High moral values and ethical integrity in collaborative evaluations

Working to achieve eudaimonia

Human flourishing

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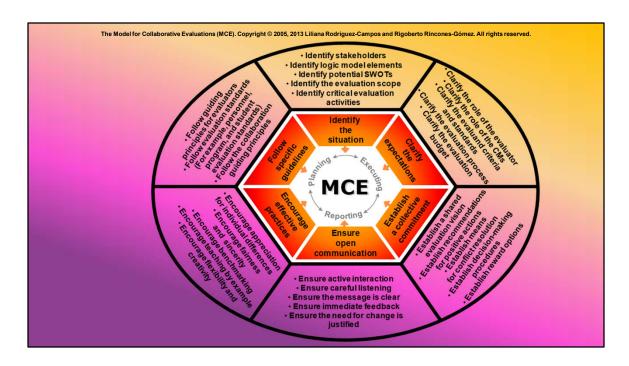michael.mitchell@fsw.edu
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Eudaimonia

- Human Flourshing
- From the Greek
- For Aristotle
  - Achieved through virtuous living
- A goal of all evaluators
  - Achieved through high moral standards and sound ethical rules

https://ethics.org.au/ethics-explainer-eudaimonia/

Creating win-win situations
Making the right decisions

For the collaborative evaluator

- Approaching evaluations with high moral standards
  - Established by society and individuals

- Establish clear ethical rules

Follow
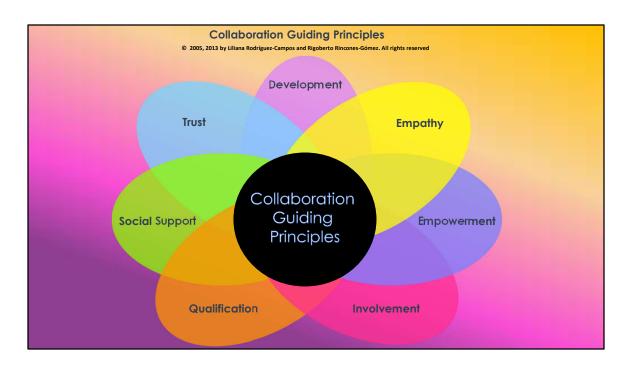
Collaboration

Guiding

Principles

Morals and ethics have been defined in numerous ways, and in some cases have been used synonymously. I ascribe to the idea that morals are set by society and individuals. Societal morals may change through the generations and are different for different cultures and religions. Individual morals may differ from societal morals.
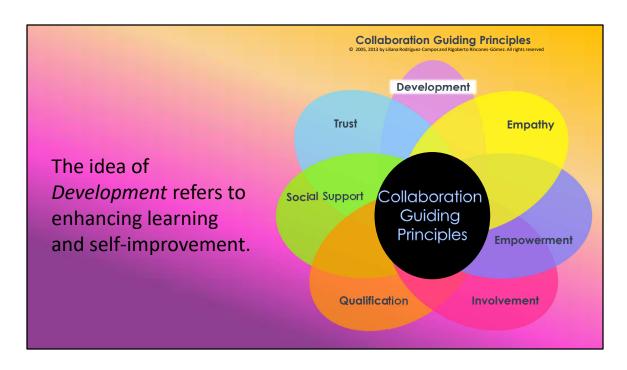
Ethics are rules based upon the moral code of society or individuals. For instance, an ethics committee will establish rules based on what is considered right (moral) and enforce the rules, applying consequences to those who diverge from the spirit of the rules or the rules themselves
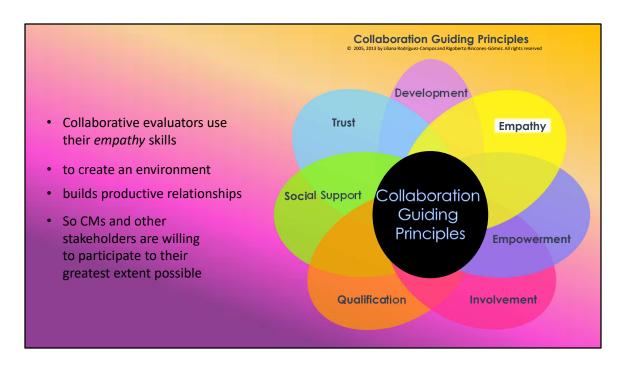
Collaboration Guiding Principles

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Development

Trust

Empathy

Collaboration Guiding Principles

Social Support

Empowerment

Qualification

Involvement

The Model for Collaborative Evaluations (MCE). Copyright © 2005, 2013 Liliana Rodríguez-Campos and Rigoberto Rincones-Gómez. All rights reserved.

The idea of *Development* refers to enhancing learning and self-improvement.

Collaboration Guiding Principles

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Ethical Evaluators will keep up with new research in evaluation and be observant of evaluands' needs and attitudes that may change over time. Keeping a growth mindset is important, so evaluators may stay current in their skills.

