

1. PERSONAL DATA:

Name: Monika Bartosiewicz-Niziolek

Address: ul. Braci Żaluskich 11/8, 01-773 Warszawa (Warsaw), Poland

Contact: (+48) 601 252 462, biuro@ewaluacje.pl

2. EDUCATION:

2011-12 Train the Trainer (intermediate: 168 h+10 h supervision) - NGO Trainers' Association

2006-07 Postgraduate Studies in Evaluation of Projects Financed by the EU, Centre for the Studies in Research Policy and Higher Education of University of Warsaw

1994-99 PhD studies: Institute of Philosophy and Sociology of Polish Academy of Sciences - counterfactual research on attitude change

1989-94 Faculty of Psychology, University of Warsaw - specialization in clinical psychology of adults, additional course of study in psychology of creativity (Master's degree)

3. SUMMARY OF PROFESSIONAL EXPERIENCE:

- Several years of experience in conducting (as an independent evaluator and an owner of Evaluation Research Lab) different kinds of evaluation (ex-ante, ex-post, mid-term, on-going, meta), mainly in the area of **education** and **social policy** - for central government, local administration, educational system, scientific and academic communities, business and NGOs.
- Development of the concept and accomplishment of **several dozen evaluations** of projects/ programs financed mainly by European Social Fund. Experience in using qualitative and quantitative methods, data analysis and elaboration of more than 80 reports.
- Experience in **commissioning and supervising** of evaluation.
- **Consulting** services regarding the conducting and commission of evaluation for all 3 sectors.
- Conceptualization, coordination and leading of **trainings** (1113 h) in the field of evaluation and social research for public sector, educational and academic institutions, business and NGOs.
- 15 **publications** on evaluation, several reviews of reports and publications on evaluation.
- Vice-president of the **Polish Evaluation Society**, a training coordinator and a trainer, a member of the Evaluation Steering Group of the Operational Program Knowledge Education Development (PO WER), member, mentor, certified reviewee and reviewer (in progress) of the **European Evaluation Society**, member of the **NGO Trainers' Association**.

4. WORK EXPERIENCE:

4.1. EVALUATION:

Ministry of Foreign Affairs

2017 mid-term of *Multi-annual Development Cooperation Program*

Ministry of Labour and Social Policy (MPiPS)

2017 ex-post of the project *Family and work - it pays!* – PROGRESS (program of the European Committee)

2015 ex-post of the project *Equality between women and men in economic decision-making* - PROGRESS

2011 application assessment system of *Fund for Civic Initiatives Program*

2010 results of *Fund for Civic Initiatives Program*

The State Fund for Rehabilitation of Disabled People (PFRON)

2013-15 on-going of the project *Job trainer as a way to increase the employment of disabled*

2012-13 mid-term and ex-post of the project *Support for people with mental disorders on the labour market*

Local government (Marshal Offices, Municipal Offices)

2018 diagnosis of training needs and ex-post of trainings (soft skills) in project *Revitalization – a joint matter as a part of Integrated Revitalization Program of the Capital City of Warsaw*

2014 ex-ante of *Regional Program for Equal Opportunities for Disabled People*

2012 meta-evaluation of projects/programs in the areas of social policy and welfare

2011 ex-post of prevention programs (Department of Social Affairs and Health of District Office in Warsaw)

2010 participation in evaluative research: *Relevance and effectiveness of informational and promotional activities in the context of increasing activity of the EU support beneficiaries*

Office of the Committee for European Integration (UKIE)

2009 mid-term and ex-post of projects *Environment & Transport* and *IT Systems* (Transition Facility)

National Centre of Support for Vocational and Continuing Education (KOWEziU)

2014-15 mid-term and ex-post of the project *Monitoring and improving the implementation of curricula of vocational education* and also development and pilotage of 8 quantitative research tools for monitoring of the process of implementing the curricula of vocational education and conducting in-depth monitoring of this process

2008-09 on-going of the project *Improving curricula as a key to the modernization of vocational education* and participation in experts team in the study of coherence of the curricula of vocational education

Prime Minister's Office (KPRM)

2008 ex-post of projects *Advisory assistance & training for civil servants* and *Training for Directors-General*

Central Examination Board (CKE) - external examination system

2007-08 ex-post of cascade trainings in criteria assessment and e-learning courses for examiners (in cooperation with Department of New Media and Distance Learning University of Lodz), research on the training needs of employees of the Central and District Examination Boards

Scientific and academic communities

2019-2021 evaluator and expert on effectiveness of psychotherapy and quality of life in a horizontal project *Deinstitutionalization as a chance for a good change* implemented by the Cardinal Stefan Wyszyński University in Warsaw (full-time employee)

