Performance Management & Evaluation

Two Sides of the Same Coin

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DCPNI
DC PROMISE NEIGHBORHOOD INITIATIVE

innovation network
TRANSFORMING EVALUATION FOR SOCIAL CHANGE

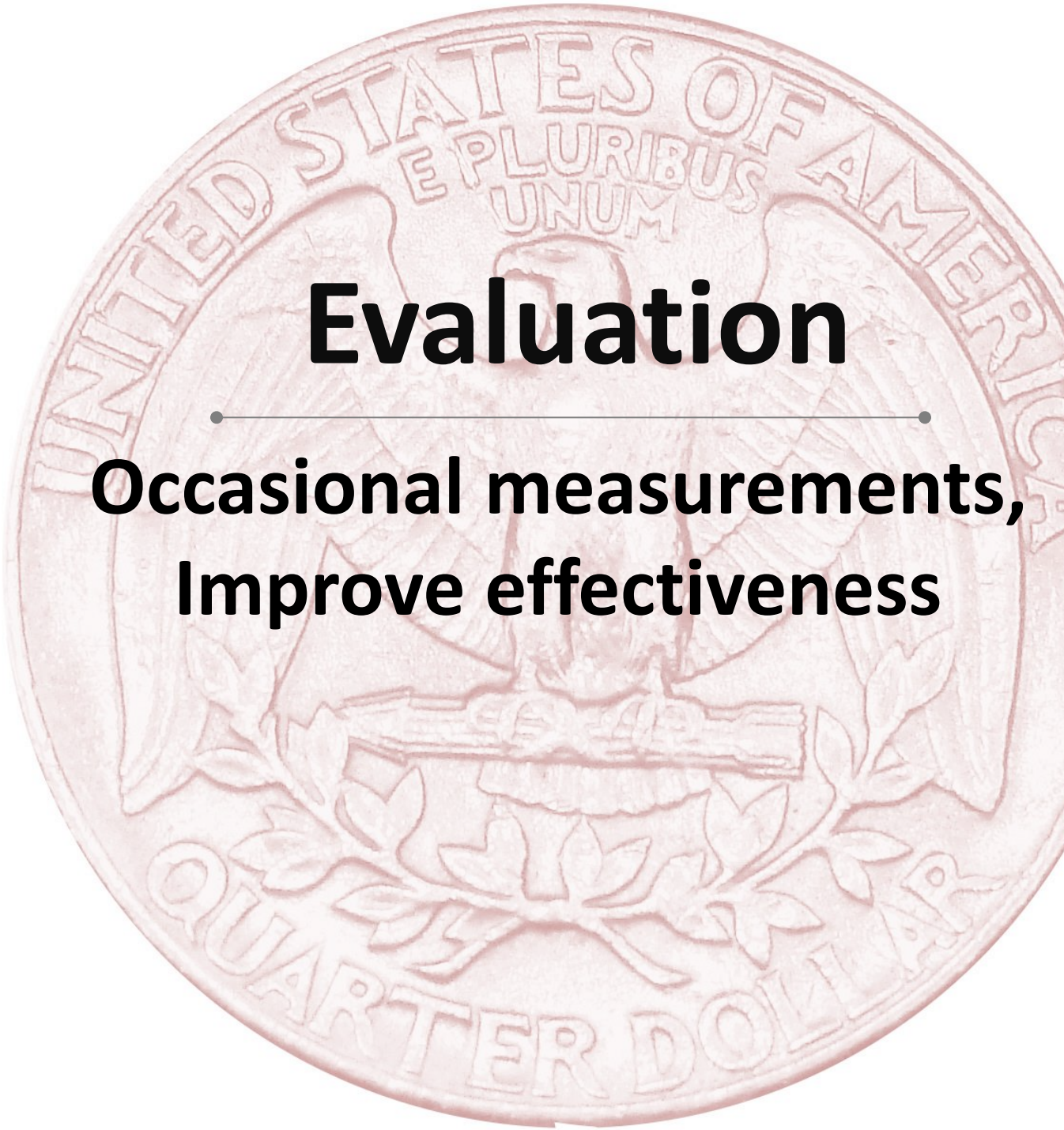
1.5 million

nonprofits in the US

desired
services
meeting
goals
information
organization
participants
review
definition
set
numbers
defined
areas
program
evaluate
time
data
strategic
value
measuring
organizational
plan
assessing
staff
work
measured
feedback
assess
research
process
activities
impact
outcome
improvement
board
quantitative
based
mission
help
qualitative
assessment
evaluation
measure
objective
number
use
students
performance
clients
objectives
measures
individual
surveys
met
against
results

