

2022 EvaluATE Biennial External Evaluation Survey (BEES) Results

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Background

EvaluATE harnesses the evaluation expertise of the ATE community to achieve its mission “to strengthen the program’s evaluation knowledge base, expand the use of exemplary evaluation practices, and support the continuous improvement of technician education throughout the nation.”

Because EvaluATE is involved in advancing evaluation practice, the project is intimately involved in the evaluation of its own work, but also recognizes the necessity and value of working with an external evaluator. As such, The Rucks Group has been working with EvaluATE since 2012 and has conducted a survey among those who attend and use EvaluATE’s services every two years from 2012 to 2022, referred to as the Biennial External Evaluation Survey (BEES). The survey is specifically designed to capture data related to the evaluation questions below, a subset of which is based on the Kirkpatrick Model¹ which is a four-level framework for evaluating training effectiveness by assessing participants’ reactions, learning outcomes, behavioral changes, and overall impact on organizational performance.

1. To what extent has EvaluATE engaged its intended and other audiences? (Engagement)
2. To what extent are EvaluATE’s users satisfied with EvaluATE’s activities and resources? (Satisfaction)
3. To what extent has EvaluATE’s work led to improvements in the ATE program’s overall evaluation capacity by improving knowledge of - and attitudes toward - evaluation among evaluators/PIs/project staff? (Learning)
4. To what extent has EvaluATE’s work led to improvements in the ATE program’s overall evaluation capacity by prompting evaluators/PIs/project staff to modify their evaluation practices? (Application)
5. To what extent has EvaluATE contributed to improvements of evaluation quality in the ATE program? (Impact)

This summary report presents the descriptive results from the 2022 administration of the BEES. The findings will be reviewed with EvaluATE as they relate to the above research questions and will serve as a basis for discussing potential changes to EvaluATE’s activities and efforts moving forward.

Survey and Data Collection

The 2022 BEES instrument included items to capture the following: demographic information regarding the respondents (e.g., employment area and role on ATE project); respondents’ use and opinions of EvaluATE’s resources; what they have learned from EvaluATE; actions they attribute to information received from EvaluATE; and EvaluATE’s influence on the quality of their evaluations. A copy of the 2022 survey items is provided in Appendix A.

The Rucks Group administered a web-based survey over three weeks starting October 17, 2022. Survey recipients included individuals in EvaluATE’s contact database who – at some point over the prior four years – had been associated with an active ATE grant or had attended an EvaluATE workshop or webinar. Each of these 2,943 individuals received a survey invitation that included the survey link, a brief description of the survey’s purpose, assurances of confidentiality, and notification that no personally identifiable information will be shared with EvaluATE personnel.

¹ Kirkpatrick, D.L. (1976) Evaluation of Training. In: Craig, R.L., Ed., Training and Development Handbook: A Guide to Human Resource Development, McGraw Hill, New York.

Response Rate

The overall response rate to the survey was 10%. This response rate includes everyone who was included in the original sampling frame, regardless of whether they are engaged in the ATE program. The figure below shows the total number of individuals who responded to the survey split by ATE involvement. It also shows the number of respondents who were routed out of the survey because they responded "no" or "unsure" to the question, "Have you ever visited EvaluATE's website or sought out information from EvaluATE?" This item was included to reduce subsequent item non-response rates.²

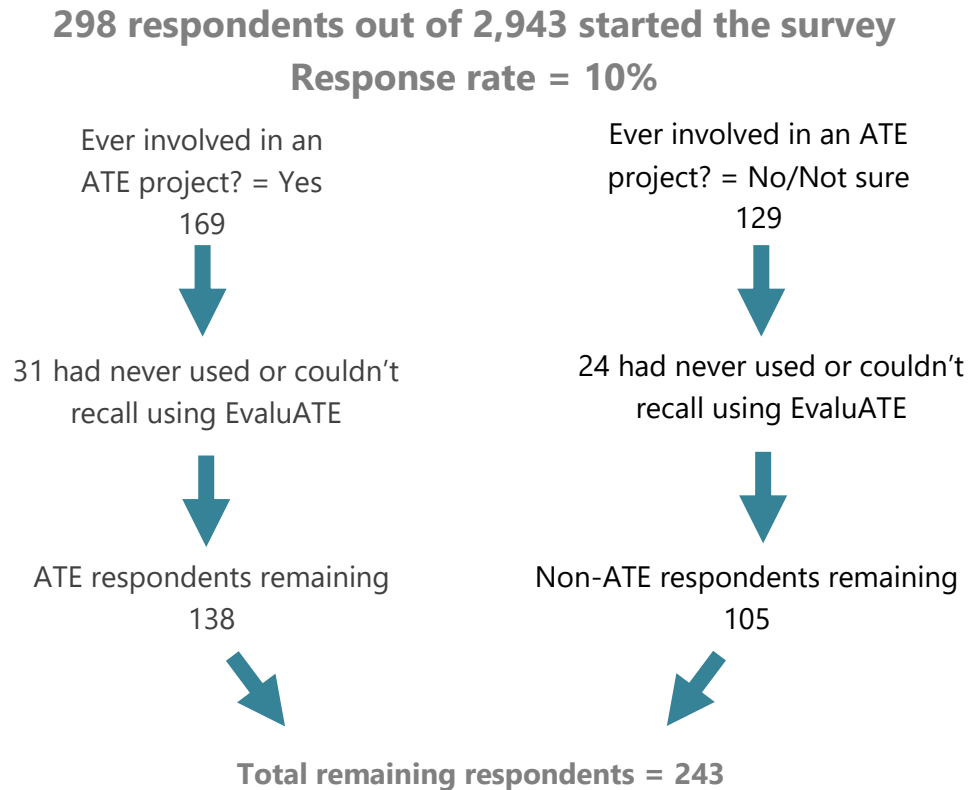


Figure 1. Shows the total number of individuals who responded to the survey split by ATE participation and the number from each group who were routed-out of the survey because they had never visited EvaluATE's website or sought information from EvaluATE at any point.

The ATE program-affiliated evaluators had a response rate of 28%, determined by the 41 ATE evaluators in the sample population while the response rate for ATE-funded PIs was 18%, based on the 354 ATE-funded PIs included in the sample population.

² Respondents in prior years had written comments indicating that they could not recall ever using EvaluATE or did not know why they had been asked to participate and then skipped questions or quit the survey. It is possible that some individuals have been mistakenly included on the initial list or might not remember participating in an EvaluATE event, particularly if their participation was several years prior.

Distribution of Respondents by ATE Involvement and Role

57% of respondents were involved in an ATE project or proposal in some way

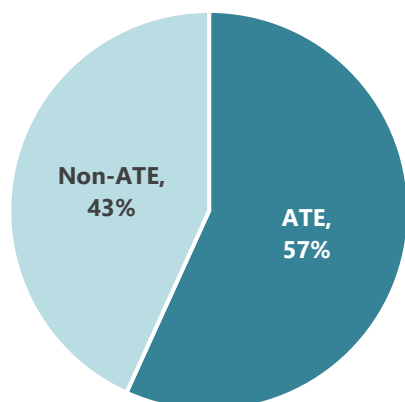


Figure 2. Percentage of respondents who reported being involved in an ATE project or proposal (n=243)

Role	ATE Respondents
Principal investigator (PI)	36%
Evaluator	25%
Co-PI	20%
Grant specialist	11%
Project staff (e.g., manager/coordinator)	4%
College administrator (e.g., dept. chair)	2%
Other	2%

Table 1. Respondents' primary ATE roles (n=138). Respondents in the "other" category reported roles in consulting and advisory committees.

Employment	ATE (n=138)	Non-ATE (n=105)	All respondents (n=243)
Education	68%	26%	50%
Technical or community college	50%	7%	33%
4-year college/university	16%	16%	15%
K-12 school/system	1%	0%	1%
Other	1%	3%	1%
Government	2%	25%	12%
Federal	1%	13%	6%
State	1%	9%	4%
County	0%	0%	0%
Municipal	0%	1%	1%
Other	0%	1%	<1%
Community Agency/Non-profit	1%	13%	6%
Service or advocacy organization	<1%	5%	2%
Research or evaluation firm	<1%	3%	2%
Foundation	0%	1%	<1%
Other	0%	4%	2%
Consulting, Research, or Evaluation Firm	18%	20%	18%
Independent Consulting Practice	10%	12%	11%
Other	1%	4%	2%

Table 2. Distribution of respondents' employment split by ATE involvement.

Findings

This section provides descriptive statistics from the questions asked of the 243 respondents who engaged with EvaluATE at some point. Several of the questions, however, asked the respondent to provide ratings regarding the specific impact that EvaluATE has had in terms of respondents' actions and professional development. These questions were only asked of those who had accessed EvaluATE's resources at least once in the prior year. Note that frequency values below 3% are not labeled in the preceding figures.

Overall quality of EvaluATE's resources

All BEES respondents were asked to rate the overall quality of the information they have obtained from EvaluATE. Most respondents gave ratings of "very good" or "excellent," with non-ATE respondents providing slightly more positive ratings than ATE respondents as shown in Figure 3.

Eighty-five percent of all respondents rated the overall quality of EvaluATE's information as "excellent" or "very good."

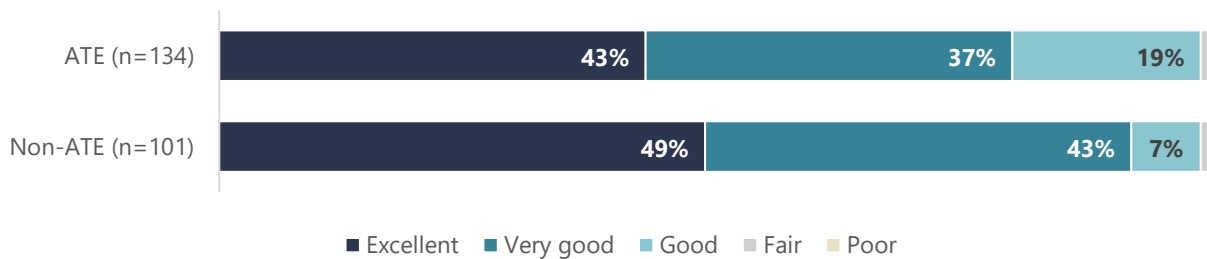


Figure 3. Frequency of responses the question, "Rate the overall quality of the information you have obtained from EvaluATE." (n=235).

The survey asked participants if they had shared any EvaluATE content with others. Figure 4 reveals that 72% of respondents directly shared EvaluATE materials with at least one person, further demonstrating their view of these resources as high-quality.

