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The Detroit Public Schools Community District (DPSCD) contracted with the RAND Corporation to conduct an independent evaluation of the *Thrive for Teachers* and *Thrive for School Administrators* systems in accordance with Michigan legislative statutes 380.1249 and 380.1249b. This evaluation examines the reliability, validity, and efficacy of these systems to ensure that they support fair and accurate assessments of educator effectiveness and inform professional growth.

As part of this work, RAND convened expert panels to review the observation rubrics used in both systems and to evaluate the content validity of the rubrics by rating the representativeness of each domain. Quantitative analyses (Content Validity Index, CVI) and qualitative feedback indicated strong evidence of content validity across most rubric domains, with minor recommendations for refinement in select areas. Overall, both systems focus on key dimensions of effective teaching and leadership practice and demonstrate alignment with their intended purposes.

We appreciate the opportunity to collaborate with DPSCD on this important effort to strengthen educator evaluation and support systems.

Sincerely,

Jonathan Schweig

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