



Expanding
the Bench
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THE ANNIE E. CASEY FOUNDATION

NOVEMBER 9, 2017

Presenter Introductions



- Marian Amoa, *Senior Associate*
- The Annie E. Casey Foundation
- Research, Evaluation, Evidence and Data Unit



- Karen Hopkins, Ph.D., *Associate Professor*
- University of Maryland School of Social Work



- Randy Nelson, Ph.D., *Program Coordinator*
- Bethune-Cookman University
- Criminal Justice Administration Graduate Program

Presentation Overview



About the Annie E. Casey Foundation

Expanding the Bench

ETB in PM Implementation: A Tale of Two Learning Partners

Future Direction

Questions

The Annie E. Casey Foundation

Casey dedicates all of its resources to creating a brighter future for vulnerable children in America.

FAMILY



OPPORTUNITY



COMMUNITY



Casey's Focus on Race, Equity and Inclusion

- Casey leverages its funding towards the vulnerable
- Casey uses a Race, Equity and Inclusion (REI) lens to improve the lives of children
- Each unit/portfolio has or is developing an REI strategy

Expanding the Bench (ETB) Overview

- Focus on historically underrepresented minority evaluators and researchers
- Three approaches:
 - Strengthening Ties** - **Building Capacity** - **Increasing Field Demand**
- Major projects and efforts:
 - Advancing Collaborative Evaluation (ACE) Network
 - Leaders in Equitable Evaluation and Diversity (LEED)
 - **ETB in Performance Management (ETB in PM)**

ETB in PM

Results and Strategies

- Faculty are competent to teach Results-Based Accountability™ (RBA)
- Institutions of higher education have embedded RBA learning opportunities in the classroom and in the field
- Faculty, students, and professionals of color can apply RBA to achieve better results for their populations

Capacity building for faculty, students and human service professionals

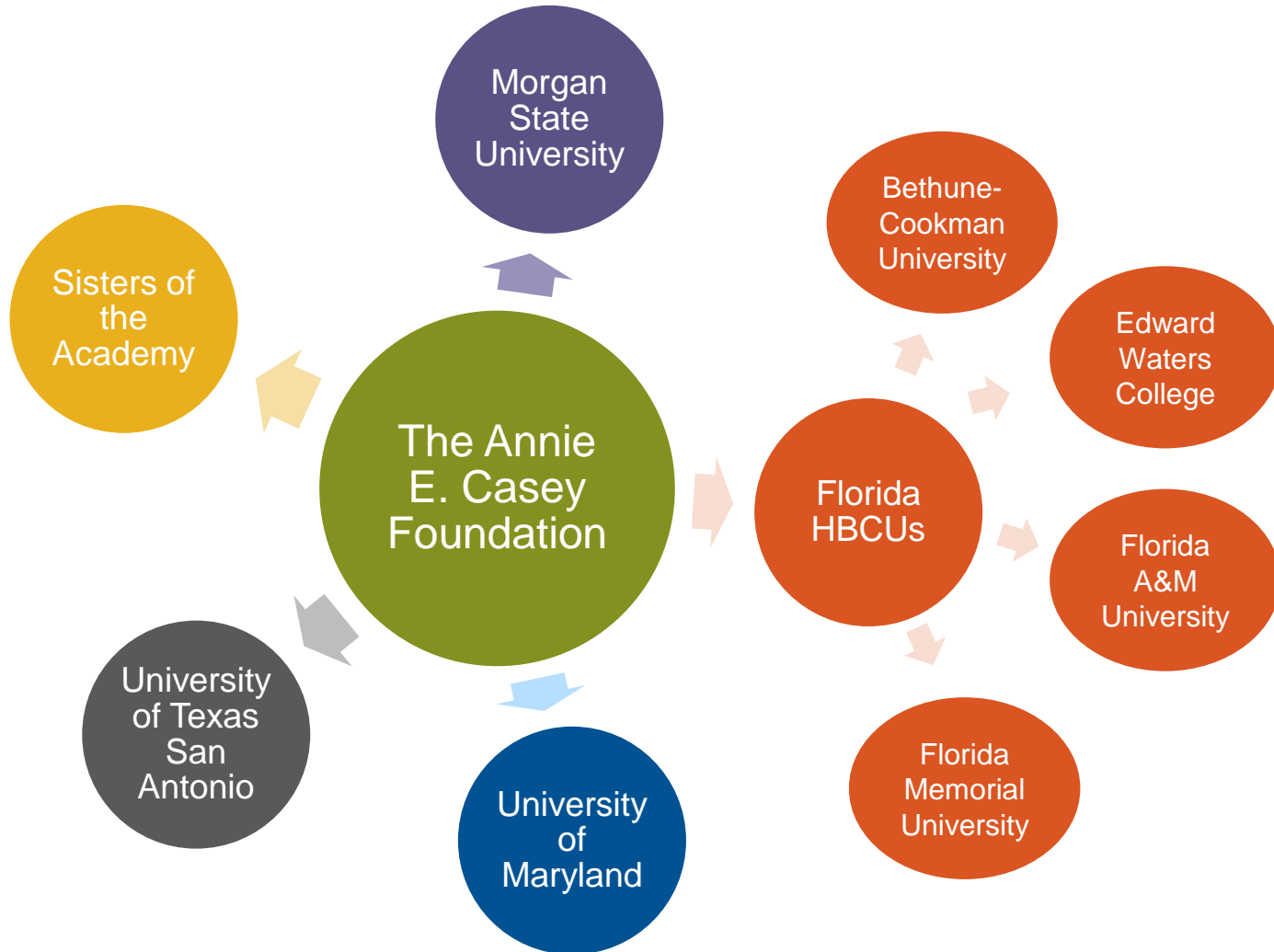
Sustainability in higher education institutions with sizeable populations of students of color

