

Robert D. Shand
ORCID: 0000-0001-8151-3913

American University
School of Education
4400 Massachusetts Ave., NW
Washington, DC 20016

Phone: 202-885-6917
Email: rshand@american.edu

EDUCATION

2016 Ph.D. in Economics and Education, Columbia University
Dissertation: *All Together Now? The Effects of a Collaboration Policy on Teacher Productivity*

2007 M.S. in Teaching, Pace University

2005 B.A. in History and Spanish, *summa cum laude*, State University of New York at Albany

ACADEMIC POSITIONS

2018-Present Assistant Professor, School of Education, American University

2016-2018 Novice G. Fawcett Postdoctoral Researcher in Educational Studies, The Ohio State University

2014-2016 Research Associate and Postdoctoral Researcher, Center for Benefit-Cost Studies of Education, Teachers College, Columbia University

PUBLICATIONS

Peer-Reviewed Journal Articles

2023 **Shand, R.**, Madhani, N. & Austin, K. Teacher residencies as an approach to teacher diversity: Promising strategies for recruiting and retaining Black educators. *Issues in Teacher Education*, 32(1), 74-101.

2023 **Shand, R.** & Batts, J.* Toward more inclusive professional learning communities. *Journal of Education Human Resources*, 41(1), 110-141.

2022 Leach, S.M., Hollands, F.M., Stone, E., **Shand, R.**, Head, L., Wang, Y., Yan, B., Dossett, D., Chang, F., Chang, Y. & Pan, Y. Costs and effects of school-based licensed practical nurses on elementary student attendance and chronic absenteeism. *Prevention Science*, 24(1), 94-104.

2022 Hollands, F.M., **Shand, R.**, Yan, B., Leach, S., Dossett, D., Chang, F. & Pan, Y. A comparison of three methods for providing local evidence to inform school district budget decisions. Published online at *Leadership and Policy in Schools*.

2022 Chang, Y., Hollands, F., Homes, V., **Shand, R.**, Evans, P., Blodgett, R., Wang, Y. & Head, L. Does ESSA Assure the Use of Evidence-based Educational Practices? Published online at *Educational Policy*.

- 2022 **Shand, R.**, Pan, Y, Leach, S., Nayyer-Qureshi, S., Hollands, F., Yan, B., Dossett, D., Wang, Y., Head L. & Chang, F. Value-added analysis as a tool for concurrent evaluation of a portfolio of educational programs. *American Journal of Evaluation*, 43(4), 584-606.
- 2022 Hollands, F. M., Leach, S. M., **Shand, R.**, Head, L., Wang, Y., Dossett, D., Chang, F., Yan, B., Martin, M.* , Pan., Y.. & Hensel, S. Restorative Practices: Using local evidence on costs and student outcomes to inform school district decisions about behavioral interventions. *Journal of School Psychology*, 92, 188-208.
<https://www.sciencedirect.com/science/article/pii/S0022440522000279>
- 2021 **Shand, R.** & Bowden, A.B. Empirical support for establishing common assumptions in cost research in education. Published online at *Journal for Research on Educational Effectiveness*
<https://doi.org/10.1080/19345747.2021.1938315>
- 2020 Bowden, A.B., **Shand, R.**, Levin, H.M., Muroga, & A., Wang, A. An Economic Evaluation of the Costs and Benefits of Providing Comprehensive Supports to Students in Elementary School. *Prevention Science*, 21(8). 1126-1135.
- 2018 Brewe, E., Dou, R, & **Shand, R.** Cost of success: Financial implications of implementation of active learning in introductory physics courses for students and administrators. *Physical Review Physics Education Research*, 14(1).
<https://journals.aps.org/prper/pdf/10.1103/PhysRevPhysEducRes.14.010109>
- 2017 Klapp, A., Belfield, C., Bowden, B., Levin, H., **Shand, R.**, & Zander, S. A benefit-cost analysis of a long-term intervention on social and emotional learning in compulsory school. *International Journal of Emotional Education*, 9(1), 3-19.
- 2016 Bowden, A. B., **Shand, R.**, Belfield, C. R., Wang, A., & Levin, H. M. Evaluating educational interventions that induce service receipt: A case study application of City Connects. *American Journal of Evaluation*, 38(3), 405-419.
- 2016 Hollands, F., Kieffer, M., **Shand, R.**, Pan, Y., Cheng, H., & Levin, H.M. Cost-effectiveness analysis of early reading programs: A demonstration with recommendations for future research. *Journal of Research on Educational Effectiveness*, 9(1), 30-53.

