

Dr. Steven Michael Carlo, Ph. D.

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Monmouth University, School of Education
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Equity-Driven Educator, Policy-Focused Researcher, & Transparency-Oriented Scholar

Bridging policy and practice, Dr. Carlo works at the intersection of education law, school leadership, and equity. His research and teaching aim to empower leaders with the legal literacy, analytical tools, and policy insight needed to lead just and effective schools. He is especially interested in how legal mandates are communicated, contested, and enacted across diverse educational contexts.

EDUCATION

Ph.D., Educational Leadership, <i>University of Florida</i>	2024
Dissertation: "Assessing the State of Civics Education in the United States: A Multimethod Analysis of NAEP Scores, Legislation, and Policy Adoption"	
A.A., Divinity, <i>Christian Leaders College</i>	2020
M.S., Education Law, <i>Nova Southeastern University</i>	2018
Honors Thesis: "School Safety and Gun Rights in Florida: An Analysis for Educational Leaders in Florida's Public Schools"	
B.A., History, <i>Florida International University</i>	2006
A.A., Liberal Arts and Sciences, <i>Broward College</i>	2004

PROFESSIONAL EDUCATIONAL EXPERIENCE (POST-SECONDARY)

ASSISTANT PROFESSOR, School of Education, Graduate Faculty January 2025 - Present
Monmouth University, West Long Branch, NJ

- Teach graduate-level classes in master's and doctorate Educational Leadership programs
 - EDD753: Advanced Quantitative Methods (FA25)
 - EDD802: Writing for Professional Publication (FA25)
 - EDD803: Design-Based Research (FA25)
 - EDD764: Higher Education Law and Policy (SU25)
 - EDD766: Higher Education in the U.S. (SU25)
 - EDL530: Education Law and Policy (SP25)
 - EDD710: Leadership, Diversity, and Equity (SP25)
 - EDD756: Advanced Qualitative Methods (SP25)
- Assess course effectiveness regularly through evaluations, adjusting teaching methods according for continuous improvement
- Advise students in the graduate programs
- Assist in recruitment efforts for graduate programs
- Serve my department, school, and university through committee work
- Collaborate on research with professors and students from multiple universities

ADJUNCT LECTURER, School of Education

Summer 2024

University of Florida, Gainesville, FL

- Teach graduate-level classes in the doctorate Educational Leadership and Policy program
 - EDA6215: Communication in Educational Leadership (SU24)
 - EDA6931: Problems in Educational Leadership (SU24)
- Contributed to a positive learning environment by fostering respectful communication among students from diverse backgrounds
- Collaborated on the development of EDA6931 course curriculum with Dr. Walter F. Balsler
- Promoted critical thinking through thought-provoking classroom discussions and debate sessions
- Mentored several doctoral students and candidates in following cohorts (c/o 2025-27)

GRADUATE RESEARCH ASSISTANT, School of Education

2020-2024

University of Florida, Gainesville, FL

- Directly reported to Drs. Christopher Redding, F. Chris Curran, and Christopher Thomas.
- Researched: School Safety, Legal Literacy, Artificial Intelligence, School Discipline, Student Equity, Teachers of the Year, and Superintendent Turnover to assist professors with academic pursuits
- Enhanced research quality by conducting thorough literature reviews and synthesizing findings
- Assisted in manuscript preparation, contributing to publications of articles in influential peer-reviewed journals
- Utilized advanced statistical software to analyze large datasets, uncovering key insights for informed decision-making

NATIONAL AND STATE PRESENTATIONS (Students*)