Performance Management

Regular measurement, Improve outcomes



Evaluation

Occasional measurements, Improve effectiveness

Performance Management

Monitoring weight, food, and exercise

Evaluation

Blood work and deeper health assessments

1 Speed

2 Who’s involved

3 Rigor

4 Timing

Performance Management
Day-to-day decision making

Evaluation
Results after program completion

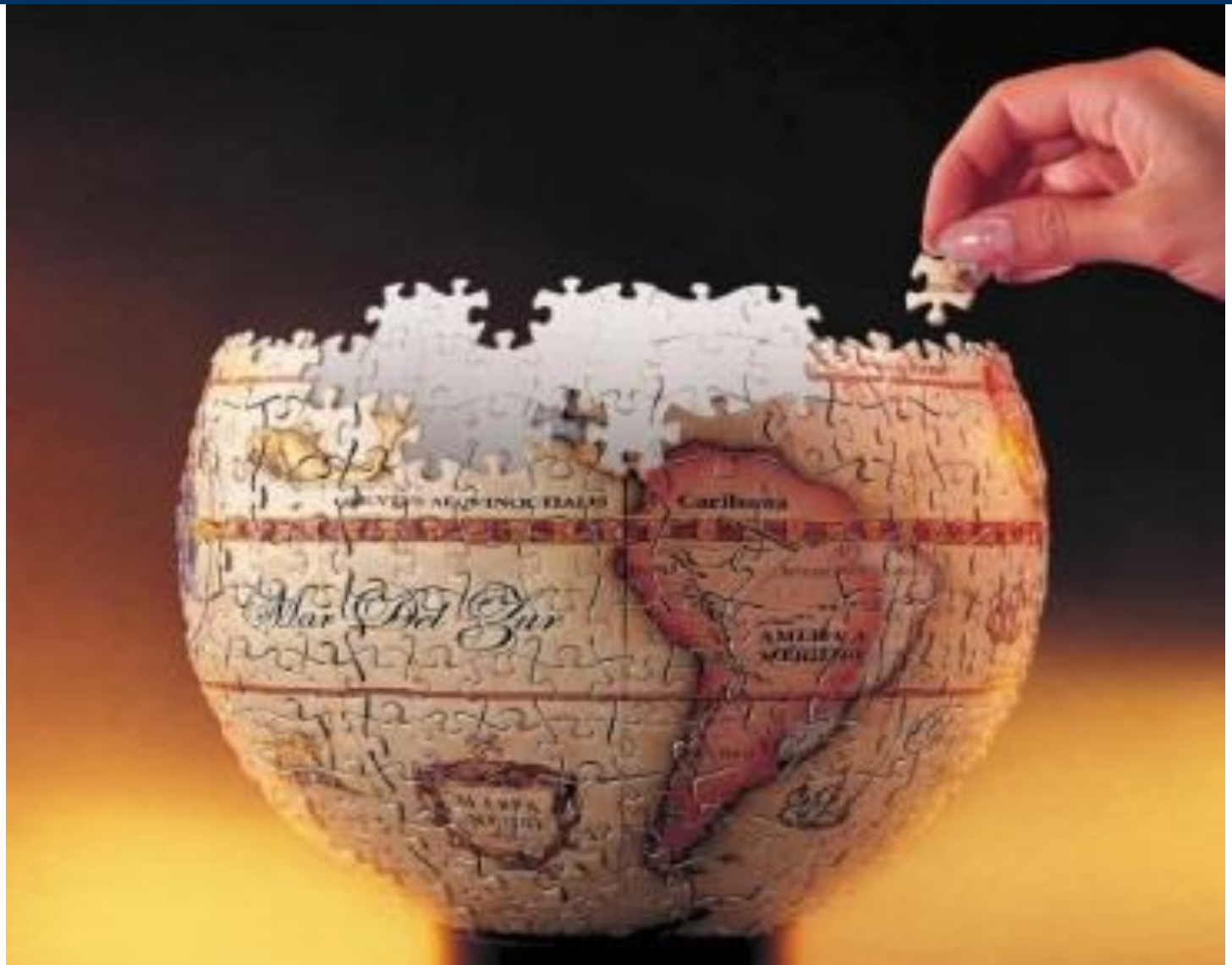
http://www.picsearch.com/imageDetail.cgi?id=3n0djkiutpuk5dAInTRSQJeRTWzEYcw9VnaQJtLlQ_c&start=1&q=sundial

