Mission Results in Transformative Evaluation

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Transformative Evaluation goes beyond examining evidence about results related to program goals and objectives.
Program Integrity

- Are program design and implementation consistent with organization mission?
- Compare description of program plan with mission statement and supporting documents.
- Compare program activity reports for the evaluation period with vision, mission and values.
Vision Outcomes

- Are program outcomes consistent with mission vision?
- Rate each outcome using a matrix of envisioned outcomes as stated by all stakeholder groups. (The next slides describe an example of such a rating process.)
Stakeholder Rating Exercise

1. Each stakeholder group prepares a list ideal program outcomes that are evidence that mission is being achieved.
2. The groups of ideal outcomes are compiled into one list without editing any of the statements.
3. This list is formatted as Likert-like items with 1-5 ratings as shown in the next slide.
Stakeholder Rating Exercise (2) Likert-like Item Format

- Example program outcome: Twenty families that had poor shelters now have sturdy shelters with good floors, roofs, doors and windows.
- Example ideal outcome: Community residents make sure that basic needs of all in the community are met.

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<td>The outcome is strongly not consistent with this aspect of our vision</td>
<td>The outcome is not consistent with this aspect of our vision</td>
<td>The outcome does not inform us about achieving this aspect of our mission</td>
<td>The outcome is consistent with this aspect of our vision</td>
<td>The outcome is strongly consistent with this aspect of our vision</td>
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Development Agent Lifestyle

- What characteristics of agents are described by program participants as most important? To what degree are these characteristics consistent with transformational development theory of change?

- Interview participants with open-ended conversation topics.

- Use a Likert-type instrument with participants to document strengths and weaknesses of agents. Another possibility is to use an appropriate set of rubrics.
Development Agent Spirituality

- To what extent do agents nourish their spiritual development?
- Interview development agents.
May your knowledge and skills assist aligning projects with agency mission.
For further information…

- See posts at www.EvalFrank.com, especially the other five TE orientation slide presentations.