



# Evaluation Strategies for Communicating and Reporting

2nd Edition

ENHANCING LEARNING  
IN ORGANIZATIONS

ROSALIE T. TORRES  
HALLIE PRESKILL  
MARY E. PIONTEK

# Evaluation Strategies For Communicating And Reporting Enhancing Learning In Organizations

**Hallie Preskill, Darlene F. Russ-Eft**



## **Evaluation Strategies For Communicating And Reporting Enhancing Learning In Organizations:**

**Evaluation Strategies for Communicating and Reporting** Rosalie T. Torres, Hallie Preskill, Mary E.

Piontek, 2004-12-15 Rosalie Torres Hallie Preskill and Mary Piontek have furnished a text that is not only thorough but also easily accessible to both the beginner and the experienced practitioner alike Not only are they masters at writing with jargon free clarity what they have to say demonstrates their apparent underlying methodological grasp of the field They have succeeded in practicing what they preach John Scougall Western Australia Institute for Sustainable Technology and Policy at Murdoch University This is a book that addresses some of the overlooked taken for granted aspects involved with the planning conducting and reporting of good evaluation This book helps evaluators improve the utilization of evaluation results by using an ongoing integrative collaborative learning approach with project stakeholders Through the use of collaborative techniques and emphasis on various communicating and reporting formats evaluators gain knowledge and skills that will assist them in helping organizations learn grow and improve Steven R Aragon Human Resource Education University of Illinois at Urbana Champaign This is among the most thorough and practically applicable texts written about communicating and reporting evaluation findings The additions of the new sections in this edition reflect the changing nature of work related communication in general of which evaluators need to be aware and take advantage This is a significant contribution to our practice Jennifer Martineau Center for Creative Leadership Do your communicating and reporting strategies seem outdated Are you looking for ways to communicate more effectively The Second Edition of Evaluation Strategies for Communicating and Reporting Enhancing Learning in Organizations helps full time evaluators and those with evaluation responsibilities successfully plan conduct communicate and report the findings of evaluations using creative techniques This comprehensive book is designed to help evaluators facilitate understanding learning and evaluation use among individuals groups and organizations by communicating and reporting more effectively It guides the reader through the phases of an evaluation from early planning stages through the final reporting and follow up Evaluation Strategies for Communicating and Reporting has been thoroughly revised and updated creating 75% new material and 34 new case examples The Second Edition provides worksheets and instructions for creating a detailed communicating and reporting plan based on audience needs and characteristics Authors Rosalie T Torres Hallie Preskill and Mary E Piontek cover advances in technology including Web site communications Web and videoconferencing and Internet chat rooms Also mentioned are several additional topics for consideration including communicating and reporting for diverse audiences and for multi site evaluations This book is intended for graduate program evaluation students in departments of education public policy and organizational studies Managers researchers practitioners and anyone responsible for designing conducting or managing evaluations will find this book invaluable New to this Edition New creative coverage of communicating and reporting techniques by way of photography cartoons poetry and drama in formative evaluations New coverage of how to communicate evaluation processes

and interim findings to stakeholders during the evaluation New coverage of the use of technology in communicating and reporting evaluations illustrated with examples and complimented by guidelines tips and cautions for using these high tech formats Actual examples from well known evaluators that illustrate various communicating and reporting techniques A recap of how the latest information on learning processes mediates the way that readers and stakeholders assimilate and use information

**Evaluation Strategies for Communicating and Reporting** Rosalie T. Torres, Hallie Preskill, Mary Piontek, 1996-04-12 What communicating and reporting strategies best serve individual and organizational learning How can these strategies be implemented This book answers these questions by providing a model for doing evaluation in a way that helps individuals and organizations grow and improve It will be invaluable to evaluators in facilitating individual team and organizational learning by communicating and reporting more effectively As well as illustrating the steps to improving communication through all phases of an evaluation from planning to the final report and follow up the book also provides practical tips and useful examples