Performance Management
Nonprofit-led analysis

Evaluation
Evaluator-led analysis

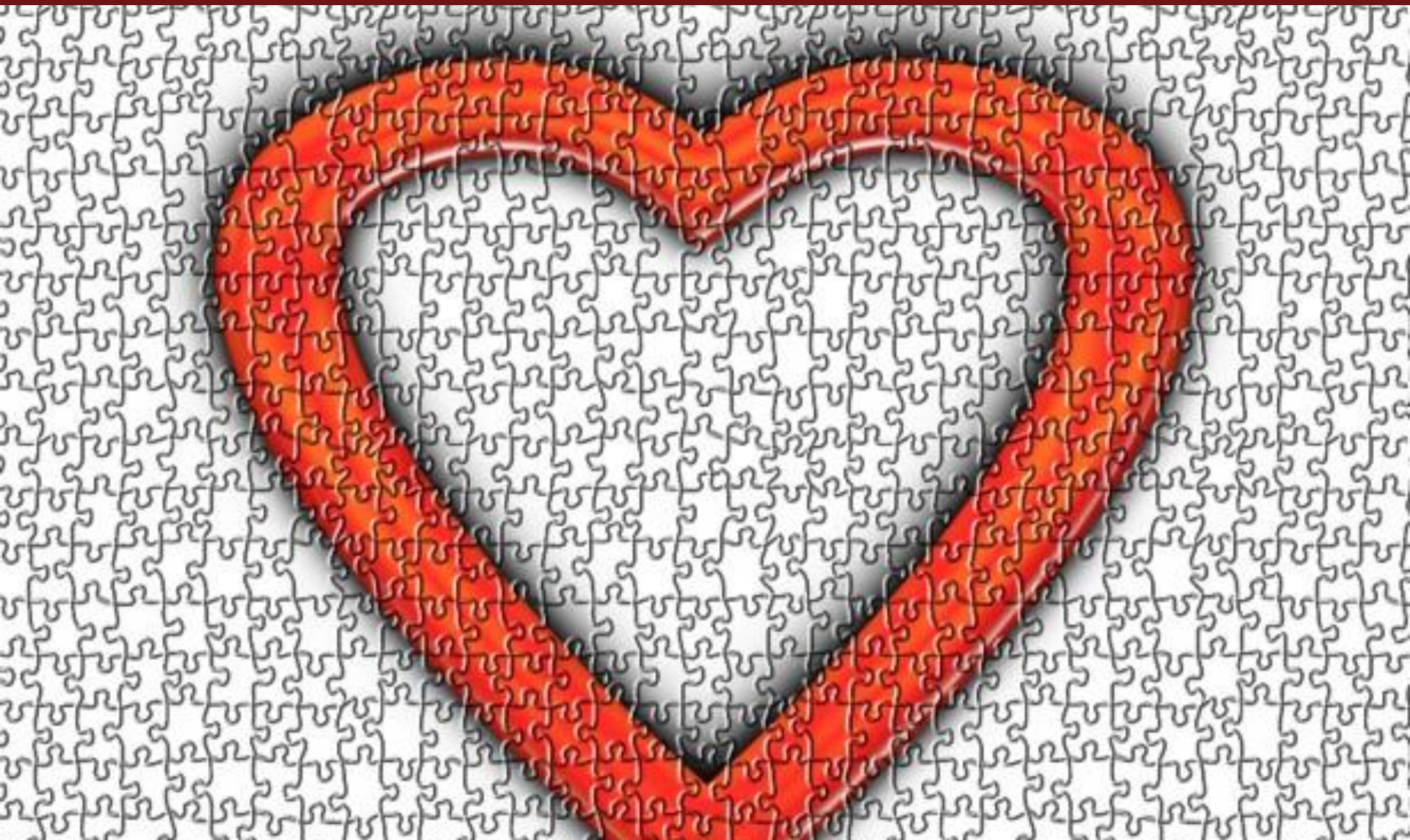
$$b_{Y.X} = r_{XY} \frac{S_Y}{S_X}$$

Performance Management
Don’t need the whole puzzle

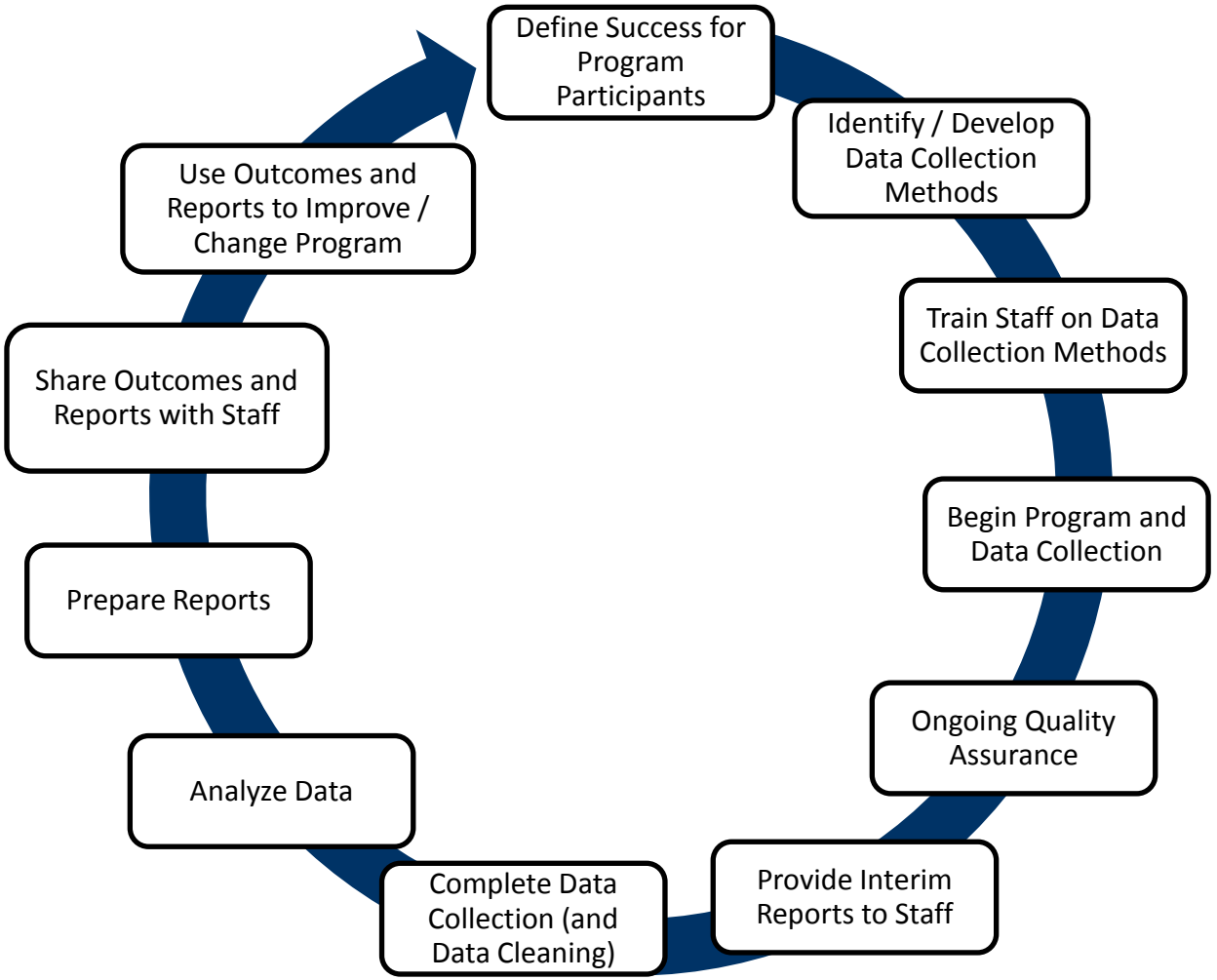


Evaluation

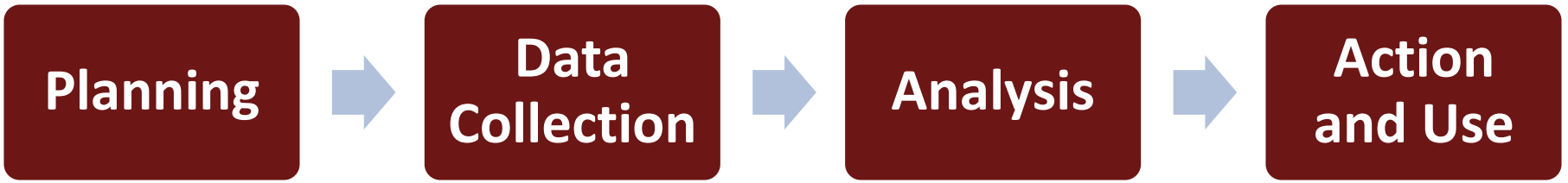
