

Washington State Leadership Academy

Evaluation Plan



Evaluation Purpose

- To provide formative feedback to guide program development
- To track progress
- To provide data for program advocacy

Evaluation Design

- The evaluation utilizes a multiple measures, mixed methods approach that is designed to be formative in nature. The evaluation is designed around gathering evidence of *implementation* as well as evidence of *impact* related to project goals.

Phases

- Year 1 (Research & Development)
- Year 2 (Program Pilot)
- Year 3 (Full Implementation)

The goal in Year 3 is to draw a connection between program (treatment) and impact. We will determine if there is a change in leaders' attitudes (survey) and practices (interviews) over time and if these conditions have any relationship to school level student achievement (WASL).

Year 1 Research and Development

- ***Evaluation Activities***
 - ***Committee and Program Process Notes***
 - ***General Data Collection and Analysis***
 - ***Program Meetings***

Year 2 - Program Pilot

- **Document Collection and Analysis**
- **Program Focus Groups and Interviews (Ongoing)**
 - Meetings with program staff
 - Interviews/focus groups with coaches
- **Academy In-Service Feedback**
 - Code and Analyze evaluations collected during professional development training
- **Pre/Post Surveys (November)**
 - District Leaders
 - Teachers (Random Sample of 5 per school)
 - Coaches
- **Interviews and focus group (February)**
 - **District leaders**
 - **School leaders**
 - **Teachers (Sample of Convenience)**
 - We will record interviews to track changes overtime using NVIVO
- **Attendance at Academy Activities**
 - Document nature of support
 - We will attend at least one meeting per region
- **Achievement Scores**
 - WASL results/End of Course exams

Year 3 – Full Implementation

- **Document Collection and Analysis**
- **Program Focus Groups and Interviews (Ongoing)**
 - Meetings with program staff
 - Interviews/focus groups with coaches
- **Academy In-Service Feedback**
 - Code and Analyze evaluations collected during professional development training
- **Pre/Post Surveys (Date TBD)**
 - District Leaders
 - Teachers (Random Sample of 5 per school)
 - Coaches
- **Interviews and focus group (Date TBD)**
 - **District leaders**
 - **School leaders**
 - **Teachers (Sample of Convenience)**
 - We will record interviews to track changes overtime using NVIVO
- **Attendance at Academy Activities**
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Deliverables

- Year 1 Report – December 1, 2008
- Year 2 Report – June 30, 2009
- Year 3 Progress Report – December 1, 2009
- Year 3 Synthesis Report – July 31, 2010