Networking focusing on faculty and HSPs

Performance management



ETB in PM Partners



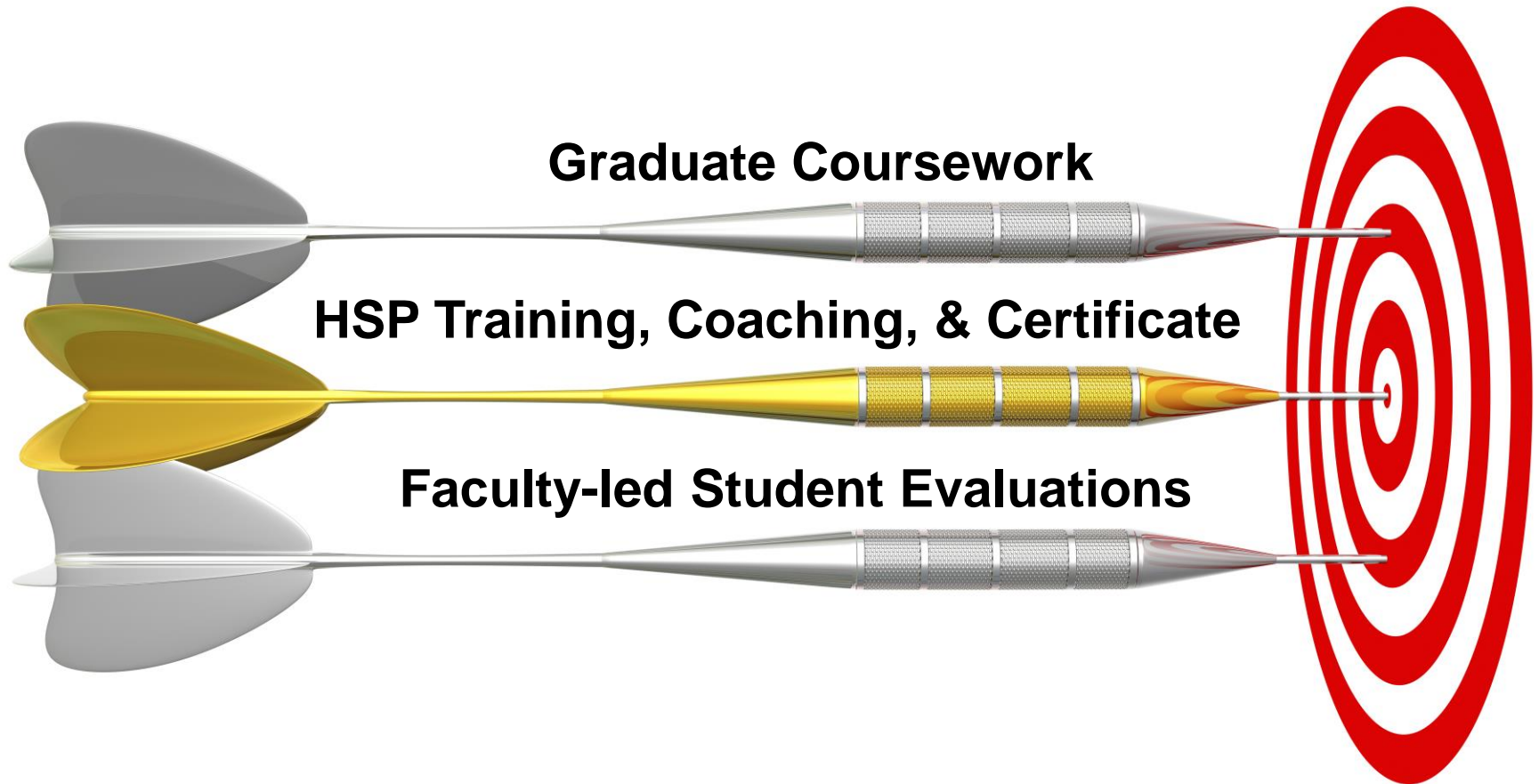
Question

How many of you are implementing a performance management system or process within your organization?