Most respondents have directly shared EvaluATE's resources with someone

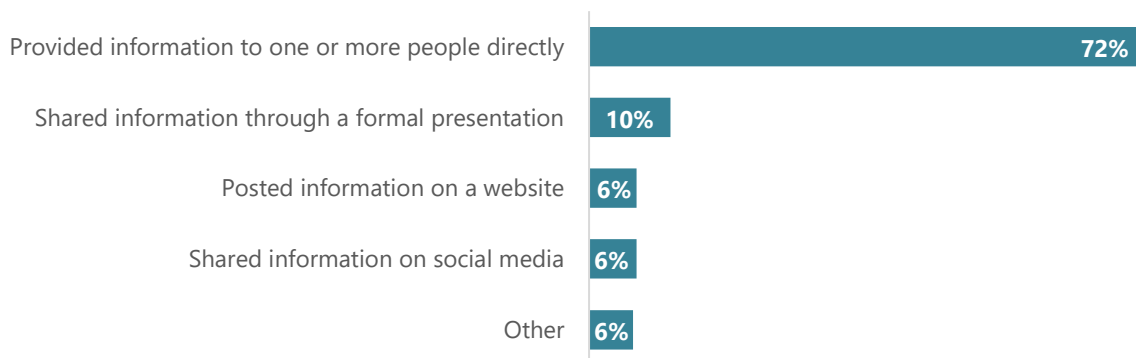
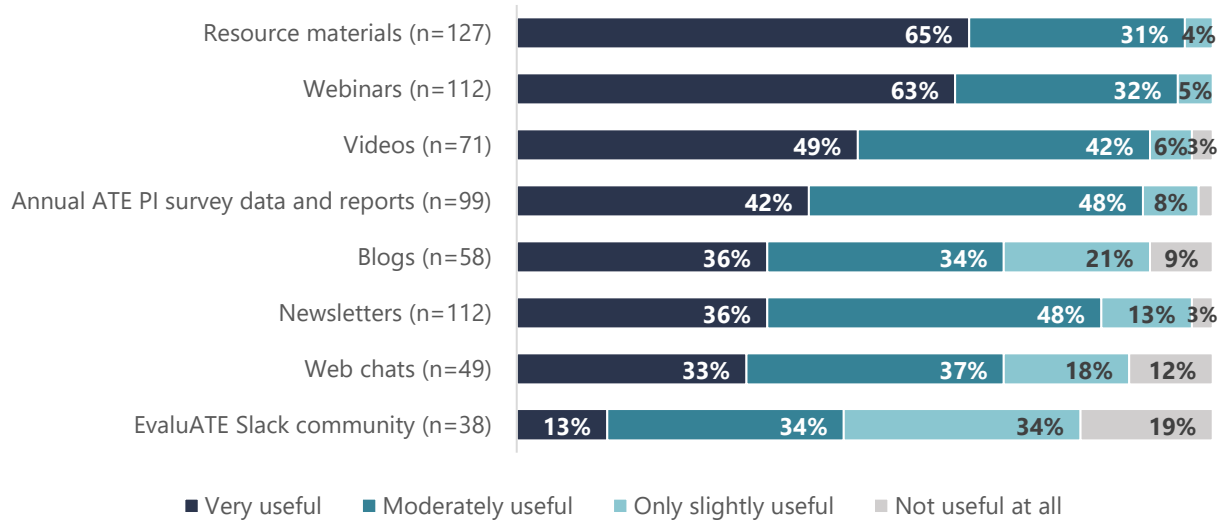


Figure 4. Frequency of responses the question, "How did you share the information from EvaluATE? Select all that apply" (n=229).

Perceived utility of EvaluATE’s resources

All respondents who had ever visited EvaluATE’s website or sought out information from EvaluATE were asked to rate the utility of EvaluATE’s various resources. For ease in comparison between groups, charts are organized in descending order by the percentage of ATE respondents who indicated “very useful” for each resource. Note that the “n” for each item indicates the number of people who provided a rating and does not include those who skipped the question or those who selected “can’t rate.”

ATE Respondents



Non-ATE Respondents

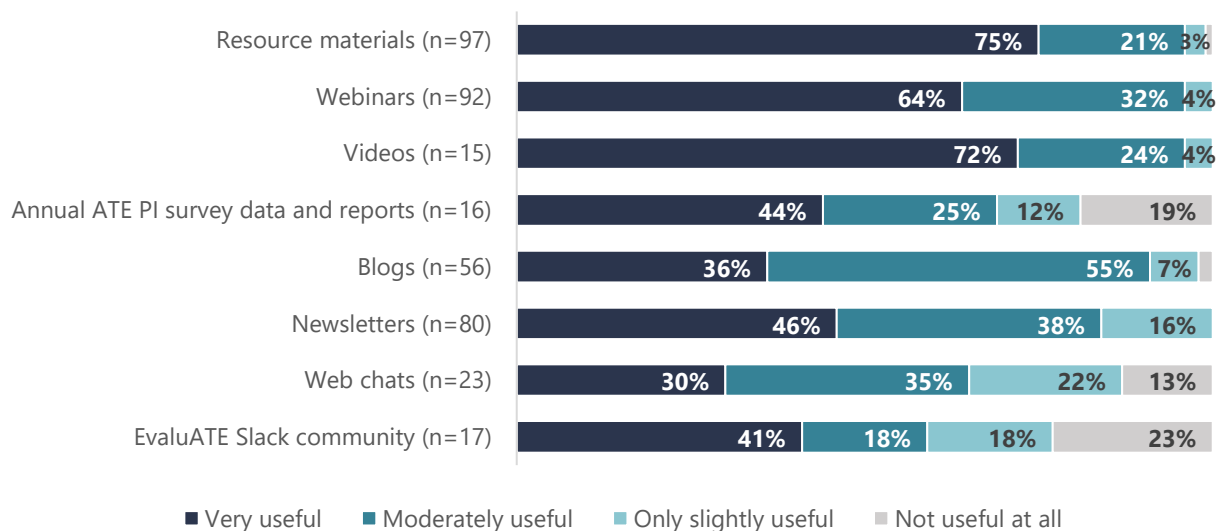
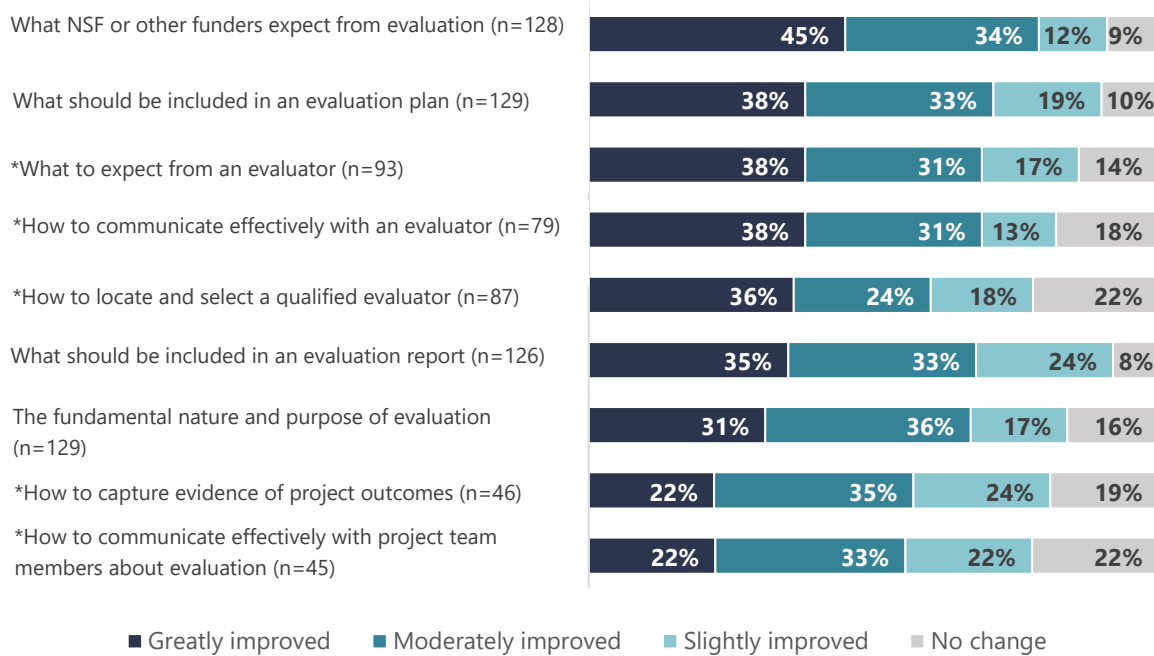


Figure 5. Frequency of responses the question, “How useful has each of the following EvaluATE resources been for you?”

Improvement in understanding of evaluation practices

Respondents who visited EvaluATE at least once during the prior year were asked to indicate the extent to which their understanding of various evaluation aspects had improved due to information from EvaluATE. For ease in comparison between groups, charts are organized in descending order by the percentage of ATE respondents who indicated “greatly improved” for each statement about understanding.

ATE Respondents



Non-ATE Respondents

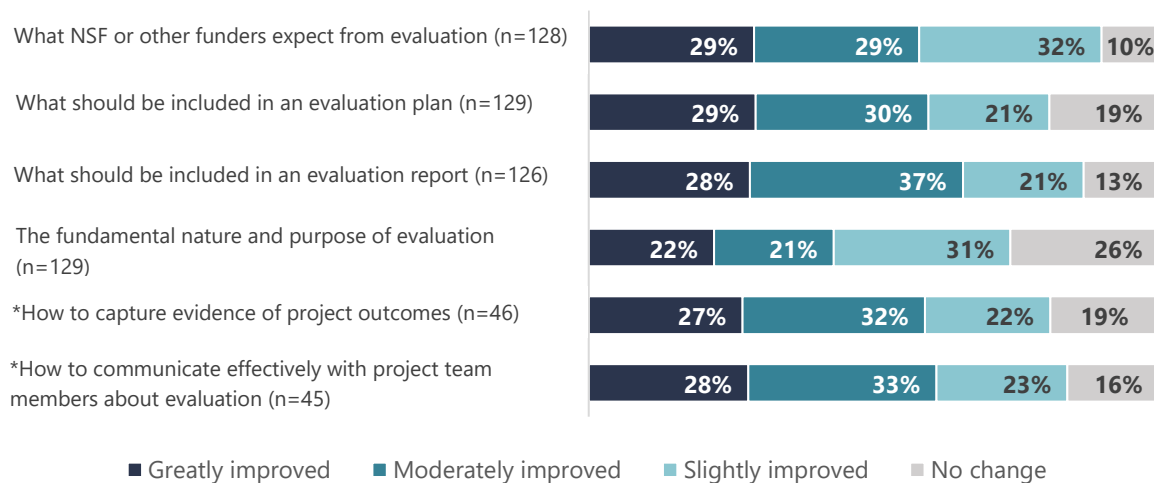
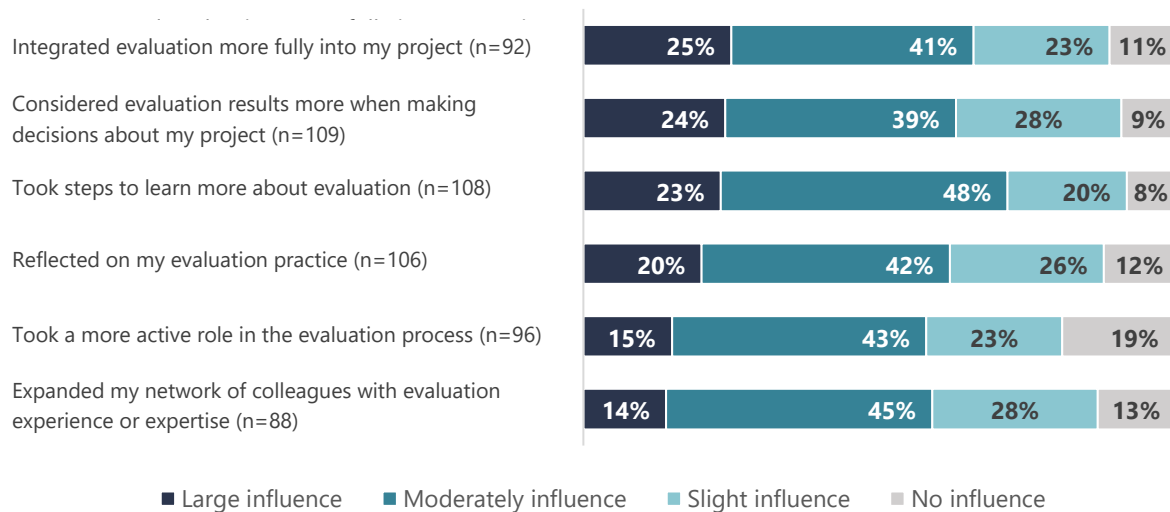


Figure 6. Frequency of responses the question, "How much has each of the following aspects of your evaluation(s) improved as a result of information you have obtained from EvaluATE?" Asterisks designate statements that were shown only to those who responded "Yes" to the question, "Does any portion of your work responsibilities include conducting evaluations for a project?"

