Leaders in Equitable Evaluation and Diversity

**PRACTICUM SITE OVERVIEW**

Are you interested in applying a culturally responsive evaluative lens to your work? Is your organization interested in promoting the development of evaluators from historically marginalized and under-supported 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 was created to increase the diversity in the evaluation and research fields. The inclusion of evaluators from historically marginalized and under-supported groups increases the likelihood of methods, analyses, and interpretation benefiting the field and communities they serve.

LEEAD is an evaluation training program for early-career scholars from historically marginalized and under-supported groups designed to develop a pipeline of diverse leaders in culturally responsive and equitable evaluation (CREE) who will advance the field of evaluation. Since the Program began in the fall of 2015, 35 Scholars have completed the LEEAD Program. Applicants must be able to commit to a rigorous 12-month training program to develop their evaluation competencies through the following components:

- **Mentoring** – LEEAD Scholars are matched with an evaluation expert who serves as a Mentor throughout the Program.
- **Online curriculum** – This includes completion of an online evaluation curriculum that covers core competencies with a focus on CREE through American University.
- **Practicum** – After completion of the online curriculum, Scholars have the opportunity to apply their knowledge through a paid evaluation project with a Practicum Site.

Who are LEEAD Practicum Sites?

LEEAD is interested in partnering with evaluation firms, foundations, think tanks, universities, and non-profit agencies committed to advancing CREE. By serving as a Practicum Site, you provide Scholars an opportunity to apply what they have learned in a real world setting in order to hone new skill sets and gain resume-building experience in evaluation.
Why Serve as a LEEAD Practicum Site?

Strengthened connections between the producers of evaluation and the intended beneficiaries of evaluation advances inclusion in the fields of philanthropy, evaluation and research, and equity, more broadly. The practicum experience benefits both Scholars as well as Practicum Sites. The majority of past Scholars reported that the practicum improved their skills, provided opportunities to incorporate CREE concepts, and were aligned with their career goals. In addition to the research skills and methodological and substantive expertise Scholars bring to their practicum teams, firms have benefited from Scholars’ focus on CREE. Of the Practicum Sites surveyed, the majority indicated that Scholars added to their ability to incorporate culturally responsive evaluation into their projects. In previous cohorts, Scholars have contributed to complex analyses; led data collection efforts; presented at national meetings; and created reports and tools for various audiences.

What are the Expectations for LEEAD Practicum Sites?

Practicum Sites subcontract with LEEAD Scholars who bring unique insights informed by their research experience and evaluation training in CREE through the LEEAD curriculum. The evaluation practicum experience is often executed remotely and involves having Scholars 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) over their 6-8 month practicum experience.

If possible, we encourage each Practicum Site to contract with 2-4 Scholars 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 requires a commitment to the following:

- 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 evaluation project
- Interview Scholars from the pool of applications received through the practicum matching process
- Subcontract 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 ($75-120/hour) commensurate with senior researcher level contractors
- Engage Scholars as thought-partners to strengthen the CREE approach to 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 Participate?
We begin outreach to practicum sites in late Spring or early Summer. Be sure to subscribe to the ETB newsletter, Bench (Re)Marks to keep informed of outreach activities.

Timeline of LEEAD 2019-2020 Activities Related to Practicum Sites

- Scholar applications due 5/1
- Scholars selected 6/17 - 6/28
- Practicum Site recruitment 5/1 - 6/28
- LEEAD Symposium in Baltimore, MD 9/24 - 9/25
- Practicum Sites submit project descriptions 10/1 - 11/29
- Scholars apply for practicum projects 12/15 - 1/17
- Practicum Sites review applications & interview Scholars 1/27 - 2/24
- Scholars complete practicum experiences spring to fall 2020
- LEEAD Culmination event @ AEA 2020 in Portland, OR 10/26 - 10/31

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 or phone Sandra Silva, LEEAD Project Director at 571-274-1797.