2006-07 ex-post of the project *Renovator – the center for training and consulting*, EQUAL Community Initiative Programme (Systems Research Institute of Polish Academy of Sciences)

1999 evaluation concept of postgraduate studies *Academy of Social Skills* (University of Warsaw)

1996 ex-post of the project *Development of Civic Education in Poland - civic education in a democratic society* (KOMPACT GROEP Netherlands, University of Warsaw, Teachers Training Centre)

1996-97 counterfactual study of the project *Civic Education in the School of Local Government* (Center for Citizenship Education, Mershon Center Ohio State University)

1996-97 participation in the research program *Citizenship Education Study* (International Association for the Evaluation of Educational Achievements, Ministry of Education, University of Warsaw)

Business environment

2019 development of 8 CAWI research tools for on-going evaluation and participating observation of the project *Academy of Innovation Manager* implemented by the Polish Agency for Enterprise

2010 research on training needs of companies belonging to Employers of Poland (project implemented in cooperation with Spanish Entrepreneurs Organization - CEG)

2006-07 evaluation concept of the project *The Internet Republic* (Foundation for Polish Telecom and UNDP)

Non-governmental organizations (NGO)

2018-2020 ex-post of the international project *Global Issues-Global Subjects* (promoting the inclusion of Development/ Global Education/ Learning (SDG, SGI) in subject teaching in 10 EU countries (Center for Citizenship Education)

07-12-2018 managing/supervision of the ex-post of the *Advanced Training of Trainers Summer School* implemented as a part of the project *Trainers' Network for Civil Sector Sustainability and Development* (Czech Fundraising Center, POINT – Platform for Opportunities and Ideas in Non-Profit Training)

2017-2020 concept and measurement of the increase of digital competences in the project *E-powerful - digital skills, real benefits* (Activation Foundation and Information Society Development Foundation)

2017-18 ex-ante and ex-post of the project *Therapeutic Alumni Club BELSKA* (Foundation for People with Disabilities "Our Safe World")

2016-17 ex-ante and ex-post of the project *Support Warsaw nursing homes* (Tame Stress Foundation)

2012-14 ex-post of the final product and the project *Innovative tool for creating multimedia presentations and educational materials* (Foundation for Science and Knowledge EDUKATOR)

2013 ex-post of the project *Methods of education of the elderly* (NGO Trainers' Association)

- 2012 mid-term of the project *Network for promoting equality and diversity in the activities of the public administration* (Cooperation Fund Foundation - COFUND, Anti-discrimination Education Association)
- 2010 mid-term and ex-post of the educational projects supporting *equal educational opportunities* and *promotion of science* (Foundation for Development of Mountain Lands, Augustow Educational Center)

4.2. ADVISORY / CONSULTATION:

Public sector

- 2019 consultations in the development of pre-/post-tests for on-going evaluation of the project *Academy of Innovation Manager* implemented by the Polish Agency for Enterprise Development
- 2018-2019, 2013-15 participation in commissioning for the developing of indicators to assess the effectiveness of entry of disabled people into the labor market and increasing their independence; participation in commissioning, supervision of the external evaluation, review of the evaluation report of the project *Job trainer as a way to increase the employment of people with disabilities* (PFRON)
- 2017 participation in developing evaluation concept of the program *Culture Staff* (National Center of Culture)
- 2016 review of *Regional Program for Equal Opportunities for Persons with Disabilities and Prevention of Social Exclusion* (Marshal Office of the Silesian Province)
- 2014 review of *Guidance of evaluation of programs for counter domestic violence and victims protection* (Regional Center of Social Policy)
- 2014 review of the evaluation report developing by an external firm for the project *Monitoring and improving the process of implementation of curricula for vocational education* (KOWEziU)
- 2011-12 participation in commissioning of an external evaluation of the pilot study of support for schools in the field of education and vocational counselling, review of the evaluation report (KOWEziU)

Non-governmental organizations

- 2016 the international project *Dialogue for Change* (Ukraine, Belarus, Moldova, Russia)
- 2015-14 supervisor of tutors and tutor/consultant in the projects *The Forge of Evaluation I and The Forge of Evaluation II* (Polish Evaluation Society)
- 2015 development of the concept of evaluation and preparation of the terms of reference for an evaluation of *Local Development Strategy* (Local Action Group)
- 2009 tutor/ consultant in the project *Evaluation as the tool for the development of the organization - acquiring competences in evaluation through tutoring* (Polish Evaluation Society)

