



CAPABILITY STATEMENT

Measurement systems, psychometric instrument development, and instrument subcontracting to evaluation firms

CORE COMPETENCIES

- **Measurement systems and standards.** For agencies, institutions, and funders. Measurement state diagnostic, standardized definitions and metric dictionary, indicator selection, collection instrument design, reporting architecture, and rollout. Inconsistent data is usually inconsistent definitions, and definitions are fixed first.
- **Psychometric subcontracting to evaluation firms.** The prime keeps the client, the contract, and the deliverable. Sims Praxis supplies the instrument layer: selection, administration protocol, scoring, subscale profiles, risk tiering, and a results memorandum to the prime's team. Scope can be written into a proposal before award, with a named psychometric partner on the bid.
- **Psychometric instrument development.** Construct definition, item generation from a table of specifications, expert content review, content validity documentation, scoring syntax, and validation study design.
- **Data collection design and governance.** Administration protocol, data quality and exclusion rules, coded-record architecture, and validation logic at entry. Sims Praxis holds no identifiable participant data; the client retains identity and transmits coded records.
- **Retention and organizational readiness diagnostics.** Measurement of the conditions preceding departure, adoption failure, and integration friction, reported at the dimension level rather than the aggregate.

DIFFERENTIATORS

- **Does not compete with evaluators.** Sims Praxis does not perform program evaluation and does not bid on evaluation contracts. The firm builds the measurement infrastructure an evaluator uses, or subcontracts the instrument layer beneath one. For a prime, that removes the organizational conflict of interest a full-service competitor introduces.
- **Builds measures rather than borrowing them.** All five instruments are original work, sole-authored, with no adapted or third-party items. Where no validated instrument fits a population, the firm constructs one rather than forcing a scale normed elsewhere onto it.
- **Measures causes, not outcomes.** Administrative data records attendance, completion, and outcomes after the fact. These instruments produce a leading indicator at intake, showing where risk actually sits so support reaches the specific driver.
- **Documented derivation.** Every dimension and item traces to a named theoretical proposition through a table of specifications written before data collection.
- **Independent review.** A four-arm psychometric validation protocol was determined exempt by an accredited independent institutional review board in August 2026 under 45 CFR 46.104(d)(2)(ii). An exemption is a finding about risk to participants. It is not a finding that an instrument measures what it claims, and no instrument in the suite is represented as validated.
- **Practitioner accountability.** The principal is a sitting higher education executive accountable for retention outcomes at scale, which keeps recommendations inside what an organization can implement. Prosci Certified Change Practitioner with AI Adoption Focus, so rollout is treated as a change problem rather than a technical one.

PAST PERFORMANCE

- **Measurement framework, place-based philanthropic initiative.** Assessed reporting integrity across a multi-round grant portfolio of more than 150 awards, documented defect classes at the record level, and specified the standardized participant definitions, baseline capture requirements, and expenditure fields the reporting system lacked. Retained for subsequent phases including cross-round data integration and evaluator handoff. Sims Praxis is not the evaluator on this initiative and will not bid the evaluation contract.
- **Federal grant direction and performance framework.** Directs a Title III Strengthening Institutions Program grant, including federal budget narrative development and a fiscal-year KPI framework with rolling monthly tracking and a defined escalation protocol.
- **Five-instrument psychometric suite.** Sole-authored from theoretical derivation through item reduction, expert content review, scoring syntax, and a four-arm validation protocol determined exempt by an accredited independent institutional review board in August 2026.

