

# PRACTICUM SITE OVERVIEW

*Are you interested in applying a culturally responsive, equitable lens to your evaluation work?*

*Is your organization interested in promoting the development of evaluators from diverse racial and ethnic backgrounds?*

If so, consider joining the Leaders in Equitable Evaluation and Diversity (LEEAD) Program as a LEEAD Practicum Site.



## What is LEEAD?

Leaders in Equitable Evaluation and Diversity (LEEAD) is a program of the Expanding the Bench® (ETB) Initiative led by Change Matrix and funded by a generous group of ETB Funding Partners. ETB's mission is to support diverse evaluators and Funders of Evaluation to value, practice, and promote a culturally responsive and equitable evaluation ecosystem.

LEEAD is an evaluation training program designed to develop a pathway for racially and ethnically diverse leaders in culturally responsive and equitable evaluation (CREE) who will advance the field of evaluation. Since it began in the fall of 2015, 50 Scholars have completed the LEEAD Program. Check out the LEEAD Alumni!

Scholars must be able to commit to a rigorous 15-month training program to develop their evaluation competencies through the following components:

- ▶ Online curriculum (fall) — This includes completion of an online CREE curriculum through American University
- ▶ Practicum (spring/summer) – After completion of the online curriculum, Scholars have the opportunity to apply new knowledge by working with a Practicum Site on a CREE-focused evaluation project
- ▶ Mentoring (throughout) – LEEAD Scholars are matched with an evaluation expert who serves as a Mentor throughout the Program



## Who are LEEAD Practicum Sites?

LEEAD establishes partnerships with evaluation firms, foundations, think tanks, universities, nonprofit agencies, and others committed to advancing racial and ethnic inclusion in their workforce. By serving as a Practicum Site, you have the opportunity to have a CREE thought partner and collaborator around a specific evaluation project. Check out the last cohort's Practicum Site Partners!

## Why Serve as a LEEAD Practicum Site?

The practicum experience strengthens connections between the funders and producers of evaluation and its intended beneficiaries while advancing inclusion in the fields of philanthropy and evaluation toward equity. The practicum experience benefits Scholars as well as Practicum Sites. The majority of past Scholars reported that the practicum provided opportunities to incorporate CREE concepts and were aligned with their career goals. In addition to the evaluation skills and methodological and substantive expertise that Scholars bring to their practicum teams, hosting firms have benefited from Scholars' focus on CREE. In the most recent cohort, Practicum Sites stated that they appreciated the new perspective that LEEAD Scholars offered and that the experience was an opportunity to collaborate. Of the Practicum Sites surveyed, the majority indicated that Scholars added to their ability to incorporate CREE into their projects. Beyond the specific evaluation projects, the majority of recent Practicum Sites stated that they value the importance of using a CREE approach and intend to apply it to other project work. In most recent cohorts, the majority of Scholars and Practicum Sites expressed their intention to continue their working relationships after the LEEAD Program.

Want to learn about the outcomes of the LEEAD Program? [Check out the findings](#) from our latest cohort's program evaluation.



## How is the LEEAD Practicum Project Structured?

The practicum experience is expected to be executed virtually over a 6-8 month timeline. The practicum provides Scholars with contract evaluation experience and serves as a culminating assessment of evaluation competencies, as Scholars apply what they have learned from the other components of the LEEAD Program. Practicum Sites contract with LEEAD Scholars to complete one or more discrete components of an evaluation project (e.g., collaborating to design evaluation, logic model/theory of change development, measure development, data collection and analysis, and report writing). See examples of [Practicum Projects](#) from the last cohort!

When possible, Practicum Sites are encouraged to contract with more than one Scholar to maximize peer learning and support. While it is not necessary for Scholars to be working on the same project, in the same department, or under the same supervisor, such opportunities may contribute to a stronger cohort experience among Scholars.

