

Yubin Jang

Willard Hall Suite 219, 16 W Main St, Newark, DE 19716
ybjang@udel.edu, [personal website](#), [google scholar](#), [ORCID](#), [KCI](#)

EDUCATION

University of Delaware

Ph.D., Education and Social Policy (Current GPA: 4.0/ 4.0)

- Primary Advisor: Dr. Lauren P. Bailes
- Secondary Advisor: Dr. Anamarie Whitaker
- Expected in May 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

educational leadership practice and development; educator pipeline; equity and diversity in leadership; educational organization and environment; quantitative research methods; and mixed methods

PUBLICATIONS

Journal Article

(Working in progress, tentative titles)

1. **Jang, Y.** Are learning leaders better? The moderating role of principal professional development in the relationship between principal leadership and teacher professional development.
2. **Jang, Y.**, Shores, K., Sajjadi, M., & Desimone, L. The impact of professional development partnership on student academic and discipline outcomes.
3. Xia, J., Lee, Y., **Jang, Y.**, & Xiu, R. Systematic literature review on multi-level modeling in educational leadership.
4. Ran, F. X. & **Jang, Y.** The unequal distribution of high-quality CTE teachers in Delaware public schools.

(under review)

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., & Desimone, L. M. Fostering culturally responsive mathematics instruction: The role of professional development and teacher dispositions
3. Bailes, L. & **Jang, Y.** Desperate times call for adaptive measures? Examining the influence of school crises on head of school diversity in independent schools. *co-first authorship*
 - **Jang, Y.**, & Bailes, L. (2025). Who Leads During and After a Crisis? The Pandemic's Role in Diversifying School Leadership. (EdWorkingPaper: 25 -1148). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/z366-8754>
4. **Jang, Y.** & Bailes, L. P. Funding Futures: The Uneven Geography of Title II-A Education Spending.
 - **Jang, Y.** & Bailes, L. P. (2025). From Funds to Frameworks: How States Operationalize Title II Education Funding. (EdWorkingPaper: 25-1256). Retrieved from Annenberg Institute at Brown University: <https://doi.org/10.26300/yk47-aq26>

(published)

1. 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 equation modeling. *The Journal of Korean Education*, 50(1), 5-30. <http://dx.doi.org/10.22804/jke.2023.50.1.001>

2. **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. <http://dx.doi.org/10.30916/ker.60.5.57>
3. 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. <http://dx.doi.org/10.30916/ker.59.8.1>

Conference Proceedings

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. <https://www.earticle.net/Article/A461768> **Outstanding Paper Awarded (2nd place)**

Media

1. Jang, Y., Odell, S. M., & Bailes, P. L. (In progress). How Crises can Make or Break Diversity in Headships

Book Chapter

1. Desimone, L. M., Kursav, M. N., Snipes, J. K., & **Jang, Y.** (In progress) 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. Bailes, L. & **Jang, Y.** (In Press) Gender Discrimination in the Education Workplace. In Blair, E. E. & Deckman, S. L. (Eds.) *The SAGE Encyclopedia of Education and Gender*. Sage Publications Inc.

Report

1. Jang, Y., Bailes, L. & Odell, S. (2025). Executive Summary of “Who Leads During and After a Crisis? The Pandemic’s role in Diversifying School Leadership”
2. 신서경, 박주호, 송해덕, 홍아정, 박규미, 장승경, **장유빈**, & 최예림. (2021). 연구보고 정책 2021-위탁. 2003-2021 교육부 핵심정책 분석을 통한 미래교육-3. [Shin, S., Park, J., Song, H., Hong, A., Park, K., **Jang, Y.**, & Chio, Y. Suggestions for Future Education Policy Based on Analysis on Key Policies of Ministry of Education from 2003 to 2021]

PRESENTATIONS

Peer Reviewed

1. **Jang, Y.** & Bailes, L. (under review). From Policy Disruption to Implementation Reality: A Mixed-Methods Investigation of Title II Funding Under Federal Uncertainty. *Paper presentation for the 2026 AERA Annual Meeting, Los Angeles, CA.*
2. Bailes, L. & **Jang, Y.** (under review). Depicting Inequality: A Scoping Review of Material Metaphors Describing Racialized and Gendered Career Differences. *Paper presentation for the 2026 AERA Annual Meeting, Los Angeles, CA.*
3. **Jang, Y.** & Bailes, L. (November 2025). Exploring Title II Expenditure and Allocation: A Mixed-Methods Inquiry into District Administrators' Decision-Making. *Paper presentation at the 2025 University Council of Educational Administration (UCEA) Annual Convention, San Juan, Puerto Rico. Presenting Author*
4. Xia, J., Lee, Y., **Jang, Y.**, & Xiu, R. L. (November 2025). Understanding Contextual Effects in Educational Leadership and Administration: A Scoping Review. *Paper presentation at the 2025 University Council of Educational Administration (UCEA) Annual Convention, San Juan, Puerto Rico. Presenting Author*
5. **Jang, Y.**, Shores, K., Sajjadi, M., & Desimone, L. (October 2025) Estimating the Impact of Professional Learning Partnerships on Academic and Non-academic Student Outcomes. *Paper presentation for Society for Research on Educational Effectiveness (SREE) 2025 conference, Chicago, Illinois.*
6. **Jang, Y.** (October 2025) Exploring Title II Expenditure and Allocation: A Mixed-Methods Inquiry into District Administrators' Decision-Making. *Paper presentation for Society for Research on Educational Effectiveness (SREE) 2025 conference, Chicago, Illinois.*