*Evaluative Inquiry for Learning in Organizations* Hallie Preskill, Rosalie T. Torres, 1998-10-20 How does evaluative inquiry contribute to your organizational learning How do you practice evaluative inquiry to maximize individual and team learning Offering you a way of thinking about and conducting evaluative inquiry in every kind of organization *Evaluative Inquiry for Learning in Organizations* provides a data based approach to organizational learning and change By focusing on the use of evaluative inquiry processes within organizations rather than across large scale multisite programs authors Hallie Preskill and Rosalie T Torres are able to bridge the gap between what research says about individual team and organizational learning and what it says about evaluation The authors lay the foundation and context for evaluative inquiry by including How organizations are changing What it means to learn at the individual team and organizational levels The four learning processes that facilitate evaluative inquiry Through the use of an illustrative case the authors guide you through the three phases of evaluative inquiry from focusing the inquiry to developing action plans Also included are interviews from four different organizations Land O Lakes Colorado Department of Education Ford Motor Company and Presbyterian Hospital and Healthcare Services These interviews allow you to hear how participants perceived and experienced these procedures This exciting volume concludes with additional considerations when practicing evaluative inquiry including an exploration of the evaluator s role and challenges to implementing evaluative inquiry in today s organizations Written for evaluators managers consultants and trainers *Evaluative Inquiry for Learning in Organizations* shows you how to integrate evaluative inquiry into your organization s work processes so that its members are better able to make their organizations successful

*Evaluation Strategies for Communicating and Reporting* Rosalie T. Torres, Hallie Preskill, Mary E. Piontek, 2005 Rosalie Torres Hallie Preskill and Mary Piontek have furnished a text that is not only thorough but also easily accessible to both the beginner and the experienced practitioner alike Not only are they masters at writing with jargon free clarity what they have to say demonstrates their apparent underlying methodological grasp of the field They

have succeeded in practicing what they preach John Scougall Western Australia Institute for Sustainable Technology and Policy at Murdoch University This is a book that addresses some of the overlooked taken for granted aspects involved with the planning conducting and reporting of good evaluation This book helps evaluators improve the utilization of evaluation results by using an ongoing integrative collaborative learning approach with project stakeholders Through the use of collaborative techniques and emphasis on various communicating and reporting formats evaluators gain knowledge and skills that will assist them in helping organizations learn grow and improve Steven R Aragon Human Resource Education University of Illinois at Urbana Champaign This is among the most thorough and practically applicable texts written about communicating and reporting evaluation findings The additions of the new sections in this edition reflect the changing nature of work related communication in general of which evaluators need to be aware and take advantage This is a significant contribution to our practice Jennifer Martineau Center for Creative Leadership Do your communicating and reporting strategies seem outdated Are you looking for ways to communicate more effectively The Second Edition of Evaluation Strategies for Communicating and Reporting Enhancing Learning in Organizations helps full time evaluators and those with evaluation responsibilities successfully plan conduct communicate and report the findings of evaluations using creative techniques This comprehensive book is designed to help evaluators facilitate understanding learning and evaluation use among individuals groups and organizations by communicating and reporting more effectively It guides the reader through the phases of an evaluation from early planning stages through the final reporting and follow up Evaluation Strategies for Communicating and Reporting has been thoroughly revised and updated creating 75% new material and 34 new case examples The Second Edition provides worksheets and instructions for creating a detailed communicating and reporting plan based on audience needs and characteristics Authors Rosalie T Torres Hallie Preskill and Mary E Piontek cover advances in technology including Web site communications Web and videoconferencing and Internet chat rooms Also mentioned are several additional topics for consideration including communicating and reporting for diverse audiences and for multi site evaluations This book is intended for graduate program evaluation students in departments of education public policy and organizational studies Managers researchers practitioners and anyone responsible for designing conducting or managing evaluations will find this book invaluable New to this Edition New creative coverage of communicating and reporting techniques by way of photography cartoons poetry and drama in formative evaluations New coverage of how to communicate evaluation processes and interim findings to stakeholders during the evaluation New coverage of the use of technology in communicating and reporting evaluations illustrated with examples and complimented by guidelines tips and cautions for using these high tech formats Actual examples from well known evaluators that illustrate various communicating and reporting techniques A recap of how the latest information on learning processes mediates the way that readers and stakeholders assimilate and use information     *Evaluative Inquiry for Learning in Organizations* Hallie Preskill, Rosalie T.