A TALE OF TWO LEARNING PARTNERS

UNIVERSITY OF MARYLAND SCHOOL OF SOCIAL WORK

ETB in PM Implementation University of Maryland



Headline Performance Measures University of Maryland

How
Much

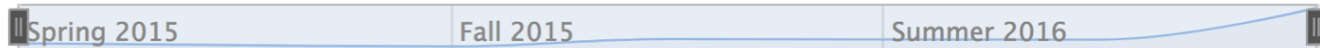
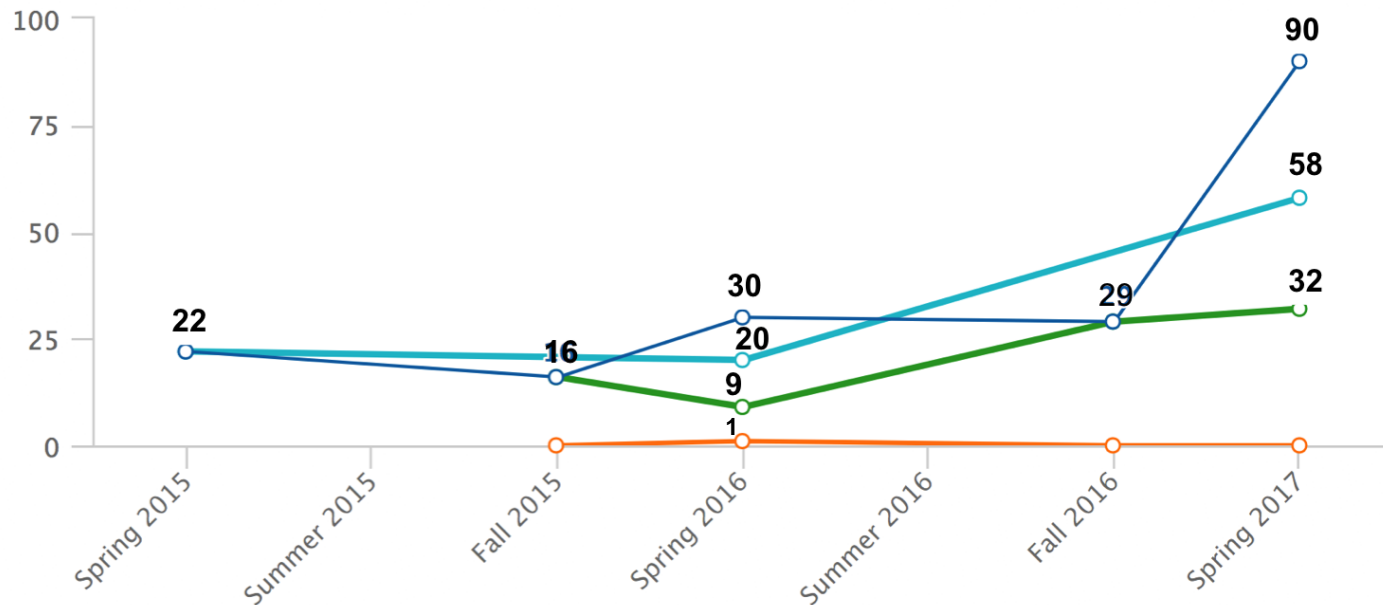
How Well

Anyone
Better Off

- # of students who completed RBA course, and % who scored 90% or above on RBA assignments
- #/% of students who successfully applied RBA in agency projects
- # of HSPs who completed performance management training and monthly peer coaching sessions
- % of HSPs satisfied with training and coaching
- % of HSPs who implemented RBA into at least one agency program

ETB in PM Scorecard University of Maryland

of students, faculty, and HSPs of color trained in RBA



- [UMD] # of students, faculty, and HSPs of color trained in RBA
- [UMD] # of HSPs of color trained in RBA
- [UMD] # of students of color trained in RBA
- [UMD] # of faculty of color trained in RBA

