



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 Teachers Evaluation System. In accordance with the State of Michigan’s legislative statutes 380.1249 and 380.1249b, throughout the 2021-2022 academic year, 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 teaching effectiveness for the purposes of informing personnel decisions (including promotion, retention, and tenure decisions) and to provide instructional feedback for coaching, instructional support, and professional development.

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 teacher evaluation studies, including those funded by the National Science Foundation and the Institute of Education Sciences and has expertise in teacher evaluation policy, classroom observation, student growth models, and student surveys.

RESEARCH AREAS

Children, Families,
and Communities

Cyber and Data Sciences

Education and Literacy

Energy and Environment

Health, Health Care,
and Aging

Homeland Security
and Public Safety

Infrastructure and
Transportation

International Affairs

Law and Business

National Security
and Terrorism

Science and Technology

Workers and the Workplace

OFFICES

Santa Monica, CA

Washington, DC

Pittsburgh, PA

New Orleans, LA

Boston, MA

Cambridge, UK

Brussels, BE

Canberra, AU