Participation in LEEAD includes the following:

- ▶ Contribute \$7,000 - 10,000 to ETB to offset some of the programmatic costs involved in vetting, preparing, and supporting both the Scholars and the Practicum Sites; contributions will be evaluated on a case-by-case basis
- ▶ Attend a webinar orientation detailing the LEEAD practicum experience
- ▶ Develop a project description and scope of work for Scholars to apply for, based on an existing or new evaluation project
- ▶ Interview Scholars from the pool of applications received through the practicum matching process
- ▶ Contract directly with a LEEAD Scholar or multiple Scholars, for a minimum of 60-80 hours over the course of the practicum experience

- ▶ Provide Scholars with a competitive hourly salary commensurate with senior researcher level contractors
- ▶ Engage Scholars as thought-partners to strengthen the CREE approach to the practicum project
- ▶ Have project supervisors act in a coaching capacity; managing the Scholar in the same manner they would manage their staff and be expected to virtually check-in with Scholars weekly during the practicum experience
- ▶ Participate in regular check-ins with the ETB team to provide feedback on Scholar performance
- ▶ Complete evaluation surveys to provide feedback on the LEEAD model and experience

## How Can I Apply to Be a Practicum Site Partner?

Applications will open in May 2021.

Sign-up for *Bench (Re)Marks*, ETB's monthly e-newsletter, to receive updates.

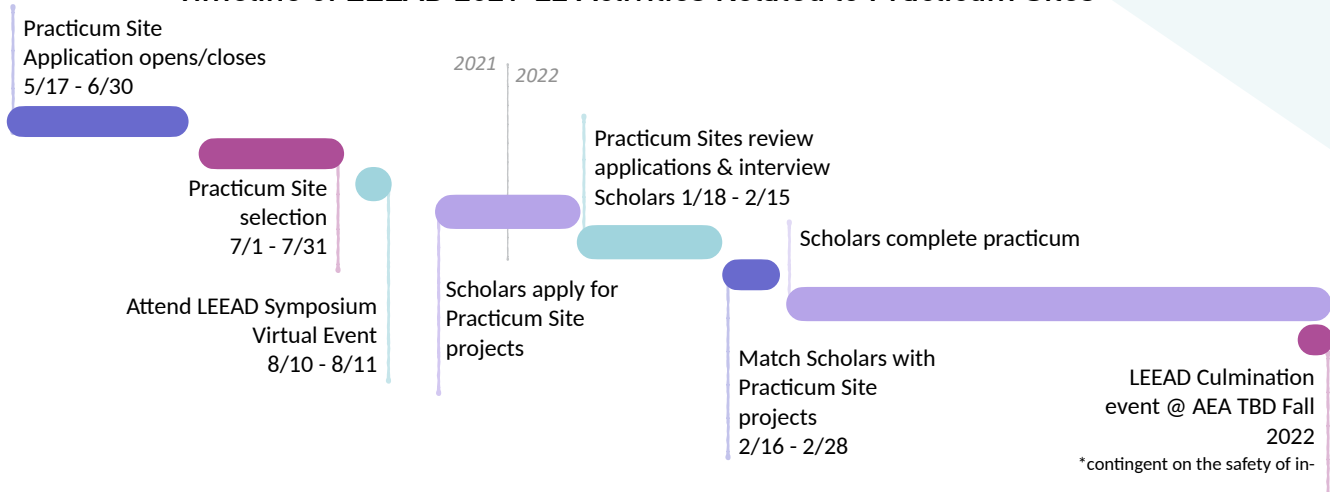
[Learn How to Apply!](#)



"ETB and LEEAD are just such incredible partners in advancing CREE practice. I feel like we've been able to turn a new corner and that this project was eye-opening for my fellow staff who are not evaluators, but philanthropic practitioners, as to the value of evaluation done well and with an emphasis on equity and cultural responsiveness ...we'd be so interested in serving as a Site next year."

**- Kate Szczerbacki, PhD**  
**The Hartford Foundation for Public Giving**  
**LEEAD Practicum Site Partner**  
**2019-2020**

## Timeline of LEEAD 2021-22 Activities Related to Practicum Sites



## Have Questions About Becoming a Practicum Site?

If you have questions about serving as a LEEAD Practicum Site, you can send questions to [team@expandingthebench.org](mailto:team@expandingthebench.org) or phone Sandra Silva, LEEAD Project Director, at 571-274-1797.