California State University, Fresno Foundation

CURRICULUM RESEARCH EVALUATION ANALYST – BAY AREA ACADEMY
JOB ANNOUNCEMENT #25-736

POSITION SUMMARY:	**Full-time, benefited position with the Bay Area Academy through the California State University, Fresno Foundation.** The Bay Area Academy (BAA) is a program of the College of Health and Human Services, Department of Social Work Education at California State University, Fresno. The California State University, Fresno Foundation provides employment and fiscal oversight to the BAA. The BAA provides classroom training, coaching and organizational support to child welfare staff and other IVE eligible agencies in 12 Bay Area counties. The Curriculum Research Evaluation Analyst (CREA) will be responsible for evaluating and enhancing curricula that support various innovative instructional modalities. This position will work closely with the Evaluation Specialist (ES) to support the integration of cutting-edge workforce development practices and technology to ensure culturally-responsive, trauma-informed effective learning experiences for child welfare professionals. The CREA will collaborate with a variety of regional and statewide workforce development stakeholders including Regional Academies, California Department of Social Services (CDSS), county staff, Independent Contractors and individuals with lived experiences to drive improvements in curriculum design and implementation, ultimately benefiting children and families served by the system. The CREA will report to the ES and will support the Evaluation Team leading specific regional and statewide evaluation projects that integrate race equity, inclusion and diversity including BAA's Annual Training Needs Assessment and county specific evaluation requests. The CREA will support regional and statewide evaluation projects through facilitating meetings, focus groups and convenings and will cross-team with BAA's Learning Systems and Program Development Teams.
ESSENTIAL JOB FUNCTIONS:	Under the general supervision of the Evaluation Specialist, this position is responsible for: • Conducting thorough assessments of existing child welfare curricula across diverse instructional modalities (e.g., online learning, blended learning, experiential training) utilizing both qualitative and quantitative evaluation methods. • Initiating the use of a pilot observation tool with all new and/or revised curriculum. • Researching and identifying innovative instructional approaches and technologies that enhance curriculum delivery and learning outcomes in child welfare workforce development. • Researching evidence-based and best practices on child welfare topics pertinent to training, training evaluation, and workforce development i.e. retention and recruitment efforts. • Analyzing data from curriculum assessments and implementing findings for enhancements. • Observing trainings and participating in debrief sessions providing feedback to inform revisions. • Developing specialized participant satisfaction surveys for large events and learning collaboratives at BAA. • Collaborating with CDSS, Regional Academy staff, county child welfare staff, Independent Contractors, community organizations and individuals with lived experience to gather feedback and insights on curriculum effectiveness and instructional needs. • Supporting curriculum developers in the development of pre/post-tests (item banks) for new curriculum. • Creating and curating resources that support various instructional modalities, including online modules, interactive training sessions, and hands-on workshops that integrate approaches to race equity, diversity and inclusion. • Supporting building ADA compliant templates for curriculum projects and remediation efforts. • Participating in curriculum-related statewide meetings to support curriculum development oversight and other meetings as assigned.

	• Monitoring curriculum effectiveness over time, making iterative adjustments based on evaluation outcomes, learner feedback, and emerging best practices in the field. • Other duties as assigned.
POSITION REQUIREMENTS:	*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.* • Bachelor's degree in social work, education, public policy, counseling or other related field, Master's degree preferred • Four (4) years of progressively responsible professional experience in curriculum development and evaluation, particularly in the context of child welfare or social services • Two (2) years of experience in a public social service agency • Strong expertise in research methodologies, data collection, and program evaluation, with a focus on innovative instructional practices. • Ability to be creative, receptive to feedback and work across differences. • Familiarity with educational technologies and instructional design software that supports varied learning environments • Knowledge and skills in program and curriculum evaluation methods • Proven ability to design and conduct a training needs assessment • Demonstrated ability to apply research and evaluation to practice settings and situations • Experience in project management on highly public facing initiatives • Demonstrated professional writing and speaking skills • Excellent written and verbal communication abilities, capable of conveying complex information clearly to diverse audiences • Fluency in computer skills, including spreadsheets, word processing, and desktop publishing • Proven ability to collaborate effectively with multiple diverse stakeholders, fostering strong partnerships across disciplines • Understanding of child welfare systems, policies, and best practices, along with principles of adult learning and instructional design. • Successful experience in conducting meetings and facilitating groups • Experience in public speaking and facilitating data interpretation • Ability to identify links between policy, procedure, opportunities and best practice initiatives
COMPENSATION:	**$7,500.00 - $7,916.67 per month ($90,000 - $95,000 annually)**. Salary will be commensurate and competitive with experience and qualifications. Benefits include health, dental, vision, life and 401(k), vacation, sick leave, and holiday pay.
DEADLINE:	Application review begins **September 9, 2025**; open until filled.
TO APPLY:	Please visit the Auxiliary Human Resources page at https://auxiliary.fresnostate.edu/association/hr/employment-opportunities.html for job announcement and application. **E-mail completed application & resume to: auxiliary-hr@mail.fresnostate.edu**

RESUMES WILL NOT BE ACCEPTED WITHOUT A COMPLETED APPLICATION