








ROADMAP TO EFFECTIVENESS: STAGES OF LEADERSHIP PROGRAM EVALUATION		
STAGE	DESCRIPTION	EVALUATION GOAL & TOOL
Exploratory 	Program idea and creation phase	Evaluative Thinking & Development Inventory Preliminary Research Integration/TOC discussion/Logic model development
Laboratory 	Experimentation with idea formulation and program intention	Matching Assessment Dosage/Program Assessment Staff Focus Groups/Key Informant Focus Groups Curriculum finalized Alignment with Grant/Funding/Program/Mission Goals Replicated at least once
Development 	Development of program model and components	Program Theory/TOC and Logic Model finalized Training Target & Requirements (Programmatic & Evaluative) Fidelity Plan created and implemented Intentionality/Deliberateness goals revisited
Replication 	Testing overseen by program developer Testing implemented and overseen by non-developer	BY DEVELOPER: Logic Model finalized Assessment Type Assignment -Academic, K/S, A/B, Satisfaction Initial impact assessments administered & reviewed BY NON-DEVELOPER: Effectiveness assessments administered Re-visit and adjust Logic Model if needed Examine budget, time, data constraints, sustainability
Maintaining Excellence 	Working model establishment/finalization, transition to scale up	Synthesis and review of results Evaluation of fit, satisfaction, scale up potential Transition Plan for scale up Quality Assessment & Program Maintenance Continuous improvement
Scale Up 	Working model evaluated at full-scale, judged by model program criteria on evaluation effectiveness levels (Promising, Effective, Model)	Examination of program by model program standards Multiple research questions addressed
Boxing It 	Develop model into product able to be administrated and implemented by a separate administrator	Create/finalize training menu, guides, technical assistance tools