





Project Timeline

Early January 2016	Initial project call - introductions, roles, goals for our work together.
 Early Feb 2016	Review capacity building assessment tools that Public Profit shared with 826MI.
Mid-February	826MI shares examples of current data collection tools with Public Profit.
Late Feb	Public Profit and 826MI consider different options for in-person training for staff, decide on: program quality assessment, focus groups, data-driven planning.
Early March	826MI reviews potential program quality assessments, has many questions.
Mid-March	Follow-up call to discuss pros and cons of available program quality assessments.
 Early April	826MI cross-walks its training agenda with proposed observation tool. Eureka!
Mid-April	Public Profit provides and in-person orientation to the YPQA, the observation tool selected by 826MI.
Late April	826MI staff observe one another using the program quality assessment tool. Share scores with Public Profit.
 Early May	Public Profit trains a small group of 826MI staff and interns on focus groups.
Early June	Public Profit offers a training for 826MI program staff on how to make data-informed quality improvement plans, using their spring peer-to-peer observations.
Late June	826MI and Public Profit share our experiences in evaluation capacity building with staff from national network.
Summer	826MI holds a focus group with current interns. Makes shifts to current model based on focus group, interview and survey data.
Summer	826MI program staff develop SMART goals and work plans for 2016-17 based in part on their peer-to-peer observation results.
 Fall	Updated lesson plan template to assure consistent focus on key quality practices; explore more opportunities for observation and quality coaching.

Evaluator as Coach

Practical Tips for Evaluation Capacity Building

American Evaluation Association Meeting | October 2016

Key Themes & Pro Tips

1. Capacity building is based on relationships

Listen, appreciate, and respond. You are *both* experts.
Acknowledge that this is messy, unclear work; over-communicate!
Reciprocity is key - find early-stage wins.



Pro Tip: Use evaluation capacity assessments to get the conversation started

2. People need to see themselves in the evaluation

Many staff members have valid concerns about how evaluation will affect their programs.
Evaluation tools are an unknown quantity for many program staff; pull back the curtain on how tools are designed.



Pro Tip: Sample writing exercise to help clients identify their evaluation goals

3. Evaluation trainings should be awesome

Training itself should build enthusiasm, interest.
Focus on a few ideas at a time.



Pro Tip: Build interactivity, relevance into evaluation trainings

4. Plan for what's next

“Enter with a map of what will happen and exit with a map for what's next.”



Pro Tip: Build evaluation strategies into the life of the team