

# A PROPOSAL OF CRITERIA FOR ACCEDING TO THE REGISTER OF PROFESSIONAL AIV MEMBERS

## 1. THE REVISION OF THE CRITERIA

The revision of the criteria is based on the professional AIV (Italian Evaluation Society) members competences: the partner who through a professional path has acquired competences in the field of evaluation activities referable to Art.1 of our Statute. The competences of the professional evaluator have been deducted from Chapter 9 of the *White Paper on evaluation* "The Profession of Evaluator: ambitions and competences", edited by Catina Balotta and Elena Righetti (Issued by Franco Angeli, 2014).

The member who intends to accede to the Register of the professional AIV members must prove he/she possesses competences, and the connected resources, acquired in the course of his/her professional life.

Looked from this point of view the question shifts from the number of hours necessary to ascertain that one practises the profession, meant as prevailing activity for at least half year in evaluation activity) to the possession of the necessary competences for being a professional, itself linked to the carried-out professional activity.

How to evaluate the possession of the competences? and how to state a "minimum level" of evaluation competences for acceding to the Register?

For stating the minimum of competences for acceding to the Register we have assumed a path where who applies for access synthesizes the main elements of his/her professional activity linked to evaluation (such as in the previous format describes the carried-out jobs) and assesses how and how many of these jobs have "forced" him/her to reveal his/her knowledge tracing them back to the competences, to the know-how.

At the end of this path the candidate, on the basis of the competences he/she thinks he/she has acquired, decides in which profile of "professional evaluator" he/she recognizes himself/herself. At the moment we have assumed four profiles of professional evaluator (and they represent a first hypothesis of work):

1. **the methodologist:** he/she knows methods and models he/she is able to apply in every context. He/she often is a freelancer, a teacher/researcher who is employed in the different phases of the evaluation process for setting up, supervising and for carrying out evaluation techniques. (Also all those who do meta-evaluation can be included in the profile of the methodologist)
2. **the coordinator:** he/she is an evaluation "manager"; he/she follows and takes care of all the elements connected with the fulfilment of the evaluation service, managing the economical and human resources in order to optimize the activities provided by the contract/service
3. **the sectorial expert:** he/she knows methods and models he/she is able to apply only to a particular context in which he/she is specialized. He/she works on "sectorial" programs or on precise subjects inside evaluation teams prevalently.
4. **the evaluation technician:** he/she knows techniques of data elaboration and interpretation, analyses and draws up documents in support of the evaluation activities. In the evaluation teams he/she isn't usually involved directly in the articulation of the evaluation judgement, but he/she provides parts of analysis propaedeutic to the evaluation to the supervisors.

The choice of assuming different profiles allows on one hand to widen the audience of the possible professionals to the young or to the junior evaluators or to those who work in structures doing evaluation in team (Teams and OIV- Evaluation Independent Body used to evaluate public administration services), and on the other allows to create modules of professional development diversified for competence profile.

Our proposed revision of the criteria (and the relative format for acceding to the Register) allow to assume a model of "registration" of the evaluation professionalisms (and of their practice) that should make the management of the Register "system" easier.

For register system we mean those activities that CESP (Board of AIV professional members) will have the task to manage and to guard:

- a. the management of the applications to the Register,
- b. the planning of the activities in favour of the professional partners (training courses, workshops, ...)
- c. for the training courses the creation of different training models (taking different levels of competence into account);
- d. the animation of the community of the professional evaluators (diversified by subjects);

- e. a greater highlighting on the activities that the AIV (Evaluation Italian Association) carries out through the thematic groups or with the RIV (Evaluation Italian Magazine).

**The system of assumed criteria of access has implied a revision of the article of the statute that defines the status of professional partner at present.**

THE NEW WORDING OF ART. 6 – THE PROFESSIONAL PARTNERS (**Approved by the AIV general meeting on the 11th of April 2014**)

*The professional partners are the natural persons who through a professional path have acquired competences for planning, realizing, coordinating and running evaluation interventions as defined in art. 3 of the Statute.*

## **2. HOW TO TEST THE COMPETENCES (THE PRELIMINARY INVESTIGATION OF THE APPLICATIONS)**

The preliminary investigation phase is undoubtedly one of the trickiest aspects of the register “system” from many points of view, but *first of all* because it risks the credibility of the Register itself being the means that “selects” a community of evaluation professionals.

The preliminary investigation phase has a model of reference that is grounded to a linear principle: who proves he/she has carried out some activities of professional evaluation over time that have allowed him/her to acquire evaluation competences (see Self-assessment form model.doc) accedes to the register.

In setting the lowest threshold of access to the Register two firm points have been focused:

- the minimum profile for acceding to the Register can be linked only to some competences provided in the profile of the professional evaluator, the choice of assuming more profiles responds to such requirement. For acceding to the Register it's necessary that the candidate recognizes himself/herself in one of the profiles.
- to be able to validate the possession of the competence there must be a sufficient presence of carried-out jobs. A kind of *personal history form* on the carried-out jobs in the evaluation field during the whole professional career is provided in the application form.

The scheme of reference that has been prepared for the preliminary investigation provides a correlation between profiles (methodologist, coordinator, sectorial expert ...) and competences, in order to be able to verify the possession of the competences subsequently, analysing the carried-out jobs the candidate has associated to the required skills for every competence area.

4 competence areas, in their turn articulated in skills, have been assumed– see SELF-ASSESSMENT FORM MODEL 5.0.

**COMPETENCE AREA 1:** To analyse and understand the different contexts expressing the need/the demand of evaluation and to be able to create demands of evaluation,

**COMPETENCE AREA 2:** To elaborate evaluation plans,

**COMPETENCE AREA 3:** To develop/implement evaluation plans,

**COMPETENCE AREA 4:** To draw up/present evaluation reports.

An area of technical-methodological specialization competence hasn't been assumed; we have preferred to consider that competence transversally, asking the candidate to refer to the application of the more widespread standard and non-standard techniques in the identifying of the skills acquired inside the 4 identified competence areas.

The scheme for acceding to the Register focuses on a multistage path:

- I. presentation of an argumentative dossier, where, after a first self-assessment, the candidate presents the evidences relevant to the possessed competences (see proposal of application form to the register).
- II. validation of the Dossier. The evidences will be evaluated by experts (also external to CESP)
- III. evaluative exchange of views. The experts can reserve the right to widen the preliminary investigation through a phase of “evaluative exchange of views” with the candidate. This allows to make any discordances clear and to accept comments by the candidate. We foresee in fact that every element of discordance on what stated should be object of comments that can be revised by the candidate.
- IV. evaluation/certification. The argumentative dossier is approved and the skills are “certified” inserting the member in the Register.

ATTACHMENT: **SELF-ASSESSMENT FORM MODEL** (It's the application form we are using for registering the professional members).