Influence of EvaluATE on respondents' decisions to engage in various behaviors related to good evaluation practice

Respondents were first asked whether they engaged in various behaviors or actions throughout the previous year. As a follow-up, respondents were then asked to rate the influence that information from EvaluATE had on their decision to engage in those actions. For ease in comparison between groups, charts are organized in descending order by the percentage of ATE respondents who indicated "large influence" for each behavior.

ATE Respondents



Non-ATE Respondents

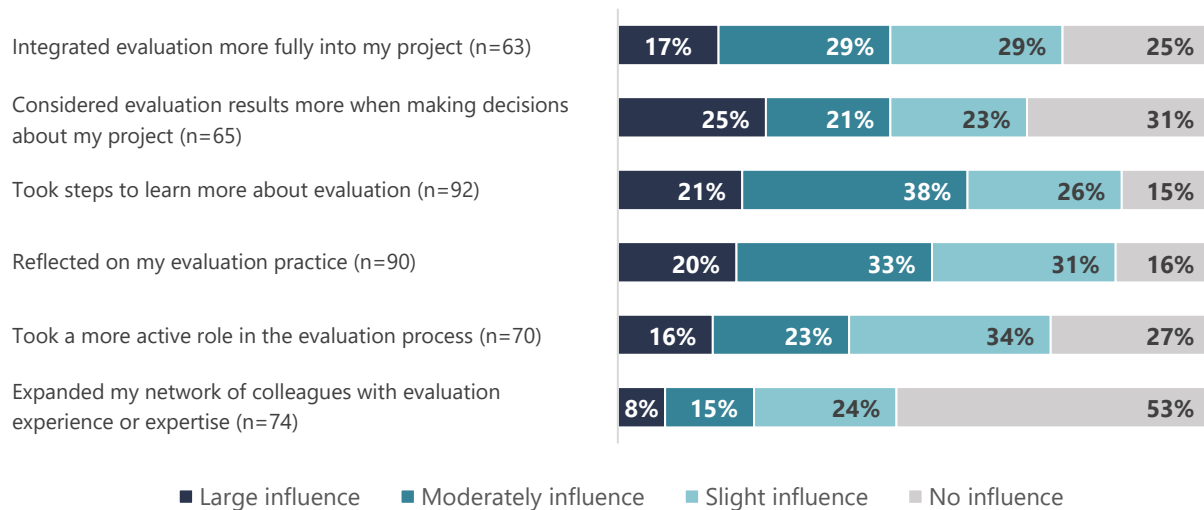
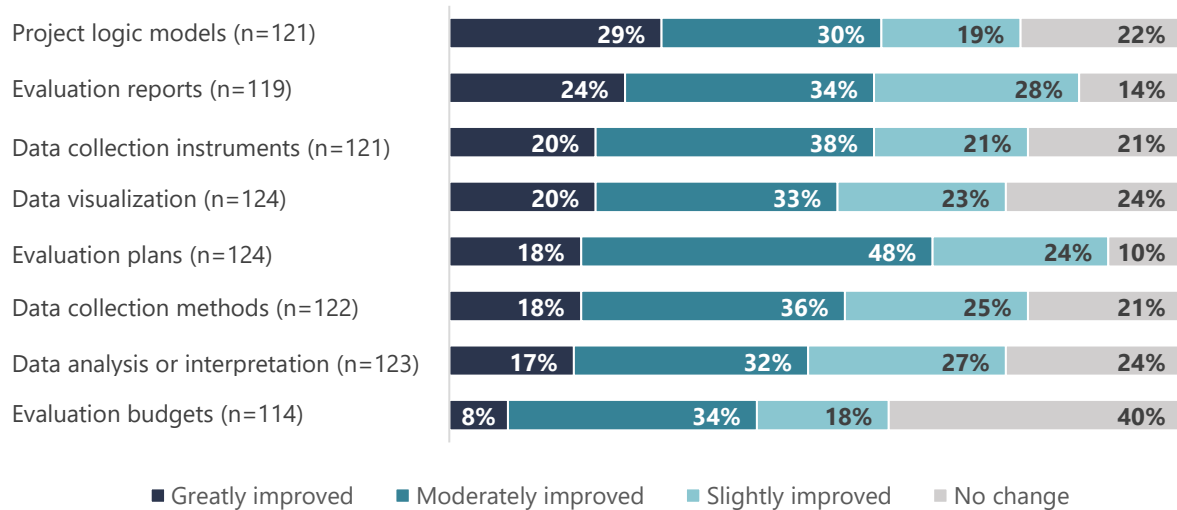


Figure 7. Frequency of responses the question, "How much influence did information obtained from EvaluATE have on your decision to do these things?"

Improvement in evaluation practices as a result of EvaluATE

Respondents who had used EvaluATE in the prior year were asked how much various aspects of their evaluations had improved as a result of information obtained from EvaluATE. For ease in comparison between groups, charts are organized in descending order by the percentage of ATE respondents who indicated "greatly improved" for each practice.

ATE Respondents



Non-ATE Respondents

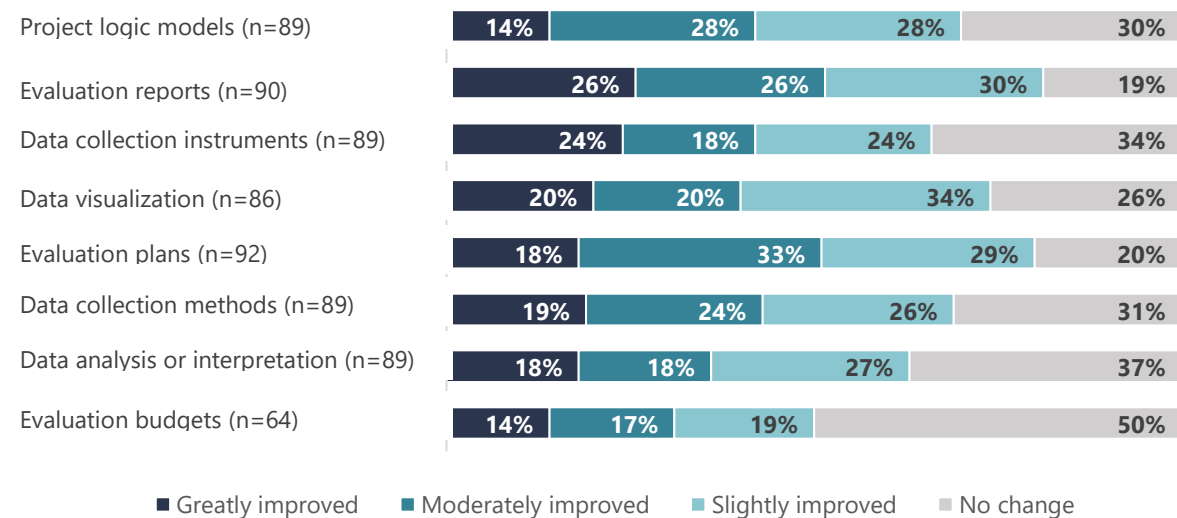


Figure 8. Frequency of responses the question, "How much has each of the following aspects of your evaluation(s) improved as a result of information you have obtained from EvaluATE?"

EvaluATE’s biggest impact on improving respondents’ evaluation skills or practices

The BEES included an open-ended question asking respondents to describe the information, resources, or guidance that has had the biggest impact on improving their evaluation skills or practices. Sixty-four respondents out of 243 responded to this question (26%); however, the number of coded responses summarized in the table reflect some responses with multiple codes and does not include responses that were unclear or irrelevant to the question. Additionally, summary tables do not include responses codes with less than three endorsements. The full set of responses and corresponding themes for each question can be referenced in Appendix B.

Webinars and presentations were most frequently cited as having the biggest impact. Some respondents made general statements regarding the provision of resources that are helpful including materials, templates, handouts, and examples but some mentioned specific resources and topics that have been particularly helpful.

Theme (# endorsing)	Illustrative quote
Webinars/presentations – General (19 responses)	<i>I appreciate the webinars and blog posts on a wide range of topics. Usually, I'm not looking for anything specific but just new ideas and approaches.</i>
Resources/website - General (16)	<i>EvaluATE has some nice resources to help me help others learn more about evaluation basics.</i>
Templates, models, and checklists (9)	<i>Checklists have helped me communicate to my clients and subcontractors what is expected as part of an evaluation/ what quality looks like in an evaluation. I've used several of them.</i>
One-page reports (6)	<i>The resources and webinar on one-pagers was fantastic.</i>
Data visualization (5)	<i>Thinking about different ways to visualize and present results.</i>
Evaluation reports (4)	<i>Information on evaluation reports (especially liked the award-winning example) and on how to discuss evaluation with project teams.</i>
Personal assistance with evaluation-related issues (3)	<i>High accessibility of staff when needed.</i>
Newsletter (3)	<i>The newsletters delivered directly to my email. These sometime lead me to other very helpful resources, but the emails break into my busy day and create space for me to engage around evaluation.</i>

Table 3. Responses to the question, “What information, resource, or guidance from EvaluATE has had the biggest impact on improving your evaluation skills or practices?” (n=64).

What EvaluATE is doing particularly well

The BEES also included an open-ended question asking respondents to describe the things EvaluATE is doing well. Out of the 243 respondents, 183 individuals responded to this question; however, the number of coded responses summarized in the table reflect some responses with multiple codes and does not include responses that were unclear or irrelevant to the question. Additionally, summary tables do not include responses codes with less than three endorsements. The full set of responses and corresponding themes for each question can be referenced in Appendix C.

The most commonly mentioned strengths were related to the quality of resources and tools that EvaluATE shares, followed by the guidance provided through webinars, training sessions, and conference presentations. Respondents also praised the clarity, consistency, and timeliness of EvaluATE's communications and the opportunities to network and connect with others in the EvaluATE community through chats, webinars, and conference events.

Theme (# endorsing)	Illustrative quote
Providing resources and tools – accessible, organized, centralized, comprehensive, clear, timely, and relevant (98 responses)	<i>Providing very useful and valuable information about evaluation planning and execution, in easily digestible formats.</i>
Providing guidance – via webinars, training, coaching/consultation, conference presentations (74)	<i>Great webinars -- very engaging and using slides as a jumping off point for the discussion.</i>
Communicating information – clear, consistent, timely, proactive, friendly, and responsive via emails, newsletters, etc. (56)	<i>Keeping the ATE Community of Practice engaged and informed.</i>
Provides opportunities to network, connect, and share information – through chats, webinars, conference events (13)	<i>Great to "meet" people with whom we do not share geographic proximity.</i>
Promoting evaluation/increasing awareness of evaluation (4)	<i>EvaluATE does a good job of making sure that ATE projects are aware of and thinking about evaluation.</i>
Providing information on evaluators (3)	<i>Providing information on experienced ATE evaluators.</i>
Engagement with the ATE community (3)	<i>Excellent job of engaging the larger ATE evaluation community.</i>
Available and responsive (3)	<i>They're always responsive.</i>
ATE survey (3)	<i>The PI survey provides fascinating data.</i>

Table 4. Responses to the question, "In your opinion, what are one or two things EvaluATE is doing particularly well?" (n=183).

How EvaluATE could improve its work or increase its impact

The BEES included an open-ended question asking for suggestions on how EvaluATE can improve or increase their impact. Out of the 103 responses to this question, ten individuals reported that they thought EvaluATE should continue as they are. The number of coded responses summarized in the table reflect some responses with multiple codes and does not include responses that were unclear or irrelevant to the question. Additionally, summary tables do not include responses codes with less than three endorsements. The improvement-related themes with the most endorsements are listed below while full list of responses in Appendix D includes specific suggestions for EvaluATE.

