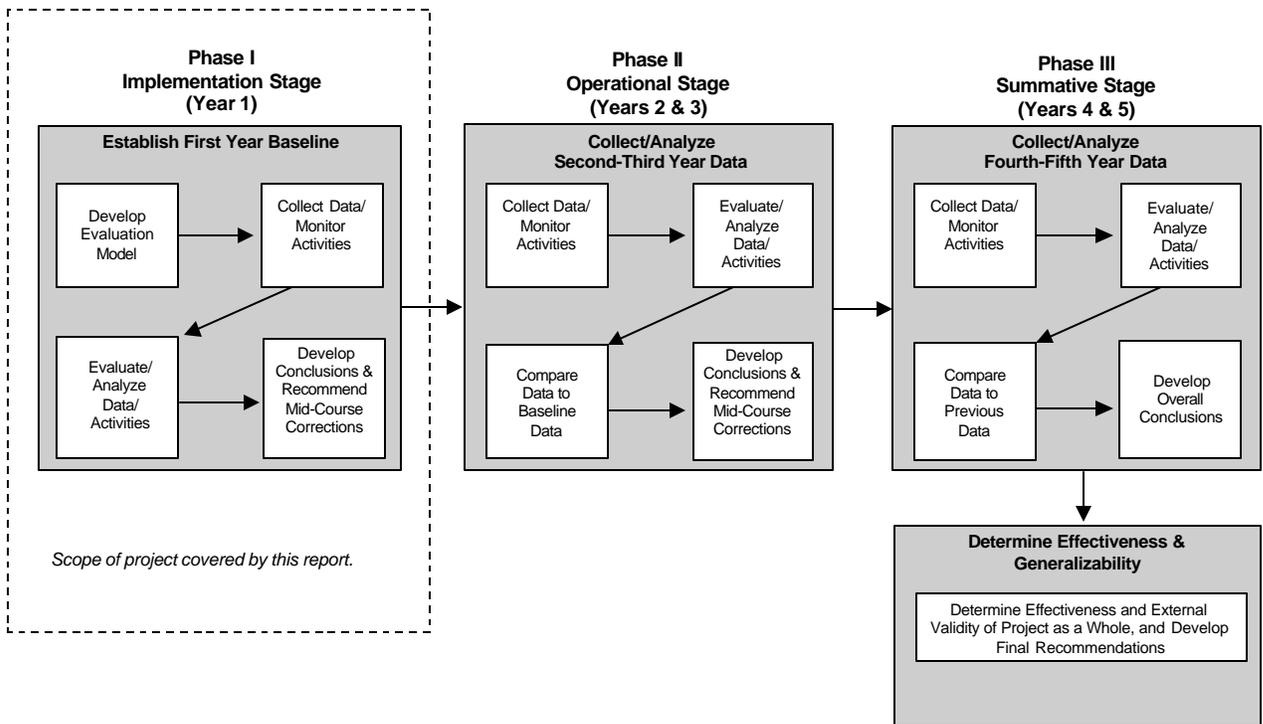


PROJECT PLAN

A non equivalent comparison group quasi experimental research design is being used to evaluate the demonstration project. Quasi experimental design is used when it is not possible to control for all variables, or when it is not possible or practical to randomly assign subjects to equivalent groups. The non equivalent comparison group design seeks to control for confounding variables by tracking a comparison group that is as similar to the experimental (Demonstration) group as possible. The DoC demonstration project evaluation is being conducted in three phases and will compare a demonstration group (experimental group) to a comparison group (control group) across time.

DoC Demonstration Project Evaluation Model



In general the three phases of the evaluation will focus on both project implementation and project effectiveness to different degrees. The evaluation will also serve to produce mid course correction recommendations as the project progresses. The three phases will differ slightly in their focus and will compliment each other.

PHASE I: IMPLEMENTATION STAGE

TASK 1: DEVELOP AN EXPANDED EVALUATION MODEL

Subtask 1: hold project kick-off meeting and review background information

Subtask 2: Review Intended Human Resources Changes

Subtask 3: Develop a list of objective workforce data

Subtask 4: Identify a DOC budget SME.

Subtask 5: Collect and analyze benchmarking data

Subtask 6: Conduct interviews with NIST, OPM, and DOC personnel.

TASK 2: DEVELOP AN ATTITUDE SURVEY FOR USE IN PROJECT EVALUATIONS, RELYING ON ITEMS FROM THE BASELINE SURVEY AND THE PROJECT EVALUATION MODEL.

Subtask 1: Develop the target group for the survey (sampling plan)

Subtask 2: Develop survey instrument

TASK 3: CONDUCT A SERIES OF FOCUS GROUPS IN THE PARTICIPATING ORGANIZATIONS. THE PURPOSE OF THE FOCUS GROUPS IS TO DEVELOP DATA FOR MEASURING THE EXTENT TO WHICH EXPECTED RESULTS ARE BEING ACCOMPLISHED.

Subtask 1: Develop moderator's guide for conducting focus groups; sampling plan for focus groups

Subtask 2: Conduct focus groups

TASK 4: PREPARE AN IMPLEMENTATION REPORT DESCRIBING AND ANALYZING DATA COLLECTED DURING THE FIRST YEAR OF IMPLEMENTATION.

PHASE II: OPERATIONAL STAGE

TASK 1: COLLECT ANNUAL OBJECTIVE DATA SUCH AS WORKFORCE, COMPENSATION, AND COST DATA FROM THE DEMONSTRATION PROJECT ORGANIZATIONS AND THE COMPARISON SITES.

Subtask 1: Collect workforce, compensation, and cost data (end of years two and three)

TASK 2: ADMINISTER ATTITUDE SURVEYS AND CONDUCT FOCUS GROUPS

Subtask 1: Conduct second attitude survey (during year three)

Subtask 2: Conduct second set of focus groups (during year three)

TASK 3: PRODUCE INTERIM REPORT

PHASE III: SUMMATIVE STAGE

TASK 1: COLLECT ANNUAL OBJECTIVE DATA SUCH AS WORKFORCE, COMPENSATION, AND COST DATA FROM THE DEMONSTRATION PROJECT ORGANIZATIONS AND THE COMPARISON SITES.

Subtask 1: Collect workforce, compensation, and cost data (end of years four and five)

TASK 2: ADMINISTER ATTITUDE SURVEYS AND CONDUCT FOCUS GROUPS

Subtask 1: Conduct third attitude survey (during year five)

Subtask 2: Conduct third set of focus groups (during year five)

TASK 3: PREPARE FINAL REPORT