

PIA EVALUATION METHODOLOGY

Contexts of Evaluation

Evaluation is a systematic and ongoing element of PIA's organizing process. All PIA organizing initiatives, whether local or regional, are examined through:

- Evaluations in monthly meetings of the PIA Board of Directors and Executive Action Team
- Evaluations by leaders immediately after local committee, research, and action meetings
- Evaluations with staff of individual leaders' development following action meetings
- Written staff reports reviewed in weekly staff meetings
- In-depth assessments of PIA performed on a regular basis by PICO network consultants
- Written reports and site visits for our funders
- Evaluations of specific projects by outside consultants

Criteria for Evaluation

In these contexts of evaluation, PIA leaders, staff, and consultants address questions such as:

- **Leadership Development:**
 - How many congregation and neighborhood leaders did PIA involve?
 - Did this number grow over the course of the project?
 - Did existing leaders recruit new leaders to roles of responsibility?
 - Did these leaders develop and use new skills in the public arena?
 - Did PIA leadership represent the ethnic and economic diversity of PIA's membership?
- **Organizational Capacity:**
 - How many local organizing committees conducted public actions?
 - How many were involved in federation actions?
 - Did these actions effectively secure specific public commitments from decision makers?
 - Did these actions help to develop accountable working relationships, partnerships, or collaborations with decision makers or other organizations?
- **Community Recognition:**
 - Did the local or federation organizing create greater public recognition of PIA or its member congregations?
 - Do residents connect PIA's organizing with positive changes in their neighborhoods?
 - Did public actions enhance PIA's reputation for effectiveness and power in the perceptions of decision makers?
- **Issue Impact:**
 - Did public action produce visible changes which positively impact families in PIA neighborhoods and communities?
 - Can these changes be documented by assessment of key education indicators such as student academic performance, dropout rates, truancy rates, and internship placements; key housing indicators such as increased affordable housing units and enhanced policies, median rents and home prices, vacancy rates, and housing discrimination studies; or other appropriate indicators?
 - Did PIA's organizing help to re-define these issues in terms conducive to continuing positive impact and increasing civic participation?
 - Did PIA's organizing bring new stakeholders into positive participation in collaborative processes for resolving issues?