Evaluation Plan:
Onboarding Pathway Alignment & Development

1. Purpose of Evaluation

- Assess whether the redesigned onboarding pathway improved clarity, engagement, and follow-through for new members
- Determine whether embedded facilitation and mentoring opportunities supported emerging leader development
- Inform iterative refinement prior to sustained or expanded use

2. Intended Outcomes

For New Members
- Increased clarity around organizational purpose, values, expectations, and next steps
- More consistent progression through the onboarding pathway
- Increased confidence applying learning to participation and contribution

For Emerging Leaders
- Increased confidence and preparedness facilitating onboarding sessions and guiding meaningful discussions
- Increased volunteer participation and improved ability to support members in mentoring relationships
- Reduced reliance on a single leader for delivery and support

3. Measurement Strategy

- **Participant reflection and informal feedback**
  Focused on clarity, confidence, engagement, and readiness to take next steps

- **Facilitator and mentor observation and peer feedback**
  Informal but structured insights related to participant engagement, discussion quality, and pathway progression

4. Data Collection Plan

- Reflections gathered during and at the conclusion of the onboarding cycles
- Facilitator and mentor feedback collected following sessions and cohort completion
- Data reviewed qualitatively to identify patterns and improvement opportunities

5. Early Signals / Directional Findings

- Attendance and engagement became more consistent following program redesign
- Participants demonstrated increased depth of understanding through more thoughtful questions and discussion
- Confusion about the purpose of the event decreased as the program shifted to a clearly defined onboarding journey
- Participants showed increased readiness to integrate, volunteer, and take next steps—often before completing the full pathway
- Facilitators demonstrated increased confidence, preparedness, and reduced dependence on a single leader
- Peer mentoring relationships emerged for participants who had not previously experienced mentoring

6. Limitations

- Evaluation relied primarily on observational and self-reported feedback
- Long-term behavior transfer and organizational outcomes were not formally measured
- No control group or quantitative pre/post measures were used

7. Improvement Loop

- Participant and facilitator feedback informed changes to content emphasis, pacing, and session structure
- Facilitation guides and mentoring supports were refined to improve consistency and scalability
- Future evaluation could include follow-up reflections and structured mentor feedback to assess sustained impact