- 2015 Belfield, C., Bowden, A.B., Klapp, A., Levin, H., **Shand, R.**, & Zander, S. The economic value of social and emotional learning. *Journal of Benefit-Cost Analysis*, 6(3), 508-544.
- 2014 Hollands, F., Bowden, A.B., Belfield, C., Levin, H.M., Cheng, H., **Shand, R.**, Pan, Y., & Hanisch-Cerda, B. Cost-effectiveness analysis in practice: Interventions to improve high school completion. *Educational Evaluation and Policy Analysis*, 36(3), 307-326.
- 2013 Marri, M., Wylie, S., **Shand, R.**, Grolnick, M., Huth, T., & Kuklis, L. Teaching the national debt, federal budget, and budget deficit through high school civics/government courses. *Social Studies Research & Practice*.

Books

- 2017 Levin, H.M., McEwan, P.J., Belfield, C.R., Bowden, A.B., & **Shand, R.** *Economic Evaluation in Education: Cost-Effectiveness and Benefit-Cost Analysis, 3rd Edition*. Thousand Oaks, CA: Sage Publications.

Book Chapters

- Forthcoming **Shand, R.**, Bowden, A.B., & Levin, H.M. Examining costs: designs, strategies, and analyses. In *Handbook of Evaluation*. L. Bickman & Debra Rog. Thousand Oaks, CA: Sage Publications.

Under Review

- 2023 **Shand, R.**, Leach, S.M., Hollands, F.M., Yan, B., Dossett, D., Chang, F. & Pan, Y. Rethinking success: The unexpected benefits of research-practice partnerships. (Revised & resubmitted)
- 2023 **Shand, R.**, Bowden, A.B., & Davis, R. Has Godot arrived? An update on the state of economic evaluation research in education. (Revised & resubmitted)
- 2023 **Shand, R.** & Goddard, R. The long game: Teacher collaboration as an investment in human capital. (Revise & resubmit)
- 2023 **Shand, R.**, hayes, k., Jacobson, R., & Thomas, A. Can strategic partnerships build resilience in school communities? The effect of community schools on students' well-being
- 2023 **Shand, R.**, Jacobson, R., hayes, k., Stephans, M., Wolf, J., & Terrones, F. Applying a framework for more effective district-wide school-community partnerships.

Working Papers and Other Selected Works in Progress

- 2021 Curran, F.C. & **Shand, R.** Estimating the Financial Cost to School Districts of Using Teach for America Teachers to Fill Teacher Vacancies: Evidence from a Longitudinal Cost Simulation.
- 2020 Shand, R. Beyond a number: A regression discontinuity examination of School Quality Review.
- 2020 **Shand, R.**, Kushner, A., Muroga, A., Rodriguez, V. & Levin, H.M. The economics of school-university partnerships.
- 2019 Shand, R. The limits of mandates: The effects of policy on teacher inquiry teams.

