

# **Evaluation NEEDS ASSESSMENT**

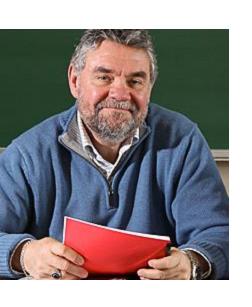
We need a **description** of what is happening

an intervention for correction

empirically-based theories

# **Evaluation NEEDS ASSESSMENT**

We need to move beyond the relatively weak theoretical musings and anecdotal reports of practice. We need to add to the empirical knowledge base...to extend our theories and guides on practice. ""



# **Evaluation NEEDS ASSESSMENT**

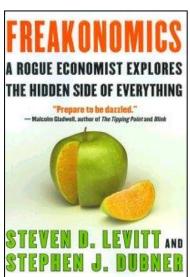
There are **telling gaps** in our collective understanding of evaluation practitioners... ??



## Context of EVALUATION TODAY

Public interest in numbers facts & truth accountability **impact** 





the signal and the and the noise and the noise and the noise and the noise why so many and predictions fail—but some don't the noise and the n



### What Is HAPPENING in Evaluation Today?

#### NOT as much as we think

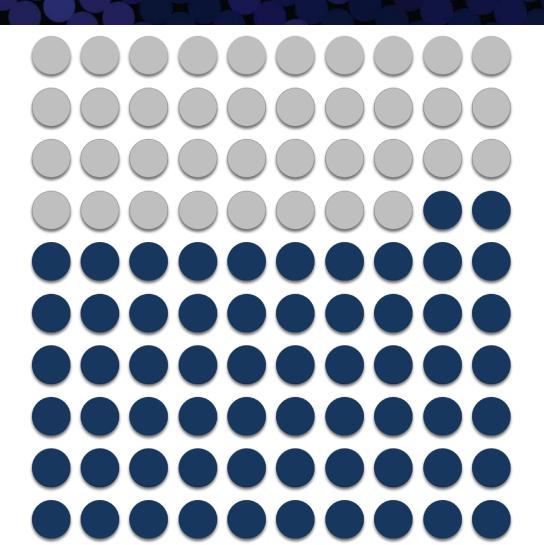


of federal managers report an evaluation



of nonprofits report a basic evaluation

# WHO Does the Evaluation?

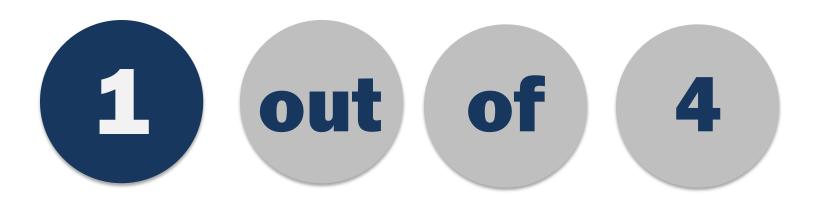




nonprofit eval done by nonprofessional

### BETTER News

## NONPROFIT version



worked with an external evaluator and liked it!

#### **BETTER News**

## FEDERAL version

80% used evaluation

& made program changes to improve performance

## WHO ARE Evaluators Today?

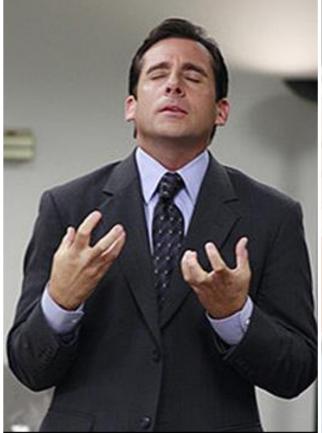


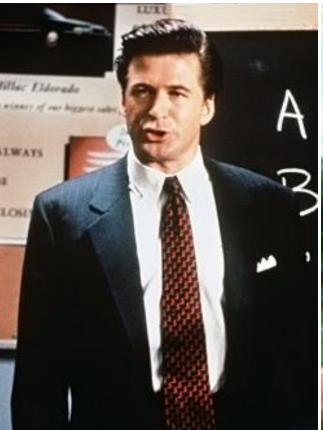
### OTHERS doing evaluation

managers

social science researchers

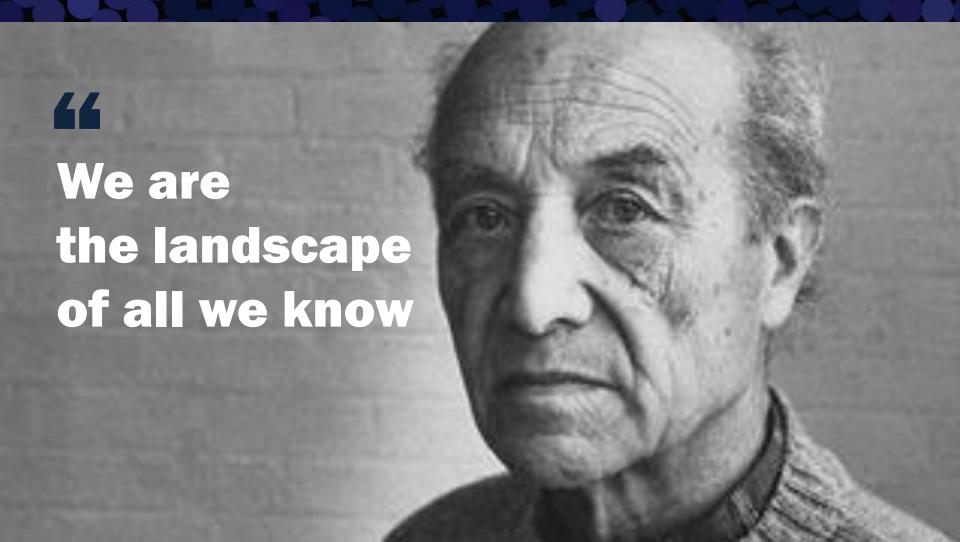
policy analysts







#### Isamu Noguchi



# How Does Our Discipline AFFECT US?

theories we consider

methodologies

What we think about

units of analysis

# Consulting Professions LIKE OURS



Advancing the Practice and Theory of OD







INTERNATIONAL ASSOCIATION
OF FACILITATORS

American Accounting Association

Thought Leaders in Accounting

#### **COMPETITORS or ALLIES?**

Ethnocentrism of disciplines

## Campbell's Fish scale model

Monodisciplinary



Multidisciplinary



Interdisciplinary





# WHAT Do We Share & Learn?

theories methodologies other social findings sciences evaluators practice use consulting working with people

professions

### HOW Do We Learn & Share?

















