

What to Look for in an Evaluator

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Qualifications and Skills

- What is the purpose of the evaluation?
- What do you need to know to make program decisions?
- What skills does your evaluator need?



Finding an Evaluator

- Word of mouth
- University
- Grantee networks
- AEA database
- Put out a RFP



Hiring an Evaluator

- Approaches and experience
- Subject matter expertise
- Work style
- Start time
- Fees and costs



Evaluators can help!

- Program theory is clear and logical
- Program outcomes/indicators and goals are clearly stated
- Objectives/indicators are specific, measurable, achievable, realistic, and timely
- Program activities support the “theory” of the program



- Program uses objective data to determine how the program is progressing
- Outcomes/indicators that are related to program activities are actually being measured
- Program staff uses evaluation results to make quality decisions about the program
- Multiple types of feedback are gathered about the program



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- Evaluation data can be “triangulated” (multiple tools measure the same outcomes)
- Feedback includes quotes or “stories” you can use to illustrate your program’s effects
- Data includes sufficient demographic and other metrics
- Information is gathered from various stakeholders about the program



- Feedback from program participants tells you if the current program is meeting their needs
- Feedback from program participants shapes future programs
- Collecting and analyzing evaluation data is streamlined and all the data collected is used for a purpose
- Evaluation process might reveal any “unanticipated outcomes” of the program



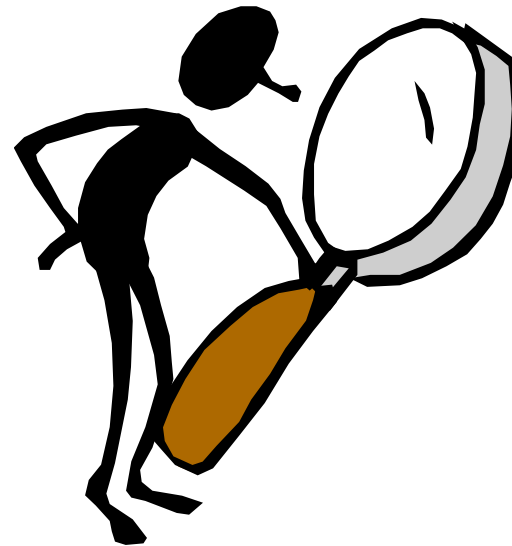
- Results of program success is “share-able” with funders and other stakeholders
- Evaluation may provide “proof or evidence” the program is working (for use with funders, other agencies, etc.)



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Good luck!



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Process of an Evaluation

