
JOB DESCRIPTION: EVALUATION SPECIALIST

DEPARTMENT:	Professional Learning	REPORTS TO:	Director
JOB CLASS:	Specialist	PAY GRADE:	18
EXEMPT STATUS:	Exempt	DATE:	2/11/2013

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Evaluation Specialist completes both formative and summative evaluations of Professional Learning Department activities, programs, and initiatives. The Evaluation Specialist works with department administrators, Instructional Design Specialists, and Learning Specialists to plan and conduct all aspects of these evaluations. The Evaluation Specialist assists Professional Learning Department managers and specialists in developing and conducting activity and program-level evaluations, including guidance in developing evaluation instruments, evaluation procedures, and conducting data analysis. The Evaluation Specialist reviews professional literature on evaluation research and reports to appropriate staff members on findings related to topics of interest.

ESSENTIAL POSITION FUNCTIONS:

- Design survey instruments to use in activity and program evaluations
- Collect data through various means such as classroom observations, survey instruments, and participant assessments
- Analyze data collected as part of program evaluations and develop reports, including program recommendations
- Report results of program evaluations; includes presentations to chief executives and other members of the district leadership team as appropriate
- Respond to requests for Professional Learning data or information from other FLVS offices or personnel
- Provide leadership and assistance to Professional Learning Department in planning, designing, and conducting program evaluation activities
- Provide leadership regarding effective evaluation models, methods, and systems
- Remain current on literature/research related to educational research, evaluation, and assessment
- Work collaboratively with other departments on the use and interpretation of education data related to Professional Learning
- Review and evaluate training activities and programs for alignment with national standards for professional development
- Develop evaluation plans for completing formative and summative evaluations
- Provide in-service training to specialists and department administrators as appropriate
- Serve as chairperson of the Professional Learning Liaison Committee
- Assist with processes to prioritize programs for evaluation
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others

- All work responsibilities are subject to having performance goals and/or targets established

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:

Education:

- Bachelor's Degree; or equivalent combination of education and relevant experience

Experience:

- Three years' experience in the evaluation of training and professional development

Knowledge, abilities and skills:

- Knowledge of training trends, opportunities, and challenges
- Knowledge of the training principles, practices, procedures, and methods of research and program evaluation
- Knowledge of instructional design
- Knowledge of measurement theories and experience with design, validity, and reliability of instruments
- Knowledge of adult learning principles
- Strong report writing skills
- Strong computer skills including proficiency in Microsoft Office products, presentation software, and use of spreadsheets
- Ability to meet deadlines and handle diverse tasks simultaneously using prioritization
- Strong verbal and written communication skills
- Demonstrated understanding of the current K-12 Education climate
- Knowledge of distance learning/virtual education, preferred

CORE COMPETENCIES FOR SUCCESS:

<p style="text-align: center;">COMMUNICATION SKILLS</p> <p><i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i></p>	<p style="text-align: center;">CUSTOMER FOCUS</p> <p><i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i></p>
<p style="text-align: center;">INTERPERSONAL SKILLS</p> <p><i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment</i></p>	<p style="text-align: center;">FUNCTIONAL /TECHNICAL EXPERTISE</p> <p><i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces</i></p>

<i>conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i>	<i>high quality work in organized and timely fashion</i>
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INDIVIDUAL CONTRIBUTOR COMPETENCIES FOR SUCCESS:

<p>PEER RELATIONSHIPS</p> <p><i>Finds common ground and solves problems for the good of all; Can represent his/her own interests and yet be fair to other groups; Solves problems with peers with minimal “noise”; Is seen as a team player and is cooperative; Easily gains trust and support peers; Encourages collaboration; Is candid with peers</i></p>	<p>CREATIVITY</p> <p><i>Comes up with a lot of new and unique ideas; Easily makes connections among previously unrelated notions; Tends to be seen as original and value-added in brainstorming sessions; Takes calculated risks; Is not afraid to try new things and potentially “fail fast”</i></p>
<p>SELF KNOWLEDGE</p> <p><i>Seeks feedback; Gains insight from mistakes; Is open to constructive criticism; isn’t defensive; Proactively seeks to understand his/her strengths and areas for growth; applies information to best serve organization; Recognizes how his/her behavior impacts others and incorporates insight into future interactions</i></p>	<p>PLANNING</p> <p><i>Accurately scopes out length and difficulty of tasks and projects; Sets objectives and goals; Breaks down work into the process steps; Develops schedules and task/people assignments; Anticipates and adjusts for problems and roadblocks; Measures performance against goals; Evaluates results</i></p>
<p>ORGANIZING</p> <p><i>Uses his/her time effectively and efficiently; Concentrates his/her efforts on the more important priorities; Can attend to a broader range of activities as a result of organizing time efficiently; Can marshal resources (people, funding, material, support) to get things done; Can orchestrate multiple activities at once to accomplish a goal; Arranges information and files in a useful manner</i></p>	<p>PROBLEM SOLVING</p> <p><i>Uses rigorous logic and methods to solve difficult problems with effective solutions; Probes all fruitful sources for answers; Can see hidden problems; Is excellent at honest analysis; Looks beyond the obvious and doesn’t stop at the first answers</i></p>
<p>DRIVE FOR RESULTS</p> <p><i>Can be counted on to exceed goals successfully; Very bottom-line oriented; Steadfastly pushes self and others for results; Is full of energy for the things he/she sees as challenging; Not fearful of acting with a minimum of planning; Consistently seizes opportunities; Consistently exceeds goals</i></p>	

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Orlando VLC
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.