [http://bit.ly/see\\_partnerships\\_infant\\_toddler\\_care\\_covid](http://bit.ly/see_partnerships_infant_toddler_care_covid)
- Bassok, D., Smith, A.E., Markowitz, A.J., & **Doromal, J.B.** (2021). *Child Care Staffing Challenges During the Pandemic: Lessons from Child Care Leaders in Louisiana*. [http://bit.ly/seela\\_staffing\\_COVID](http://bit.ly/seela_staffing_COVID)
- Bassok, D., Schoppa, I., Michie, M., & **Doromal, J.B.** (2021). *The Challenges Facing Families of Young Children During the Coronavirus Pandemic: Findings from Virginia*. [http://bit.ly/see\\_partnerships\\_families\\_covid](http://bit.ly/see_partnerships_families_covid)
- Bassok, D., Weisner, K., **Doromal, J.B.**, & Michie, M. (2021). *Virginia's Family Day Homes in COVID-19: Lessons from Two Waves of the PDG B-5 Workforce Survey*. [http://bit.ly/see\\_partnerships\\_FDH\\_COVID](http://bit.ly/see_partnerships_FDH_COVID)
- Bassok, D., Michie, M., Cubides-Mateus, D.M., **Doromal, J.B.**, & Kiscaden, S. (2020). *The Divergent Experiences of Early Educators in Schools and Child Care Centers during COVID-19: Findings from Virginia*. [http://bit.ly/see\\_partnerships\\_tchr\\_covid](http://bit.ly/see_partnerships_tchr_covid)
- Bassok, D., **Doromal, J.B.**, Holland, A., & Michie, M. (2020). *Who Teaches Virginia's Youngest Children? Sector Differences in the Racial/Ethnic Composition of Early Educators*. [http://bit.ly/see\\_partnerships\\_racial\\_composition](http://bit.ly/see_partnerships_racial_composition)
- Bassok, D., **Doromal, J.B.**, Michie, M., & Weisner, K. (2020). *Family Day Homes in Virginia's Preschool Development Grant Birth through Five Initiative: Baseline Survey Findings*. [http://bit.ly/see\\_partnerships\\_FDH\\_baseline](http://bit.ly/see_partnerships_FDH_baseline)
- Gerry, A., Weixler, L., Valant, J., Bassok, D., & **Doromal, J.B.** (2020). *Increasing Access to Head Start Through Text Messages*. <https://educationresearchalliancenola.org/publications/increasing-access-to-head-start-through-text-messages>
- Weixler, L., Valant, J., Bassok, D., **Doromal, J.B.**, & Gerry, A. (2019). *Can Text Messages Help Families Applying for Early Childhood Education Programs?* <https://educationresearchalliancenola.org/publications/can-text-messages-help-families-applying-for-early-childhood-education-programs>
- Grissmer, D., Brock, L., Duran, C., Mashburn, A.\*, Cottone, E.A., Kim, H., Murrah, W., Cameron, C.E., Deutsch, N., Blodgett, J., Cordier, A., **Doromal, J.B.**, & Walker, K. (2019). *Final Report: The Evaluation of the WINGS After-School Socio-Emotional Program for At-Risk Urban Children, Social Innovation Fund, Corporation for National and Community Service*. [https://www.nationalservice.gov/sites/default/files/evidenceexchange/WINGS\\_FinalReport\\_updated\\_May2019\\_508.pdf](https://www.nationalservice.gov/sites/default/files/evidenceexchange/WINGS_FinalReport_updated_May2019_508.pdf)

RESEARCH  
INSTRUMENTS &  
SURVEY TOOLS

Bassok, D., Michie, M., **Doromal, J.B.**, Markowitz, A.J., & Smith, A. (2020).  
Preschool Development Grant Birth through Five (PDG B-5) 2020 COVID  
Teacher Survey [Survey instrument].

Bassok, D., Michie, M., **Doromal, J.B.**, Markowitz, A.J., & Smith, A. (2020).  
Preschool Development Grant Birth through Five (PDG B-5) 2020 COVID Family  
Day Home Survey [Survey instrument].

RECENT PEER-  
REVIEWED  
CONFERENCE  
PRESENTATIONS

**Doromal, J.B.** & Markowitz, A.J. (2021, April). Following the leader: Supportive  
leadership and teacher retention in child care settings. Poster presented at the  
American Education Research Association Meeting (virtual).

