



Practical Strategies for Translating Evaluation Findings into Action

Lisa Dillman – The Franklin Institute
Shannon Davidson – Education Northwest
Jennifer Esswein – Education Northwest
Caitlin Scott – Education Northwest



Icebreaker

Find the year on your penny. What were you doing in that year on your penny that helped shape your career? Swap stories with your neighbor



Introductions

■ Who are we?

■ Who are you?



Today's Agenda



Getting people engaged
and ready to work



Sharing findings



Facilitating difficult conversations





Getting people engaged and ready to work

- Ice breakers
- Who is in the room?
- Developing an agenda



Icebreakers

- What are some of the functions that an icebreaker can serve?





Icebreaker Ideas

- Pick a picture
- Respond to a prompt
- Recall relevant personal experience





Who is in the room?

■ Do meeting logistics support inclusion?

Decision-makers

Relevant experience

Program beneficiaries

varying perspectives

Traditionally underserved





Developing an agenda

- Spend a couple hours planning your agenda
 - What do you hope to accomplish?
- Keep it simple!
 - 1.5-2 hours per meeting
 - 3-4 separate sections/activities
 - Add a participatory element to every section
- Use the time to help you plan for future data collection
 - Increases buy-in to findings



Sharing findings

- Presenting findings creatively
- Engaging with the data





Presenting findings creatively





Presenting findings creatively

Data memos



- Short, with only 1 or 2 data sources
- Bulleted list of key findings on pg. 1
- Lots of graphics/visualizations

PROS	CONS
<ul style="list-style-type: none">- Stand-alone- Evaluators can provide context- Qual and quant data	<ul style="list-style-type: none">- People don't always read- Can be cumbersome in meetings- Static

Presenting findings creatively

Data dashboards



■ Interactive webpage

■ Focus on quantitative data

PROS	CONS
<ul style="list-style-type: none">- Can show a lot of data- Users can filter & focus on what matters to them	<ul style="list-style-type: none">- Harder to use with qualitative data- Less opportunity to provide context- Doesn't stand-alone



Presenting findings creatively

Data placemats



- 1-page front and back
- More visuals than text
- Lots of white space

PROS

- Space to write on in the meeting
- Visually appealing
- Easy to engage and talk about

CONS

- Harder to make part of evaluation record
- Less opportunity to provide context
- Doesn't stand-alone



Engaging with the data



Engaging with the data

■ Conversation structures:

- Individual
- Small group
- Whole group





Engaging with the data

- Conversation groupings:
 - Information levels
 - Relationships
 - Decision-making authority





Engaging with the data

Understanding



Interpreting



Making decisions





Engaging with the data

■ Over-arching frameworks:

- Appreciative Inquiry
- Plan-Do-Study-Act (PDSA) cycles





Engaging with the data

■ Key questions:

- What about this data is affirming?
- What is surprising?
- What additional information do you need?
- What do we need to do in response?





