

Benjamin Master

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EDUCATION

STANFORD UNIVERSITY GRADUATE SCHOOL OF EDUCATION, Stanford CA
Ph.D. in Education Policy and Organization Studies [6/14]

BROWN UNIVERSITY, Providence RI
BA in Economics [5/01]

RESEARCH

PUBLICATIONS

Master, B., Schwartz, H., Unlu, F., et al. Developing School Leaders: Findings from a Randomized Control Trial Study of the Executive Development Program and Paired Coaching. *Educational Evaluation and Policy Analysis*, (2021).

Faherty, L., Master, B., Steiner, E., Kaufman, J., Predmore, Z., Stelitano, L., Leschitz, J., Phillips, B., Schwartz, H., and Wolfe, R. *COVID-19 Testing in K-12 Schools: Insights from Early Adopters*. Santa Monica, CA: RAND Corporation (2021).
https://www.rand.org/pubs/research_reports/RRA1103-1.html.

Master, B. K., Culbertson, S., Phillips, B., Wang, E. L., Green, H. D., Francombe, J., Evans, H., and Guthrie, S. *Transforming Global Education Through Evidence*. Santa Monica, CA: RAND Corporation (2021). https://www.rand.org/pubs/research_reports/RRA239-1.html.

Huguet, Alice, Christopher Joseph Doss, Benjamin K. Master, Fatih Unlu, Jessica L. Sousa, Karen Christianson, and Garrett Baker, *Widening the Pathway: Implementation and Impacts of Alternative Teacher Preparation Programs Across Three Contexts*. Santa Monica, CA: RAND Corporation, 2021. https://www.rand.org/pubs/research_reports/RRA281-1.html.

Master, Benjamin K. and Lisa Abraham, *The Changing Nature of Entrepreneurship*. Santa Monica, CA: RAND Corporation, 2021. <https://www.rand.org/pubs/perspectives/PEA1141-10.html>.

Abraham, Lisa and Benjamin K. Master, *Equity in Entrepreneurship: Challenges and Opportunities*. Santa Monica, CA: RAND Corporation, 2021. <https://www.rand.org/pubs/perspectives/PEA1141-11.html>.

Master, B., Schwartz, H., Unlu, F., Schweig, J., Mariano, L., and Wang, E. *Effects of the NISL Executive Development Program and Aligned Coaching for School Principals in Three U.S. States*. Santa Monica, CA: RAND Corporation (2020).