Theme (# endorsing)	Illustrative quote
Better promotion/marketing/ more notifications (9 responses)	<i>I think if you sent more people to the blog and videos section, they would realize how useful they are as resources. This survey was enlightening for me as I looked up what they offered.</i>
Different tiers of offerings/resources - From eval users to experienced evaluators (5)	<i>I know there is a tension between what level to cater towards when it comes to evaluation related tools and products, but perhaps thinking about what more advanced evaluators might benefit from would be useful.</i>
Facilitate more networking/discussion/ sharing opportunities (4)	<i>I think opportunities to directly engage in more interactive forums. For instance, if there was opportunity to submit a problem or issue one is facing in the evaluation process and to have a forum around it.</i>
Establish relationship with PIs, project personnel, and programs (4)	<i>Establish authentic relationships with project key personnel. Else, you are competing with Google in terms of knowledge .</i>
Provide more examples – data visualization, evaluation (4)	<i>Provide more samples from start to finish (plan to data visualization) of how to use a variety of methods.</i>
Better/more information regarding NSF expectations (3)	<i>Share redacted examples of what NSF considers to be high quality evaluations</i>
Continue or increase presence at meetings/conferences (3)	<i>Provide workshop sessions at major conferences.</i>
More effective ways of finding evaluators (3)	<i>A running list of evaluators that is easy to access and offers their area of specialization and a contact method.</i>
Additional topics	<ul style="list-style-type: none"> • <i>Data visualization (2)</i> • <i>Evaluator’s perspective</i> • <i>Evaluation practices</i> • <i>Managing projects/clients</i> • <i>Statistical methods/data analysis</i>

Table 5. Responses to the question, “What one or two suggestions do you have for how EvaluATE could most improve its work or increase its impact?” (n=103).

Summary and Recommendations

The findings provided in this report offer credible evidence in answering five of the evaluation questions as described below. Recommendations are also provided regarding each evaluation question. The external evaluators will combine the results of this survey with other internal and external evaluation data. These findings will be analyzed and discussed with the project team to identify EvaluATE's existing strengths, areas where improvement is needed, and potential future directions.

1. To what extent has EvaluATE engaged its intended and other audiences?

According to the results of the BEES, it appears that EvaluATE is effectively reaching its target audience, which includes ATE PIs, Co-PIs, and evaluators, as well as a wider audience beyond the ATE community. Additionally, the majority of people who utilize EvaluATE's resources are sharing them directly with others, which extends EvaluATE's reach. Community feedback suggests that more communications regarding EvaluATE's services that might be less well-known, such as the blogs, videos, webinars, and coaching services would be helpful. Including a featured resource section in ATE community newsletters may help to increase awareness of available services and resources in the community.

2. To what extent are EvaluATE's users satisfied with EvaluATE's activities and resources?

EvaluATE's resources were given high ratings by the majority of its users. The survey results, both quantitative and qualitative, suggest that users find EvaluATE's webinars, videos, and other resources such as checklists and templates to be especially useful but some respondents said that provide more examples from planning to reporting might be helpful. Some community members also reported an interest in having tiers to resources that cater to different levels of experience within evaluation to ensure that both new and seasoned evaluators are benefitting from EvaluATE's resources. Offering opportunities for experienced evaluators to further their skills and education through discussing more advanced evaluation designs or access resources catered to their skill level could help to address this need in the community. An initiative like this may warrant further discussions with experienced evaluators in the community regarding the specific resources they would benefit from accessing through EvaluATE.

3. To what extent has EvaluATE's work led to improvements in the ATE program's overall evaluation capacity by improving knowledge of - and attitudes toward - evaluation among evaluators/PIs/project staff?

The results of the BEES also suggest that EvaluATE's resources are helping users improve their understanding of evaluation, particularly in terms the NSF's evaluation expectations, how to locate an evaluator, what to expect from an evaluator, and what should be included evaluation plans and reports. As mentioned previously, however, the project team might consider adding resources or providing learning opportunities that might be of more benefit to advanced evaluators.

4. To what extent has EvaluATE's work led to improvements in the ATE program's overall evaluation capacity by prompting evaluators/PIs/project staff to modify their evaluation practices?

A significant number of EvaluATE's users, especially those participating in ATE projects, indicated that the assistance and resources provided by EvaluATE had a substantial impact on their adoption of good evaluation practices. These changes included taking steps to learn more about evaluation, more effectively incorporating evaluation into their projects, and using evaluation results when making decisions about projects. Some respondents mentioned that EvaluATE's impact in term of impacting others could be enhanced even more by facilitating more discussions and presentations surrounding evaluation best practices at various conferences and in-person events. Community members also noted that a greater presence at the national and international level across various evaluation-related communities would be welcomed, especially given the value of the resources available through EvaluATE.

5. To what extent has EvaluATE contributed to improvements of evaluation quality in the ATE program?

Several users within the ATE community stated that EvaluATE's resources and guidance had significantly enhanced their evaluation practices, specifically in areas such as utilizing logic models, developing evaluation plans, and creating evaluation reports. Efforts to improve evaluation practices in the ATE program could be advanced by disseminating additional, specific examples of effective evaluation processes (e.g., data visualization and reports) from start to finish, which was reported as an interest among community members.

Appendix A - 2022 EvaluATE Survey

Q2.1 Which of the following best describes your place of employment?

- Education
- Government
- Community agency/Nonprofit
- Independent consulting practice
- Consulting, research, or evaluation firm
- Other (Please specify) _____

Display if Q2.1 = Education

Q2.2 Type of educational institution

- 4-year college/university
- Technical or community college
- K-12 school/system
- Other (Please specify) _____

Display if Q2.1 = Government

Q2.3 Level/type of Government

- Federal
- State
- County
- Tribal
- Municipal
- Other (Please specify) _____

Display if Q2.1 = Community agency/Nonprofit

Q2.4 Type of Community agency/Nonprofit organization

- Research or evaluation firm
- Foundation
- Service or advocacy organization
- Other (Please specify)

Q3.1 Using your best estimation, please select how many years of experience you have conducting evaluations. *(Select "Not applicable" if appropriate.)*

- Not applicable to my role
- Less than 1
- 1....20 (listed separately)
- More than 20

Q3.2 Using your best estimation, please select how many years of experience you have being a member of a project being evaluated. *(Select "Not applicable" if appropriate.)*

- Not applicable to my role
- Less than 1
- 1....20 (listed separately)
- More than 20

Q4.1 Have you ever been involved - in any way - on an Advanced Technological Education (ATE) project or proposal?

- Yes
- No
- Not sure

Q5.1 Are you planning to submit an ATE proposal in the future?

- Yes
- No
- Not sure

Q5.2 Does any portion of your work responsibilities ever include conducting evaluations for a program or project?

- Yes
- No
- No, but it has in the past

Display if Q5.2 = Yes

Q14.1 What is/was your primary role on the ATE project/proposal? (If you have worked on multiple ATE projects/proposals, then answer based on the one you spent the most time on.)

- Principal investigator (PI)
- Co-PI
- Evaluator
- Project staff (e.g., manager/coordinator or other role)
- Grant specialist (e.g., grant writer, grant manager, institutional development officer)
- Institutional researcher
- College administrator (e.g., department chair, associate dean, dean, vice-president, president)
- Other, please specify _____

Display if Q5.2 = Yes

Q14.2 Consider the most recent ATE proposal you worked on. To what extent were you involved in the development of the evaluation section?

- Led the development
- Provided substantial input
- Provided minimal input
- Not at all

Display if Q14.1 does not = Evaluator

Q14.3 Regardless of your primary role on your most recent project, have you ever served as an evaluator on an ATE project?

- Yes
- No

Q6.1 In the past year, about how often did you visit EvaluATE's website or seek out information from EvaluATE?

- Never
- A few times
- Once a month
- Two or three times a month
- Once a week
- A few times a week

Display if Q6.1 = Never

Q6.2 Have you ever visited EvaluATE's website or sought out information from EvaluATE?

- Yes
- No
- Unsure

Q8.1 How useful has each of the following EvaluATE resources been for you? (Select "Can't rate" if you haven't used frequently enough to judge)

	Not useful at all	Only slightly useful	Moderately useful	Very useful	Can't rate
Blogs					
Newsletters					
EvaluATE Slack community					
Web chats					
Resource materials (e.g., checklists, templates, quick guides)					
Webinars					
Videos					
Annual ATE PI survey data and reports					

Q8.2 Rate the overall quality of the information you have obtained from EvaluATE.

- Poor
- Fair
- Good
- Very good
- Excellent
- Can't rate

Q9.1 Have you shared information you obtained from EvaluATE with others?

- Yes
- No
- Not sure

Display if Q9.1 = Yes

Q9.2 How did you share the information from EvaluATE? (Select all that apply)

- Shared information through a formal presentation
- Provided information to one or more people directly (e.g., via email, hard copies)
- Posted information on a website
- Shared information on social media
- Other (please explain): _____

Display if Q9.2 = Shared information through a formal presentation

Q9.3 What was the context of the formal presentation in which you shared EvaluATE's content? (Please indicate the location, purpose, and audience.) _____

Q11.1 or 15.1 How much has your understanding of each of the following aspects of evaluation improved due to information you obtained from EvaluATE?

	No change	Slightly improved	Moderately improved	Greatly improved	Not applicable to my role
The fundamental nature and purpose of evaluation					
What NSF or other funders expect from evaluation					
What should be included in an evaluation plan					
What should be included in an evaluation report					
How to locate and select a qualified evaluator (if Q14.1= Evaluator)					
What to expect from an evaluator. (if Q14.1= Evaluator)					
How to capture evidence of project outcomes (Q14.1 = Evaluator or Q14.3 = Yes)					
How to communicate effectively with project team members about					
How to communicate effectively with an evaluator. (Q14.1 = Evaluator and Q14.3 = Yes)					

Q12.1 or 16.1 In the past year, did you do any of the following things?

	Yes	No
Expanded my network of colleagues with evaluation experience or expertise		
Took steps to learn more about evaluation		
Took a more active role in the evaluation process		
Integrated evaluation more fully into my project		
Reflected on my evaluation practice		
Considered evaluation results more when making decisions about my project		

Display if Q12.1, 16.1 [Yes] (Count) >= 1 Carry Forward Selected Choices from "Q12.1" "Q16.1"

Q12.2 or 16.2 How much influence did information from EvaluATE have on your decision to do these things?

	No influence at all	Only a slight influence	Moderate influence	Large influence
Expanded my network of colleagues with evaluation experience or expertise				
Took steps to learn more about evaluation				
Took a more active role in the evaluation process				
Integrated evaluation more fully into my project				
Reflected on my evaluation practice				
Considered evaluation results more when making decisions about my project				

Q13.1 or 17.1 How much has each of the following aspects of your evaluation(s) improved as a result of information you obtained from EvaluATE?

	No change	Slightly improved	Moderately improved	Greatly improved	Not applicable to my role
Evaluation plans					
Project logic models					
Data collection instruments					
Data collection methods					
Data analysis or interpretation					
Data visualization					
Evaluation reports					
Evaluation budgets (If Q5.2 = No)					

Q13.2 & 17.2 What information, resource, or guidance from EvaluATE has had the biggest impact on improving your evaluation skills or practices? _____

Q10.1 In your opinion, what are one or two things that EvaluATE is doing particularly well? _____

Q10.2 What one or two suggestions do you have for how EvaluATE could most improve its work or increase its impact?

Q10.3 Would you be willing to provide further feedback to EvaluATE’s external evaluator?

- Yes
- No

Appendix B - Biggest impact on improving respondents' evaluation skills or practices

Open-ended responses to the question, "What information, resource, or guidance from EvaluATE has had the biggest impact on improving your evaluation skills or practices?"

Note: Comments are sorted in alphabetical order by theme. Some comments contained multiple themes. The related text for the each assigned theme is shown in black with the unrelated text in light grey.