- **Carlo, S. M.** Education Law Association (ELA) November 5-8, 2025. Kansas City, MO. *Local Laws, Local Models: Building a Closed-Circuit AI Assistant for School Law in NJ*. Paper Presentation.
- Thomas, C. D., Hatch, A.*, & **Carlo, S. M.** Education Law Association (ELA) November 5-8, 2025. Kansas City, MO. *Centaurs, Cyborgs, and Clones: Exploring the Potential of AI in Education Law*. Paper Presentation.
- Balsler, W. F., **Carlo, S. M.**, & Van Hart, P*. American Education Research Association (AERA) April 23-27, 2025. Denver, CO. *Mapping Policy Influences: Social Network Analysis of the Florida Empowerment Scholarship Program and Capital Sources*. Roundtable Presentation. <https://doi.org/10.3102/2194926>.
- Redding, C., & **Carlo, S. M.** American Education Research Association (AERA) April 11-14, 2024. Philadelphia, PA. *Superintendent Turnover and Student Achievement: A Two-State Analysis*. Roundtable Presentation.
- **Carlo, S. M.** Education Law Association (ELA) November 6-8, 2024. Orlando, FL. *Sufficiency in Question: Scrutinizing State Efforts to Meet Constitutional Benchmarks, Assessing Educational Adequacy and Equity for At-Risk Populations in the South Atlantic Division*. Paper Presentation.
- **Carlo, S. M.** Eastern Education Research Association (EERA) February 8-9, 2024. Clearwater, FL. *The State of State Civics Scores: An Application of Multilevel Post-Stratification Using NAEP Civics Test Scores*. Paper Presentation.

- Thomas, C. D., Balsler, W. F., & **Carlo, S. M.** University Council for Educational Administration (UCEA) November 16-18, 2023. Minneapolis, MN. *The School Law Knowledge of ChatGPT and Implications for School Leader Legal Literacy*. Paper Presentation
- Curran, F. C., **Carlo, S. M.**, & Harris-Walls, K.*. American Education Research Association (AERA) April 13-16, 2023. Chicago, IL. *Making the Data Visible: A Systematic Review of Systems-Level Data Dashboards for Leadership and Policy in Education*. Paper Presentation.
- Redding, C., & **Carlo, S. M.** Eastern Education Research Association (EERA) February 9-10, 2023. Myrtle Beach, SC. *Superintendent Turnover and Student Achievement: A Two-State Analysis*. Poster Presentation.
- **Carlo, S. M.**, & Shin, J. Florida Education Research Association (FERA) November 16-18, 2022. Daytona Beach, FL. *A Deeper Look at Florida's Civics Education Bills: A Natural Language Processing Approach*. Paper Presentation
- Thomas, C. D., & **Carlo, S. M.** Education Law Association (ELA) November 2-5, 2022. Orlando, FL. *Antithetical Education Laws: A Discussion of Potential Responses for Scholars, School Attorneys, and School Leaders*. Roundtable Presentation.
- Redding, C., & **Carlo, S. M.** Association for Education and Finance Policy (AEFP) March 17-19, 2022. Denver, CO. *The Adoption of Mandatory Test-Based Retention Policies: An Event History Analysis*. Paper Presentation.
- Curran, F. C., & **Carlo, S. M.** Florida Education Research Association (FERA) November 17-19, 2021. Tampa, FL. *Exclusionary Discipline with Constrained Resources: Do Schools with Lower Personnel Ratios Use Exclusionary Discipline at Higher Rates?* Poster Presentation

ACADEMIC SCHOLARSHIP (Students*)

Journals

- Balsler, W. F., **Carlo, S. M.**, & Van Hart, P*. (R&R). Mapping Policy Influence in a Contemporary Education Ecosystem: A Conceptual Study Utilizing Social Network Analysis to Visualize Relationships between the Florida Empowerment Scholarship Program (FESP) and Sources of Capital. *Policy Futures in Education*.
- Thomas, C. D., Hatch, A.*, & **Carlo, S. M.** (Under Review). The Bionic Educator: The Potential of Generative AI to Enhance the Legal Literacy of Teachers and School Leaders. *Journal of Education Finance and Law*.
- Bobbitt, S. R., **Carlo, S. M.**, & Knowles, R.* (Under Review). Beyond Status: Institutional Access and Therapy Use among First-Generation College Students – Evidence from the Healthy Minds Study. *The Journal of First-generation Student Success*.
- Carlo, S. M. (Under Review). Chronicle of Civics Education Reforms from the Classroom to the Test Room: An Event History Analysis. *Education Policy Analysis Archives*.
- Kundu, A., **Carlo, S. M.**, & Huntting, B. (Accepted; Pending Proofs). Leveraging Intersectionality for Equitable Change: Insights from Nontraditional Education Leaders. *Educational Studies*.
- Redding, C., & **Carlo, S. M.** (2025). Superintendent Turnover and Student Achievement: A Two-State Analysis. *Educational Evaluation and Policy Analysis*, 0(0). <https://doi.org/10.3102/01623737241310837>
- Curran, F. C., **Carlo, S. M.**, & Harris-Walls, K.* (2024). Making the Data Visible: A Systematic Review of Systems-Level Data Dashboards for Leadership and Policy in Education. *Review of Educational Research*, 0(0). <https://doi.org/10.3102/00346543241288249>