Torres,1999 How does evaluative inquiry contribute to your organizational learning How do you practice evaluative inquiry to maximize individual and team learning Offering you a way of thinking about and conducting evaluative inquiry in every kind of organization Evaluative Inquiry for Learning in Organizations provides a data based approach to organizational learning and change By focusing on the use of evaluative inquiry processes within organizations rather than across large scale multisite programs authors Hallie Preskill and Rosalie T Torres are able to bridge the gap between what research says about individual team and organizational learning and what it says about evaluation The authors lay the foundation and context for evaluative inquiry by including How organizations are changing What it means to learn at the individual team and organizational levels The four learning processes that facilitate evaluative inquiry Through the use of an illustrative case the authors guide you through the three phases of evaluative inquiry from focusing the inquiry to developing action plans Also included are interviews from four different organizations Land O Lakes Colorado Department of Education Ford Motor Company and Presbyterian Hospital and Healthcare Services These interviews allow you to hear how participants perceived and experienced these procedures This exciting volume concludes with additional considerations when practicing evaluative inquiry including an exploration of the evaluator s role and challenges to implementing evaluative inquiry in today s organizations Written for evaluators managers consultants and trainers Evaluative Inquiry for Learning in Organizations shows you how to integrate evaluative inquiry into your organization s work processes so that its members are better able to make their organizations successful

**The Handbook of Leadership Development Evaluation** Kelly Hannum,Jennifer W. Martineau,Claire Reinelt,2006-11-28 With the increase in the number of organizational leadership development programs there is a pressing need for evaluation to answer important questions improve practice and inform decisions The Handbook is a comprehensive resource filled with examples tools and the most innovative models and approaches designed to evaluate leadership development in a variety of settings It will help you answer the most common questions about leadership

development efforts including What difference does leadership development make What development and support strategies work best to enhance leadership Is the time and money spent on leadership development worthwhile What outcomes can be expected from leadership development How can leadership development efforts be sustained

**Technology Enhanced Learning** Jean-Pierre Courtiat,Costas Davarakis,Thierry Villemur,2006-03-02 Technology Enhanced Learning is an essential reference for both academic and professional researchers in the field of institutional and home education Technology Enhanced Learning TeL has provided tools and infrastructure to education and training disciplines for over a decade The papers presented in this volume cover research issues including pedagogical and evaluation theories integrated learning environments e learning experiments trials and overall results from actual TeL deployment This state of the art volume contains a compilation of select papers presented during the Technology Enhanced Learning TeL workshop co located with the World Computer Congress August 2004 in Toulouse France

**Evaluating Student Learning in Higher Education:**

**Beyond the Public Rhetoric** William H. Rickards, Monica Stitt-Bergh, 2016-09-26 Evaluation has played a fundamental role throughout the history of higher education. It has been key to institutional missions and for accountability concerns for public funding policy and fiscal oversight. In the last 30 years there has been focused attention on the quality of education and student learning. Campuses have stepped up their initiatives to evaluate educational outcomes and communicate these to their constituencies just as regional state and national efforts have emerged regarding assessment of learning outcomes. In this context various methods and approaches to evaluative inquiry have emerged to support efforts to increase the effectiveness and efficiency of instructional practice and curriculum for higher learning. This edition examines perspectives on evaluation studies addressing higher education learning from program to institution based studies and critiques of practice to document successes and identify significant challenges that face evaluators and the collaborating educators in the continuing development of higher education. This examination represents both an investigation into the particular insights that evaluative inquiry contributes to the scholarship and practice of higher education and a reflection on the evaluation expertise that can be applied across contexts of professional practice and program development. This is the 151st issue in the New Directions for Evaluation series from Jossey Bass. It is an official publication of the American Evaluation Association.

**Evaluation In Organizations** Darlene Russ-Eft, Hallie Preskill, Joshua B. Jordan, 2024-07-09 Take control of your resources and get the most out of your work with this helpful guide to organization and productivity. From new product launches to large scale training initiatives organizations need the tools to measure the effectiveness of their programs processes and systems. In the third edition of Evaluation in Organizations learning theory and evaluation experts Darlene Russ Eft Hallie Preskill and Joshua B Jordan integrate the most current research with practical application to provide the definitive resource on organizational evaluation for managers human resource professionals students and teachers. From designing surveys and interviews to analyzing data to communicating results the authors present a systematic and rigorous approach to conducting evaluations and using them to foster learning and enhance performance at all levels. Fully revised and updated to reflect new developments in the field this comprehensive new edition of Evaluation in Organizations is designed to be accessible to as many different learning styles as possible. **Program Evaluation** Emil J.