Key Accomplishments University of Maryland

- RBA course imbedded into MSW curriculum
- RBA in Leadership and Management Certificate
- HSPs implemented RBA into agencies
- HSP assessment and evaluation:
 - Pre-post survey
 - Peer coach reports
 - Follow-up evaluation on RBA implementation



A TALE OF TWO LEARNING PARTNERS

FLORIDA HISTORICALLY BLACK UNIVERSITIES AND COLLEGES

ETB in PM Implementation Florida HBCUs



Project Cohort #1

ETB in PM Overview

Florida HBCUs

- Consortium of Florida's Historically Black Colleges and Universities (HBCUs)
 - ✓ Bethune-Cookman University (Daytona Beach)
 - ✓ Edward Waters College (Jacksonville)
 - ✓ Florida A & M University (Tallahassee)
 - ✓ Florida Memorial University (Miami)
- Combined enrollment of approximately 15,000 students
- Identification, recruitment, and training of social science, education, health, and STEM faculty and students

ETB in PM Overview

Florida HBCUs

Years 1 – 3:

- Focus on training/assisting faculty with integrating RBA principles and concepts
- Sites hosted RBA training sessions for human service professionals

Year 4:

- Sites will add:
 - Coordination of applications (faculty and student led) focused on RBA model in evaluation of humans services programs or research projects
 - Presentations (from faculty and students) on performance measurement at professional conferences