Impacts - Theme	Comment
Blogs	The free webinars I have attended have had the biggest influence, followed by blog posts about aspects of evaluations.
Blogs	I appreciate the webinars and blog posts on a wide range of topics. Usually, I'm not looking for anything specific but just new ideas and approaches.
Data visualization	Data visualization guides and resources
Data visualization	reports and data visualization
Data visualization	Thinking about different ways to visualize and present results.
Data visualization	Data visualization & reporting
Data visualization	Webinars and Webchats on data visualization, one-page reports, survey question development, etc.
Evaluation process	evaluation of continuing education
Evaluation process	Outcome Harvesting, Principles, steps and Evaluation Applications
Evaluation reports	reports and data visualization
Evaluation reports	Data visualization & reporting
Evaluation reports	webinars and reports
Evaluation reports	Information on evaluation reports (especially liked the award winning example) and on how to discuss evaluation with project teams
Logic models	logic models
Logic models	Logic models
Newsletter	Email newsletter-- very helpful for keeping up to date regularly
Newsletter	The newsletters
Newsletter	The newsletters delivered directly to my email. These sometime lead me to other very helpful resources, but the emails break into my busy day and create space for me to engage around evaluation.
One-page reports	Checklists and one-page evaluation report guidance
One-page reports	The templates and one-page report formats
One-page reports	Explanation of the Common Guidelines, One Page Reports materials, evaluation plan checklist
One-page reports	Webinars and Webchats on data visualization, one-page reports, survey question development, etc.
One-page reports	The resources and webinar on one-pagers was fantastic
One-page reports	One page report guide
Personal assistance with eval related issues	High accessibility of staff when needed
Personal assistance with eval related issues	products developed specifically for our program

Impacts - Theme	Comment
Personal assistance with eval related issues	Our conversation with an Evaluate consultant. Who helped us shape our evaluation. We were making it too hard when it was simply logical.
Resources/website - General	EvaluATE website and webinars
Resources/website - General	being free and having a website. I refer your materials often to colleagues.
Resources/website - General	website
Resources/website - General	Video, checklists
Resources/website - General	Webinar opportunities and evaluation task area resources on the website
Resources/website - General	Guidelines
Resources/website - General	Resources library, webinars
Resources/website - General	The toolkits are extremely helpful. While I have not personally used them in my work, they are an extremely useful, easy-to-use resource.
Resources/website - General	The guides online, and health equity data considerations
Resources/website - General	Training videos
Resources/website - General	Webinars or website resources
Resources/website - General	Website
Resources/website - General	EvaluATE has some nice resources to help me help others learn more about evaluation basics.
Resources/website - General	The Webinars and associated resources are phenomenal.
Resources/website - General	Having the resources readily available for someone brand new to ATE and NSF.
Resources/website - General	Difficult to unpack that or tease out. I seek out information, resources, guidance from a plethora of sources--and, it occurs simultaneously.
Templates, models, and checklists	Example reports I can share with my students have been really helpful
Templates, models, and checklists	Video, checklists
Templates, models, and checklists	Checklists and one-page evaluation report guidance
Templates, models, and checklists	checklists
Templates, models, and checklists	The templates and one-page report formats
Templates, models, and checklists	Explanation of the Common Guidelines, One Page Reports materials, evaluation plan checklist
Templates, models, and checklists	checklists that I share with other project staff
Templates, models, and checklists	Checklists have helped me communicate to my clients and subcontractors what is expected as part of an evaluation/ what quality looks like in an evaluation. I've used several of them. Webinars have given me actionable ideas but I can't remember all of them right now.
Templates, models, and checklists	checklist - evaluation questions
Webinars/presentations – General	EvaluATE website and webinars
Webinars/presentations – General	Webinars

Impacts - Theme	Comment
Webinars/presentations – General	The free webinars I have attended have had the biggest influence, followed by blog posts about aspects of evaluations.
Webinars/presentations – General	webinars
Webinars/presentations – General	Webinars
Webinars/presentations – General	Webinars have been helpful when I've had time to participate.
Webinars/presentations – General	webinars on various topics like interview questions
Webinars/presentations – General	I appreciate the webinars and blog posts on a wide range of topics. Usually, I'm not looking for anything specific but just new ideas and approaches.
Webinars/presentations – General	Webinars
Webinars/presentations – General	Modelling effective evaluation practices in webinars
Webinars/presentations – General	Webinar opportunities and evaluation task area resources on the website
Webinars/presentations – General	Resources library, webinars
Webinars/presentations – General	I can't think of a specific resource at the moment but overall I've enjoyed the online webinars/trainings
Webinars/presentations – General	I've mostly participated in webinars, so probably those or any resources that came out of those...I can't recall off the top of my head what the webinar covered though.
Webinars/presentations – General	Webinars or website resources
Webinars/presentations – General	webinars and reports
Webinars/presentations – General	The Webinars and associated resources are phenomenal.
Webinars/presentations – General	Checklists have helped me communicate to my clients and subcontractors what is expected as part of an evaluation/ what quality looks like in an evaluation. I've used several of them. Webinars have given me actionable ideas but I can't remember all of them right now.
Webinars/presentations – General	webinar on visualizing data
Z - Misc. - 8 strategies for reporting qualitative data	8 strategies for reporting qualitative data
Z - Misc. - All of them	all of them
Z - Misc. - Evaluation methods	Descriptions of different methods of data collections, and how to apply them.
Z - Misc. - Evaluation plans	evaluation plans
Z - Misc. - Explanation of the Common Guidelines	Explanation of the Common Guidelines, One Page Reports materials, evaluation plan checklist
Z - Misc. - Health equity data considerations	The guides online, and health equity data considerations
Z - Misc. - Help in finding an external evaluator	Connecting me and my team to experienced ATE evaluators.
Z - Misc. - Keeping up to date	examples of current best practices in evaluation
Z - Misc. - Leveraging assessment and evaluation for student success	Leveraging assessment and evaluation for students success: Working smarter not harder
Z - Misc. - Opportunities to network and connect - through chats, webinars, conference events	I like the web chats where I can network and get ideas from (and share ideas with!) others with evaluation questions. The very specific-to-my-problem advice I have received has been the most impactful part of my participation in EvaluATE trainings etc.
Z - Misc. - Retrospective pre/post method	Info on retrospective pre-tests (may have been awhile ago)
Z - Misc. - Survey question development	Webinars and Webchats on data visualization, one-page reports, survey question development, etc.

Impacts - Theme	Comment
ZZ - None/satisfied as is/don't know	Not sure!
ZZ - None/satisfied as is/don't know	n/a
ZZ - None/satisfied as is/don't know	can't recall. EvaluATE is one of many evaluation professional development options I try to keep my eval team aware of, even though we don't work on NSF grants
ZZ - None/satisfied as is/don't know	Sadly, none.
ZZ - Unclear or not relevant	Communicating results

Appendix C - What EvaluATE is doing particularly well

Open-ended responses to the question, "In your opinion, what are one or two things that EvaluATE is doing particularly well?"

Note: Comments are sorted in alphabetical order by theme. Some comments contained multiple themes. The related text for the each assigned theme is shown in black with the unrelated text in light grey.

Doing well – Theme	Comment
ATE survey	Communication and the survey and bringing concerns of quality of ate programs up
ATE survey	Information provision and support. The PI survey provides fascinating data.
ATE survey	They do everything well! The fact that they offer a coaching service is amazing and the annual survey is so so important and useful.
Available and responsive	Their products are always easy to read, it's easy to find information. Great presentation. And, they're always responsive.
Available and responsive	making themselves available
Available and responsive	Accessible to anyone; intentional and great follow thru.
Communicating information - Clear, consistent, timely, proactive, friendly	Disseminating useful information
Communicating information - Clear, consistent, timely, proactive, friendly	Website. Outreach.
Communicating information - Clear, consistent, timely, proactive, friendly	Communicating with the broader evaluation community.
Communicating information - Clear, consistent, timely, proactive, friendly	Communication and the survey and bringing concerns of quality of ate programs up
Communicating information - Clear, consistent, timely, proactive, friendly	Getting information to the users and support for users through dissemination of information and research outcomes.
Communicating information - Clear, consistent, timely, proactive, friendly	Sharing info
Communicating information - Clear, consistent, timely, proactive, friendly	Outreach at conferences and online web resources.
Communicating information - Clear, consistent, timely, proactive, friendly	The email newsletter is very useful
Communicating information - Clear, consistent, timely, proactive, friendly	Disseminating valuable information for evaluators & researchers.
Communicating information - Clear, consistent, timely, proactive, friendly	communication and newsletters
Communicating information - Clear, consistent, timely, proactive, friendly	Outreach and organization; serving as a repository for a wealth of evaluation materials and other products
Communicating information - Clear, consistent, timely, proactive, friendly	Communicating; creating a map of evaluators
Communicating information - Clear, consistent, timely, proactive, friendly	Communication has been great and providing supporting resources.
Communicating information - Clear, consistent, timely, proactive, friendly	Communication and Community Building
Communicating information - Clear, consistent, timely, proactive, friendly	Excellent tools! Staying in touch!
Communicating information - Clear, consistent, timely, proactive, friendly	Helping evaluators find good resources and information

Doing well – Theme	Comment
Communicating information - Clear, consistent, timely, proactive, friendly	Communication and Resource development
Communicating information - Clear, consistent, timely, proactive, friendly	I love the resources, webinars and information shared
Communicating information - Clear, consistent, timely, proactive, friendly	Maintaining constant communication with information about evaluation; webinars
Communicating information - Clear, consistent, timely, proactive, friendly	Sending continuous communications to their audience.
Communicating information - Clear, consistent, timely, proactive, friendly	clear communication; collegiality about encountering evaluation problems; conveying that evaluation does not have to be messy
Communicating information - Clear, consistent, timely, proactive, friendly	webinars. I could do without all the emails but I guess I wouldn't know about the webinars then.
Communicating information - Clear, consistent, timely, proactive, friendly	reaching out and having a plethora of great materials
Communicating information - Clear, consistent, timely, proactive, friendly	Good. clear communications - not too many and not too few
Communicating information - Clear, consistent, timely, proactive, friendly	communication
Communicating information - Clear, consistent, timely, proactive, friendly	Keeping the lines of communication open and in informing us all that is necessary to be successful with our project.
Communicating information - Clear, consistent, timely, proactive, friendly	Actively sharing info
Communicating information - Clear, consistent, timely, proactive, friendly	clear communication, recording sessions, checking in on learning during presentations, evaluating all aspects of each project. Final documents are high-quality and well prepared and presented
Communicating information - Clear, consistent, timely, proactive, friendly	Information provision and support. The PI survey provides fascinating data.
Communicating information - Clear, consistent, timely, proactive, friendly	Clear communication
Communicating information - Clear, consistent, timely, proactive, friendly	Providing evaluation tips and resources, providing evaluation information and allowing information sharing
Communicating information - Clear, consistent, timely, proactive, friendly	Communication with stakeholders
Communicating information - Clear, consistent, timely, proactive, friendly	regular communication and provision of webinars and checklists, grab and go resources.
Communicating information - Clear, consistent, timely, proactive, friendly	Communications are regular and provide information about what's going on currently. The questions in this survey make me think that I'm missing a lot of things I would be interested in that I didn't know EvaluATE had.
Communicating information - Clear, consistent, timely, proactive, friendly	Emails are informative and inform me how to learn more about your org, if I choose to do so.
Communicating information - Clear, consistent, timely, proactive, friendly	Sharing resources and messaging about availability.
Communicating information - Clear, consistent, timely, proactive, friendly	Dissemination of information
Communicating information - Clear, consistent, timely, proactive, friendly	Communication and examples
Communicating information - Clear, consistent, timely, proactive, friendly	Sharing information about evaluation.
Communicating information - Clear, consistent, timely, proactive, friendly	1. Providing clear information. 2. Making consultant's available to ATE gran applicants.