Posavac, 2015-07-22 Comprehensive yet accessible this text provides a practical introduction to the skills attitudes and methods required to assess the worth and value of human services offered in public and private organizations in a wide range of fields. Students are introduced to the need for such activities the methods for carrying out evaluations and the essential steps in organizing findings into reports. The text focuses on the work of people who are closely associated with the service to be evaluated and is designed to help program planners developers and evaluators to work with program staff members who might be threatened by program evaluation. **Building Evaluation Capacity** Hallie Preskill, Darlene F.

Russ-Eft, 2015-08-14 The Second Edition of Building Evaluation Capacity provides 89 highly structured activities which

require minimal instructor preparation and encourage application based learning of how to design and conduct evaluation studies Ideal for use in program evaluation courses professional development workshops and organization stakeholder trainings authors Hallie Preskill and Darlene Russ Eft cover the entire process of evaluation including understanding what evaluation is the politics and ethics the influence of culture various models approaches and designs data collection and analysis methods communicating and reporting progress and findings and building and sustaining support Each activity includes an overview instructional objectives minimum and maximum number of participants range of time required materials needed primary instructional method and procedures for facilitators to help learners in the most common evaluation practices

**Taking Flight to Literacy and Leadership!** Jacqueline J. Brayman, Maureen A. Grey, 2010-12-16 Taking Flight to Literacy and Leadership provides a powerful model of what works in schools It shows superintendents principals and teachers how to integrate best practices in literacy adult learning and systems thinking using concrete examples from authentic practice Taking Flight to Literacy and Leadership creates a razor sharp focus on instruction and places learning at the center of the effort It brings people together to share what they know and learn collaboratively and provides tools for staff to develop new solutions to difficult problems This book is a guide for Superintendents who want to grow their districts into a healthy vibrant learning organization Principals who seek to engage staff in dynamic job embedded learning about instruction Teachers who hope to influence both classroom and district learning

Program Evaluation John M. Owen, 2006-11-02 Program Evaluation Third Edition provides a conceptual and practical overview of the evaluation process in real world educational organizational and social service settings Using an issues driven perspective Owen helps students and practitioners compare and select from an array of evaluation approaches by providing an original conceptual framework for the five major forms of evaluative inquiry proactive clarificative interactive monitoring and impact

**Evaluability Assessment** Michael S. Trevisan, Tamara M. Walser, 2014-08-06 Evaluability assessment EA can lead to development of sound program theory increased stakeholder involvement and empowerment better understanding of program culture and context enhanced collaboration and communication process and findings use and organizational learning and evaluation capacity building This book provides an up to date treatment of EA clarifies what it actually is and how it can be used demonstrates EA as an approach to evaluative inquiry with multidisciplinary and global appeal and identifies and describes the purposes and benefits to using EA Using case examples contributed by EA practitioners the text illustrates important features of EA use and showcases how EA is used in a variety of disciplines and evaluation contexts This text is appropriate as an instructional text for graduate level evaluation courses and training and as a resource for evaluation practitioners policymakers funding agencies and professional training

*Planning Health Promotion Programs* L. Kay Bartholomew Eldredge, Christine M. Markham, Robert A. C. Ruiter, Maria E. Fernández, Gerjo Kok, Guy S. Parcel, 2016-01-06 The Intervention Mapping bible updated with new theory trends and cases Planning Health Promotion Programs is the bible



of the field guiding students and practitioners through the planning process from a highly practical perspective Using an original framework called Intervention Mapping this book presents a series of steps tasks and processes that help you develop effective health promotion and education programs using a variety of approaches As no single model can accurately predict all health behavior or environmental changes this book shows you how to choose useful theories and integrate constructs from multiple theories to describe health problems and develop appropriate promotion and education solutions This new fourth edition has been streamlined for efficiency with information on the latest theories and trends in public health including competency based training and inter professional education New examples and case studies show you these concepts in action and the companion website provides lecture slides additional case studies and a test bank to bring this book directly into the classroom Health education and health promotion is a central function of many public health roles and new models theories and planning approaches are always emerging This book guides you through the planning process using the latest developments in the field and a practical approach that serves across discipline boundaries Merge multiple theories into a single health education solution Learn the methods and processes of intervention planning Gain a practical understanding of multiple planning approaches Get up to date on the latest theories trends and developments in the field Both academic and practice settings need a realistic planning handbook based on system not prescription Planning Health Promotion Programs is the essential guide to the process equipping you with the knowledge and skills to develop solutions without a one size fits all approach