7. **Jang, Y** & Bailes, L. (April 2025) A time-series analysis of hiring minoritized leaders during and after the COVID-19 pandemic: Focusing on independent school. *Round-table presentation for the 2025 AERA Annual Meeting, Denver, Colorado. Presenting Author*
8. **Jang, Y.** & Bailes, L. (April 2025) Examining Title II education spending: Descriptive national portraits of funding allocation and professional learning types. *Round-table presentation for the 2025 AERA Annual Meeting, Denver, Colorado. Presenting Author*
9. **Jang, Y.** & Bailes, L. (March 2025) A time-series analysis of hiring minoritized leaders during and after the COVID-19 pandemic: Focusing on independent schools. *Poster presentation for the 2025 AEFPP 50th Annual Conference. Washington, D.C. Presenting Author*
10. **Jang, Y.** & Bailes, L. (March 2025) Examining Title II education fund: Descriptive national portraits of funding allocation and utilization at the state level. *Paper presentation for the 2025 AEFPP 50th Annual Conference. Washington, D.C. Presenting Author*
11. **Jang, Y.** (November 2024) Are learning leaders more influential? The role of principal professional development in instructional leadership. *Paper presentation at the 13th annual University Council of Educational Administration (UCEA) Graduate Student Summit (GSS), Los Angeles, California. Presenting Author*
12. **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*
13. 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*
14. **Jang, Y.** & Bailes, L. (September 2024) Examining title II education spending: a national portrait and district-level analysis in Delaware. *Paper presentation for Society for Research on Educational Effectiveness (SREE) 2024 conference, Baltimore, Maryland.*
15. Odell, S., Weiner, J., Bailes, L., & **Jang, Y.** (April 2024). Implications of the “glass cliff” phenomenon for women leaders in independent schools. *Paper presentation for the 2024 AERA Annual Meeting, Philadelphia, Pennsylvania.*
16. 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. *Proceeding presentation for presentation at the 2023 Korean Educational Research Association Conference, Seoul, South Korea.*

Professional Development Presentations

1. Xia, J., Lee, Y., **Jang, Y.**, & Xiu, R. L. (September 2025). Understanding Contextual Effects in Educational Leadership and Administration: A Scoping Review. *RDP presentation session at the 2025 University Council of Educational Administration (UCEA) Annual Convention, San Juan, Puerto Rico. Presenting Author*
2. **Jang, Y.** (June. 2025). Examining Title II Education Spending: Descriptive National Portraits of Funding Allocation and Professional Learning Types. *In the presentation for 23rd Policy and Practice Institute: Delaware's Conference on Public Education, Dover, Delaware.*
3. **Jang, Y.** (April. 2025). Examining Title II Education Spending: Descriptive National Portraits of Funding Allocation and Professional Learning Types. *In the paper presentation for the 2025 the Marion H. Steele Research Symposium, Newark, Delaware.*
4. **Jang, Y.** (March. 2025) Desperate Times Call for Adaptive Measures? Examining the Influence of School Crises on Head of School Diversity in Independent Schools. *In the presentation for the 2025 Biden School Research Showcase, Newark, Delaware.*
5. Odell, S., Bailes, L., **Jang, Y.**, Hudnut, T., & Brizendine, B. (Feb. 2025) Scaling the Glass Cliff: Women, Leadership, and Resilience. *In the presentation for the 2025 National Association of Independent School (NAIS) Thrive, Nashville, Tennessee.*
6. **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*
7. 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*

8. 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

Examining Title II education spending: Portraits of funding allocation and professional learning types

- Responsibilities included: conceptualization, data collection, data analysis, literature review, manuscript writing
- National Association of Independent Schools (NAIS) Data Analysis for School Leadership (DASL)
- responsibilities included: conceptualization, data cleaning, statistical analyses, literature review, and 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

“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: data cleaning, statistical analysis, literature review, and manuscript writing

