

- **Assessment skills.** They should have the knowledge and the skill to collect quantitative and qualitative local data, and analyze the information, and present it in varying formats for varying audiences. Evaluators should also be able to develop data-collection instruments and ensure the reliability and maintenance of data quality and integrity.
- **Experience.** They should have previous evaluation experience and understand the potential of evaluation as an empowering leadership tool that integrates learning with doing.

For a more complete treatment of evaluation, including activities and tips to use during the evaluation process, see Section 7 of this tool kit – **Keeping Healthy: Strategies to Sustain Your Group**.

ISSUES INVOLVED WITH FAMILY MEMBERS ON TEAMS

Community-change work builds on existing relationships and opens avenues to new ones. You will be recruiting long-time friends to get involved and reaching out to those who have never crossed your path. Family members can be a great source of new people who not only have strong personal connections with those already on your team but may also have strong shared values to bring to your work.

Here are some tips to keep in mind when you're recruiting and working with family members on teams:

- Family involvement can help boost participation in your group. For instance, to attend meetings, older youth may need to bring younger relatives in their care. Those younger members can turn out to be active participants.
- Parents and young people who are involved in the program together can help support and encourage one another's participation.
- Both parents and young people need to give one another space to speak their minds, be independent, and be themselves; however, it's often difficult to step out of family roles. Be aware of these dynamics. Perhaps adults are accustomed to greater degrees of power or control; perhaps young people are accustomed to obeying without question. In a collective leadership context, both partners need to step back (or forward!) to allow for equal participation.
- Relationship-building activities and youth-adult partnership activities can help family members move beyond their normal patterns of interaction – to move out of traditional family roles – and acknowledge everyone's gifts and strengths. In your group's work, incorporate activities that invite young people and adults to listen and learn from one another and activities that prompt family members to communicate and work together in new ways. The activities in **Section 2, Youth-Adult Partnership Skills**, can help you do this.