

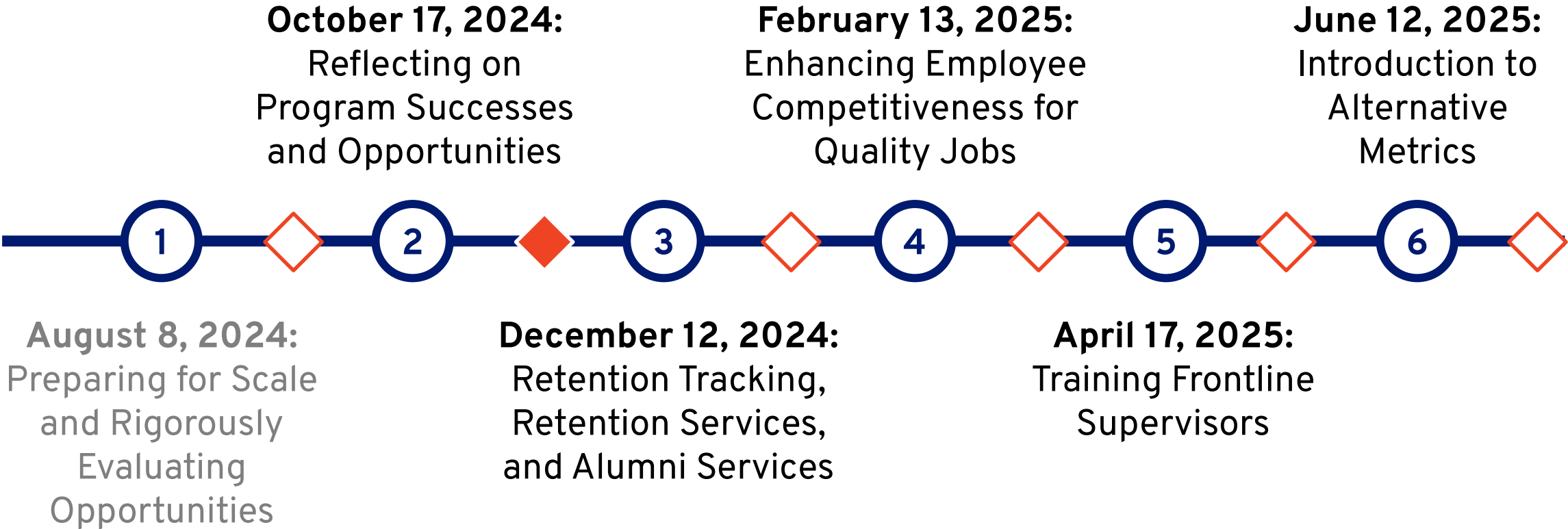


Coaching on Program Successes and Opportunities

Economic Mobility - Program Scaling and Expansion



Economic Mobility Program Scaling and Expansion



 **Today's Optional Coaching Sessions**



Community Standards

- **Stay engaged**
- **Listen to understand**
- **Take space, make space**
- **Nobody knows everything, but together we know a lot**
- **Challenge assumptions**
- **Expect and accept non-closure**
- **Center Participant Workers**
- **Embrace Diversity in All of its Forms**
- **Create a Safer Space for Sharing / Refrain from Attribution**

Introductions



Renee Martin
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VP of Consulting,
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Jamie Stark
Manager
Relationship Manager



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Sr. Manager
Capacity Building

Coaching Session Agenda & Objectives

AGENDA:

Pulse Check

Best Practices in Program Evaluation

Review Program Assessment Tools

Reflections on Commitments

Break out #1: Identifying & Overcoming Obstacles

Break out # 2: Following through on Commitments

OBJECTIVES:

- Understand Best Practices in Program Evaluation
- Review Program Assessment Tools
- Peer sharing around enhancing program assessment practices at your organization
- Reflection and implementation planning

Pulse Check



Best Practices in Program Evaluation

- *Commit to Regular Recurring Cadence*^{6.}
- *Engage Key Stakeholders*
- *Ensure Ethical Evaluation Processes*
- *Develop a Theory of Change or Logic Model*
- *Establish Consistent Metrics*

Best Practices in Program Evaluation

- *Choose Appropriate Evaluation Methods*⁶
- *Collect Consistent and Reliable Data*
- *Analyze and Interpret Data*
- *Share Findings*
- *Use for Continuous Improvement*



Reviewing the Program Assessment Tool

1. Standard Industry Metrics
2. Participant Worker Experience
3. Organizational Culture & Equity
4. Partnerships & Recognition

Strength or Opportunity?

Assessment In Action: SWOT

Strengths

- Characteristics of the business or program that give it an advantage over others. Assets.

Weaknesses

- Characteristics that place the business or project at a disadvantage relative to others.