The whole picture is desired



Performance Management
Ongoing and cyclical



Evaluation
Occasional, less frequent

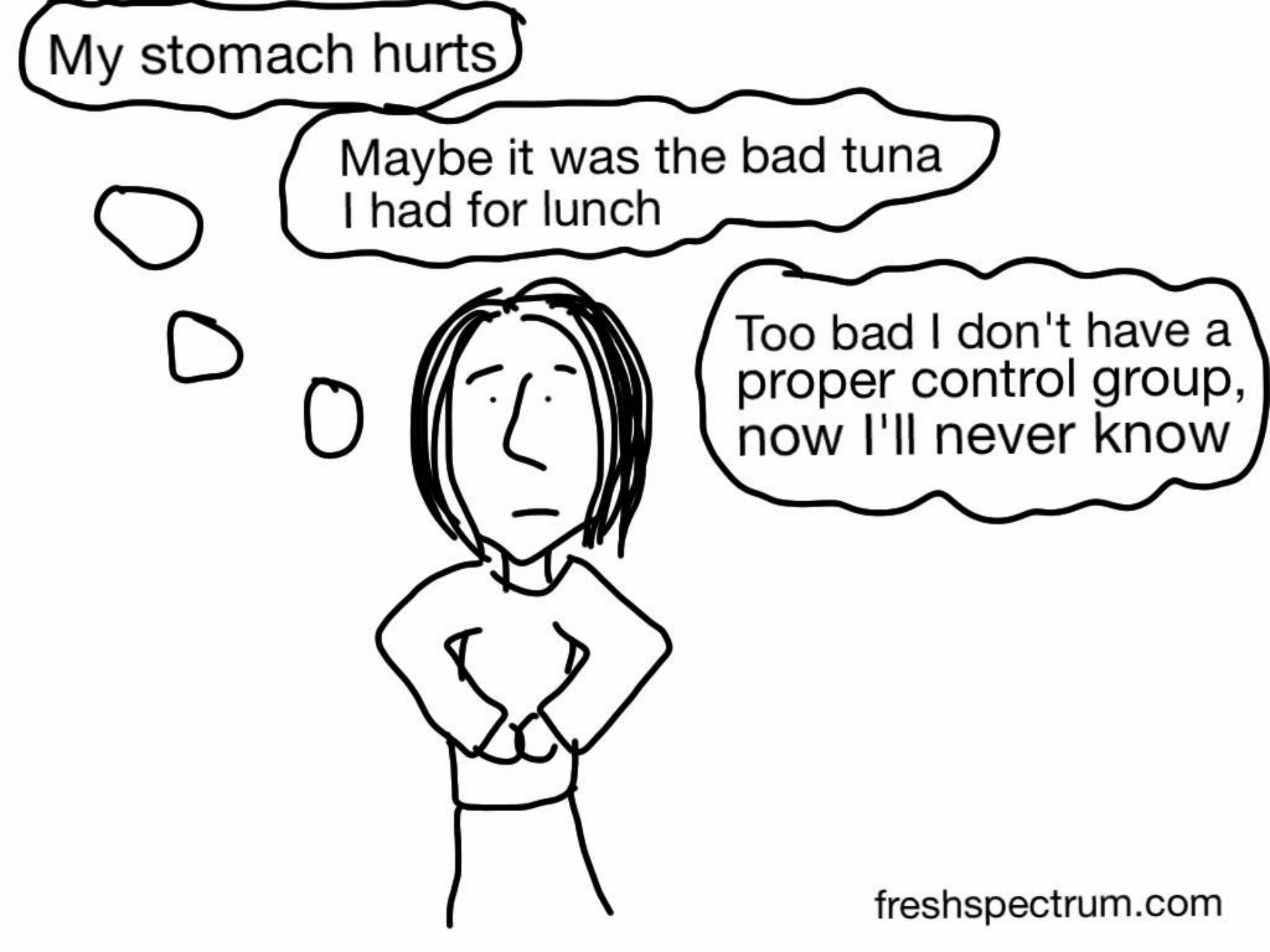


Performance Management and Evaluation

Attempting to balance timing, involvement, and rigor

Evaluation and Performance Management

Both attempt to provide information on what is working and why


My stomach hurts
Maybe it was the bad tuna I had for lunch
Too bad I don't have a proper control group, now I'll never know
freshspectrum.com

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DC Promise Neighborhood Initiative

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