

# Sy Doan

---

RAND Corporation  
1200 South Hayes St  
Arlington, VA 22202

Phone: (703) 413-1100, x5850  
Email: qdoan@rand.org

## Education

2019	<i>Vanderbilt University</i> Department of Leadership Policy & Organizations K-12 Educational Leadership & Policy Studies Doctoral Minor: Quantitative Methods	Ph.D.
2011	<i>University of Notre Dame</i> English (Hons.), Political Science	B.A.

## Professional Experience

2019-Present	<i>RAND Corporation</i> Associate Policy Researcher	Washington, D.C.
2014-2019	<i>Tennessee Education Research Alliance</i> Graduate Research Assistant	Nashville, TN
2017	<i>RAND Corporation</i> Summer Research Associate	Washington, D.C.
2011-2014	<i>Basis Policy Research</i> Associate	Grand Rapids, MI

## Research

### *Journal Publications*

Rogers, L.K. & Doan, S. (Forthcoming). The magnitude of student sorting for new-to-assignment teachers. *The Elementary School Journal*.

Doan, S., Schweig, J.D., & Mihaly, K. (2019). The consistency of composite ratings of teacher effectiveness: Evidence from New Mexico. *American Educational Research Journal*.

Joshi, E.H., Doan, S., & Springer, M.G. (2019). Student-teacher race congruence: New evidence and insight from Tennessee. *AERA Open*.

### *Working Papers*

Doan, S. *Capturing the short- and long-run effects of K-12 teachers using classroom observation scores*.

Doan, S. & Springer, M.G. *Do unobserved student environmental characteristics prevent the unbiased estimation of teacher effects? Evidence from a twin study design*.

Doan, S. & Rogers, L.K. *The effects of teacher reassignment on academic achievement: Evidence from Tennessee.*

### *Non-Refereed Publications*

Doan, S. & Rogers, L.K. (2019). *Comparing the effectiveness of early and upper elementary teachers in Tennessee: A research brief on strengthening Tennessee's education labor market.* Nashville, TN: Tennessee Education Research Alliance.

Smith, R. & Doan, S. (2018). *Trends in teacher job satisfaction: A Tennessee Educator Survey snapshot.* Nashville, TN: Tennessee Education Research Alliance.

Smith, R. & Doan, S. (2018). *Trends in teacher hiring: A Tennessee Educator Survey snapshot.* Nashville, TN: Tennessee Education Research Alliance.

Ballou, D., Canon, K., Ehlert, M., Wu, W.W., Doan, S., Taylor, L., & Springer, M.G. (2016). *Final Evaluation Report: Tennessee's strategic compensation programs findings on implementation and impact: 2010-2016.* Nashville, TN: Tennessee Education Research Alliance.

Whitehurst, G., Stuit, D.A., Graves, C. & Doan, S. (2013). *Measuring the influence of education advocacy: The case of Louisiana's school choice legislation.* Washington, DC: Brookings Institution.

Stuit, D.A. & Doan, S. (2013). *School choice regulations: Red tape or red herring?* Washington, DC: Thomas B. Fordham Institute.

Stuit, D.A. & Doan, S. (2012). *Beyond city limits: Expanding charter schools in rural America.* Washington, DC: National Alliance for Public Charter Schools.

### *Conference Presentations*

Doan, S. (November 2018). *The predictive validity of at-scale teacher classroom observation scores.* Poster to be presented at the 2018 Association for Public Policy Analysis & Management (APPAM) Fall Research Conference, Washington, D.C.

Doan, S., Schweig, J.D., & Mihaly, K. (March 2018). *The consistency of composite ratings of teacher effectiveness: Evidence from New Mexico.* Paper presented at the Association for Education Finance & Policy (AEFP) Annual Meeting, Portland, OR.

Springer, M.G. & Doan, S. (March 2017). *Do unobserved student environmental characteristics prevent the unbiased estimation of teacher effects? Evidence from a twin study design.* Paper presented at the Association for Education Finance & Policy (AEFP) Annual Meeting, Washington, D.C.

Patrick, S.K., Doan, S., & Rogers, L.K. (March 2017). *Teacher bias in ratings of student behavior and socioemotional skills?* Paper to be presented at the Association for Education Finance & Policy (AEFP) Annual Meeting, Washington, D.C.

Springer, M.G., Joshi, E. & Doan, S. (March 2017). *Student-teacher race congruence: New evidence and insight from Tennessee.* Paper presented at the Association for Education Finance & Policy (AEFP) Annual Meeting, Washington, D.C.

Doan, S. (March 2016). *Are teachers' self-perceptions of instructional improvement predictive of evaluation score growth?* Paper presented at the Association for Education Finance & Policy (AEFP) Annual Meeting, Denver, CO.

Rogers, L.K. & Doan, S. (March 2016). *A primary disadvantage? The varying effects of teacher reassignment in the elementary grades.* Paper presented at the Association for Education Finance & Policy (AEFP) Annual Meeting, Denver, CO.

## Teaching

Spring 2017      Regression 1 (Doctoral Level)  
Vanderbilt University  
Teaching Assistant to Dr. Chris Candelaria

## Honors

2014-2019      *Vanderbilt University*  
Graduate Honor Scholarship

2014-2019      *Vanderbilt University*  
Peabody Dean's Scholarship

## Referee Service

*American Educational Research Journal, Educational Researcher, Education Policy Analysis Archives*

## Professional Associations

*American Education Research Association, Association for Education Finance & Policy, Association for Public Policy Analysis & Management*