Invitation, preparation and consolidation:

Sustainability strategies for amplifying emergent evaluators’ capacities

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Introduction

- Acknowledgments
- Educator
- An evaluation firm in California
Cultural Competence

- Generative: zone of eval. development
- Enacted: guided practice opportunities
- Dialogic: experiences and worldviews
- Iterative: cyclical understanding
How does an emergent evaluator develop cultural competence beliefs, knowledge and abilities in evaluative settings?
Perspective, Practice & Proficiency

- Develop beliefs and values
  - *metacognition, reflexivity*
- Develop conceptual and applied knowledge
  - *understanding and fluency*
- Develop methodological abilities
  - *authentic disciplinary practices*
Sustainability strategies
Invite with intent

- Invitation is recruitment
- *AEA-centered relationships*
- Intentionality is responsibility
- *structural conditions*
Prepare with purpose

- Preparation: how is the culturally competent evaluator distinctive?
  - “awareness and reflection”
- Purpose: complementary training
Consolidate competence

- Consolidate student and site capacity
  - personal and organizational monitoring
- Distributed mentorship framework
  - amplify not simplify
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