**Doromal, J.B.** & Markowitz, A.J. (2021, March). Following the leader: Supportive  
leadership and teacher retention in child care settings. Paper presented at the  
Association for Education Finance and Policy Meeting (virtual).

Bassok, D., **Doromal, J.B.**, Wong, V.C., & Michie, M. (2020, November). The  
effects of financial incentives on teacher retention in early childhood settings.  
Paper presented at the Association for Public Policy Analysis & Management  
Conference, Washington, DC (virtual).

**Doromal, J.B.** & Markowitz, A.J. (2020, April). Supportive program leadership and  
teacher turnover in child care settings. Paper presented at the American  
Educational Research Association Meeting, San Francisco, CA. (Meeting canceled  
due to the coronavirus pandemic)

**Doromal, J.B.** (2019, November). The viability of childcare providers during high  
employment instability. Paper presented at the Association for Public Policy  
Analysis & Management Conference, Denver, CO.

**Doromal, J.B.** (2019, March). Changes in the availability and quality of licensed  
Tennessee family child care providers from 2002-2015. Paper presented at the  
Society for Research in Child Development Meeting, Baltimore, MD.

**Doromal, J.B.**, Bassok, D., Dee., T., & Latham, S. (2019, March). Describing  
system-wide quality improvement in early childhood education under high  
program instability. Paper presented at the Society for Research in Child  
Development Meeting, Baltimore, MD.

**Doromal, J.B.**, Bassok, D., Dee., T., & Latham, S. (2018, November). Describing  
system-wide quality improvement in early childhood education under high  
program instability. Paper presented at the Association for Public Policy Analysis  
& Management Conference, Washington, DC.

**Doromal, J.B.**, Bassok, D., Dee., T., & Latham, S. (2018, March). Describing  
system-wide quality improvement in early childhood education under high  
program instability. Paper presented at the Association for Education Finance and  
Policy Meeting, Portland, OR.

GRANTS (FUNDED)	The Role of Supportive Leadership in Early Childhood Teachers' Well-Being, Classroom Interactions, and Retention (Principal Investigator). AERA Minority Dissertation Award \$20,000. 2020-21.
COURSES TAUGHT	U.S. Education Policy, University of Virginia (undergraduate; fall 2018) Data Management for the Social Sciences, University of Virginia (graduate; fall 2017)
INVITED LECTURES & PRESENTATIONS	Understanding the Landscape of Early Childhood Education Policy (2021, February. North Carolina State University.  Supporting Teacher Retention in Early Childhood Education: Insights from a Research-Policy Partnership (2021, January). University of Michigan, Ford School of Public Policy [research presentation].
INVITED WORKSHOPS	Using Theoretical Models to Guide Education Policy Research (undergraduate and graduate; spring 2021) Web Scraping for Education Research, University of Virginia (graduate; fall 2018 and spring 2016) Getting Data out of Stata, University of Virginia (graduate; spring 2018) Introduction to Stata for Social Science Research, University of Virginia (undergraduate; summer 2017) Introduction to Statistics for Social Science Research, University of Virginia (undergraduate; summer 2016 and summer 2015)
MEDIA MENTIONS	How Universal Pre-K Drives Up Families' Infant-Care Costs (2019). Bloomberg CityLab.
ACADEMIC SERVICE	Association for Public Policy Analysis & Management, Fall Conference program committee member (2020) National Research Conference on Early Childhood, Conference submission student reviewer (2019-present) American Educational Research Association, Conference submission student reviewer (2018-present) Society for Research in Child Development, Conference submission student joint reviewer (2018-present) Curry Research Conference, Conference Submission Committee Chair (2017-2019) and student reviewer (2015-present)
UNIVERSITY SERVICE	Faculty Search for Research Assistant Professor of Education (University of Virginia), committee member (2020; successfully filled) Doctoral Students Works-in-Progress Meetings Co-Organizer, School of Education and Human Development (2017-2019) Faculty Search for Research Assistant Professor of Education Policy (University of Virginia), committee member (2018; successfully filled) Summer Undergraduate Research Program (SURP), student mentor (2016-2018) and program co-coordinator, School of Education and Human Development (2016)

UVA Diversity Photo Campaign Co-Coordinator (2015)

**PROFESSIONAL  
AFFILIATIONS**

Association for Public Policy Analysis and Management (APPAM), Association for Education Finance and Policy (AERA), Society for Research in Child Development (SRCD), American Educational Research Association (AERA)