

# Finding an Evaluator and/or Evaluation TA Provider

## Sample Interview Questions

### Methodology:

- What are the various evaluation experiences and skills you bring?
- What experience do you have conducting rigorous program evaluations with randomized control trial or quasi-experimental evaluation designs?
- What factors do you consider when selecting an appropriate evaluation design?
- What similar programs (interventions) have you evaluated?
- What experience do you have managing rigorous program evaluation designs (e.g., this type of sampling, data collection or analysis)?
- Have you conducted an evaluation with multiple sites across a broad geographic area? (if relevant)

### Data Analysis and Reporting:

- How do you address data analysis and reporting for an evaluation that is similar in size, complexity, and number of sites?
- What processes do you typically use to analyze and interpret the qualitative data? Quantitative data?
- How do you involve your clients in the reporting process?
- What is your approach to forming evaluation/research questions?
- What are key components will you include in your evaluation plan?
- What do your evaluation reports generally include?
- How do you communicate negative evaluation results?

### Familiarity with Community:

- Have you worked in this or similar communities?
- What experience do you have with this issue area? With this population?
- What challenges do you anticipate in conducting the evaluation in this issue area? With this population?
- Do you have any examples of strategies or methods you used in overcoming these challenges?
- Are you familiar with any measurement tools in this content area and with this population? If yes, could you give us one or two examples?
- Do you have field experience in this community?

### Collaboration Style:

- How do you work with multiple partners?
- How do you communicate with multiple partners on the progress of the evaluation?
- What specific roles do you expect multiple partners to play in this evaluation?
- At what key junctures of the evaluation will you collaborate with multiple partners?

### Understanding of SIF:

- What do you know about the Social Innovation Fund, or similar federal initiatives?
- Given your understanding of the Social Innovation Fund, what key questions would you like to address in this evaluation? Why?

**Conflicts of Interest:**

- Given your understanding of the project, what potential conflicts of interest may exist? (with stakeholders, other agencies, or with your own personal philosophy, values, and/or beliefs)
- How will you maintain your independence and objectivity in conducting this evaluation?

**Training & TA Experience:**

- Describe your experience providing training or technical assistance on implementing an evaluation to similar organizations.
- What training or technical assistance on conducting the evaluation do you feel will be important for you to provide for our partners?
- What assistance do you need from us in providing such training?