- **Carlo, S. M.** (2024). The State of State Civics Scores: An Application of Multilevel Regression with Post-Stratification Using NAEP Test Scores. EdWorkingPaper No. 24-954. *Annenberg Institute for School Reform at Brown University*.
- Redding, C., & **Carlo, S. M.** (2023). The Adoption of Test-Based Grade Retention Policies: An Event History Analysis. *Educational Policy*, 38(4), 970-1004. <https://doi.org/10.1177/08959048231174886>
- Thomas, C. D., McElhattan, L., & **Carlo, S. M.** (October 26, 2023). Legal Literacy and Generative Artificial Intelligence: Comparing the Education Law Knowledge of Practicing Educators and Large Language Models Like ChatGPT. *Education Law Reporter*, Volume 414, Pp. 783-798. Available at SSRN: <https://ssrn.com/abstract=4967373> or <http://dx.doi.org/10.2139/ssrn.4967373>

Book Chapters

- **Carlo, S. M.**, & Thomas, C. D. (2026; Presale release 12/05/25). Countering Anti-DEI and Anti-CRT Laws in Academic Environments. In *Democracy in Higher Education: Advancing Civic-Minded Student Learning*. Routledge. <https://www.routledge.com/Democracy-in-Higher-Education-Advancing-Civic-Minded-Student-Learning/Schuster/p/book/9781041148388>

Media Coverage

- Peetz, C. (2025, February 7). *Do students suffer when a superintendent leaves? A new study has an answer.* Education Week. <https://www.edweek.org/leadership/do-students-suffer-when-a-superintendent-leaves-a-new-study-has-an-answer/2025/02>

Honors

- Early Career Fellowship with the *Education Law Association* (2025-26 AY) under the guidance of Drs. Preston Green and Spencer Weiler.

STUDENT ADVISING

DISSERTATION CHAIR

- Krakovsky, Mallory J. (Expected 2026). *The Impact of Preschool Professional Development on Teachers' Perspectives on Inclusion: Creative Curriculum, TPOT, ECERS*. [Doctoral Dissertation, Monmouth University].
- Bond, Joseph R. (Expected 2026). *Working Title*. [Doctoral Dissertation, Monmouth University].
- Messina, Michelle (Expected 2026). *Working Title*. [Doctoral Dissertation, Monmouth University].

DISSERTATION COMMITTEE

- Weisblatt, Meira C. (Expected 2026). *Fostering Inclusion: The Role of Teacher Collaboration in Supporting ISP Students in Jewish Private Schools*. [Doctoral Dissertation, Monmouth University].
- Monafis, Efstratios (Expected 2026). *Working Title*. [Doctoral Dissertation, Monmouth University].
- Kennedy, Niasia (Expected 2026). *Unveiling the Hidden Curriculum: A Qualitative Case Study Examining How Policy Language Frames Black Student Access to Cooperative Education at a STEM-Focused University*. [Doctoral Dissertation, Monmouth University].
- Yang, Yinxia (Expected 2026). *Enhancing Academic Writing Support for Chinese International Students: A Comprehensive Investigation*. [Doctoral Dissertation, Monmouth University].

