EVALUATION - TELL US WHAT YOU WANT TO LEARN

1 | Did we do what we planned?

- Implementation
- Examples:
  - Who and how many people participated?
  - To what degree did people participate or engage in activities?
  - Did people complete the program?
  - Was the model implemented as intended?
- Common tools include attendance and coaching logs, fidelity checklists, and HR records.

2 | What is working, and what should we change?

- Formative learning
- Examples:
  - What are participants experiencing?
  - Are they satisfied with their experience?
  - Do they feel they've increased their knowledge or skills?
  - What could be improved during implementation?
- Common tools include pre-and-post tests, observations, surveys, and focus groups.

3 | What changed as a result, and how do we know if we are on the right track?

- Outcomes and impact measured by standardized tools or workforce measures
- Examples:
  - Did teacher practices or classroom environments change?
  - Did children's outcomes improve?
  - Did workforce retention improve?
  - Did the system change in meaningful ways?
  - Has workforce retention improved?
- Common tools include classroom or teacher assessments (e.g., CLASS, ECERS, ELLCO), child assessments (e.g., ASQ, TS GOLD, Brigance), system measures, and workforce retention.

During the due diligence process, we will work with you to identify a small set of useful metrics—typically no more than ten—that your team will use to track progress and learning. A small number of useful measures is more valuable to us than a long list of measures that no one uses.