Doing well – Theme	Comment
Communicating information - Clear, consistent, timely, proactive, friendly	It seems like they're being intentional about getting feedback from their audience(s). Just based on my perception of EvaluATE, they put out high-quality and helpful materials/communications.
Communicating information - Clear, consistent, timely, proactive, friendly	Sending out notifications regarding webinar availability. Allowing for webinars/courses to be viewed post date scheduled when one has signed up to attend and then not able to do so.
Communicating information - Clear, consistent, timely, proactive, friendly	providing information and resources
Communicating information - Clear, consistent, timely, proactive, friendly	information and information sharing
Communicating information - Clear, consistent, timely, proactive, friendly	Sharing information within the ATE community; providing support
Communicating information - Clear, consistent, timely, proactive, friendly	Communication and dissemination of materials
Communicating information - Clear, consistent, timely, proactive, friendly	Disseminating information about evaluation.
Communicating information - Clear, consistent, timely, proactive, friendly	Dissemination of information of ATE community
Communicating information - Clear, consistent, timely, proactive, friendly	Generate clear and helpful information and resources on evaluation.
Communicating information - Clear, consistent, timely, proactive, friendly	Webinars and training, outreach, resources (especially check lists), mentoring
Communicating information - Clear, consistent, timely, proactive, friendly	The webinars and newsletters are both always very appreciated.
Communicating information - Clear, consistent, timely, proactive, friendly	The quality of the presentations in the webinars is AMAZING. Same with the quality of published material. The communication quality and evidence based information is so top notch. I trust what I get from EvaluATE.
Communicating information - Clear, consistent, timely, proactive, friendly	Very organized. Emails from Ellen H. provide tons of information. The templates for the New-ATE NSF conference for the one page document was very helpful.
Communicating information - Clear, consistent, timely, proactive, friendly	1) Keeping the ATE Community of Practice engaged and informed; 2) Providing best practices in the ATE evaluation processes and outcomes.
Communicating information - Clear, consistent, timely, proactive, friendly	Apport resources and share important information for evaluators
Communicating information - Clear, consistent, timely, proactive, friendly	Being a reliable and credible source of information/resources; conducting webinars to keep us informed and connected; being an open source - accessible; providing guidelines, and informing about changes to support our work and improvements; sharing information about projects - transparency (so critical these days!)
Engagement with the larger ATE community	Excellent job of engaging the larger ATE evaluation community
Engagement with the larger ATE community	excellent resources and close contact with the ATE and Evaluation communities
Engagement with the larger ATE community	Sharing resources and engagement
Promoting evaluation/increasing awareness of evaluation/importance of evaluation	Promoting effective evaluation practices and encouraging the use of well constructed data visualizations.
Promoting evaluation/increasing awareness of evaluation/importance of evaluation	Promoting evaluation
Promoting evaluation/increasing awareness of evaluation/importance of evaluation	EvaluATE does a good job of making sure that ATE projects are aware of and thinking about evaluation.

Doing well – Theme	Comment
Promoting evaluation/increasing awareness of evaluation/importance of evaluation	Encouraging quality - particularly utility - of evaluation of ATE-funded projects; providing mechanisms for sharing of ideas and solutions among stakeholders.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Sending out notifications regarding webinar availability. Allowing for webinars/courses to be viewed post date scheduled when one has signed up to attend and then not able to do so.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Assisting new grantees
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Sharing information via multiple modalities about evaluation design and sharing information about NSF evaluation requirements.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The webinars are just so good and such high quality. I also really appreciate the blog posts as a practicing evaluator who is always looking to grow my skill set.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Guidance on proposal writing. That's as far as I've gotten in the process now.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Getting information to the users and support for users through dissemination of information and research outcomes.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Promoting effective evaluation practices and encouraging the use of well constructed data visualizations.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars, Monthly resource emails, the example documents (eg one page reports)
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The webinars are great!
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Trainings and resources!
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The staff are very welcoming and eager to provide support. The website is laid out in a way that is easy to find what is needed.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Friendly, practitioner-oriented education.

Doing well – Theme	Comment
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	the website, webinars, toolkits
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	I love the resources, webinars and information shared
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Maintaining constant communication with information about evaluation; webinars
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Right level of detail on webinars
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The workshops and the ongoing encouragement and help throughout the application process.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars and webchats
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	webinar presentation and upload of evaluation resource materials
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	webinars. I could do without all the emails but I guess I wouldn't know about the webinars then.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars and website
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	webinars
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars are valuable.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Providing info at conference
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Technical assistance

Doing well – Theme	Comment
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Trying to connect evaluators together and introducing inexperienced PIs to evaluation practice.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	the webinars are informative and engaging
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	educating and extending knowledge on how to evaluate projects and specifically the NSF ATE program
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars. Online resources.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	That visualization presentation/webinar was done well
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The Webinars and resources (checklists) are extremely valuable.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars and surveys
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars are very straightforward and easy to follow
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Knowledge sharing
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	clear communication, recording sessions, checking in on learning during presentations, evaluating all aspects of each project. Final documents are high-quality and well prepared and presented
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The frequent webinars and sharing of resources (via newsletters) are always very helpful for any topic. The webinars are always held in an informative, approachable setting and the presenters are always incredible.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Information provision and support. The PI survey provides fascinating data.

Doing well – Theme	Comment
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Promoting themselves and making a difference with those who reach out to them for help with their evaluation needs.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	I am not involved in evaluating an ATE project, but I still find EvaluATE materials to be useful resources for myself and for sharing with other evaluators and clients. Webinars are well done and website resources are useful. I particularly point clients to the resources on the Common Guidelines. I use the evaluation plan checklist.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Mentoring PIs and reasoning/maxing points behind all grant inclusions.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	I live in another state and appreciate how they open some of the training opportunities to out of state/non members
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	regular communication and provision of webinars and checklists, grab and go resources.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars!
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	1. I have found the webinars to be the most valuable resources, as they provide an opportunity to hear from colleagues in the field gain helpful information. The support resources offered by EvaluATE are also great supplements that I have found helpful with educating my clients, and perspective grantees.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars!
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars are outstanding; web resources are also invaluable
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Excellent resources (accessible, well-crafted), advancing community awareness of how to use data to tell story
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	1. Providing clear information. 2. Making consultant's available to ATE gran applicants.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Great webinar presentations

Doing well – Theme	Comment
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	webinars and handouts / resources
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	I like the topics of the webinars.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	webinars and resource links
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	It helps PIs, particularly new to ATE, understand and meet project goals and objectives.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars and page website
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	My main role is not as an evaluator, but our projects have this component. I am building my capacity to understand and use what comes from program evaluation. The webinars I have attended have been useful for helping me to understand the value of evaluation and how to use those results.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars/zoom meetings - great to "meet" people with whom we do not share geographic proximity
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	I appreciate that EvaluATE is engaged and proactive in its trainings and resources.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	materials and presentations are all well organized and well thought out
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Sharing information within the ATE community; providing support
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	good website resources for evaluators; PD opportunities
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	I love the webinars - they do a great job of explaining different aspects of evaluation and give me a lot of "new words" to use when I talk to project teams about evaluation of their projects.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars and training, outreach, resources (especially check lists), mentoring

Doing well – Theme	Comment
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The webinars and newsletters are both always very appreciated.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Teaching people technical skills about very mainstream evaluation methods
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The quality of the presentations in the webinars is AMAZING. Same with the quality of published material. The communication quality and evidence based information is so top notch. I trust what I get from EvaluATE.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Provide snapshot of Grants in small, easy to understand chunks & provide contact info/links to dig deeper.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	They do everything well! The fact that they offer a coaching service is amazing and the annual survey is so so important and useful.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Webinars and keeping their website up to date.
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	very practical webinars, with experienced practitioners as facilitators
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	WEbinars are very helpful. I will find and review the latest summary report
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Offering a central repository, Being available for consultations and data access
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	The webinars are on point and amazing - especially Lyssa Becho
Providing guidance - via webinars, blogs conference presentations, training/professional development, consultation/coaching, conference presentations	Being a reliable and credible source of information/resources; conducting webinars to keep us informed and connected; being an open source - accessible; providing guidelines, and informing about changes to support our work and improvements; sharing information about projects - transparency (so critical these days!)
Providing information on evaluators	Sharing resources for new PIs Helping PIs find evaluators
Providing information on evaluators	Communicating; creating a map of evaluators
Providing information on evaluators	Sharing resources and providing information on experienced ATE evaluators.

Doing well – Theme	Comment
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Networking is a real strength
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Communication and Community Building
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	1 - Webchats bringing people together to talk candidly 2 - providing great resources/best practice materials
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Trying to connect evaluators together and introducing inexperienced PIs to evaluation practice.
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Creating a community of evaluators. Modeling best practices.
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Well organized resources online (easy to search and explore interesting and relevant resources), and providing opportunities to connect with community.
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	1. Facilitating networking among evaluators. 2. Providing practical tools that every evaluator must have, including people with no evaluation background.
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Encouraging quality - particularly utility - of evaluation of ATE-funded projects; providing mechanisms for sharing of ideas and solutions among stakeholders.
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Providing evaluation tips and resources, providing evaluation information and allowing information sharing
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Sharing and creating networks
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	providing resources. Allowing opportunities for networking
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Webinars/zoom meetings - great to "meet" people with whom we do not share geographic proximity
Providing opportunities to network, connect, and discuss/share evaluation information - through chats, webinars, conference events	Offering a range of supports, from printed materials that apply to everyone to discussion opportunities that are question-driven and apply to the exact needs of the participants.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Their products are always easy to read, it's easy to find information. Great presentation. And, they're always responsive.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	rigorous preparation of well designed resources
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing resources that are open source (i.e. not behind a paywall)
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Sharing resources for new PIs Helping PIs find evaluators

Doing well – Theme	Comment
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Outreach at conferences and online web resources.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing valuable resources on the website.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Sharing resources
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I like having alot of resources together on one website that are easy to find
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	provide resources
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars, Monthly resource emails, the example documents (eg one page reports)
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Outreach and organization; serving as a repository for a wealth of evaluation materials and other products
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Trainings and resources!
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Knowledge products are disseminated very well. The content can sometimes be hit or miss (I remember reading one blog post that talked around the topic rather than explaining the topic in detail), but in general I find EvaluATE to provide good quality material.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	The staff are very welcoming and eager to provide support. The website is laid you in a way that is easy to find what is needed.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Communication has been great and providing supporting resources.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Excellent tools! Staying in touch!
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Helping evaluators find good resources and information
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Communication and Resource development
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	resource materials available
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing relevant information in an easy-to-understand way; providing practical strategies for improving evaluation
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	the website, webinars, toolkits

Doing well – Theme	Comment
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Maintaining a site that attempts to distill the complicated evaluation process.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I love the resources, webinars and information shared
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Just a ton of resources! A useful place I always look at to find things to share with my students.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	1 - Webchats bringing people together to talk candidly 2 - providing great resources/best practice materials
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing resources!
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	webinar presentation and upload of evaluation resource materials
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing very useful and valuable information about evaluation planning and execution, in easily digestible formats.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Allowing PIs to gather information that might not otherwise be available to them.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars and website
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	reaching out and having a plethora of great materials
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	The usability of their checklists is extremely helpful. Providing the slides from their webinars has been useful as well.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing helpful resources to evaluators in multiple modes.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Accessibility
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars. Online resources.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	The Webinars and resources (checklists) are extremely valuable.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	excellent resources and close contact with the ATE and Evaluation communities
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Well organized resources online (easy to search and explore interesting and relevant resources), and providing opportunities to connect with community.

Doing well – Theme	Comment
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	clear communication, recording sessions, checking in on learning during presentations, evaluating all aspects of each project. Final documents are high-quality and well prepared and presented
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Sharing resources and engagement
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	The frequent webinars and sharing of resources (via newsletters) are always very helpful for any topic. The webinars are always held in an informative, approachable setting and the presenters are always incredible.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Sharing resources and providing information on experienced ATE evaluators.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	1. Facilitating networking among evaluators. 2. Providing practical tools that every evaluator must have, including people with no evaluation background.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I am not involved in evaluating an ATE project, but I still find EvaluATE materials to be useful resources for myself and for sharing with other evaluators and clients. Webinars are well done and website resources are useful. I particularly point clients to the resources on the Common Guidelines. I use the evaluation plan checklist.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	the quality of the materials and content--they make evaluation accessible
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing evaluation tips and resources, providing evaluation information and allowing information sharing
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	developing and sharing relevant content
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I appreciate the checklists and the website is easy to navigate.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	regular communication and provision of webinars and checklists, grab and go resources.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I have not been exposed to EvaluATE long enough to have an opinion on this, having only recently discovered EvaluATE. However, the EvaluATE website is user-friendly and easy to navigate, which makes it pretty simple to find the types of resources one might search for (i.e., blogs, resource library, webinars, research, community/networking).
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Information access
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	They are making evaluation resources usable. All the content I have interacted with has been high quality and easily utilized. I often refer colleagues to EvaluATE for evaluation information and resources.