Selected Reports

- 2019 **Shand, R.**, Kushner, A., Muroga, A., & Levin, H.M. *REACH Impact Evaluation*. Center for Benefit-Cost Studies of Education, Teachers College, Columbia University.
- 2018 **Shand, R.**, Muroga, A., Rodriguez, V., & Levin, H.M. *REACH Cost Analysis Report*. Center for Benefit-Cost Studies of Education, Teachers College, Columbia University.
- 2015 Bowden, A.B., Belfield, C.R., Levin, H.M., **Shand, R.**, Wang, A. & Morales, M. *A Benefit-Cost Analysis of City Connects* Center for Benefit-Cost Studies of Education, Teachers College, Columbia University
- 2014 Golmohammadi, G., Lewis, K., **Shand, R.**, Tucker, N., Wallenstein, J., Wishman, S., & Zhang, W. *School Culture Case Studies: A Report Prepared for the New York City Department of Education*. Center for Public Research and Leadership.
- 2012 Alter, J., Barbosa, G., Reddy, R., Thorpe, R. & **Shand, R.** *School Quality Review: Preliminary Findings and Recommendations*. White paper prepared for the Connecticut State Department of Education, Center for Public Research and Leadership, Columbia University.
- 2012 Chu, E., Hulden, M., Sabel, S., **Shand, R.**, & Wallenstein, J. *Getting Big to Go Small: Case Studies of Collaborative Inquiry Teams*. Report prepared for the New York City Department of Education.

*Student co-author

GRANT AWARDS AND CONTRACTS

Funded

- 2023-2025 \$17,389. *Cost-Effectiveness of Nursing Communities of Practice*. American University subaward from Jefferson County Public Schools on grant from National Association of School Nurses.
- 2023-2024 \$88,545. *Prince George's County's Community School Network – District Implementation Study*. Co-PI, funded by United Way of the National Capital Area.
- 2023-2024 \$21,590. *Curriculum Implementation Change Framework*. PI on American University subaward from Columbia University on prime grant funded by Carnegie Corporation of New York.
- 2020-2023 \$78,559. *IES Methods Training in Cost-Effectiveness and Economic Evaluation*. Principal Investigator on American University subaward. A. Brooks Bowden, University of Pennsylvania, PI on overall award. Institute of Education Sciences, United States Department of Education.
- 2018-2020 \$59,848. *Training and Research on Academic Return on Investment*. Principal Investigator on American University subaward, on *Research-Practice Partnership with Jefferson County Public Schools*, \$400,000, Fiona Hollands, Teachers College, Columbia University, PI. Institute of Education Sciences, United States Department of Education.

TEACHING

American University

EDU 790 - Quantitative Research Methods in Education and EDU 633 - Economic Inquiry in Education Policy

Teachers College, Columbia University

TC Cowin Financial Literacy Institute, with Anand Marri and Maureen Grolnick (2013-2017)
Institute for Education Sciences Methods Training Program on Cost-Effectiveness and Cost-Benefit Analysis, with Henry Levin, Clive Belfield, and A. Brooks Bowden (2015-2018 and 2021-2024)

Labor Markets (M.A. level course in Labor Economics – Spring 2014, Spring 2016)

Teaching Assistant, Economics of Education and Resource Allocation in Education, for Henry Levin (Fall 2011, Spring 2012)

New York City Department of Education

Teacher and Social Studies Department Chair, Participation in Government and Economics, Manhattan Bridges High School, New York, New York (2007-2010)

Teacher, United States History, Michelangelo Middle School, Bronx, New York (2005-2007)