Research Assistant, School of Education

Sep. 2024 - present

- “An Exploratory Mixed Method Study of Experiences and Perceived Usefulness of Principal Professional Development” (PI: Bryan A. VanGronigen) funded by University of Delaware Research Foundation
- responsibilities included: data collection, data cleaning, analysis, literature review, and manuscript writing

Research Assistant, School of Education

June. 2025 – Aug. 2025

- “The participation and outcomes of CTE dual enrollment courses in Delaware” (PI: Florence X. Ran) funded by Institute of Education Science (IES)
- Responsibilities included: conceptualization, data cleaning, statistical analysis, literature review, and manuscript 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, data cleaning, statistical analysis, literature review, and manuscript 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, and 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 South Korea Ministry of Education (MOE) (~ \$22,500)
- responsibilities included: conceptualization, data cleaning, and the government 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

Research Assistant

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

Gyeonggi, S. Korea

Sep. & Dec. 2022

Korea Research Institute for Vocational Education & Training

Rapporteur, Global HR Forum 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.

Seoul, S. Korea

Nov. 2021

Chung-Ang University

Research Assistant, Center for Databased Education Innovation and Reform

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

Seoul, S. Korea

Jan. 2021

TEACHING EXPERIENCE

University of Delaware

Guest Lecturer, School of Education

- EDUC867 Seminar: Hist Found for Ed Leaders (Fall 2024; Fall 2025)
 - Teaching Ed.D. students on “Accountability and Standardization (fall 2024)”, “Segregation and Integration” (fall 2025), and “Cycles of reform and restoration” (fall 2025) in various modalities, including online and in-person settings.
 - Prepared presentation slides, diverse group-discussion activities, and reading reflection activities.
 - Received positive feedback from students on class materials, in-class discussion activities, and reading reflections using google form after the class.

Newark, DE

Hanyang University

Teaching Assistant, Graduate School of Education

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

Seoul, S. Korea

Sept. 2021 – Aug. 2022

Hanyoung High School

Student Teacher (Teaching Practice)

- Guest Lecturer of three 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

Seoul, S. Korea

May. 2020

COURSE DEVELOPMENT EXPERIENCE

University of Delaware, School of Education

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

- developed course objectives and guiding questions
- choose course materials for each topic

2024

HONORS & SCHOLARSHIPS

Academic Distinctions / Scholarships

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

- Hanyang University, Student Representative Scholarship Dec. 2018

Research Grants / Awards

- University of Delaware, Graduate Student Travel Award (up to \$3,000) 2025 – present
- AERA (Division L & LSI SIG), The 2025 AERA Conference Graduate Student Travel Grant (\$130) April. 2025
- SREE, The 2024 SREE Conference Attendance Grant (~\$ 800) Sep. 2024
- The Korean Society for the Study of Teacher Education, Outstanding Paper Award (~ \$150) July. 2023
- Hanyang University, Creative Korea 2 National Co-op Scholarship (~ \$150) Dec. 2019

Honors

- Gangdong-gu District Office, Commendation for volunteering Nov. 2019

ADDITIONAL INFORMATION

Licenses

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

Professional Memberships

- American Educational Research Association (AERA; division A, division L, LSI SIG) 2024 – present
- Association For Education Finance & Policy (AEFP) 2024 – present
- University Council for Educational Administration (UCEA; AAPI SIG) 2024 – present
- Korean-American Educational Researchers Association (KAERA) 2024 – present
- Society for Research on Educational Effectiveness (SREE) 2024 – 2025
- 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

Language: Korean (native), English (proficient)

SERVICE

Professional Association

- AERA LSI SIG, Graduate Student Representative (RDP committee) Sep. 2024 – present
- SREE conference, reviewer (teacher and school leaders’ section) 2025
- K-AERA conference, reviewer 2025
- UCEA graduate student summit (GSS), reviewer 2024
- UCEA, paper session facilitator 2024

Department and University

- University of Delaware, College of Education and Human Development
- Education Graduate Association (EGA), vice president & workshop committee 2025 – present
 - EDUC805, Moderator & Advanced doctoral student panel Dec. 2025
 - the 23rd Annual Policy & Practice Institute (PPI), volunteer & facilitator June 2025
 - Delaware Day, student panel (representative of ESP program) March. 2025
 - EGA, workshop panel (workshop on applying Ph.D. program) Oct. 2024
 - Colloquium *Planning Committee (ESP representative)* 2024 fall – 2025 spring

Hanyang University, School of Education

- Senior Student Representative Sep. 2018 – Dec. 2018

Community

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

Professional Development

UCEA Research Development Program (RDP)	2024 – present
<ul style="list-style-type: none">• mentor: Dr. Jiangang Xia, University of Nebraska-Lincoln• Responsibilities: conceptualization, analysis, data collection, literature review, writing manuscript, and presentation	
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