



# Cohort VIII Emerging Evaluator Program Application

## Evaluation Pathways Initiative: Fostering Equity in the Field Evaluation

### *What is The Evaluation Pathways Initiative?*

Evaluation Pathways Initiative (PI) is a program designed to strengthen the diversity of the Chicago area evaluation field by increasing the recruitment, retention, and training of culturally responsive and equity-focused evaluators of color in the Chicago region.

### *What is the Emerging Evaluator Program?*

The Emerging Evaluators program provides training and support to emerging evaluators of color – individuals who are providing evaluation and data support to organizations, but have not received formal training as evaluators, or who have only received minimal training. Pathways welcomes participants from a variety of settings including public health, education, community organizing, and human and social services.

### *What does the Emerging Evaluator Program Include?*

The program includes the following evaluation topics: culturally responsive evaluation, community engagement, and evaluation methods and analysis. A major thrust of the training is the use of culturally responsive evaluation to promote diversity, equity, and inclusion.

The Emerging Evaluator Program includes three components:

1. **Evaluation Workshop Series** – Six 3-hour evaluation learning sessions (**Tuesdays, February 10-March 17**). This series will be taught by local university faculty and/or seasoned evaluators. This series will focus on further developing participants' knowledge of the field, multiple conceptualizations of evaluation, and social and political contexts of evaluation practice, and their skills in using evaluation to support their organizations and promote justice and equity. The first session will be held in person from 9 am to 12 pm (Location TBD). Sessions 2 through 6 will be held virtually from 9 am to 12 pm. The workshop topics are listed below.
  - Workshop 1 – Introduction to culturally responsive evaluation (2/10/26) – In person
  - Workshop 2 – Foundations of evaluation practice (2/17/26) – Virtual
  - Workshop 3 – Qualitative data analysis and interpretation (2/24/26) – Virtual
  - Workshop 4 – Quantitative data analysis and interpretation (3/3/26) – Virtual
  - Workshop 5 – Community engagement in evaluation (3/10/26) – Virtual
  - Workshop 6 – Utilization Focused Evaluation (3/17/26) – Virtual
2. **Pathways Alumni Network Evaluation Workshop** – In addition to the six workshops, participants will attend a seventh evaluation workshop coordinated by the Pathways Alumni Network. The workshop will feature evaluation experts discussing a topic relevant to the field. (Date, Time, and Location TBD.)
3. **OPTIONAL: Applied Evaluation Project with Guided Coaching** – Following the evaluation training workshop series, participants who wish to earn an evaluation certification will need to complete an evaluation project that is of interest to them and/or their organization. Participants will work one-on-one with a seasoned evaluator for two months to guide them through this process (**March 23-May 15**). Participants must attend five of the six 3-hour evaluation learning sessions to be eligible for project-based coaching. Participants must complete and submit their final project presentations by May 15. Participants will then need to deliver their final presentations at the graduation ceremony to be held on **Thursday, May 21 from 4 pm to 7 pm**. Participants will receive their program certificates after delivering their final evaluation project presentations and program reflections.



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### *Who is Eligible to Apply to the PI Emerging Evaluator Program?*

**Eligibility** – The application is open to evaluators of color who reflect the full scope of the Chicago region’s diversity including but not limited to individuals who identify as: African American/Black; Latina/o/x/e; American Indian or Alaska Native; Asian American; Middle Eastern or North African; Native Hawaiian or Pacific Islander; and/or multi-racial (ALANA). In addition, applicants must be individuals who are providing evaluation and data support to their organizations, but have not received formal evaluation training, or have only received minimal training.

**Sponsorship** – Applicants must be sponsored by their organization. Each participant must identify a sponsor in a supervisory role at their organization to ensure that the participant and their evaluation work is supported by the organization. This means that a supervisor at their organization must agree to provide the participant time to prepare for and attend all 6 workshops and the evaluation panel. For anyone seeking the evaluation certification, supervisors must also provide time and support for participants to engage with the evaluation coach to address a project within their organization. Supporting evaluation project work with guided coaching requires organizations to give consent for the participant to use data and other information related to an existing evaluation project in order to expand the participant’s learning. This also means that organizations consent for coaches to access the project data and any relevant information in order to support the participant.

**Workshop Attendance** – Applicants must be able to attend all five of the six learning sessions of the evaluation workshops, attend the evaluation panel, and complete all preparation for all six sessions (approximately two hours of preparation/week) in order to be eligible for coaching support. Coaching sessions are focused on providing guidance on the evaluation project. Participants must meet with their coaches on a weekly basis and demonstrate progress on their project. Participants who complete these requirements will be eligible to earn the Pathways Initiative Evaluation Certificate.

**Coaching** – Participants who opt into coaching must commit to completing an evaluation project. Coaching sessions will be used to help guide the participant’s project. Attendance at weekly coaching sessions is required to fulfill the requirements of the program.

