Unintended Consequences of Education Reforms

Julie Berry Cullen
University of California, San Diego

RC MILLS LECTURE

July 7, 2025

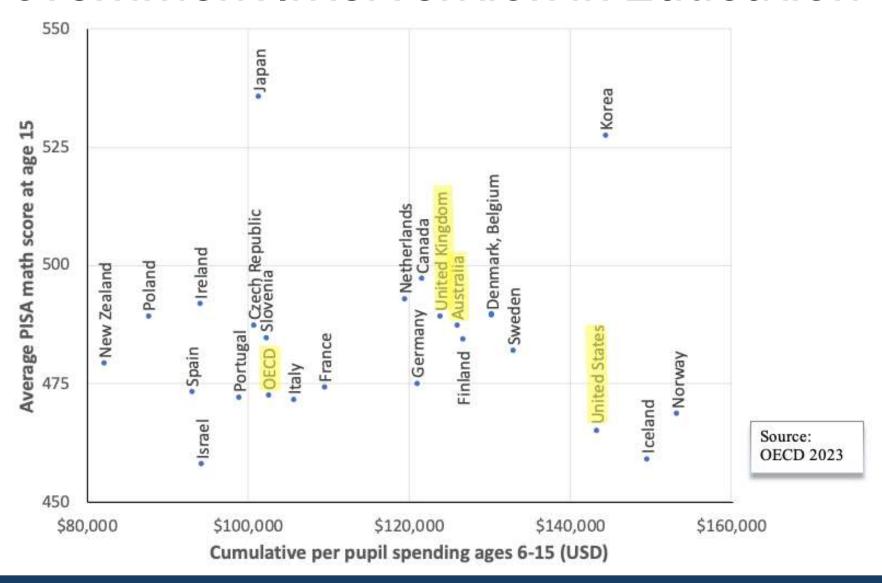


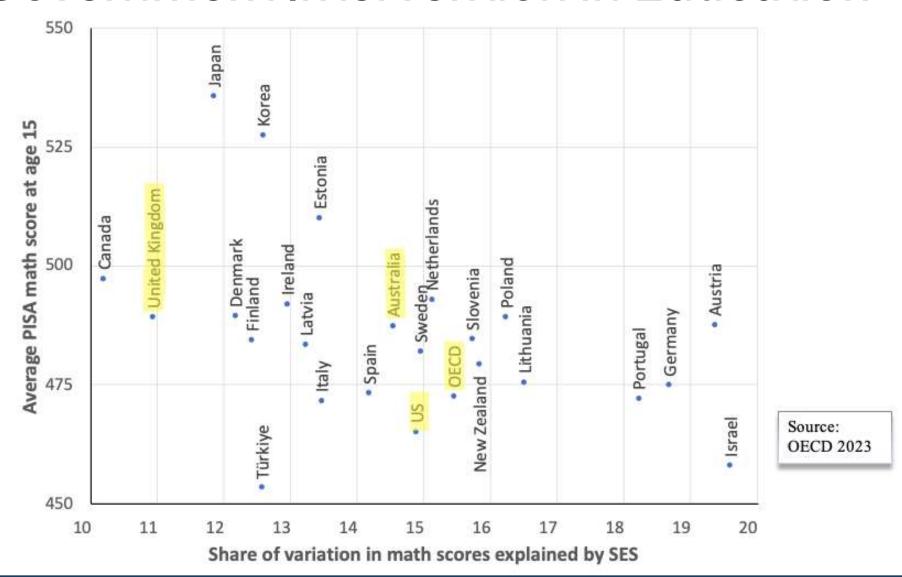
Efficiency motives

- > Spillovers
- > Imperfect and asymmetric information
- > Credit constraints

Equity motives

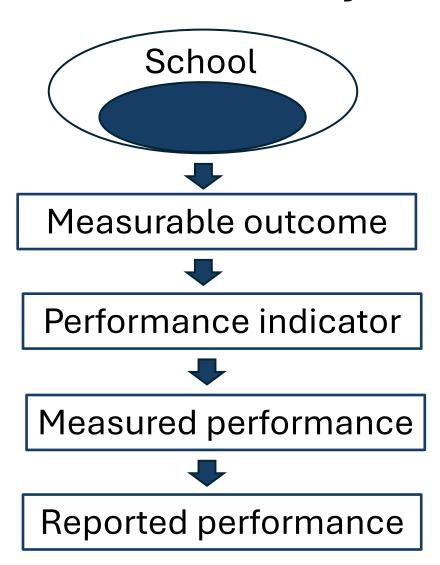
- > Education as a basic right
- Interventions can take many forms
 - > Public provision, public funding, regulation, setting standards, ...
 - > Raises the possibility of government failure





- Concerns about equity and efficiency have led to continuous reform efforts
- Examples (from TX context)
 - > **Efficiency**: School accountability
 - > Equity: School finance equalization; College access equalization
- Economists play an important role by elucidating the incentives associated with and evaluating the causal effects of policies

School Accountability – Pitfalls



School Accountability – School Gaming

Research question

- > **Narrow**: To what extent do schools manipulate the composition of students in the test-taking pool to maximize ratings?
