Mitigating Bias in Evaluation Designs Training Course

Professional Development Training Course Outline

Category	Monitoring and Evaluation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s data-driven world, evaluation designs shape critical decisions across public, private, and non-profit sectors. However, biases in evaluation can compromise the validity, reliability, and utility of findings, ultimately affecting program outcomes and policy decisions. Mitigating Bias in Evaluation Designs Training Course equips professionals with cutting-edge tools, methodologies, and frameworks to identify, assess, and minimize biases in evaluation processes. Participants will gain expertise in evidence-based evaluation, data integrity, ethical evaluation practices, and inclusive research design, ensuring that insights are accurate, actionable, and equitable.

This course emphasizes practical application, critical thinking, and case-based learning, blending theoretical knowledge with real-world scenarios. Through hands-on exercises, participants will learn to implement bias detection strategies, data triangulation, representative sampling techniques, and unconscious bias awareness in evaluation design. By the end of the program, learners will possess the skills to conduct high-integrity evaluations, enhance decision-making accuracy, and contribute to transparent, accountable, and equitable program assessment.

Programme Curriculum

Mitigating Bias in Evaluation Designs Training Course

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Course Duration

5 days

Course Objectives

By the end of this course, participants will be able to:

1. Identify common sources of bias in evaluation designs using contemporary frameworks.
2. Apply evidence-based methods to minimize sampling and measurement bias.
3. Integrate equity and inclusion principles in evaluation planning.
4. Conduct bias audits in existing evaluation projects.
5. Utilize data triangulation techniques to strengthen evaluation validity.
6. Recognize and mitigate confirmation and cognitive biases in analysis.
7. Design transparent and reproducible evaluation protocols.
8. Employ ethical standards and guidelines for unbiased evaluation reporting.
9. Implement technological tools to detect and correct bias in datasets.
10. Develop strategies to communicate findings free from interpretive bias.
11. Incorporate stakeholder perspectives to reduce evaluation subjectivity.
12. Apply case study analysis to understand practical bias mitigation.
13. Create action plans to institutionalize bias reduction in organizational evaluation frameworks.

Target Audience

1. Monitoring & Evaluation (M&E) Officers and Specialists
2. Program Managers and Coordinators
3. Research Analysts and Data Scientists
4. Policy Analysts and Government Planners
5. Nonprofit and NGO Evaluation Staff
6. Academic Researchers and Faculty
7. Quality Assurance and Audit Professionals
8. Consultants in Program Evaluation and Impact Assessment

Course Modules

Module 1: Understanding Bias in Evaluation Designs

- Definition and types of bias: sampling, measurement, confirmation
- Cognitive biases and their impact on evaluation
- Historical case studies highlighting evaluation bias failures
- Identifying bias in qualitative vs. quantitative studies

- Case study: bias identification in sample datasets

Module 2: Ethical and Inclusive Evaluation Practices

- Ethical principles in evaluation design
- Integrating gender, diversity, and inclusion
- Avoiding cultural bias in program assessments
- Stakeholder engagement to mitigate bias
- Case study: Inclusive evaluation in community health programs

Module 3: Bias in Data Collection and Sampling

- Strategies for representative sampling
- Mitigating selection and non-response bias
- Designing unbiased survey instruments
- Practical exercises with simulated survey data
- Case study: Reducing sampling bias in national education surveys

Module 4: Analytical Bias and Interpretation

- Understanding cognitive and confirmation bias in analysis
- Data visualization pitfalls that mislead decision-makers
- Triangulating data sources to validate findings
- Interactive exercises in data interpretation
- Case study: Misinterpretation of evaluation results in public policy

Module 5: Technology and Tools for Bias Detection

- Software solutions for bias detection in datasets
- Automation and AI-driven evaluation tools
- Practical exercises using bias detection software
- Identifying algorithmic bias in evaluation
- Case study: AI-supported evaluation in health interventions

Module 6: Designing Unbiased Evaluation Protocols

- Steps to create transparent and replicable evaluation designs
- Risk assessment frameworks for bias
- Integrating feedback loops to adjust evaluation design
- Drafting unbiased evaluation protocols
- Case study: Successful bias-reduction in NGO project evaluation

Module 7: Reporting and Communicating Evaluation Findings

- Strategies for unbiased reporting and presentation
- Avoiding spin and selective reporting
- Using dashboards and visualizations ethically
- Peer review and validation practices
- Case study: Transparent reporting in government performance audits

Module 8: Institutionalizing Bias Mitigation Practices

- Developing organizational policies for bias prevention

- Training teams in bias awareness
- Continuous monitoring and improvement of evaluation practices
- Building a culture of ethical evaluation
- Case study: Bias mitigation institutionalized in a multi-country program

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com