Opportunities

- Elements in the environment that the business or project could exploit to its advantage.

Threats

- Elements in the environment that could cause trouble for the business or project.

Assessment In Action: SOAR

Strengths

- What can we build on?

Opportunities

- How do our stakeholders want us to grow?

Aspirations

- What do we care deeply about?

Results

- How do we know we are succeeding?

Examples of Commitments Made

- Become more disciplined and **formalize evaluation efforts** at **regular prescribed intervals**
- **Include broader set of stakeholders for feedback:** More than just participants, include staff, partners, etc.
- **Broaden time frame:** Post hire
- **Simplify and use tools to support your efforts:** Texting participants and payroll tools to deploy short surveys
- **Follow Through:** Close the loop with those who provide feedback, take action
- **Leverage Peers & Best Practices:** Connect with peer orgs on how to approach areas of opportunity, share best practices
- **Socialize:** Sharing info about evaluation **with all teams**



Independent Reflection on Commitments

What commitment have you or would you like to make regarding program evaluation?

What progress, if any, have you made?

Break Out #1: Overcoming Obstacles

What are the biggest obstacles you encounter in program evaluation efforts?

What strategies have you used to overcome challenges in evaluation processes?



Break Out #2 : Following Through

What are some specific steps you can take to implement program evaluation best practices in your organization?

What resources would you need to start implementing these practices?

Who would need to be involved, and how can you get their buy-in?

What are some reasonable next steps you can commit to?



Feedback Survey

Please take a few minutes to fill out our Survey on this session.

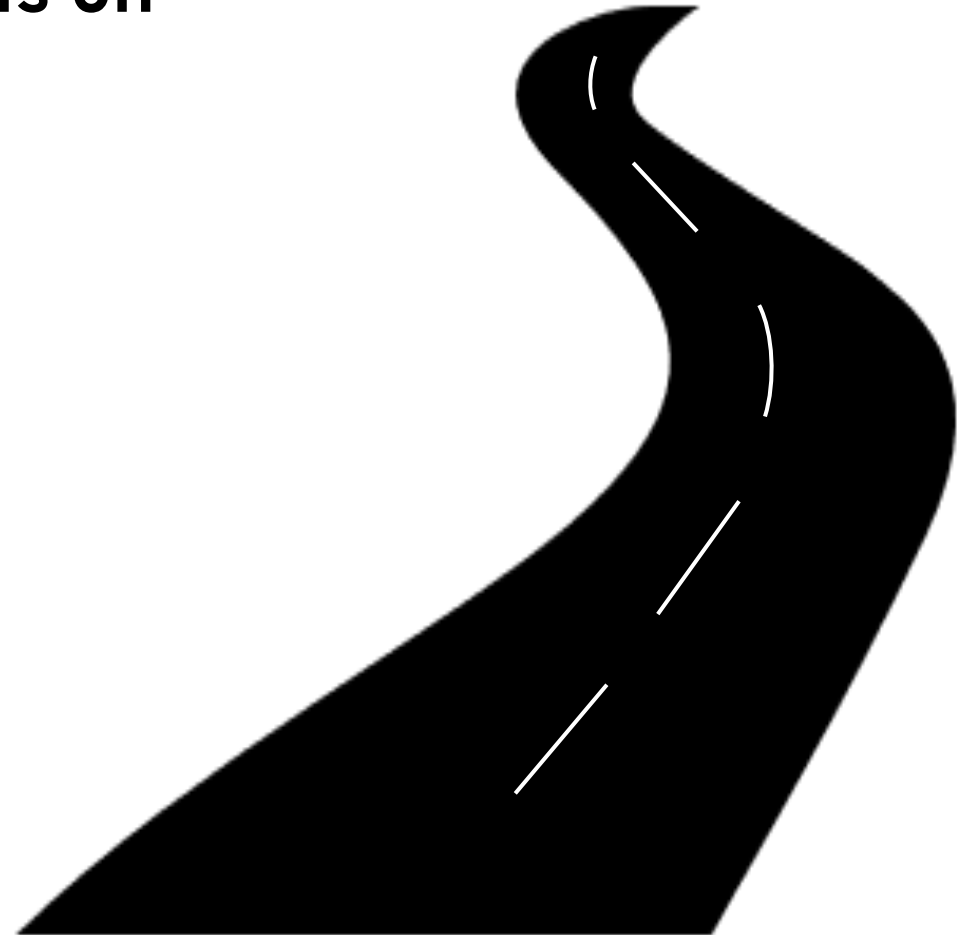
<https://bit.ly/EMTScaleAll>

This feedback helps us improve your experience and plan adjustments to make moving forward.



What's next?

- **Next session will be virtual and is on Thursday December 12th from 11am-12:30pm PST**





Thank you!