- Broad: How to best adjust performance assessments and/or standards for differences in case-mix?

Approach

Changes in exemption/absence rates across campus-years (and student subgroups) with differential returns in terms of the likelihood of attaining a given rating

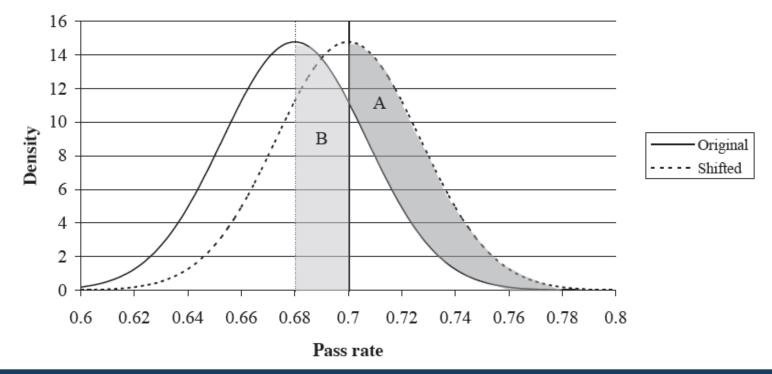
Key finding

> Moderate degree of gaming on this dimension

School Accountability – School Gaming

Ratings incentives

> The likelihood of increasing exemptions between consecutive years should be systematically related to local upward/downward shifts in the marginal benefit curve



School Accountability – Labor Market Distortions

Research question

- > **Narrow**: How do observable school performance metrics affect school principal labor market outcomes?
- > **Broad**: How to best measure and convey information about public sector performance?

Approach

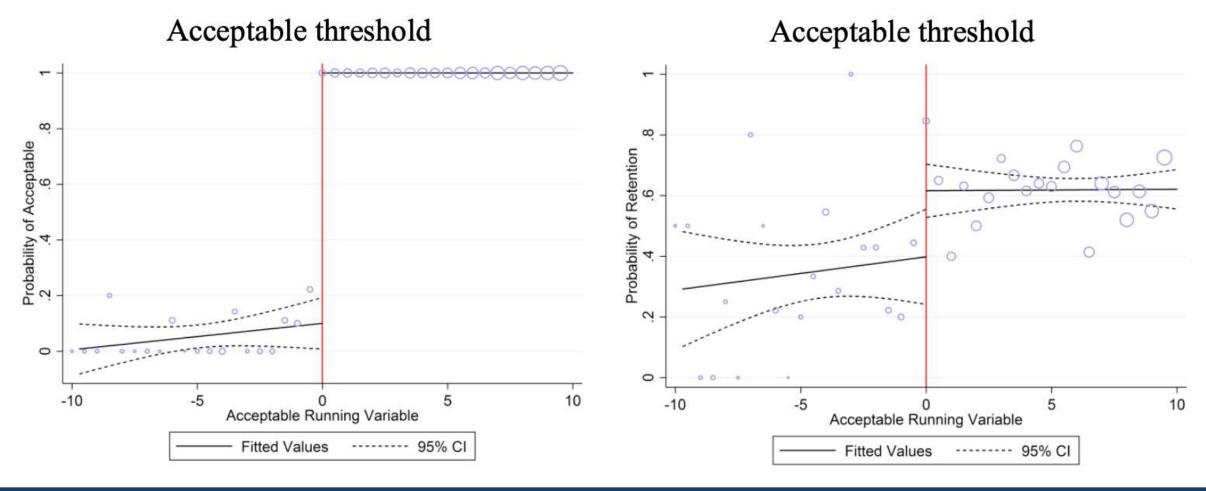
Regression discontinuity approach to estimate causal impact of ratings per se paired with standard regression analysis