- Daniel, Heather (Expected 2026). *An Examination of Superintendent Engagement with Generative AI in the Operational and Strategic Leadership of K-12 Public School Districts*. [Doctoral Dissertation, Monmouth University].

ACADEMIC PROGRAM ADVISING

- Fall 2025- 43 EdD Students: 30 PK-12 Track; 13 Higher Education Track

SERVICE

SERVICE TO THE UNIVERSITY

University Committees and Activities

- Institutional Review Board Committee Member Fall 2025-2028
- AI Task Force: Policy Working Group Fall 2025

School of Education Committees and Activities

- Praxis Lab Facilitator for School Leaders Licensure Workshop (6990) and School Superintendent Assessment Workshop (6991), Fall 2025 [*Monmouth University*]

Department Committees and Activities

- EDD/EDL Advisory Committee, Spring 2025-Present [*Monmouth University*]
- Search Committee: Tenure Track Faculty Position in Educational Leadership, 2025 [*Monmouth University*]
- Search Committee: Clinical Rank Faculty Position in Educational Leadership, 2022 [*University of Florida*]

Union Committees and Activities

- Faculty Association of Monmouth University (FAMCO) Member, 2025-Present
- United Faculty of Florida, Graduate Assistants United Member, 2020-2024
 - United Faculty of Florida Senator 2022, 2023
- Broward Teacher's Union, Member, 2006-2020
 - Steward, Gulfstream Middle School/Gulfstream Academy, 2012-2020

SERVICE TO THE FIELD

Boards and Committees

- Chair of the American Education Research Association (AERA) Law and Education Special Interest Group (SIG#59), 2025-26 SY

Peer Reviews

- AERA Proposals Reviewer for the Annual Meeting (LA 2026), FA25
 - Education and Law SIG and Democratic Citizenship in Education SIG
- Education Policy Analysis Archives (EPAA), SP25
- Large-Scale Assessments in Education (LSAE), FA24
- Educational Policy, SP23
- UF Journal of Undergraduate Research, FA22, FA23, FA24

PROFESSIONAL EDUCATIONAL EXPERIENCE (K-12)

TEACHER, DEPT. HEAD, AND SITE ADMINISTRATOR

August 2006 – June 2020

Broward County Public Schools (Various Locations) Fort Lauderdale, FL

Site Administrator/Resource Teacher (Gulfstream Early Learning Center of Excellence)

- Day-to-Day operations for evening courses and weekend professional development on-site.
- Provided instructional resource support for the GED and Adult English as a Second Language (ESOL) evening programs.
- Provided technical support and training for new teachers, staff, and students on the required academic software
- Assisted in recruitment, registration, and retention of students for our Community School's programs.

Department Head (Gulfstream M.S./Gulfstream Academy K-8)

- Integral member of the school Leadership Team alongside school administrators and fellow department heads.
- Lead or Co-Lead on several schoolwide committees and initiatives from school safety, discipline reform, School Advisory Councils, Parent Teacher Associations, and District working groups on community partnerships.
- Oversaw the inaugural role out of 7th grade Civics; Newly State-Mandated Course in 2010
- Point person for the 7th grade Civics End of Course progress monitoring and subsequent curricular adjustments.
- Assessed department member performance regularly through observations, data chats, lesson plan reviews, and best practices discussions.
- Represented the department/school at Districtwide workshops, trainings, and meetings.
- Delivered regular reports on the state of the department to school and district leadership.
- Provided departmental guidance on changing federal and state mandates

Social Studies Teacher (Miramar H.S., Hollywood Hills H.S., Coral Glades H.S., and Gulfstream M.S./Gulfstream Academy K-8)

- Public, Title 1, Middle School Civics Teacher with 90%+ End of Course Passing Rate 7 of 8 years.
- Developed differentiated instruction lessons for classroom use and encouraged active student participation through Project-Based Learning and Gamification strategies.
- Maintained awareness of relevant current events for incorporating into Civics and American History curriculum.
- Assessed student performance regularly using both formative and summative assessments to inform lesson planning.