

Evaluation Plan

The evaluation of the research project will be conducted by PLR Consulting, Inc., an independent education research and evaluation firm with decades of experience in evaluating state- and federally-funded STEM Education projects. To support adherence to the project timeline and the methodological grounding in Black Feminist Epistemology, the evaluation will apply a Collective Impact (CI) framework informed by Black Feminist ways of knowing. This approach emphasizes how collaborative partnerships align with shared research goals (Norman, 2011) while critically examining the role of power, hierarchy, and voice in shaping decision-making and knowledge production. By integrating CI with Black Feminist Epistemology, the evaluation will interrogate whose voices are centered, how data is interpreted, and how authority is exercised within the project. Grounding the evaluation in Collective Impact and Black Feminist Epistemology allows for the examination of collaborative activities and provides objective, formative and summative feedback on the overall process (Patton, 2010). Table 4 provides a breakdown of impact areas, outcomes and data types, data collected/instruments used, and data analysis protocols.

Table 4. Project Evaluation Plan

Impact Areas	Evaluation Questions	Outcomes and Data Collections/Instruments - Analysis (Benchmarks)
Fidelity of Implementation	To what extent is the research project accomplishing proposed activities such as data collection, data analysis, mentoring, and dissemination.	Progress on research program activities; achievements/challenges Activity Tracking Spreadsheet - Gantt chart tracking (% complete); narrative of completed tasks/activities; Meeting Observations - Capture iterative patterns that sustain and monitor stages of the collaborative research study. <u>Benchmarks:</u> Bi-Annually (Yrs 1-2); Annually (Yrs 3-5)
Common Agenda & Continuous Communication	To what degree does the Interruption framework acknowledge and address historical and systemic inequities impacting Black undergraduate women in STEM?	Progress towards advancing the values and practices that enable a common agenda; Continuous, regular, and structured communication (flow of information and data) Meeting Observations - Capture iterative patterns that sustain and monitor stages of the collaborative research study. <u>Benchmarks:</u> Bi-Annually (Yrs 1-5)
Shared Measurement	To what extent has the team employed strategies to co-create and implement the Interruption Framework? To what extent have these strategies evolved through collaborative input?	Progress on Data Collection and Data Analysis Data Tracking Tool - Gantt chart tracking (% complete); narrative of data collected; Meeting Observations - Capture iterative patterns that sustain and monitor stages of the collaborative research study. <u>Benchmarks:</u> Each Site Team meeting (Yrs 1-5)

	To what extent do the data collection and analysis processes reflect the principles of Black Feminist Thought and Intersectionality	
Individual Capacity	<p>To what extent are the individual research team members affected/impacted by the project?</p> <p>In what ways has participation in the UPLIFT project contributed to the intellectual growth and research capacity of each team member?</p>	<p>Progress of growth in individual capacity—as evidenced by critical self-reflection, collaborative learning, and deeper engagement in equity-centered research—grounded in Black feminist epistemology and supported through collective accountability and shared leadership</p> <p>Online surveys - quantitative & qualitative analysis for common and divergent themes, descriptions, and anonymized quotes shifts in thinking, beliefs, and attitudes around community building, collective accountability, shared leadership, and new learnings of Black feminist epistemology (Wilson et.al, 2015; Ajayi et.al, 2021). <u>Benchmark:</u> Annually, Fall (Yr 2 - Yr 4)</p>
Power Dynamics	To what extent does the research project foster an inclusive, accountable, and collaborative team environment where diverse perspectives are valued and decision-making reflects the voices of those most impacted by systemic inequities?	<p>Progress toward advancing shared values and practices that sustain collaborative leadership, equitable participation, and collective accountability—centered in trust, voice, and Black feminist ways of knowing.</p> <p>Online surveys - quantitative & qualitative analysis for common and divergent themes, descriptions, and anonymized quotes shifts in thinking, beliefs, and attitudes around community building, collective accountability, shared leadership, and new learnings of Black feminist epistemology (Wilson et.al, 2015; Ajayi et.al, 2021). <u>Benchmark:</u> Annually, Fall (Yr 2 - Yr 4)</p>