- Kaufman, J, Master, B., Huguet, A., Yoo, P., Faxon-Mills, S., Schulker, D., and Grimm, G. *Growing Teachers from Within: Implementation, Impact, and Cost of an Alternative Teacher Preparation Program in Three Urban School Districts*. Santa Monica, CA: RAND Corporation (2020).
- Master, B., Steiner, E., Doss, C., and Acheson-Field, H. *Pathways to Instructional Leadership: Implementation and Outcomes from a Job-Embedded School Leader Training Program*. Santa Monica, CA: RAND Corporation (2020).
- Gates, S., Baird, M., Doss, C.J., Hamilton, L., Opper, I., Master, B., Tuma, A.P., Vuollo, M., and Zaber, M. *Preparing School Leaders for Success: Evaluation of New Leaders' Aspiring Principals Program, 2012-2017*. Santa Monica, CA: RAND Corporation (2019).
https://www.rand.org/pubs/research_reports/RR2812.html
- Gates, S., Baird, M., Master, B., Chavez-Herrerias, E. *Principal Pipelines: A Feasible, Affordable, and Effective Way for Districts to Improve Schools*. Santa Monica, CA: RAND Corporation (2019)
https://www.rand.org/pubs/research_reports/RR2666.html
- Wang, E. L., Schwartz, H. L., Mean, M., Stelitano, L., and Master, B., *Putting Professional Learning to Work: What Principals Do with Their Executive Development Program Training*. Santa Monica, CA: RAND Corporation (2019).
https://www.rand.org/pubs/research_reports/RR3082.html
- Master, B., Sun, M., and Loeb, S. "Teacher Workforce Developments: Recent Changes in Academic Competitiveness and Job Satisfaction of New Teachers." *Education Finance and Policy* (2018).
- Master, B., Loeb, S., and Wyckoff, J. More than Content: The Persistent Cross-Subject Effects of English Language Arts Teachers' Instruction, *Educational Evaluation and Policy Analysis*, (2017).
- Master, B., Schulker, D., Grimm, G., and Xenakis, L. *Combining Entrepreneurship and Web Development for High School Students: A Pilot Evaluation of the Startup Tech Program and High School Students' College and Career Aspirations*. Santa Monica, CA: RAND Corporation (2017).
http://www.rand.org/pubs/research_reports/RR1747.html.
- Master, B., Loeb, S., Whitney, C., and Wyckoff, J. Different Skills? Identifying Differentially Effective Teachers of English Language Learners. *Elementary School Journal* 117, no. 2 (2016): 261-284.
- Baird, M., Engberg, J., Hunter, G., and Master, B. *Improving Teaching Effectiveness: Access to Effective Teaching: The Intensive Partnerships for Effective Teaching Through 2013–2014*. Santa Monica, CA: RAND Corporation (2016).
http://www.rand.org/pubs/research_reports/RR1295z4.html.
- Kata, M., Master, B., and Yoon, C. *Examining the Early Impacts of the Leading Educators Fellowship on Student Achievement and Teacher Retention*. Santa Monica, CA: RAND Corporation (2015).
http://www.rand.org/pubs/research_reports/RR1225.html.
- Master, B., "Staffing for success: Linking teacher evaluation and school personnel management in practice." *Educational Evaluation and Policy Analysis* 36, no. 2 (2014): 207-227.
- Grissom, J., Loeb, S., and Master, B. Effective Instructional Time Use for School Leaders: Longitudinal Evidence from Observations of Principals. *Educational Researcher*, 42, no. 8 (2013), 433-444.

PROFESSIONAL EXPERIENCE

RAND CORPORATION, Washington DC [9/14 to present]

Policy Researcher and Professor of Policy Analysis at Pardee RAND Graduate School

Quality Assurance Manager for RAND's Education and Labor Division

- Conduct research in areas related to education and workforce development, including teacher and principal preparation and professional development programs, school and district management, teacher labor market conditions and entrepreneurship.
- Principal investigator for an embedded evaluation of the strategy and impacts of a portfolio of foundation investments in global education initiatives.
- Principal investigator for a World Bank-funded project focused on developing a framework for the financing of inclusive refugee education worldwide.
- Lead projects that include rigorous experimental and non-experimental analyses, large-scale qualitative and survey data collection and analyses, developmental evaluations, and data collection and analyses related to program cost effectiveness.
- Manage teams composed of researchers and support staff to design and implement research studies.
- Mentor graduate students in the design and implementation of applied research projects.

STANFORD UNIVERSITY GRADUATE SCHOOL OF EDUCATION, Stanford CA [9/07 to 9/08; 9/10 to 6/14]

Graduate Student Researcher

- Collaborated with academic advisor Dr. Susanna Loeb and others to conduct quantitative research related to teacher quality, teacher professional development, and school leadership.
- Engaged in grant proposal and report writing for large-scale research projects in major urban school districts, including New York City Public Schools and Miami Dade County Public Schools.

ACHIEVEMENT FIRST, Brooklyn NY [6/09 to 9/10]

Director of Data Practices

- Led a district-wide professional development program to train teachers and principals in the use of formative and interim assessments to support effective planning and instruction.
- Created reporting systems and tools to assist educators in the use of student-level data to evaluate their performance and spur timely, strategic interventions.

CAPITAL ONE, Boston MA [11/03 to 7/07]

Senior Analyst and Strategy Consultant

- Conducted experimental marketing campaigns including full-factorial designs exploring impacts related to the interactions between varied lending products and marketing campaigns.
- Selected from among analyst leaders to be part of an internal consulting team reporting directly to Capital One CEO Richard Fairbank.

MASS INSIGHT EDUCATION AND RESEARCH INSTITUTE, Boston MA [2/02 to 10/03]

Program Associate

- Conducted qualitative research on effective practices in identified "over-performing" schools
- Wrote case studies designed to facilitate modeling of effective schooling strategies as part of the Building Blocks initiative.