FELLOWSHIPS AND AWARDS

2013-2015 Teachers College Scholarship

2010-2011 Zankel Urban Fellowship, Teachers College, Columbia University

SELECTED CONFERENCE PRESENTATIONS AND INVITED TALKS

Papers Presented

- 2023 *Can Strategic Community Partnerships Build Resilience in School Communities? The Effect of Community Schools on Students' Well-Being.* With R. Jacobson, k. hayes & A. Thomas. Presented at Association for Education Finance and Policy conference, Denver, CO.
- 2022 *Rethinking Success: The Unexpected Benefits of Research-Practice Partnerships.* With S. Leach, F.M. Hollands, B. Yan, D. Dossett, Y. Pan & F. Change. Presented at Society for Research on Educational Effectiveness conference, Arlington, VA.
- 2022 *Applying Lessons from Full-Service Community Schools to a Framework for More Effective District-wide School-Community Partnerships.* With R. Jaccobson, k. hayes, M. Stephans*, J. Wolf*, & F. Terrones*. Roundtable session at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- 2022 *Alignment Between Teacher Evaluation and Professional Development: Synergistic or at Cross-Purposes?.* With O. Fashola, C. Campbell & G. Levy*. Roundtable session at the Annual Meeting of the American Educational Research Association, San Diego, CA.
- 2021 *Has Godot Arrived? An Update on the State of Economic Evaluation in Education Research.* With A.B. Bowden and R. Davis. Paper presented at Society for Research on Educational Effectiveness conference.
- 2021 *Challenges to Finding Evidence for ESSA: A Case Study of a Southern Urban District.* With Y. Chang, F.M. Hollands, V.R. Holmes, P. Evans, Y. Wang & L. Head. Paper presented at the Annual Meeting of the American Educational Research Association.
- 2021 *Toward More Inclusive Professional Learning Communities.* With Jacqui Batts*. Paper presented at Association for Education Finance and Policy Annual Meeting.
- 2021 *Restorative Practices: Using local evidence on costs and student outcomes to inform school district decisions about behavioral interventions.* With Fiona Hollands, Stephen Leach, Laura Head, Yixin Wang, Dena Dossett, Florence Chang, Bo Yan, Minetre Martin*, and Yilin Pan. Paper presented at Association for Education Finance and Policy Annual Meeting.
- 2020 *Has Godot Arrived? An Update on the State of Economic Evaluation in Education Research.* With A.B. Bowden and R. Davis. Roundtable session at American Educational Research Association Annual Conference, San Francisco, California. (Conference cancelled due to COVID-19).

- 2020 *The Economics of University-School-Community Partnerships: A Case Study Benefit-Cost Analysis of REACH*. With A. Kushner, A. Muroga, V. Rodriguez & H. Levin. Panel session at Society for Research on Educational Effectiveness Spring Conference, Arlington, Virginia. (Conference cancelled due to COVID-19).
- 2019 *We're All in This Together: How Active Instructional Leadership Promotes Widespread Collaboration*. With R. Goddard & Y. Goddard. Panel presentation at University Council for Educational Administration Annual Meeting, New Orleans, Louisiana.
- 2019 *Estimating the Financial Cost to School Districts of Using Teach for America Teachers to Fill Teacher Vacancies: Evidence from a Longitudinal Cost Simulation*. With F. Chris Curran. Paper presentation at Association for Education Finance and Policy Annual Meeting, Kansas City, Missouri.
- 2018 *The Economics of University-School Partnerships: Evidence from New York City*. Paper presentation at Association for Public Policy Analysis and Management Fall Research Conference, Washington, DC.
- 2018 *The Long Game: Teacher Collaboration as an Investment in Human Capital*. Paper presentation at American Educational Research Association Annual Conference, New York, New York
- 2018 *Examining Post-Intervention Effects of a Randomly-Assigned School Leadership Professional Development Intervention*. Paper presentation at Society for Research on Educational Effectiveness Annual Conference, Washington, D.C.
- 2017 *Does Measuring Quality Increase Quality? A Regression Discontinuity Investigation of School Quality Review*. Paper session at Association for Education Finance and Policy Conference, Washington, D.C.
- 2016 *The Assumptions Education Economists Make*. Panel session at Association for Public Policy Analysis and Management Fall Research Conference, Washington, D.C.
- 2016 *Evaluating Educational Interventions that Induce Service Receipt: A Case Study Application of City Connects*. Panel session at Association for Education Finance and Policy Annual Conference, Denver, Colorado.
- 2013 *Cost-Effectiveness Analysis of High School Completion Programs*. Panel session at American Educational Research Association Annual Meeting, San Francisco, California.