Engaging with the data





Engaging with the data

Worksheets

Four corners

Timelining

Affinity grouping

Dot voting

Whip-around

Gallery walk

Sketching

Popcorn

Writing on index cards





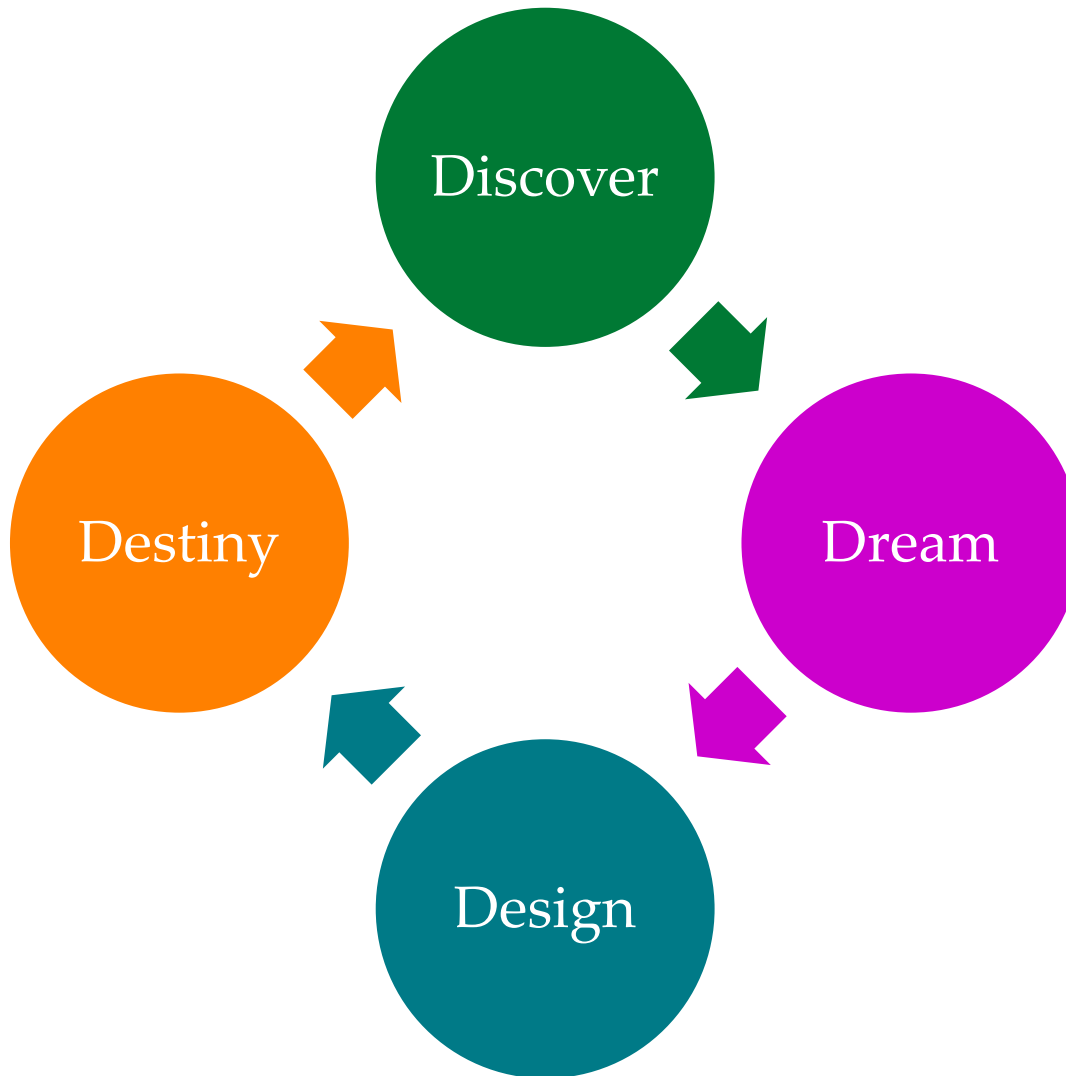
Facilitating difficult conversations

- Understanding – interpreting – making decisions
- Previewing one-on-one
- Activity ideas
 - Appreciative inquiry
 - Divergent to convergent thinking





