

Learning, Leading, Changing

What is the NCWWI evaluation plan?

Strong evaluation is a fundamental cornerstone of all of NCWWI services and activities. We believe that one of the roles of the evaluation is to shine a lens on the implementation process and provide ongoing feedback to the project team and stakeholders throughout the project, so that the team can be nimble and flexible in making mid-course corrections as needed. The other purpose of the evaluation is to ensure that all NCWWI activities are outcome-focused so that we can look at actual changes in individual and agency performance that can ultimately be tied to outcomes for children and families.

What are the benefits of the evaluation?

The participatory collaborative approach ensures that agency stakeholders have a strong voice in the design of the evaluation and interpretation of findings. Moreover, agencies benefit from just-in-time information throughout the project about what is working, and why, and the changes to the workforce that result from the interventions. The evaluation provides a guide for how agencies can utilize data and information from various sources to guide decision-making.

What will the NCWWI evaluation provide?

- Longitudinal assessment of all BSW and MSW stipend students
- Evaluation of learning and transfer of learning, and implementation of Change Initiatives for all participants of the LAMM and LAS
- Evaluation of the implementation and agency outcomes of Change Initiatives of the LADD participants
- Comprehensive 360 Leadership Assessments for LADD participants and select LAMM and LAS participants
- Comprehensive Organizational Health Assessments for agencies participating in the Organizational Interventions
- Process and outcome evaluation of the Organizational Interventions to look at agency readiness for change and workforce outcomes

What are the responsibilities of the university and agency partners?

- High level commitment and support from agency leadership for evaluation
- Consistent participation of all levels of staff in evaluation activities
- Commitment of staff time to participate in evaluation activities
- Collection and sharing administrative outcome data and data reports, including HR workforce data
- Commitment to attending to the results and using findings in practice
- Helping to ensure the confidentiality of all participants' data.