Posters

- 2020 *Program Evaluation with Administrative Data: New Applications, Promise, and Challenges for Value-Added Models*. With Y. Pan, S. Leach, S. Nayyer-Qureshi, F. Hollands, B. Yan, D. Dossett, Y. Wang, L. Head & F. Chang. Poster session at Association for Education Finance and Policy Annual Conference, Fort Worth, Texas.

- 2020 *Applying Value-Added Analysis to Program Evaluation*. With Y. Pan, F. Hollands, S. Nayyer-Qureshi, L. Head, S. Leach, B. Yan, J. Prather, D. Dossett & F. Chang. Poster session at Institute for Education Sciences Annual Principal Investigators Meeting, Washington, D.C.
- 2018 *Getting Along or Moving Out: The Effects of Informal Collaboration on Teacher Turnover and Value-Added*. Poster session at Association for Education Finance and Policy Annual Conference, Portland, Oregon.
- 2017 *Minding the Gap: Discrepancies in Perceptions of School Climate as a Predictor of Practice and Achievement*. Poster session at Society for Research on Educational Effectiveness Spring Conference, Washington, D.C.
- 2015 *All Together Now: The Impact of Team-Based Problem-Solving on Teacher Learning and Productivity*. Poster session at Association for Public Policy Analysis and Management Fall Research Conference, Miami, Florida.

Invited Presentations

- 2015 Professional development workshop on cost analysis methodology for researchers at Houston Independent School District and Rice University, Houston, Texas
- 2015 Professional development workshop on cost analysis methodology. With Fiona Hollands and Amritha Menon. American Educational Research Association Annual Meeting, Chicago, Illinois.

OTHER POSITIONS

- 2012-2014 Engagement Manager, Center for Public Research and Leadership, Columbia University
- 2010-2014 Research Assistant: Understanding Fiscal Responsibility Project, Cowin Financial Literacy Project, Center for Benefit-Cost Studies of Education, Columbia Law School

SERVICE

American University

Assessment Committee, School of Education (2018-Present)
 Teaching Evaluation and Professional Development Committee, School of Education (2018-Present; Chair 2022-2023)
 Ed.D. dissertation committee chair for Jonathan Leon and Teo Valdés (2021-present)
 Ed.D. Task Force, School of Education (2018-2019)
 Search committees for Ed.D. Program Director (Spring 2019), Pre-Award Grants & Contracts Coordinator (Fall 2019), two Education Policy and Leadership faculty positions (summer-fall 2021), and tenure-track Assistant Professor of Urban Education position (chair, 2022-23)
 Mentor for undergraduate Washington Semester student and for research project for DCPS high school student

The Ohio State University

Reviewer, Sigma Xi Research Proposals
Reviewer, Undergraduate Research Conference

Service to the Field

Editorial Board member, *American Journal of Evaluation*, *Journal of Research on Educational Effectiveness* and *High School Journal*

Reviewer for *AERA Open*, *American Educational Research Journal*, *American Journal of Evaluation*, *CBE-Life Sciences Education*, *Educational Evaluation and Policy Analysis*, *Educational Policy*, *Educational Researcher*, *Journal of Benefit-Cost Analysis*, *Leadership and Policy in Schools*, *Review of Research in Education*, *SAGE Open*, and *Teachers College Record*

Reviewer for *American Educational Research Association* 2018-2024 conference proposals, *University Council on Educational Administration* 2019 conference proposals, and *Society for Research on Educational Effectiveness* 2019, 2021, and 2023 conference proposals

Ad Hoc Reviewer for Fiscal Year 2020 Institute for Education Sciences Research Grant Proposals and Panel Reviewer for Fiscal Years 2021-2025 Institute for Education Sciences Research Grant Proposals

Ad Hoc Reviewer, National Science Foundation

Member, Cost Analysis Standards Panel, 2020-2021

Member, Technical Advisory Board, Effective Educator Development grants

LANGUAGES

Spanish, Fluent

PROFESSIONAL ASSOCIATION MEMBERSHIPS

American Educational Research Association
Association for Education Finance and Policy
Society for Research on Educational Effectiveness