Doing well – Theme	Comment
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Sharing resources and messaging about availability.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Communication and examples
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	The checklist resources were helpful. It was two years ago and I can't remember the details though.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	1. I have found the webinars to be the most valuable resources, as they provide an opportunity to hear from colleagues in the field gain helpful information. The support resources offered by EvaluATE are also great supplements that I have found helpful with educating my clients, and perspective grantees.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Access to information
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I think the material is good for novice evaluators and PIs wanting to learn what evaluation is.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars are outstanding; web resources are also invaluable
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Organizing the resource library.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	i really love the materials being geared towards a practitioner audience. they are immediately downloadable and useful.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Content covering a wide variety of topics related to evaluation (in a variety of formats) available to ATE project teams.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Excellent resources (accessible, well-crafted), advancing community awareness of how to use data to tell story
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	It seems like they're being intentional about getting feedback from their audience(s). Just based on my perception of EvaluATE, they put out high-quality and helpful materials/communications.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	providing resources. Allowing opportunities for networking
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	providing information and resources
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	webinars and handouts / resources
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	information and information sharing

Doing well – Theme	Comment
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Website. Outreach.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	webinars and resource links
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	EvaluATE was extremely useful to me during the development of our grant project. I used the templates in developing our Evaluation Questions and Logic Model.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars and page website
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Sharing high quality information
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing resources to the ATE community
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Quality content
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Offering a range of supports, from printed materials that apply to everyone to discussion opportunities that are question-driven and apply to the exact needs of the participants.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	I appreciate that EvaluATE is engaged and proactive in its trainings and resources.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	materials and presentations are all well organized and well thought out
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Well-designed, easy-to-digest evaluation resources that are suitable for general/non-technical audiences
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Communication and dissemination of materials
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	good website resources for evaluators; PD opportunities
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Creating resources
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Generate clear and helpful information and resources on evaluation.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	providing a variety of helpful resources for new PIs.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Providing resources

Doing well – Theme	Comment
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	offers a one one-stop-'shop' of great methodological info with examples.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars and training, outreach, resources (especially check lists), mentoring
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	The quality of the presentations in the webinars is AMAZING. Same with the quality of published material. The communication quality and evidence based information is so top notch. I trust what I get from EvaluATE.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Provide snapshot of Grants in small, easy to understand chunks & provide contact info/links to dig deeper.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	resources for evaluation, particularly for those newer to the field
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Webinars and keeping their website up to date.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Very organized. Emails from Ellen H. provide tons of information. The templates for the New-ATE NSF conference for the one page document was very helpful.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Accessible to anyone; intentional and great follow thru.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Offering a central repository, Being available for consultations and data access
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	1) Keeping the ATE Community of Practice engaged and informed; 2) Providing best practices in the ATE evaluation processes and outcomes.
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Report resources and share important information for evaluators
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Being a reliable and credible source of information/resources; conducting webinars to keep us informed and connected; being an open source - accessible; providing guidelines, and informing about changes to support our work and improvements; sharing information about projects - transparency (so critical these days!)
Providing resources and tools – high quality, accessible, organized, centralized, comprehensive, clear, timely, and relevant	Resource pages
Sharing information about NSF requirements	Sharing information via multiple modalities about evaluation design and sharing information about NSF evaluation requirements.
Sharing information about NSF requirements	Mentoring PIs and reasoning/maxing points behind all grant inclusions.
Soliciting feedback	Soliciting feedback in survey such as this.
Soliciting feedback	It seems like they're being intentional about getting feedback from their audience(s). Just based on my perception of EvaluATE, they put out high-quality and helpful materials/communications.

Doing well – Theme	Comment
Z-MISC. - Attracts new and emerging evaluators	1) Attracts new and emerging evaluators. 2)Presents "foundational information and practices" in a fresh light
Z-MISC. - Bringing in groups that think systematically about assessment and evaluation like FAS4ATE	Bringing in groups that think systematically about assessment and evaluation like FAS4ATE
Z-MISC. - Modeling best practices.	Creating a community of evaluators. Modeling best practices.
Z-MISC. - Promoting themselves	Promoting themselves and making a difference with those who reach out to them for help with their evaluation needs.
Z-Unclear or not relevant	Assisting institutions with funding for innovative and impactful improvements in student learning.
Z-Unclear or not relevant	Communication and the survey and bringing concerns of quality of ate programs up
Z-Unclear or not relevant	The fact that it exists at all is great!
Z-Unclear or not relevant	Offering opportunities.
Z-Unclear or not relevant	Webinars and surveys
Z-Unclear or not relevant	Keeping the lines of communication open and in informing us all that is necessary to be successful with our project.
Z-Unclear or not relevant	sharing practices
Z-Unclear or not relevant	This form for the evaluation is much friendlier to getting information
Z-Unclear or not relevant	1) Attracts new and emerging evaluators. 2)Presents "foundational information and practices" in a fresh light

Appendix D - How EvaluATE could improve its work or increase its impact

Open-ended responses to the question, “What one or two suggestions do you have for how EvaluATE could most improve its work or increase its impact?”

Note: Comments are sorted in alphabetical order by theme. Some comments contained multiple themes. The related text for the each assigned theme is shown in black with the unrelated text in light grey.

Suggested improvements – Theme	Comment
Additional topics - Better understanding of evaluator's perspective	I'd like to see webinars from the evaluator's perspective.
Additional topics - Data visualization	Data visualization webinar was more about participant sharing - I was hoping for more demonstration and presentation.
Additional topics - Data visualization	Share more information about before and after data viz products. Examples of how grantees have used evaluation data for programmatic improvements.
Additional topics - Evaluation practices	Feedback on evaluation report. Support project funding of external evaluators attendance at conferences. Have a hot line for evaluators to ask questions.
Additional topics - Managing projects and clients	Provide a training on managing projects and clients
Additional topics - Statistical methods - data analysis	Provide more information on data analysis and statistical methods used in evaluations.
Better promotion/marketing/ more notifications	Tell their story louder! EvaluATE is a great resource for ATE grants and so many others!
Better promotion/marketing/ more notifications	Advertise in different social media platforms
Better promotion/marketing/ more notifications	More communication
Better promotion/marketing/ more notifications	I think if you sent more people to the blog and videos section they would realize how useful they are as resources. This survey was enlightening for me as I looked up what they offered.
Better promotion/marketing/ more notifications	Maybe find ways to let the community know more about their coaching - I suspect it's under utilized by members.
Better promotion/marketing/ more notifications	Increase awareness of the web site
Better promotion/marketing/ more notifications	advertise its webinars and resources more; allow for more time for discussion/exchange during webinars
Better promotion/marketing/ more notifications	More reminders to evaluators to access and read the summary report
Better promotion/marketing/ more notifications	Increase activity on LinkedIn. I do enjoy Slack but find it is an "extra" place to check. LinkedIn is a place I visit daily :)
Better/more information re NSF expectations	More feedback from nsf regarding expectations
Better/more information re NSF expectations	Share redacted examples of what NSF considers to be high quality evaluations

Suggested improvements – Theme	Comment
Better/more information re NSF expectations	I think they should provide evaluators with more information on NSF required reporting. Much of the required reporting materials for grantees is behind a firewall, so if the grantee is not engaged with the evaluator or active in sharing the materials, the evaluator does not necessarily know the NSF reporting requirements or activities except through google searches. ATE could provide more detail on how the evaluator should be involved in understanding activities for the ATE grants specifically.
Continue or increase presence at meetings/conferences	in-person events/ presence in major conferences
Continue or increase presence at meetings/conferences	Continue to have a presence at meetings
Continue or increase presence at meetings/conferences	Provide workshop sessions at major conferences.
Different tiers of offerings/resources or targeted offerings/resources	I know there is a tension between what level to cater towards when it comes to evaluation related tools and products, but perhaps thinking about what more advanced evaluators might benefit from would be useful.
Different tiers of offerings/resources or targeted offerings/resources	Make offerings more approachable for individuals who only engage in evaluation as part of their role.
Different tiers of offerings/resources or targeted offerings/resources	Most of what EvaluATE goes is focused on novice or early-career evaluators' work so there's not a great deal new that is helpful to me. I agree this focus makes sense, particularly for senior ATE grantees who take evaluation jobs (which seems to be a common retirement path) since many of them really have no idea of how to do a rigorous program evaluation, I do think It would be nice to have some focus on mature and more sophisticated evaluation designs. It is somewhat frustrating to me that we're so far down the road with ATE and much of the evaluation is descriptive only. No real sense of what's working in the data that are gathered, although the language is lofty around what is working, or not. I just wish we could do better after all these years.
Different tiers of offerings/resources or targeted offerings/resources	targeted training to civil society organizations
Different tiers of offerings/resources or targeted offerings/resources	To specifically or categorically have more webinars for YEEs engaging them for learning and network purposes.
Establish relationship with Pis, project personnel, and programs	Live interactions with PIs can provide nuance that surveys can not.
Establish relationship with Pis, project personnel, and programs	Reach out to engage individual projects
Establish relationship with Pis, project personnel, and programs	Establish authentic relationships with project key personnel. Otherwise, you are competing against the Google in terms of knowledge base.
Establish relationship with Pis, project personnel, and programs	Possibly get more embedded across programs
Facilitate more networking/discussion/ sharing opportunities	Maybe collaborate more with other evaluation capacity builders

Suggested improvements – Theme	Comment
Facilitate more networking/discussion/ sharing opportunities	Continue to do webinars and webchats
Facilitate more networking/discussion/ sharing opportunities	Facilitate a regular virtual meet up for ATE national center evaluators (or all ATE evaluators)
Facilitate more networking/discussion/ sharing opportunities	more dialogue with evaluators.
Improve webinars re expertise and resources	I can't really think of much - I like it when resources come with the webinars, so maybe do that more?
Improve webinars re expertise and resources	Improve the content of the webinars with expertise and follow up resources.
Make it easier to find resources	Easier to find things on the site. I regularly search for things but rarely find anything.
Make it easier to find resources	More user friendly to find things
More effective ways of finding evaluators	A running list of evaluators that is easy to access and offers their area of specialization and a contact method.
More effective ways of finding evaluators	Perspective ATE grantees may find it helpful to have a site within EvaluATE where they can post RFPs for external evaluators. Some institutions required RFPs to be posted for external evaluators. Though we have the ATE Evaluator Map, which is helpful, new grantees, and/or responsible entities within the organization may find it helpful to have a portal for posting a request for services specific to ATE proposals.
More effective ways of finding evaluators	Have a more comprehensive and cataloged database of evaluators.
More examples - data visualization for reports	More examples of data visualization for reports
More examples - Examples of how grantees have used evaluation data for programmatic improvements.	Share more information about before and after data viz products. Examples of how grantees have used evaluation data for programmatic improvements.
More examples - full evaluation process	Provide more samples from start to finish (plan to data visualization) of how to use a variety of methods.
More examples - of project evaluation	More project evaluation examples to look at.
More presence and visibility within the broader national/international evaluation community	Increase visibility at international level.
More presence and visibility within the broader national/international evaluation community	Increase presence within the evaluation community, American Evaluation Association, and its EvalTalk online community.
More support targeting Mentor Connect	I would have benefitted from more talk about evaluation when I was in Mentor-Connect. Perhaps having a few evaluators there would have helped me better understand the role and responsibility of an external evaluator
More support targeting Mentor Connect	More webinars for Mentor Connect sessions
Z - Misc. - Clarify that the guidance/resources are	Recommendations from EvaluATE should be just that. The evaluator and client are going to know what works best for their program. There is no one "right