Key finding

Penalty for receipt of lowest rating within home district puts principals serving disadvantaged districts at risk

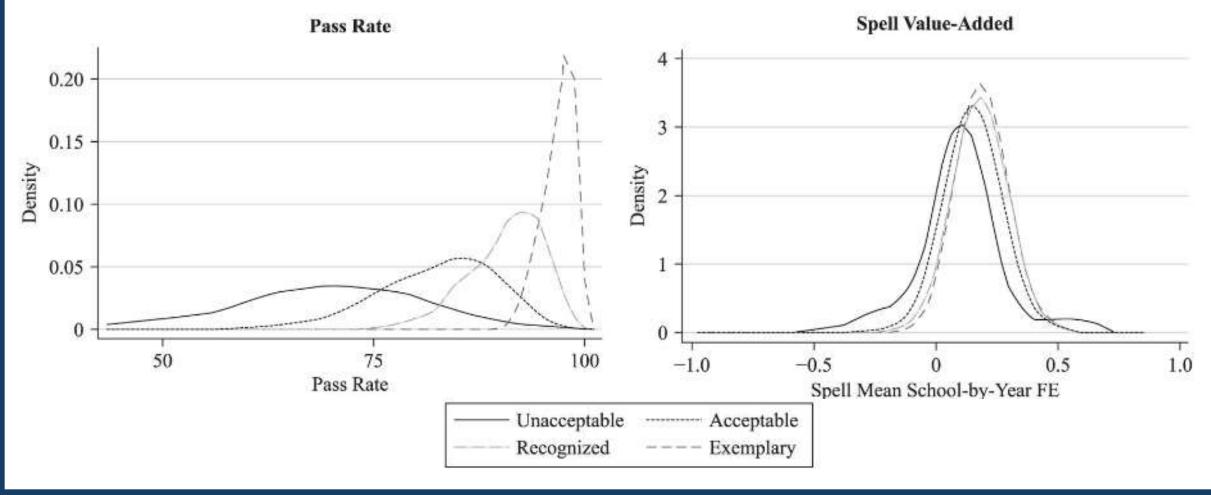
School Accountability – Labor Market Distortions

Effects on principal retention



School Accountability – Labor Market Distortions

Effects on school effectiveness



School Finance Equalization

Research question

- > **Narrow**: How responsive are student disability rates to incentives in pupil-weighted school finance formulas?
- > **Broad**: How to best adjust public funding for differences in casemix?

