



**gLOCAL**  
EVALUATION WEEK  
2021



**Caribbean  
Evaluators  
International**



# Evaluation Education: Building a Cadre of Professionals for the Caribbean

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## 1 Professional Practice

Focuses on what makes evaluators distinct as practicing professions.

## 2 Methodology

Focuses on technical aspects of evidence-based, systematic inquiry for valued purposes.

## 3 Context

Focuses on understanding the unique circumstances, multiple perspectives, and changing settings of evaluations and their users/stakeholders.

## 4 Project Planning & Management

Focuses on determining and monitoring work plans, timelines, resources, and other components needed to complete and deliver an evaluation study.

## 5 Interpersonal

Focuses on human relations and social interactions that ground evaluator effectiveness for professional practice throughout the evaluation.

Source: American Evaluation Association

<https://www.eval.org/Portals/0/Docs/AEA%20Evaluator%20Competencies.pdf>

# Competency Framework for Regional Evaluators (Persaud, in press)

**Inter-  
disciplinary**      **Multi-  
disciplinary**      **Trans-  
disciplinary**

**Combining knowledge  
from many disciplines  
into a coherent whole**



**Drawing on knowledge  
from many disciplines**

**Providing services  
to many disciplines**

Professional Competencies

Interpersonal Competencies



Context Specific &  
Situational Competencies

Management Competencies

Methodological & Theoretical Competencies

## STRATEGIES FOR ACQUIRING EVALUATION SKILLS:

- Formal education (graduate degree)
- Self-directed learning
- Work related experience
- Mentorship



# Competency Framework for Evaluators (Persaud, in press)



## Ethics

Focus on the core values that guide the evaluation profession regardless of geographical location. There are professional ethics and evaluators should strive to practice within the boundaries of what is right and good.

**1 Professional Competencies**  
Focus on the critical attributes needed to function as an evaluator. These attributes should be based on universal best practice. Evaluators should comply with established standards/laws/regulations, execute their duties in a credible manner, and continuously undertake professional developmental activities.

**2 Interpersonal Competencies**  
Focus on people skills (human relations/social interaction) such as verbal communication, ability to engage stakeholders, negotiations and conflict resolution, and skills to successfully navigate organizational and other politics.

**3 Methodological Competencies**  
Focus on the gamut of evaluation specific, cost analytical, and research methodologies that can be used to design an evaluation, and the technical competencies needed to collect and analyze data.

**4 Context Specific and Situational Competencies**  
Focus on understanding the unique circumstances of the evaluand. This involves sectorial and thematic knowledge to properly understand the evaluand, its stakeholders, and its environment.

**5 Management Competencies**  
Focus on the skills needed to successfully secure the evaluation job, design, execute, and complete the evaluation. It involves leadership, management, budgeting, scheduling, and communication skills.



## 1999-2020 Department of Management Studies M.Sc. Project Management and Evaluation

**2021**

M.Sc. Project Management

- *Monitoring and Evaluation*
- *Development Projects*

Former program has trained hundreds of public and private sector individuals from across the region





## Project Management

Project Management Concepts, Framework & Processes

Project Initiation and Planning

**Project Execution, Monitoring and Control**

Project Simulation, Handover and Closing

Project Performance Measurement & Forecasting

Advanced Risk Management

Project Resources Management

Project Finance

**Incorporating Sustainability Goals in Projects**

Practicum



## Monitoring and Evaluation

Research Methods for Business & Social Sciences

Monitoring and Evaluation

Project Evaluation Reports

**One Elective from:**

Social, Environmental & Economic Impact Assessment

Managing Procurement and Contracts



## Self-Directed Learning

- Many free electronic resources available to assist with learning the myriad skills needed to function as an evaluator.
- Membership in American Evaluation Association gives free access to two leading evaluation journals.
- Journal of Multidisciplinary Evaluation (JMDE) is a free online journal.
- Many excellent books and other types of journals available.





## Formal Education

- Needed for methodological skills. Many of these skills can however be obtained from standard statistical, research, and cost analytical courses from disciplines/degrees outside of evaluation.
- Management competencies.
- Context specific and situational competencies.