Suggested improvements – Theme	Comment
recommendations and not an attempt at imposing standards/uniformity	way" to do a plan and I sometimes get the sense that this program is trying to make all plans uniform and, in a sense, promote their version as a mandate to PIs.
Z - Misc. - Clear guidelines for PIs re evaluation	Provide clear roadmaps and guidelines for PIs for evaluation, including samples of high quality evaluations and questions to discuss with their evaluator
Z - Misc. - Conduct meta analyses on the effectiveness of ATE	Produce collective data on ATE's effectiveness
Z - Misc. - Demonstrate validity	Demonstrate some measure of statistical validity to all the "evaluation" going on.
Z - Misc. - Fewer emails	Find a way to minimize emails. Everyone is drowning in emails.
Z - Misc. - Host a conference	Have a conference
Z - Misc. - Mentoring program	Maybe a Mentor program for new evaluators?
Z - Misc. - More checklists	More checklists
Z - Misc. - More cohort learning	More cohort learning as you provided in the past to help projects connect with industry and state initiatives for strong and integrated impact in manufacturing, biotech and other sectors
Z - Misc.. - More information on how integral and challenging good evaluation is	More informative seminars on how evaluation is an important and integral part of projects and performing evaluation , if approached properly, is not really quite challenging
Z - Misc. - More on how to keep current	Offer more learning opportunities for evaluators on how to keep current and serve as liaison between evaluators and program officers
Z - Misc. - More training	Develop more training and practical internship
Z - Misc. - Offer resources in multilingual formats	Availability of resources, multimedia, and tool kits in multilanguage format (i.e., Spanish, Portuguese). I am not sure if these exist, but they would greatly help my research with communities that are underserved in the USA, and have English as a second language. Please, reach out if interested in this (perhaps via a blog post, if survey responses are anonymous).
Z - Misc. - Post award follow up	Continue to engage with institutions through professional development and follow up after awards are made.
Z - Misc. - Provide information on evaluators	Help the PI search for evaluators from the local area.
Z - Misc. - Regional face to face meetings	Maybe some regional face to face meetings?
Z - Misc. - Serve as liason between evaluators and POs	Offer more learning opportunities for evaluators on how to keep current and serve as liaison between evaluators and program officers
Z - Misc. - Spotlight best eval practices	Shine a spotlight on some best eval practices, the best eval plan is a good start
Z - Misc. - Budget for evaluation should not always be 7%	Stop propagating the myth that NSF recommends evaluators collect a certain percentage of the budget as their compensation for project evaluation (if EvaluATE truly is the source of the myth). It's been stated over & over again that 7% is appropriate. That may be where the amount charged for evaluation converges when a large sample size is examined. However, that does NOT mean each proposal should use that figure in their budget.

Suggested improvements – Theme	Comment
Z - Misc. - Collaborate with other evaluation groups	Collaborating with other evaluation groups
Z - Misc. - Designing and sharing tailor-made guidelines for evaluation, assessment, review, and audits	Designing and sharing tailor-made guidelines for evaluation, assessment, review, and audits.
Z - Misc. - Doesn't like Slack	slack is not useful
Z - Misc. - Emphasize the importance of allocating a sufficient amount of space in the 15-page proposal to evaluation	Emphasize the importance of allocating a sufficient amount of space in the 15-page proposal to evaluation. Despite my guidance, some of the clients I've worked with insist on including the evaluation narrative and logic model as supplementary documents.
Z - Misc. - Establish connections with college grants offices	Have direct outreach to college grants offices to inform them about the resources and requirements to help their project PIs, both in the proposal development phase and in execution and post-project reporting.
Z - Misc. - EvaluATE should be better funded	more funds for you all, and more human resources using the latter funds to pay them
Z - Misc. - EvaluATE the evaluation plans	Evaluate the evaluation plans for new PIs to ensure they are prepared
Z - Misc. - Examples of how to address the "so what" questions	provide more direct financial and staff support and examples of how to address the "so what" questions
Z - Misc. - Explore and expand understandings of evolving needs in measurement (outcomes, particularly) in ecosystems of new and innovative credentialing models.	Explore and expand understandings of evolving needs in measurement (outcomes, particularly) in ecosystems of new and innovative credentialing models.
Z - Misc. - Explore and expand understandings of evolving needs in measurement in ecosystems of new and innovative credentialing models.	encourage PIs to work with their institutional staff, policies and procedures at each institution can have an an impact on a grant application.
Z - Misc. - Find out why some projects and centers do well in terms of recruiting and retaining underrepresented populations.	I liked the Top 10 Activities to Improve Technician Education chart. More data sweeps like that would be nice. It would great if you could identify projects and centers that are doing an excellent job recruiting and retaining underrepresented populations, and then you took a deep dive in their work to figure out what they are doing well. I realize that's not currently your role but it would be an interesting study.
Z - Misc. - Have a hot line for evaluators to ask questions.	Feedback on evaluation report. Support project funding of external evaluators attendance at conferences. Have a hot line for evaluators to ask questions.
Z - Misc. - Help IUSE projects create a similar community.	Help IUSE projects create a similar community.
Z - Misc. - I liked the Top 10 Activities to Improve Technician Education chart. More data sweeps like that would be nice.	I liked the Top 10 Activities to Improve Technician Education chart. More data sweeps like that would be nice. It would great if you could identify projects and centers that are doing an excellent job recruiting and retaining underrepresented populations, and then you took a deep dive in their work to figure out what they are doing well. I realize that's not currently your role but it would be an interesting study.
Z - Misc. - Increase training programs	Increase training programs - Young and Emerging Evaluators learn a lot from them

Suggested improvements – Theme	Comment
Z - Misc. - Influence NSF to fully recognize CTE / skills-based training and education for employers needs - not just for credit, degree outcomes.	Continue the good work you are doing and influence NSF to fully recognize CTE / skills based training and education for employers needs - not just for credit, degree outcomes.
Z - Misc. - More varied times for webinars and chats	Offer webinars and chats at varied times. As a full time employee, I often do not have the time to focus on professional development, even though I know I would benefit from participating in offered EvaluATE programming
Z - Misc. - Offer/focus more on culturally responsive methods	Focus SO MUCH MORE on culturally-responsive and equitable evaluation; discuss more qualitative and/or participatory methodologies; foster more connections and relationship-building; invite more speakers of color; offer webinars on indigenous & decolonizing practices, and integrating language justice & disability justice practices into evaluation theory and methods. The ATE folks are well-meaning but I don't relate much to their content, which is stuck in the last century, exclusionary and very white-centric. I get more from Evaluation Cafe or resources mentioned in the Expanding the Bench newsletter.
Z - Misc. - Provide data from the annual report for analysis	Go back to providing the data from the Annual Report in such a way that data analysis can be performed on it for purposes of evaluating ATE projects and centers. Or just make the raw data available.
Z - Misc. - Provide more direct financial and staff support	provide more direct financial and staff support and examples of how to address the "so what" questions
Z - Misc. - Provide videos of interviews with team members and evaluators re evaluation	Perhaps post a few videos of select project teams/evaluators relaying their experience with a project evaluation (positive aspects, unexpected challenges etc.). I have not viewed all of the videos posted, so this content may already exist.
Z - Misc. - Support project funding of external evaluators attendance at conferences	Feedback on evaluation report. Support project funding of external evaluators attendance at conferences. Have a hot line for evaluators to ask questions.
Z - Misc. - This survey had confusing questions	Apply what they teach to this survey. Many of these questions were confusing!
Z - None/satisfied as is/don't know	Doing a great job
Z - None/satisfied as is/don't know	Nothing I can think of
Z - None/satisfied as is/don't know	I can't think of anything to improve
Z - None/satisfied as is/don't know	No suggestions, sorry. I am a Canadian evaluator, so I don't think I am your target audience :)
Z - None/satisfied as is/don't know	None, it seems to be working well now.
Z - None/satisfied as is/don't know	Unsure
Z - None/satisfied as is/don't know	As grant accountant I don't have any suggestions for improvements
Z - None/satisfied as is/don't know	you are wonderful! I can't think of anything at this time.
Z - None/satisfied as is/don't know	None come to mind

Suggested improvements – Theme	Comment
Z - None/satisfied as is/don't know	I'm not sure I have any suggestions. I appreciate the resources.
Z - None/satisfied as is/don't know	I think they do a great job
Z - None/satisfied as is/don't know	None at this time
Z - None/satisfied as is/don't know	None.
Z - None/satisfied as is/don't know	None come to mind.
Z - None/satisfied as is/don't know	Keep it up
Z - None/satisfied as is/don't know	None.
Z - None/satisfied as is/don't know	Don't know
Z - None/satisfied as is/don't know	Cannot think of any right now.
Z - None/satisfied as is/don't know	I haven't accessed enough to really know. What I experienced was good.
Z - None/satisfied as is/don't know	Nothing I can think of
Z - None/satisfied as is/don't know	No suggestions. I think EvaluATE is doing a stellar job.
Z - None/satisfied as is/don't know	dont know
Z - None/satisfied as is/don't know	None that I can think of now
Z - None/satisfied as is/don't know	I am. It sure.
Z - None/satisfied as is/don't know	None at the moment.
Z - None/satisfied as is/don't know	In my opinion, EvaluATE is doing a great job. My colleagues and I appreciate all they share with the rest of the evaluation community.
Z - None/satisfied as is/don't know	it seems EvaluATE is doing an excellent job
Z - None/satisfied as is/don't know	Having only recently discovered EvaluATE, I don't have any suggestions.
Z - None/satisfied as is/don't know	none
Z - None/satisfied as is/don't know	I don't have any suggestions off hand.
Z - None/satisfied as is/don't know	not sure
Z - None/satisfied as is/don't know	Can't think of anything at the moment...the EvaluATE folks and their resources are great!
Z - None/satisfied as is/don't know	none at this time.
Z - None/satisfied as is/don't know	none

Suggested improvements – Theme	Comment
Z - None/satisfied as is/don't know	I'm not sure...
Z - None/satisfied as is/don't know	Not sure
Z - None/satisfied as is/don't know	No suggestion. It's great resource
Z - None/satisfied as is/don't know	I'm not sure
Z - None/satisfied as is/don't know	n/a
Z - None/satisfied as is/don't know	N/A
Z - None/satisfied as is/don't know	No ideas at this time
Z - None/satisfied as is/don't know	IDK, I lack experience using the site.
Z - None/satisfied as is/don't know	none right now
Z - None/satisfied as is/don't know	NA
Z - None/satisfied as is/don't know/not familiar enough	I'm not familiar enough with their work to say
Z - Positive feedback	Excellent outreach. I like the flyer created for the Evaluate work.
Z - Unclear or not relevant	Be less focused on science and more focused on other types of projects/museums such as history, art, etc.
Z - Unclear or not relevant	organize workshops to teach evaluation
Z - Unclear or not relevant	Tell me what you do I HAVE NEVER HEARD OF YOU
Z - Unclear or not relevant	Disseminate information
Z - Unclear or not relevant	Better templates for NSA applicants (for specific projects)
Z - Unclear or not relevant	Just want to note, somewhere, that I have found the EvaluATE resources that I have looked at to be excellent. Their limited impact on my evaluation practice is due to my graduate school preparation for and 13 years of professional experience evaluating NSF education projects. While there is always more to learn, I do not expect to make leaps and bounds in my new understandings of evaluation at this point in my career.
Z - Unclear or not relevant	As a person with limited experience having a place for easy access to references and other helpful info is what I am usually looking for in my search.
Z - Unclear or not relevant	The link to ATE for the conference app/site does not display correctly on an iphone 13. I will try again.