

# Principles

- The learning is experiential
- The work can be embodied and emotional
- Change requires shifting the usual patterns of comfort and discomfort (especially in relation to power)
- It's okay not to have closure

# Orthodox Beliefs:

*Orthodox beliefs are deeply held beliefs about “the way things are”. They are built up over time and become accepted as true mostly without question; they shape actions and decision-making without detection. However, if left unidentified and unchallenged we can miss new opportunities. Orthodoxies can be internal (we believe them), or external (others believe them about us). Not all orthodoxies are bad, but it’s important to test them: Why do we hold this belief? Is it still true? If it is still true, is it helpful to us? Without generative conversations around orthodox beliefs [we] will struggle to think and act beyond them.*

*Amanda Fenton*

# My Orthodoxies

My job is to learn what is important about a program or service and tell people about it

Evaluators should be generalists

Evaluators should have graduate-level training

Evaluators should strive to be neutral, independent, and objective

Evaluators are experts

Data is what we intentionally collect

Data speaks for itself

I can and should tell people what their data means

Learning is transformative; accountability is procedural and untransformative