## Work Experience and Mentorship

- Will help you to hone your interpersonal skills.
- Help you to navigate the politics of evaluation.

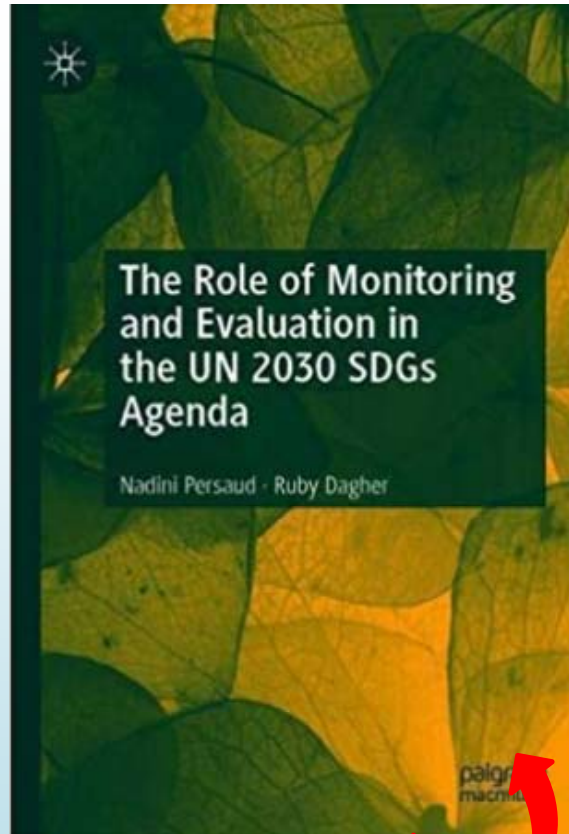
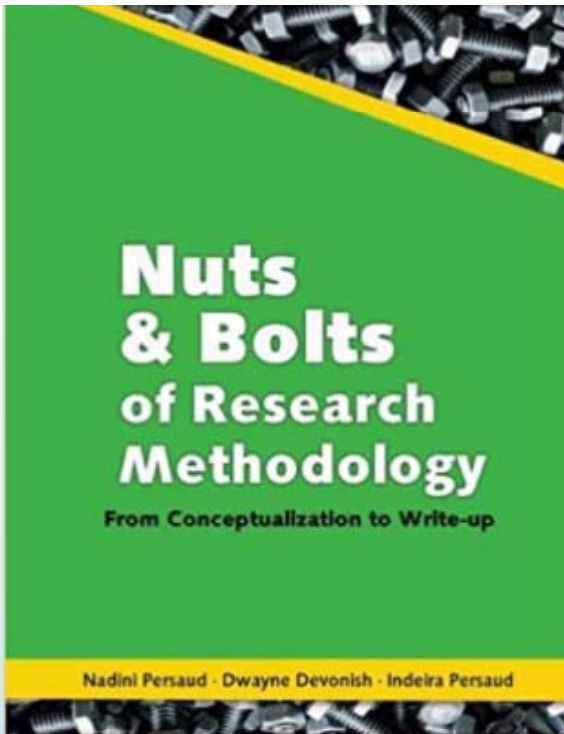


