



October , 2021

The Detroit Public Schools Community District (DPSCD) contracted with the RAND Corporation to conduct an independent evaluation of the validity of the Thrive for School Administrators Evaluation System. In accordance with the State of Michigan's legislative statutes 380.1249 and 380.1249b, throughout the 2021-2022 and 2022-2023 academic years, RAND will collect and analyze qualitative and quantitative evidence of 1) reliability, 2) validity and 3) efficacy to appraise the extent to which the evaluation tools can be used to make accurate, consistent and fair judgments about administrator effectiveness for the purposes of providing individualized professional development and support, as well as opportunities for administrators to reflect on their own practices.

This evaluation is being conducted by researchers in RAND's Education & Labor (E&L) division. RAND E&L draws upon over 40 years of experience in conducting research studies to assess the effectiveness of domestic and international educational programs and policies. The research team has extensive experience conducting measurement and educator evaluation studies, including those funded by the National Science Foundation and the Institute of Education Sciences and has expertise in evaluation policy, classroom observation, student growth models, and student surveys.

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