

# NewAlliance Foundation

## Program Evaluator and Strategic Consultant

### READY for the Grade Contract Position

## Position Overview

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NewAlliance Foundation (NAF) seeks an experienced Program Evaluator and Strategic Consultant to assess the effectiveness of its READY for the Grade (RfG) summer reading program and to support Foundation leadership in determining the program's next phase. RfG is a public library-based initiative, designed in partnership with libraries across Connecticut, to mitigate summer reading loss among low-income children from kindergarten through grade 3.

Now in its thirteenth year, RfG has served more than 1,600 children across ten library sites and consistently achieved strong outcomes. This engagement goes beyond traditional program evaluation: the selected evaluator will analyze program data and synthesize findings that directly inform strategic decisions about the program's future, including continuation, expansion, or transition to a new organizational home.

## About the Program

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READY for the Grade is a multi-site summer literacy initiative funded primarily by NewAlliance Foundation, with supplemental support from the Scripps Family Fund for Education and the Arts. Partner libraries provide structured reading instruction, engaging literacy activities, family engagement, and individualized support to children most at risk of experiencing summer learning loss. Each library site partners with local schools and school districts to support outreach, recruitment, and alignment with grade-level curricula, an essential connection that helps ensure the program reaches the children who need it most. Sites track enrollment, demographics, attendance, and reading outcomes using the University of Oregon's easyCBM assessment tool. Current sites include libraries in Hamden, Killingly, Manchester, New Haven (Stetson, Wilson, and Fair Haven branches), Rockville, and Willimantic.

## Key Responsibilities

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### Program Evaluation

- Collect and review enrollment, attendance, demographic, and reading assessment data from all participating library sites.
- Analyze pre- and post-easyCBM assessment data to evaluate the impact of the program on participants' reading skills.
- Conduct site visits to observe program implementation and assess fidelity to the RfG model.
- Document effective instructional practices and customized site-level approaches across all library partners.
- Prepare a comprehensive annual evaluation report including quantitative and qualitative findings, with site-level summaries and an initiative-wide narrative.
- Present preliminary findings at the fall partner convening and key findings to the NAF Board of Directors.
- Collaborate with library site coordinators to ensure consistent and accurate data collection.

## Strategic Consultation and Future Planning

In addition to the annual evaluation, the selected consultant will work closely with NAF leadership to assess the program's trajectory and advise on strategic next steps. This work will draw on the full body of evaluation evidence and stakeholder input, and will include analysis of the following scenarios and considerations:

- Program effectiveness and impact at current scale
- Opportunities for expansion geographically, grade-level, or seasonal
- Transition of the program to a mission-aligned nonprofit organization
- Conversion of RfG into an independent 501(c)(3) organization
- Continuation under NAF's direct management with modified structure or funding partnerships
- Replication support for new library sites
- Recommendations for strengthening data systems

## Qualifications

- **Advanced degree (Ed.D., Ph.D., or equivalent) in education, evaluation, public policy, nonprofit management, or a related field. Strongly encouraged.**
- Proven experience in program evaluation, particularly in literacy, early childhood education, or community-based education initiatives.
- Expertise in both quantitative and qualitative data collection and analysis.
- Familiarity with reading assessments such as easyCBM or comparable tools.
- Experience advising nonprofit organizations or foundations on program strategy, organizational development, or transitions.
- Strong report-writing and presentation skills, with the ability to communicate findings clearly to diverse audiences, including program staff, foundation leadership, and board members.
- Demonstrated ability to work independently, manage multiple stakeholder relationships, and meet project deadlines.
- Knowledge of the Connecticut nonprofit and philanthropic landscape is a plus.

## Key Deliverables

Deliverable	Description
<b>Site Visit Reports</b>	Observation summaries from all active library sites, completed during program operation.
<b>Draft Annual Report</b>	Comprehensive evaluation report including data analysis, findings, and site-level summaries. Due in early fall.
<b>Final Annual Report</b>	Finalized summary report and individual library reports. Due by the end of November 2026.
<b>Fall Convening Presentation</b>	Preliminary findings presented to library partners at the fall 2026 convening.
<b>Board Presentation</b>	Key findings are typically presented to the NAF Board of Directors in late winter or spring 2027.
<b>Strategic Options Memo</b>	Concise analysis of program next steps and scenarios for Foundation leadership, with recommendations grounded in evaluation data by 03/31/2027.

## Compensation

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This is a contract (fee-for-service) engagement. Compensation is negotiable and commensurate with the scope of work, the consultant's experience, and the program's established evaluation costs. Interested consultants are invited to submit a proposed budget with their application materials.

## How to Apply

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Interested consultants should submit the following to LaKisha Jordan, Director of Programs:

- Cover letter describing your experience in program evaluation and strategic consulting, with specific reference to literacy or education initiatives.
- Resume or curriculum vitae.
- A writing sample, preferably a program evaluation report or strategic analysis memo.
- Proposed budget or daily rate.

Submit materials via email to: **[ljordan@newalliancefoundation.org](mailto:ljordan@newalliancefoundation.org)** with the subject line "RfG Evaluator."

Applications will be reviewed on a rolling basis. Final applications are due by 05/15/2026. Contract decisions will be communicated by 06/12/2026. NewAlliance Foundation is committed to partnering with evaluators who share its values of equity, community impact, and evidence-based decision-making.