Academic and business environments

- 2018 evaluation/ review of a description of the profession *Specialist for socio-economic research* carried out as part of the project *Developing, supplementing and updating information on 1000 occupations and its dissemination using modern communication tools - INFODORADCA +*
- 2017 review of two scientific articles published in *Academic Journal of Sociology*
- 2014 development of an evaluation concept of the social campaign *Breast Examiners: Cancer - it heals* for students of University of Social Sciences and Humanities
- 2011 review and correction of publications on evaluation in kindergartens and schools (Dr Josef Raabe Publishing Company - Klett Group)

4.3. ADULT EDUCATION (CONDUCTING TRAINING, COURSES, WORKSHOPS)

Polish Evaluation Society (PES/ PTE)

- 2015-16 *Take a Course on Evaluation*, e-learning + 2 webinars and 2 workshops *Planning and Design of Evaluation, Constructing Research Tools* (16 h) <http://kursy.pte.org.pl/course/>
- 2010-19 *Evaluation Forge* - cyclic open training on projects evaluation, module on evaluation concept and qualitative method, tools and research (180 h), 3 trainings for Polish National Bank: *Qualitative Methods and Tools in Evaluation* (8 h), *Conducting Evaluation of Projects/ Programs* (20 h), *Surveys - Organization, Methodology and Supervision* (10 h), a training for Ministry of Interior and Administration: *Practical Aspects of Evaluation* (10 h), a workshop for beneficiaries of the Regional Operational Program 2014-2020 implemented by the Marshal's Office of the Kuyavian-Pomeranian Voivodeship in Toruń *Project's evaluation – how to do it?* (7 h)

Institute for Development of Social Services (IRSS)

2010-17 *Evaluation in Social Assistance* (250 h), *Evaluation as a Tool for Change Management* (52 h), *About Evaluation without Secrets* (78 h), *Evaluation as an Invitation to the Development* (30 h), *Doing in-depth Interviews and Focus Groups* (25 h), *Analysis of Qualitative Data* (30 h)

Office for the Movement of Social Initiatives (BORIS)

2010-11 *Methodology of Evaluation Research* (36 h), *Evaluation - the Key to Success* (72 h), *Preparation and Conducting of In-depth Interviews - IDI* (36h) and *Focus Group Interviews - FGI* (18h)

National Centre for Supporting Vocational and Continuing Education (KOWEZIU)

2014-15 project trainings (36 h)

Postgraduate and Masters Studies

2011-13 *Evaluation of Projects, Ex-ante and ex-post Evaluation, Doing In-depth and Focus Group Interviews, The most Common Mistakes in Evaluation, Evaluation Standards* (22 h)

Other: 2009-18 *Evaluation of Trainings* (16 h), *Monitoring and Evaluation of Projects* (37 h) *Participatory Action Research* (16 h), *Evaluation of Cultural Projects and the Program Culture Staff* for employees of National Center of Culture (18 h)

5. PARTICIPATION IN SELECTED TRAINING/ EDUCATIONAL ACTIVITIES:

- 2019 *Education quality week* - workshops organized by Jagiellonian University (Time management, Developing creative thinking, Preventing negative health effects of computer work, Basics of the Hebrew language)
- 2018 international project *Strengthening the VOPEs network in Europe* implemented as a part of EvalPartners Small Grants program (UNEG) *Strengthening the Role of VOPEs in Democratizing Learning and Evaluation: Democracy, Human Rights, and Governance (DRG) as a Showcase* (7 countries associated in NESE)
- 2018 international *Advanced Training of Trainers Summer School* implemented by the Czech Fundraising Center as a part of the project *The Trainers' Network for Civil Sector Sustainability and Development* funded by the Visegrad Fund and Rijksoverheid (as a representative of the NGO Trainers' Association, project includes 9 countries of Central and Eastern Europe and the former USSR)
- 2017, 2018 trainings in soft competences (Effective Management of the Own Way of Life, Effective Self-management in Stress), organized by the Open University at the University of Warsaw
- 2015, 2017 participation in the 1st Congress of Evaluation and organizational and program coordination of the 2nd Evaluation Congress organized by the Polish Evaluation Society
- 2016 *Evaluation Futures in Europe and Beyond: Connectivity, Innovation and Use* (12th European Evaluation Society Biennial Conference in Maastricht, the Netherlands)
- 2015 *Determining and understanding the effects of public programs – theory-based evaluation, impact evaluation, counterfactual research methods*
- 2014 workshop of the European Evaluation Society and the Network of Evaluation Societies in Europe (NESE) member of the working group dedicated to the celebration of the 2015 International Year of Evaluation
- 2007 *Return of Investment (ROI) - evaluation of training effectiveness*
- 2005-06 *Advanced statistical methods: planning and analysis of correlation and experimental research*
- 1996 *Democracy and Diversity (summer institute)*, New School For Social Research, New York, USA
- 1995 *Summer Institute in Political Psychology*, Ohio State University, Columbus, Ohio, USA