Headline Performance Measures Florida HBCUs

How
Much

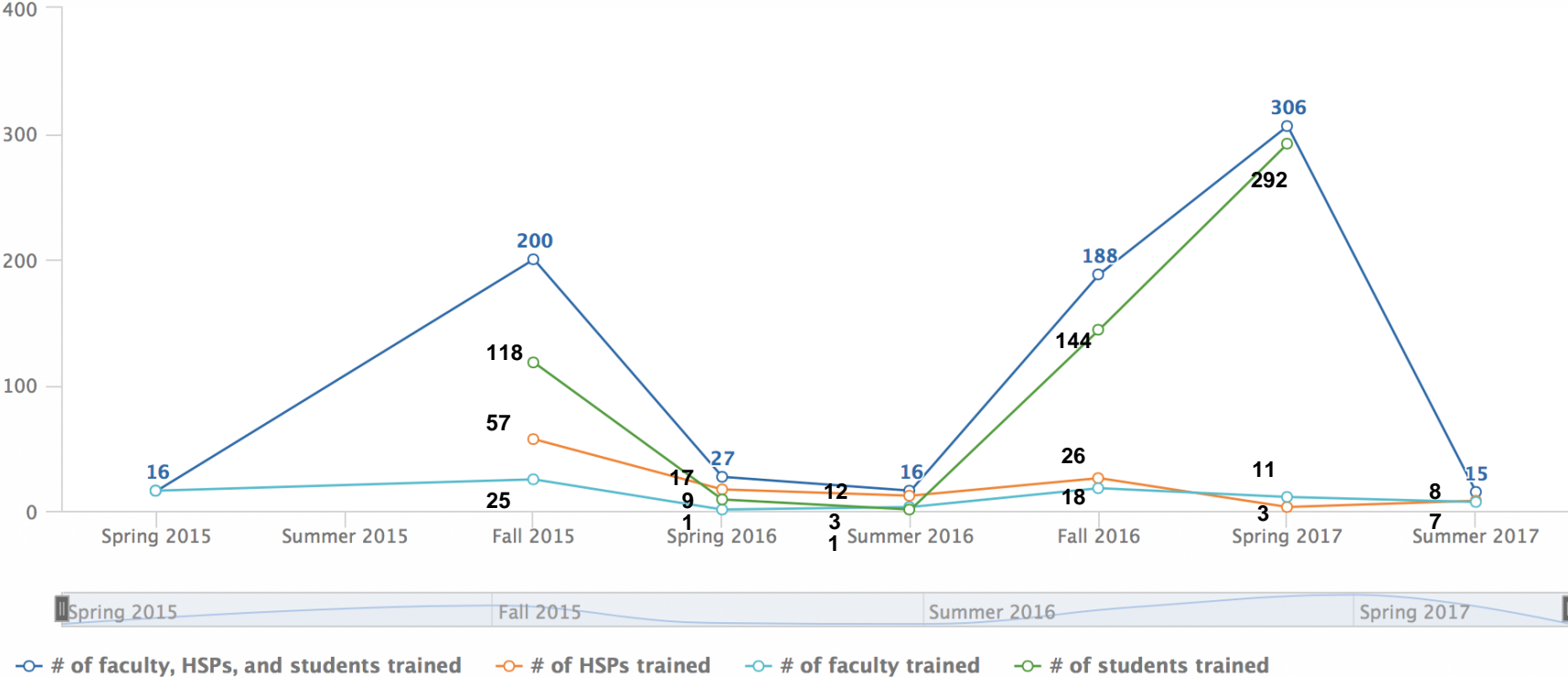
How Well

Anyone
Better Off

- # of students enrolled in RBA courses (disaggregated by race and ethnicity)
- #/% of students who completed RBA courses
- # of RBA courses offered
- # of students, faculty and human service professionals trained in RBA (disaggregated by race and ethnicity)
- #/% of faculty who feel equipped to teach RBA courses
- #/% of students/human service professionals who exhibit an increased knowledge in RBA principles and concepts (pre/post test analysis)

ETB in PM Scorecard Florida HBCUs

of faculty, HSPs, and students trained - Comparison



Key Accomplishments Florida HBCUs

Conference Presentations

- 2017 Research on Teaching Summit (Kennesaw, GA)
- 2017 Bethune-Cookman University Faculty Institute
- 2017 Building Social Justice into Your RBA Practice (Madison, WI)
- 2016 Association of Black Sexologist and Clinicians conference (Ft. Lauderdale, FL)
- 2016 48th Annual Association of Black Psychologists International Convention (Washington, DC)

Article Accepted for Publication

- Accountability Matters: Addressing Racial Disparities with Results-Based Accountability. Special Issue Race & Justice Journal

LESSONS LEARNED

RECOMMENDATIONS, CHANGES, AND THE WAY FORWARD

Lessons Learned & Recommendations

1. Develop a pathway for learning partners to “drive the work”
2. Tap into a broader network of HBCUs to locate more resources and “champions”
3. Develop the initiative into an online training program and certificate
4. Develop a standardized pre & post qualitative assessment practice
5. Track students longitudinally to understand long-term impact of initiative goals

Lessons Learned & Programmatic Changes

1. Faculty survey integrated into Results Scorecard
2. Reduced number of performance measures
3. Reduced number of documents produced as requested
4. Strengthening current cohorts instead of expanding

The Way Forward

All our efforts, resources will be focused on

SUSTAINABILITY

Questions?



Thank you!

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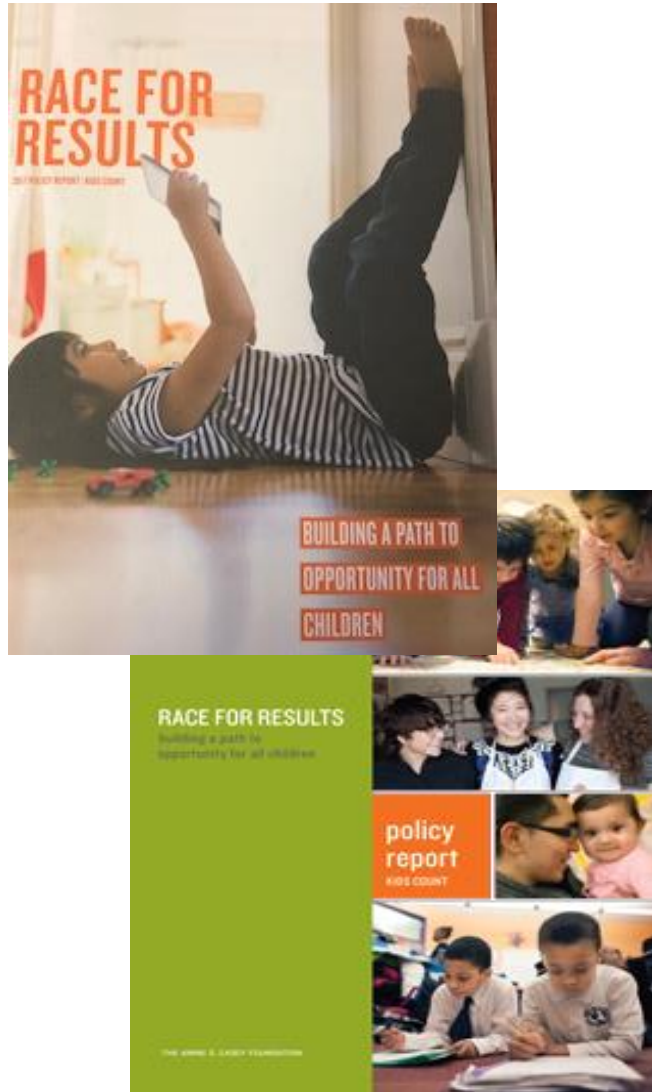
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THE ANNIE E. CASEY FOUNDATION

Developing solutions to build a brighter future for children, families and communities

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