

Joy D. Polk

SUMMARY

An educational researcher and data analyst pursuing a PhD in Educational Statistics and Research Methods. I bring deep expertise in psychometrics and quantitative methods, with a focus on K–12 systems and educational equity. Through applied research, policy-oriented evaluation, and collaborative consulting, I help transform complex data into actionable insights. Skilled in communicating with technical and non-technical audiences, I support continuous improvement and equitable learning outcomes.

EDUCATION

University of Delaware, Newark, DE <i>Program: Educational Statistics and Research Methods</i>	Doctor of Philosophy, Expected May 2029
Vanderbilt University, Nashville, TN <i>Program: Quantitative Methods</i>	Master of Education, May 2023
Villanova University, Villanova, PA <i>Major: Psychology</i> <i>Minors: Mathematics Cognitive Science</i>	Bachelor of Science, May 2021

PROFESSIONAL EXPERIENCE

Elevating Analytics for Strategic Exploration, LLC (EASE), Remote <i>Principal Investigator, CEO</i>	March 2024 – Present
◇ Lead consulting projects that guide educators and leadership teams in making data-informed instructional decisions. ◇ Provide psychometric and statistical support for assessment tools used in K–12 learning environments, promoting fair, effective educational interventions. ◇ Oversee stakeholder communications and facilitate team collaboration to ensure alignment with educational goals and client needs.	
Embraced Wisdom Resource Group, LLC (EWRG), Remote <i>Lead Research Consultant, Freelancer</i>	June 2023 – Present
◇ Conduct professional development support through psychometric validation and data-informed evaluation of educational tools focused on equity. ◇ Translate research findings into accessible reports for educators and stakeholders, enabling instructional improvement and informed program implementation. ◇ Collaborate on asset-based assessment initiatives (e.g., Assessment for Good), contributing quantitative insights that enhance culturally responsive instruction for Black and Latinx learners.	
Fusion Academy, Franklin, TN <i>Teacher and Mentor</i>	June 2023 – April 2024
◇ Delivered personalized one-to-one instruction in Algebra, Geometry, and other STEAM subjects, building student confidence and mastery through differentiated, strengths-based approaches. ◇ Fostered an inclusive learning environment with tailored instructional strategies aligned to students' IEPs and learning styles. ◇ Maintained high standards for engagement and communication, supporting student growth through mentorship and consistent feedback.	
Joseph Mathematics Education Laboratory (JMEL), Nashville, TN <i>Research Assistant</i>	August 2022 – May 2023
◇ Provided statistical consulting and methodological support for a qualitative dissertation in mathematics education. ◇ Contributed to mixed-methods analysis and improved research design through collaboration and advanced modeling techniques.	

Research Assistant and Intern

- ◇ Conducted neurocognitive research using fMRI data to explore reading comprehension and decoding.
- ◇ Developed predictive models integrating behavioral and demographic variables to study literacy outcomes.

Department of Justice (DOJ), Multiple Locations

June 2019 – May 2023

Honors Intern

- ◇ Managed complex datasets and dashboards to support investigations and enhance public safety strategies.
- ◇ Conducted qualitative and quantitative analyses, communicating results to cross-agency partners and internal stakeholders.

RESEARCH INTERESTS

- ◇ **Program Evaluation & Educational Equity:** Committed to assessing the impact of programs and interventions on student learning outcomes, especially in Title I schools, with a focus on ensuring fair and effective practices.
- ◇ **Psychometrics & Assessment Design:** Expertise in validating educational assessments using Item Response Theory, Classical Test Theory, and related models to support the development of equitable, culturally responsive tools
- ◇ **Quantitative & Mixed Methods Research:** Skilled in using statistical modeling, predictive analytics, and mixed-methods approaches to examine student and teacher outcomes, particularly in literacy, STEM education, and digital equity.
- ◇ **Education Policy Analysis:** Committed to using research and evaluation to inform data-driven policy solutions for equitable educational systems.

SKILLS

- ◇ **Quantitative Research & Analysis**
 - Proficient in R, SPSS, SAS (developing), and Winsteps for statistical modeling, psychometric validation, and data wrangling.
 - Experience analyzing large and complex datasets to inform education policy, assessment design, and equity initiatives.
- ◇ **Project Coordination & Collaboration**
 - Strong background managing multiple research projects and timelines across cross-functional teams.
 - Skilled at communicating technical concepts to diverse audiences, including stakeholders and educators.
- ◇ **Data Visualization & Reporting**
 - Proficient in R Markdown, Excel, and Canva for producing clear and visually engaging reports.
- ◇ **Technical Tools & Software**
 - Programming Languages: R, Python (developing).
 - Tools: RedCap, ArcGIS, XNAT, ePrime, Microsoft Suite, G Suite, Adobe Suite.
- ◇ **Ongoing Development**
 - Currently deepening skills in instructional design and qualitative research methods, including interview protocol development, thematic analysis, and survey design.
 - Expanding proficiency in dashboard creation and advanced Python applications for research.