6. ORGANIZATIONS AND ASSOCIATIONS

- 2016- member of the Evaluation Steering Group of the Knowledge Education Development Operational Programme (PO WER)
- 2016- member of the European Evaluation Society, Thematic Working Groups: *Voluntary Evaluator Peer Review* (certified reviewee 2018-2021 and a reviewer – training in progress) and *Emerging Evaluators* (mentoring for beginner evaluators), 2016-18 participation in the coordination of activities of the Network of Evaluation Societies in Europe
- 2016- member of the NGO Trainers' Association
- 2007- member of the Polish Evaluation Society (since 2014 vice-president)
- 1995-97 member of the International Society of Political Psychology

7. SKILLS:

MS Office, English (C1/C2) and Russian (B1/B2), driving license cat. B, team management skills, ease of making contacts, enthusiasm, ingenuity and commitment to the undertaken activities, sense of humour, efficient writing skills, reliability, observation sense, analytical skills and the ability to think logically and draw conclusions

8. PUBLICATIONS:

- (2019) *Attitudes of EU project coordinators towards evaluation*, Foundation for the Development of the Education System (reviewed publication)
- (2019) *Professionalization of Evaluation - Academic Study Courses and Further Training, Profession/ Discipline, Compliance to Evaluation Standards and Quality Obligations*, in: *Evaluation Globe*, ed. Stockmann R., Meyer W., Taube L. - polish case study dealing with the current state of evaluation (co-author), to be published at Palgrave MacMillan
- (2018) *Democracy, Rule of Law and Human Rights, and Good Governance (DRG) Evaluation in Europe* – the report on the current state of DRG evaluation in Croatia, Greece, Macedonia, Poland, Serbia, Turkey and Ukraine (elaborated and disseminated within the project funded by IOCE and EvalPartners Programme)
- (2016) *Evaluation in the Business Environment in Poland* Academic Journal of Sociology nr 15 (2)
- (2016) *Selected Aspects and Functions of Evaluation. An Attempt at a Pragmatic Approach* (co-author), in cooperation with KGHM CUPRUM Research and Development Center, in: CUPRUM – Czasopismo Naukowo-Techniczne Górnictwa Ród nr 3/80, (Scientific and Technical Journal of the Mining Industry)
- (2015) materials for e-learning course *Take a Course for Evaluation* carried out by the Polish Evaluation Society (funded by the Civic Initiatives Fund) - preparation of 7 modules with exercises, knowledge tests, tasks
- (2015) *Evaluation Forge* (co-author) an article about a project implemented by Polish Evaluation Society, in: *Atlas Dobrych Praktyk FIO 2014*, Ministry of Labour and Social Policy
- (2015) e-platform *Evaluation* for social assistance/ integration staff, Regional Social Policy Center in Krakow
- (2014) *Invitation to Evaluation, Invitation to Development. A Guide for School Principals and Educational Institutions Providing Vocational Education* (co-author), National Centre of Support for Vocational and Continuing Education
- (2013) *Good Practices in Evaluation from the perspective of the contracting authority*, Malopolska Observatory of Social Policy, Regional Center for Social Policy in Krakow
- (2013) *Support for People with Mental Disorders in the Labour Market II. Good Practices Guide*, State Fund for Rehabilitation of the Disabled
- (2012) *Evaluation of Social Programs and Enterprises - a Catalog of Good Practices*, Malopolska Observatory of Social Policy, Regional Center for Social Policy in Krakow
- (2012) *Support for Deaf Blind People in the Labour Market II - Take Matters into Your Own Hands. Good Practices Guide*, State Fund for Rehabilitation of the Disabled
- (2011) *Evaluation - a Cause for Concern, or an Opportunity for Development?* In: *Biuletyn Praktyk Pedagogicznych* nr 2 (Bulletin of Pedagogical Practices)
- (2011) *About Evaluation without Secrets*, in: *Es.O.Es* nr 3, Regional Center for Social Policy in Krakow
- (2011) *Evaluation Standards for the Sake of Quality*, in: *Es.O.Es* nr 3, Regional Center for Social Policy in Krakow
- (2007) *Rating at the Level*, in: *Piątka z plusem*, Central Examination Board

9. INTERESTS:

Social, clinical and health psychology, visual art, literature, poetry, music, singing, choir, travelling (e.g. trip to India overland through Belarus, Russia, Kazakhstan, China, Pakistan), visited USA, Middle East (Jordan, Israel), Africa (Egypt, Kenia), Asia (Thailand) and some European countries (France, Spain, Austria, Germany, Greece, Holland, Italy, Croatia, Ukraine, Romania, Bulgaria, Slovakia, Czechia, Hungary, Russia, Turkey).