NRC Evaluation Framework February 2015

NRC Strategies

Resiliency  Career Pathways  Prior Learning Assessment  Support Services  Quantway/Statway  Adaptive Technology  Employer Engagement

### Exploration and Design
- Develop ideas and commitment
- Identify resources
- Identify champions and key players
- Prepare people and systems

### Early Implementation
- Implement systems/practices
- Individuals supported and prepared to carry out their work
- Develop feedback loops for improvement

### Mature Implementation
- Systems/practices are fully in place with key people carrying out the work
- Feedback loops & data used to assess implementation
- Systems/practices are refined based on evidence to improve effectiveness

### Institutionalization and Sustainability
- Systems/practices embedded in organizational structure
- Systems/practices are seen as status quo
- Structures established that allow program to withstand leadership and/or resource transitions

### Participant Outcomes
- Credentials conferred
- Continuing education
- Labor market

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Evaluation Questions

- What strategies are being pursued?
- Who are key leaders?
- What are key supports?
- What resources have been identified?
- How has this work (commitment building, planning, resource generation, etc.) been undertaken?

- How have practices been implemented?
- What resources and supports (financial and indirect—training, materials, etc.) have supported this work?
- How has this work been communicated across campus/consortium to multiple stakeholders?
- How is input and feedback gathered?

- How has support for these practices developed across the college/consortium?
- How is data used for continuous improvement?
- How do feedback loops inform programmatic refinement?
- How and why have practices been adapted?

- How are practices integrated into the college structure?
- What resources (financial and indirect) have been allocated to sustain this work?
- How have implemented practices changed the institutional culture?
- What is the impact of program participation on students?

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Adapted from the National Implementation Research Network