Collaboration Guiding Principles

- Collaborative evaluators use their *empathy* skills

- to create an environment

- builds productive relationships

- So CMs and other stakeholders are willing to participate to their greatest extent possible

Development

Trust

Empathy

Social Support

Collaboration Guiding Principles
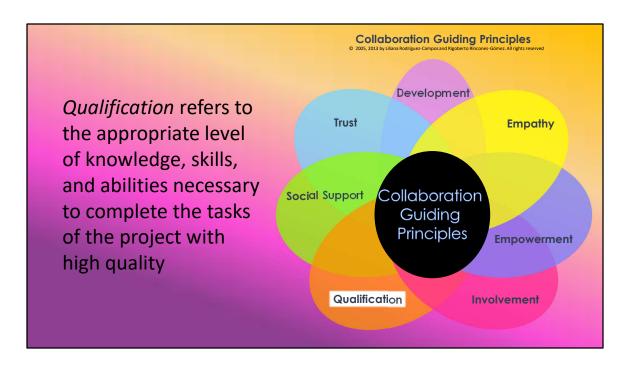
Empowerment

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Ethical Evaluators will keep up with new research in evaluation and be observant of evaluands' needs and attitudes that may change over time. Keeping a growth mindset is important, so evaluators may stay current in their skills.

The idea of *Empowerment* is when the evaluators and the CMs develop a sense of self-efficacy.

Following the ethical guideline of empowerment creates great efficiencies in evaluations. This is particularly true when working with multiple sites. The MCE creates flexibilities when scaling up projects. Many hands make light work, and when CM's feel empowered, they will likely make good decisions because they are close to the action. They have a unique and valuable perspective that can allow an evaluation and the project move forward without analysis paralysis. Where people may delay decisions as they debate the minutiae of every situation possible.

Collaboration Guiding Principles

- *Involvement* is a constructive collaboration between the evaluation team and the CMs.
- It needs to be carefully planned to ensure tasks and skills are well matched
- that there are no gaps in what needs to be accomplished
- duplication of effort is minimized.

Development

Trust

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Social Support

Collaboration Guiding Principles
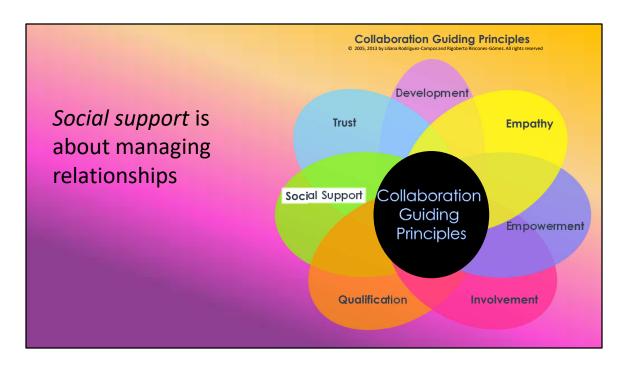
Empowerment

Qualification

Involvement

By promoting Involvement, the evaluators will create further efficiencies in the evaluation, making sure all involved may positively contribute to the progress of the evaluand and evaluation.

This aspect of Collaboration Guiding Principles is one where the evaluators need to be self aware and decide whether they have the knowledge, skills, and abilities that are well matched with the requirements of the evaluations.

If it takes lots of social skills and the ability to bring consensus to disparate groups of stakeholders, a person who is an excellent statistician but is rather introverted and less assertive, may not be well matched for those types of evaluations. Conversely, if high powered statistical analysis such as factor analysis is needed to represent survey data, evaluators should not accept the job, unless they can collaborate with others that have the required skills.

Lastly, evaluators must ask themselves on whether they would be able to conduct an evaluation if their moral beliefs are in direct conflict with the evaluand.

Social support is about managing relationships

Keeping in mind the previous example, contentious or controversial subjects where there is potential conflict among stakeholder groups, successful evaluators will find common ground among the groups in which to build working and cordial relationships.

Establishing from the outset of evaluations that we evaluators are approaching the evaluation on high moral ground and clear ethical rules, will help the evaluation be successful because social support has been developed.

Collaboration Guiding Principles

Trust is the last, but a vital aspect of a successful collaboration

- *Evaluators and CMs need to rely on each other*
- *Support each other*
- *Even when things go wrong*

Development · Trust · Empathy · Social Support · Collaboration Guiding Principles · Empowerment · Qualification · Involvement

When trust is developed among evaluators and CMs, and the inevitable happens – something goes wrong, they may rely on each other and avoid placing blame, they can focus on creating a remedy to the situation, so that the final project and evaluation will be successful.

Trust allows for the acceptance of constructive formative feedback that can be incorporated into an evaluation to help ensure the summative evaluation is a positive one.

Socioscientific Issues

• Bring Moral and ethical issues into the science classroom

Socioscientific Issues instruction gives opportunities for students to address moral and ethical issues related to scientific and technological advancements. Students work on concepts where they must know the background science as well as social and moral aspects to help make decisions on challenging issues.

Among other advantages of incorporating SSI into science class curricula it helps students:
• develop perspective taking, which can enhance their empathy abilities.
• understand there may be no one correct answer to an issue.
• filter and separate what claims are baseless and what claims are well-supported.

Thank You!

- Please ask questions!

The information presented here draws heavily from multiple sources:

Rodríguez-Campos, L., Mitchell, M. E., & Rincones-Gómez, R. (2020). Model for Collaborative Evaluations as a Framework to Foster a Community of Collaborators. *New Directions for Evaluation, 2020(165), 17-27. https://doi.org/10.1002/ev.20395*

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Rodríguez-Campos, L., & Mitchell, M. E. (2015). Collaborative Teacher Evaluations: The Model for Collaborative Evaluations as a Framework for Teacher Evaluations. *International Journal of Assessment and Evaluation, 29-38.*

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