Facilitating difficult conversations





Facilitating difficult data conversations

Appreciative inquiry



- Begin with discovering strengths
- Move to dreaming for the future

PROS

- Builds on strengths
- Leaves participants with potential actions

CONS

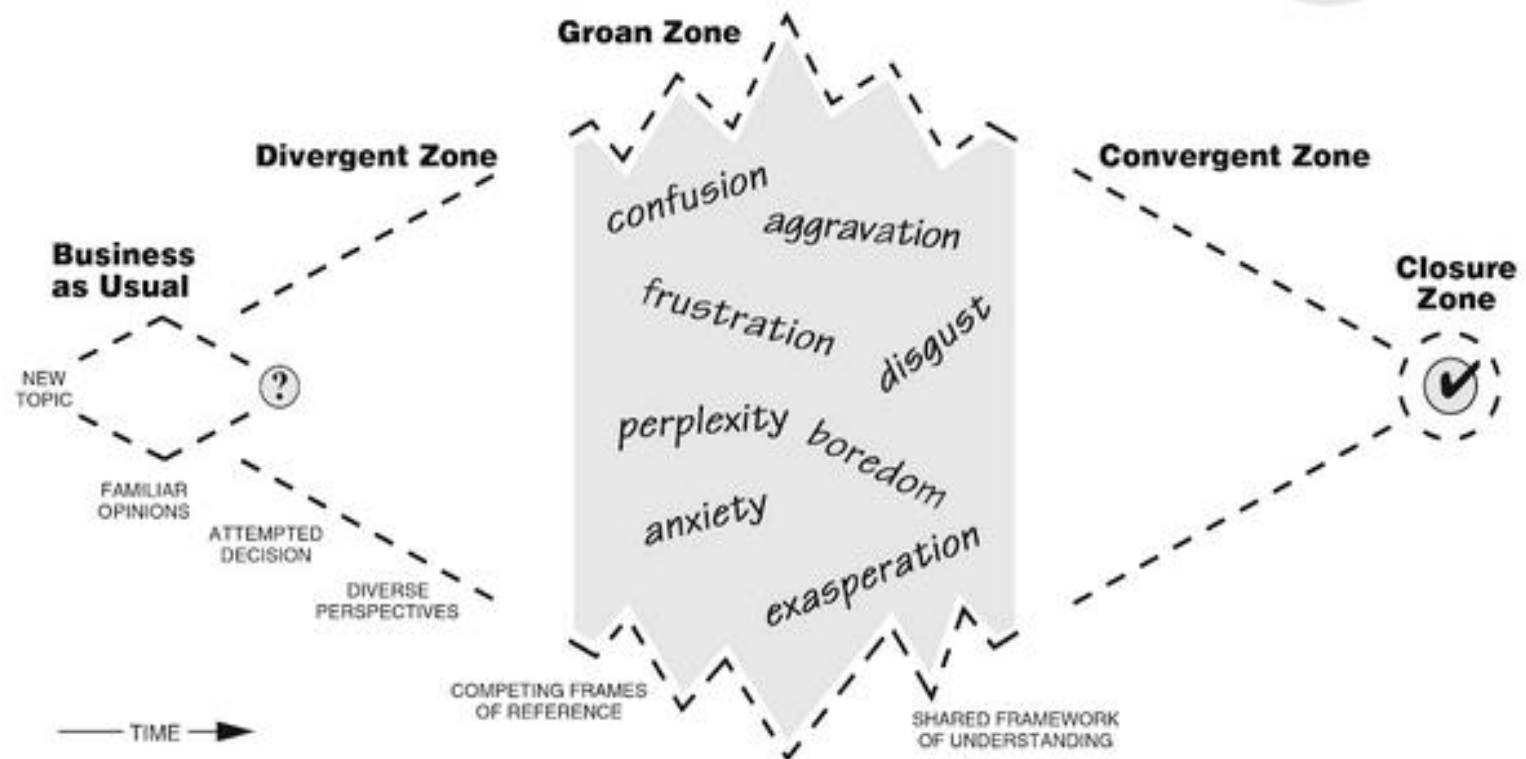
- Can ignore conflict and content of the data
- May not lead to sustained change



Facilitating difficult conversations

FACILITATING SUSTAINABLE AGREEMENTS

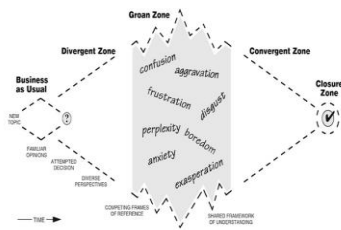
THE AGONY OF
THE GROAN ZONE





Facilitating difficult data conversations

Acknowledge the “groan zone”



- Describe the “groan zone”
- Allow for divergence
- Check for convergence

PROS

- Allows for respectful disagreement
- Draws out conflicts

CONS

- Can be unsatisfying if ideas do not converge

Closing

Lisa Dillman – ldillman@fi.edu

Shannon Davidson – shannon.davidson@educationnorthwest.org

Jennifer Esswein – jennifer.esswein@educationnorthwest.org

Caitlin Scott – caitlin.scott@educationnorthwest.org