Approach

Relate policy-induced variation in the amount of state aid generated across school districts to changes disability rates

Key finding

> Elasticity of 0.2 can explain 40% of observed growth

School Finance Equalization

Fiscal incentives

Tier 1 Revenue_{it} =
$$N_{it}(D_{it}) \times f_{it} - r_t \times W_{it}$$

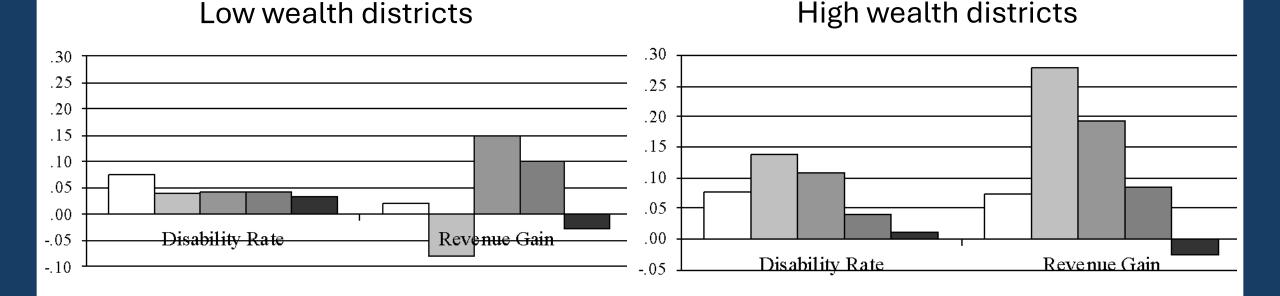
Tier 2 Revenue_{it} =
$$E_{it}(N_{it}(D_{it}) \times g_{it} - 0.0001 \times W_{it})$$

 $E_{it} = \text{Min}[(t_{it} - r_t) \times 10,000, cap_t]$

$$Gain_{it} = \frac{\partial N_{it}}{\partial D_{it}} \times (f_{it} + E_{it} \times g_{it})$$

School Finance Equalization

Changes in caseloads and incentives across years



College Access Equalization

Research question

- > **Narrow**: To what extent did the Texas top-10% plan induce high school students to choose lower achieving schools?
- > **Broad**: General scope for endogenous group membership when eligibility depends on one's group

Approach

Difference-in-differences analysis of 8th to 10th grade transitions for TX students with differing incentives after the policy change

Key finding

Among those with motive and opportunity, 5% enroll at a different high school

College Access Equalization

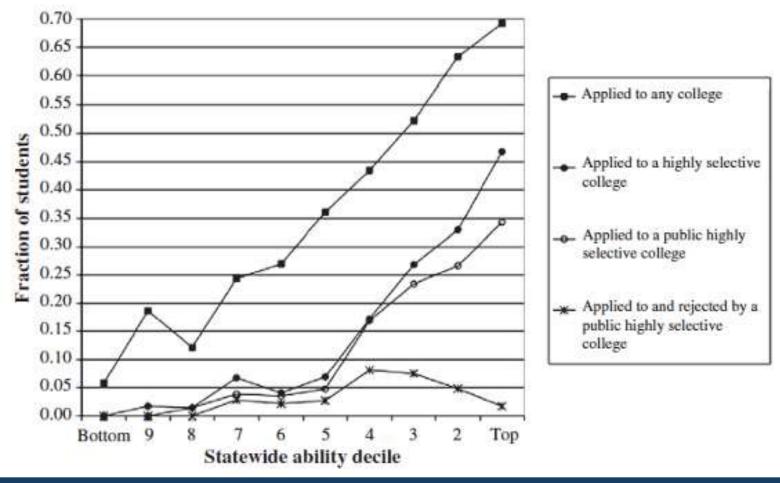
Admission incentives

> Those schools where the child has a greater chance of being in the top-ten percent become relatively more attractive

$$p_{ik} = Post \times [\tau_{ik} \times 1 + (1 - \tau_{ik})a_{ik}] + (1 - Post) \times a_{ik}$$
$$\Delta p_{ik} = \tau_{ik} \times (1 - a_{ik})$$

College Access Equalization

Admission incentives



Conclusion

- Behavior is responsive at all the margins studied, none of which has to do with the primary intention of the policy
- When designing policies to improve the equity and/or efficiency of education systems, it is important to recognize the potential for unintended consequences and to incorporate strategies to address them