COMPANY DATA

LEGAL NAME	Sims Praxis, LLC
FOUNDED	2025 · Indianapolis, Indiana
UEI	PAV8YK8CQSV4
CAGE	23W15
SAM.GOV	Active. Expires 08/08/2027
BUSINESS TYPE	Small business. Minority owned, Black American. Single member LLC, 100 percent owned and controlled by the principal.
CERTIFICATIONS	State of Indiana MBE, IDOA Division of Supplier Diversity: bidder registration submitted, certification application pending. No certification is claimed until issued.
NAICS	541720 Research and Development in the Social Sciences and Humanities (primary) · 541910 Marketing Research and Public Opinion Polling · 541611 Administrative and General Management Consulting · 541612 Human Resources Consulting · 611430 Professional and Management Development Training
REGISTRATIONS	City of Indianapolis vendor registration active

THE INSTRUMENT SUITE

Five original instruments, sole-authored, measuring the conditions that precede an outcome

Administrative data records attendance, completion, and outcomes after the fact. It cannot say why one person persisted and another left, and it cannot flag anyone before they are gone. Each instrument below produces a leading indicator, reported as a subscale profile rather than a single score, so support reaches the specific driver rather than spreading evenly. All five are original work with no adapted or third-party items, and each was derived from a table of specifications written before any data was collected.

WHAT EACH INSTRUMENT MEASURES AND WHERE IT APPLIES

CODE	INSTRUMENT	WHAT IT MEASURES	TYPICAL APPLICATION
PPRS-WA	Program Persistence and Retention Risk Scale, Working Adults 9 dimensions	The conditions that determine whether an adult stays in a program: engagement, perceived relevance, self-efficacy, social belonging, situational barriers, staff support adequacy, future orientation, goal alignment, and home-based family support. Administered to participants, ideally at intake.	Workforce training and apprenticeship, adult degree completion, reentry and second-chance programming, grant-funded direct service. For funders, a comparable participant-level measure across a portfolio of grantees.
OAIRS	Organizational AI Readiness Scale 12 dimensions	Whether an organization can actually absorb a technology or AI initiative, across leadership vision, staff digital literacy, data governance, change management capacity, equity awareness, and strategic alignment among others. Administered to leadership and staff.	Technology and AI adoption planning in any sector. Capacity assessment across a cohort of funded organizations. Pre-implementation diagnostic where appetite and capability may diverge.
LCEP	Leader Cognitive Empathy Profile 7 dimensions	Reported perspective-taking practice among the people delivering services or leading teams. Positions the mechanism between an organization's intent and a participant's experience. Administered to program staff and frontline leaders.	Leadership and supervisory development, frontline staff capacity building, service-quality improvement. Development and coaching use only.
SBIIS	Student Belonging and Institutional Identity Scale 8 dimensions	Where adult learners stand on belonging, institutional value perception, academic identity integration, faculty relational quality, goal-identity congruence, navigation efficacy, peer community connection, and attribution of negative experiences.	Colleges and universities, particularly adult, online, and post-traditional divisions. Distinguishes structural barriers from motivation, which changes what an intervention should target.
PACCI	Pre-Acquisition Cultural Compatibility Index 7 dimensions	Cultural compatibility between two organizations contemplating a merger, acquisition, or consolidation, measured on both sides and reported as dimension-level gap scores rather than a single compatibility rating.	Merger and acquisition due diligence. Nonprofit consolidation. Health system, campus, and agency integration, where integration friction is the common cause of failure.

Development status, stated plainly. A four-arm validation protocol covering PPRS-WA, OAIRS, LCEP, and PACCI was determined exempt by an accredited independent institutional review board in August 2026 under 45 CFR 46.104(d)(2)(ii). SBIIS is under separate institutional review and is not part of that protocol.

An exemption is a finding about risk to participants. It is not a finding that an instrument measures what it claims. Validation data collection is authorized and has not begun. **No instrument in the suite is represented as validated, and none will be described as such before it is.** Engagements before validation closes run under early access terms, where the partner receives full subscale reporting and contributes to the validation record.

Use boundaries, stated in advance. No instrument may determine eligibility, allocate services between participants, or inform a funding decision about any organization. Scope is staff-facing triage and program improvement. LCEP is restricted to development and coaching, never selection, hiring, promotion, discipline, or performance management, and results reach leadership in aggregate rather than as an individual score.

Data governance. Sims Praxis holds no identifiable participant data. The client organization retains identity, transmits coded records, and receives scored results. The key linking code to person never leaves the client.

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