**Evaluation Project** – Applicants seeking evaluation certification must identify a current evaluation project that they would like to work on throughout the program engagement. It is not required that participants develop a new project to participate in the program but may identify an existing well-defined evaluation project. The project may be at any point in the evaluation cycle and does not need to be completed before the end of the program as the participant may focus on a particular portion of the evaluation project as their requirement for participation. As part of your description of the evaluation project being processed, please include detailed information for each of the following components: project description, problem being addressed by the project, population served/targeted, design, approach, data collection methods, data analysis plan, and timeline. You also need to provide a description of your goals for this project and what assistance or challenges you anticipate being addressed with your coach. Participants will apply the culturally responsive evaluation practices learned through the workshop series and their coaching sessions to further the goals of their organization.



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*Please submit this signature page along with your application.*

As the applicant to the Pathways program, I \_\_\_\_\_ certify that I have read and agree with the statements above. I also certify that the information in my application is factual. I understand that if I am selected to participate in the program, my organization needs to submit **an enrollment fee of \$150** to reserve my seat due upon acceptance into the program. The enrollment fee is **100% refundable** if I successfully finish the workshop series. Successful completion of the workshop series is based on my attendance at five of the six workshops and completion of all relevant workshop requirements.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

As the supervisor of the Pathways program applicant, I \_\_\_\_\_ certify that \_\_\_\_\_ will have our full support to participate in all of the required program sessions as stated in this application. I also certify that \_\_\_\_\_ will have our support to use data and documents related to the evaluation project they have identified for their work in the Pathway program.

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

### **Reimbursement Remittance Information**

In order to expedite the reimbursement process upon successful completion of the program, we ask that you please provide information about who the check should be mailed to and where the check will be mailed.

Name of Payee: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

\_\_\_\_\_



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### *Part I – Applicant Contact Information*

Name: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Sponsoring Organization or Agency: \_\_\_\_\_

Sponsoring Organization's Address: \_\_\_\_\_

Number of Years Working at the Organization: \_\_\_\_\_

Current Position: \_\_\_\_\_

Number of Years in Your Current Position: \_\_\_\_\_

Organizational Supervisor: \_\_\_\_\_

Supervisor's E-mail: \_\_\_\_\_ Supervisor's Phone: \_\_\_\_\_

### *Part II – Participant Program Interest*

- ☐ I am applying for participation in the workshop series only.
- ☐ I am applying for participation in the workshop series and would like to be considered for the Applied Evaluation Project and Coaching, leading to the Pathways Initiative Evaluation Certificate.

### *Part II – Applicant Statement of Interest (2 pages single-spaced)*

**Please attach written statements in response to the following application questions:**

1. What responsibilities do you have related to evaluation?
2. What is your training, skills and experience in evaluation?
3. How would this evaluation seminar series and coaching be of benefit to you and your organization?
4. What knowledge or skills are you interested in developing through this seminar series and coaching?
5. Tell us about your background and interest in racial diversity, equity, and inclusion. How has your lived experience influenced your work?
6. Are there any other things that you would like us to know about you?



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### *Part III – Applicant Evaluation Project Goals (1 page single-spaced)*

- Applications who desire to earn the Pathways Initiative Evaluation Certificate must submit a separate statement that includes the following information.
  - Project Description – Participants are required to select an evaluation project to work on throughout their participation in the program (see additional details on page 2 above.) If participants need support identifying an appropriate project, they should contact the Pathway's program director, Lisa Aponte-Soto at [admin@tanomaconsulting.com](mailto:admin@tanomaconsulting.com), to discuss.
  - Project Goals – Participants must describe the evaluation project on which they will be working, and the elements with which they need support to advance their growth and learning on this project.
    - Articulate what you hope to learn to support your project during workshop sessions.
    - State what topics or components you anticipate will be most useful for you to address during the coaching sessions.
    - You must list 3 goals for each.

### *Part IV – Sponsor Support (1 page single-spaced)*

Please attach a letter of support from your organizational sponsor/supervisor that speaks to your interest in the program and their commitment to supporting you throughout your participation. This statement should be on your company letterhead.

### *Application Submission*

Please submit applications by **Friday, January 16, 2026** to [admin@tanomaconsulting.com](mailto:admin@tanomaconsulting.com).

The twelve members of the Spring 2026 cohort will be announced by Friday, January 23, 2026.

Deposits are due by Friday, January 30, 2026. The program commences on Tuesday, February 10, 2026 with orientation and the first workshop session.

Please note that applications will be reviewed upon receipt on a rolling basis. Qualified applicants will be enrolled on a first come first served basis. This means that seats may be filled prior to the submission deadline. We highly encourage serious candidates to apply as early as possible.

### *Questions*

If you have any questions, please contact the PI Program Director, Lisa Aponte-Soto, PhD, MHA at [admin@tanomaconsulting.com](mailto:admin@tanomaconsulting.com).