*International Encyclopedia of Education* ,2009-04-17 The field of education has experienced extraordinary technological societal and institutional change in recent years making it one of the most fascinating yet complex fields of study in social science Unequaled in its combination of authoritative scholarship and comprehensive coverage International Encyclopedia of Education Third Edition succeeds two highly successful previous editions 1985 1994 in aiming to encapsulate research in this vibrant field for the twenty first century reader Under development for five years this work encompasses over 1 000 articles across 24 individual areas of coverage and is expected to become the dominant resource in the field Education is a multidisciplinary and international field drawing on a wide range of social sciences and humanities disciplines and this new edition comprehensively matches this diversity The diverse background and multidisciplinary subject coverage of the Editorial Board ensure a balanced and objective academic framework with 1 500 contributors representing over 100 countries capturing a complete portrait of this evolving field A totally new work revamped with a wholly new editorial board structure and brand new list of meta sections and articles Developed by an international panel of editors and authors drawn from senior academia Web enhanced with supplementary multimedia audio and video files hotlinked to relevant references and sources for further study Incorporates ca 1 350 articles with timely coverage of such topics as technology and learning demography and social change globalization and adult learning to name a few Offers two content delivery options print and online the latter of which provides anytime anywhere

access for multiple users and superior search functionality via ScienceDirect as well as multimedia content including audio and video files

**10 Steps to Creating an Infographic** Stephanie B. Wilkerson, 2023-06-01 This book provides step by step guidance for developing high quality infographics Practical in its approach 10 Steps to Creating an Infographic A Practical Guide for Non designers outlines a user friendly process for developing infographics with a clearly defined purpose and powerful message The book s how to approach makes infographic creation accessible for anyone who doesn t have a background in graphic design or a budget for a graphic designer Author Stephanie B Wilkerson breaks down the complex task into a series of steps and models each step through a book long example of the evolution of an infographic Through this and other examples presented throughout the book readers will learn about infographic best practices and tips as well guidance for avoiding design pitfalls

*Developing Leadership Talent* David Berke, Michael E. Kossler, Michael Wakefield, 2015-08-10 Based on the popular Developing Leadership Talent program offered by the acclaimed Center for Creative Leadership this important resource offers a nuts and bolts framework for putting in place a leadership development system that will attract and retain the best and brightest talent Step by step the authors explain how alignment with strategic goals and organizational purpose and effective developmental experiences are the backbone of a successful leadership program An authoritative and useful book Developing Leadership Talent is an essential tool for any leadership program

*Research Methods for Public Administrators* Gary Rassel, Maureen Berner, Jocelyn DeVance Taliaferro, Elizabethann O'Sullivan, 2016-10-04 Research Methods for Public Administrators introduces students to the methodological tools public administrators and policy analysts use to conduct research in the twenty first century Full of engaging examples and step by step instructions to illustrate common research methods and techniques this book provides future administrators with an unshakeable foundation in model building research design and statistical applications New to the Sixth Edition Sections addressing recent developments in research methods such as Big Data and Exploratory Data Analysis Expanded coverage of digital media including internet surveys and survey data collection by tablet computers Greater focus on qualitative research methods and their strengths and weaknesses relative to quantitative methods Updated study items knowledge questions homework exercises and problem assignments for each chapter

Evaluation Peter H. Rossi, Mark W. Lipsey, Gary T. Henry, 2018-12-06 The long awaited new edition is here Evaluation A Systematic Approach by Peter H Rossi Mark W Lipsey and Gary T Henry is the best selling comprehensive introduction to the field of program evaluation covering the range of evaluation research activities used in appraising the design implementation effectiveness and efficiency of social programs Evaluation domains are presented in a coherent framework that not only explores each but recognizes their interrelationships their role in improving social programs and the outcomes they are designed to affect and their embeddedness in social and political context Relied on as the gold standard by professors students and practitioners for 40 years the new Eighth Edition includes a new practical chapter on planning an evaluation entirely new examples throughout

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