WORK  
EXPERIENCE

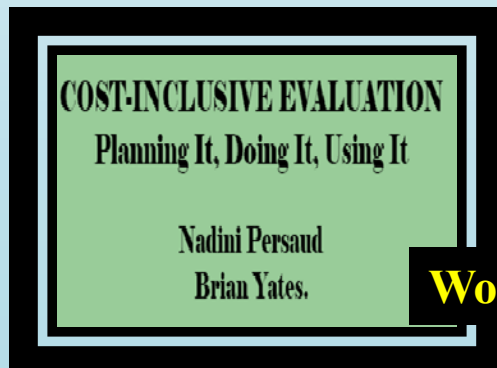
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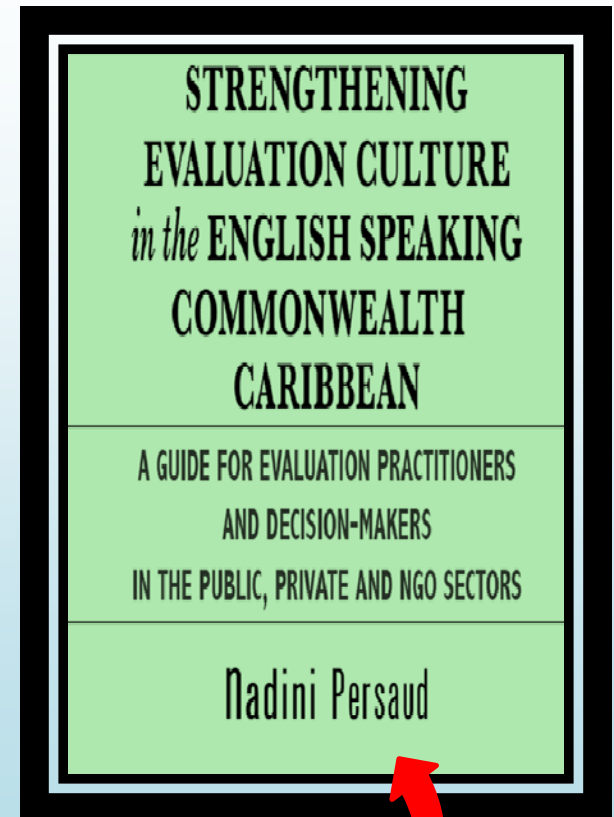
# Building/Promoting an Evaluation Culture



Release June 2021



Work in Progress



In Press

### Question

How adequate is the **Academic Education** and **Training Resources** in the Caribbean for preparing the next cadre of evaluation professionals to meet the development needs of the region and influence public policy in a post COVID world?

- Education/training in the region is adequate if supplemented with self-directed learning and mentoring.
- Definite need for more specialized courses that focus on evaluation specific methodologies and data collection methodologies.
- Urgent need for better real-time and evidence-based data to help inform policy making.
- More demand for monitors and evaluators as the world works towards the UN 2030 SDGs Agenda.
- Urgent need to cultivate a more vibrant evaluation culture.



## References

American Evaluation Association. (2021). AEA evaluator competencies. <https://www.eval.org/Portals/0/Docs/AEA%20Evaluator%20Competencies.pdf>

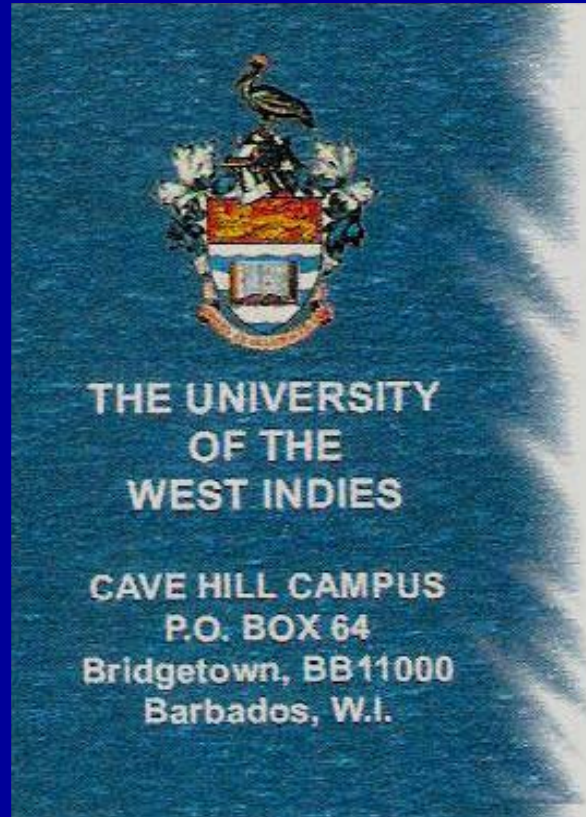
Persaud, N. (in press). *Strengthening evaluation culture in the English speaking Commonwealth Caribbean: A guide for evaluation practitioners and decision-makers in the public, private, and NGO sectors*. Kingston, Jamaica: Arawak Publications.



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