



Building Evaluation Capacity: 72 Activities for Teaching and Training

By Hallie S. Preskill, Darlene Russ-Eft

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Building Evaluation Capacity provides 72 activities for learning how to design and conduct evaluation studies. These activities address the entire evaluation process. Each activity includes an overview, instructional objectives, time estimates, materials needed, handouts, and procedures for effectively using the activity, whether there are a few participants or an unlimited number in small groups. To help the reader locate specific kinds of activities, the book includes a chart that names the activity, the time needed to implement the activity, and whether background information or knowledge is required prior to implementing the activity. The book also includes several strategies for forming groups and a glossary of instructional strategies.

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Editorial Review

Review

“Evaluative thinking is an acquired competence, not at all natural. This book offers the best and most comprehensive materials and exercises available for evaluation teaching and training. Students need practice to develop evaluation skills. These exercises provide opportunities to practice. Stakeholders need to learn to think evaluatively to participate meaningfully in evaluations. Every evaluation is therefore also a teaching opportunity and these materials facilitate the essential understandings needed to engage stakeholders. At the essence of all 72 activities presented by Preskill and Russ-Eft, from understanding different types of evaluation to making methods choices and analyzing data, is the challenge of thinking evaluatively. This book is a tremendous contribution to the profession.” (Michael Quinn Patton)

“This book is an excellent resource for classroom and field instruction as well as professional development.” (Katherine Ryan)

“Finally, here is a book that goes beyond the theory of evaluation, or the question of what evaluation entails. Instead, it provides hundreds of practical approaches to actually do it. Beyond being all you wanted to know but were afraid to ask, this answers questions most of us have never thought about. It is a remarkable gift to our profession.” (John H. Zenger)

About the Author

Hallie Preskill, PhD. is a Managing Director with FSG, a global nonprofit strategy, evaluation, and research consulting firm (since 2009), and leads the firm’s Strategic Learning and Evaluation practice. In her role as a senior advisor, she works on a wide variety of evaluation and learning projects. Sample clients include the Kresge Foundation, MasterCard Foundation, Knight Foundation, The California Endowment, Missouri Foundation for Health, Norlien Foundation, Packard Foundation, Northwest Area Foundation, Blue Shield of CA Foundation, Robert Wood Johnson Foundation, the Bill and Melinda Gates Foundation, and the W.K. Kellogg Foundation. She has helped evaluate a wide range of initiatives and programs related to community information needs, substance abuse, early learning, poverty, arts and culture, teacher professional development, domestic and sexual violence, economic development, youth and education, and healthcare.

Prior to joining FSG, Hallie spent more than 20 years in academia, teaching graduate level courses in program evaluation, training design and development, organizational learning, appreciative inquiry and consulting. Her research has focused on evaluation capacity building, transfer of learning/training, evaluation use, and evaluation as a catalyst for individual, team, and organizational learning. Hallie’s other books include: *Reframing Evaluation through Appreciative Inquiry* (2006, with T. Catsambas), *Evaluation in Organizations: A Systematic Approach to Enhancing Learning, Performance & Change* (2001, 2009, with D. Russ-Eft), *Evaluation Strategies for Effective Strategies for Communicating and Reporting* (2005, with R. T. Torres and M. Piontek), and *Evaluative Inquiry for Learning in Organizations* (1999, with R. T. Torres), and *Becoming the Change: What One Organization Working To Transform Educational Systems Learned About Team Learning and Change* (2011, with R. Babiera).

Hallie was the 2007 President of the American Evaluation Association. She received the American Evaluation Association’s Alva and Gunnar Myrdal Award for Outstanding Professional Practice in 2002 and the University of Illinois Distinguished Alumni Award in 2004. Hallie holds a PhD from University of

Illinois at Urbana-Champaign.

Darlene Russ-Eft, PhD, is Professor and Discipline Liaison of Adult Education and Higher Education Leadership in the College of Education at Oregon State University. She is also a principal in zmresearch, an evaluation and research group focused on human resource development in organizations, and she has served as a faculty member of the Evaluators' Institute. She is the former director of Research at AchieveGlobal, Inc. (one of the largest training and consulting firms) and the former director of Research Services at Zenger-Miller (a training firm focused on leadership). She is coauthor of *A Practical Guide to Needs Assessment* (2007, 2014, with C. Sleezer and K. Gupta), *Evaluator Competencies: Standards for the Practice of Evaluation in Organizations* (2008, with M. Bober, M. Foxon, I. de la Teja, and T. A. Koszalka), *Evaluator Competency Fieldbook* (2014, with T. A. Koszalka and C. Sleezer), *Evaluation in Organizations: A Systematic Approach to Enhancing Learning, Performance, and Change* (2001, 2009, with H. Preskill), *Instructional Designer Competencies: The Standards* (2014, with T. A. Koszalka and R. Reisser), and *Everyone a Leader: A Grassroots Model for the New Workplace* (1999, with H. Bergman & K. Hurson). She is coeditor of *What Works: Assessment, Development, and Measurement* and *What Works: Training and Development* (with L. J. Bassi) and *Human Resource Development Review* (with H. Preskill & C. Sleezer).

Darlene was the President of the Academy of Human Resource Development (AHRD) from 2010 to 2012, and she has served as a director for the International Board of Standards for Training, Performance, and Instruction from 2004 to 2014. She has served as the chair of the Research Committee of the American Society for Training and Development (ASTD), as a member of the board of the American Evaluation Association, and as Vice President for Research for AHRD. Dr. Russ-Eft has served as editor of *Human Resource Development Quarterly*, a refereed journal of AHRD. She received the 1996 Times Mirror Editor of the Year Award for her research work, the AHRD Outstanding Scholar Award in 2000, and the Distinguished Service Award from AHRD. For more than 20 years, she has consulted in the areas of program evaluation, research design, and training and development and has conducted evaluations in corporate, government, health care, nonprofit, educational, and community-based organizations.

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