

Competency	Low	Med	High	Reasoning
Understands the knowledge base of evaluation (theories, models, types, methods and tools)				
Specifies program theory				
Determines purpose for evaluation				
Frame evaluation questions				
Develop evaluation designs				
Define evaluation methods (quantitative, qualitative, mixed)				
Identifies data sources				
Develops reliable and valid measure/tools				
Collects data				
Assesses validity of data				
Assesses reliability of data				
Assesses trustworthiness of data				
Analyzes and interprets data				
Draws conclusions and makes recommendations				
Reports evaluation findings and results				