

ROSALIE T. TORRES, Ph.D.

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Education

Ph.D., Educational Psychology, August 1989, University of Illinois at Urbana-Champaign
M.S., Experimental Psychology, May 1978, Southern Methodist University, Dallas, Texas
B.A. cum laude, Psychology, May 1976, Vanderbilt University, Nashville, Tennessee

Professional Experience

- Sep, 1991 to Present President, Torres Consulting Group. Responsible for project and business functions of this research and management consulting firm specializing in the feedback-based development of individuals, teams, and organizations. (<http://www.torresconsultinggroup.com>)
- Mar, 2003 to Jul, 2004 Guest Faculty, Fielding Graduate Institute. Teach modules for the Evaluation-Organizational Development Certificate Program. Focus is on organizational learning and the integration of theory and practice for evaluation and organizational development.
- Jul, 1998 to Nov, 2003 Director of Research, Evaluation and Organizational Learning, Developmental Studies Center (DSC), Oakland, CA. Oversaw research and evaluation activities for K-8 and after-school programs to foster children's intellectual, ethical, and social development, emphasizing an organizational learning approach to the evaluation of DSC's programs. Managed budgets, hired and supervised staff, facilitated cross-project learning and participated in DSC's strategic planning
- Jan, 1993 to May, 1997 Adjunct Professor, University of Colorado, Denver and Colorado Springs Campuses. Taught graduate courses in research, measurement, program, and personnel evaluation for instructional design, public affairs, and elementary/secondary education masters' students, with particular emphasis on training teachers as reflective inquirers of their own practice.
- May, 1991 to Nov, 1992 Staff Director, Joint Committee for Standards on Educational Evaluation, Western Michigan University, The Evaluation Center. Coordinated activities of the Joint Committee to develop new guidelines for the practice of evaluation, *The Program Evaluation Standards: How to Assess Evaluations of Programs, Projects, and Materials*.

- Jan, 1991 to Sep, 1992 Assistant Professor, Western Michigan University, Department of Educational Leadership. Taught graduate courses in program and personnel evaluation, and naturalistic inquiry. Advised masters' and doctoral students. Conducted research on evaluation use; practice of internal evaluation; role of evaluation in motivation, performance, and improvement; school improvement planning; and qualitative research methodologies.
- Aug, 1988 to Dec, 1990 Administrative Supervisor/Internal Evaluator, Colorado Springs Public Schools, Department of Planning, Evaluation, and Measurement. Informed district and school-level decision making by: conducting evaluations, providing training for educational improvement (accountability) processes, and providing technical assistance and consultation on evaluation to district/building staff.
- Mar, 1987 to Aug, 1988 Evaluation Specialist, Chicago Public Schools, Department of Research and Evaluation, Staff Development Unit. Designed and implemented evaluations for district-wide staff development programs: interviewing, issues clarification, instrument design, data analysis, report writing.
- Jun, 1986 to Jan, 1987 Program Specialist, Organizational Development, Lifelong Learning Systems, Chicago. Designed organizational assessment and development process for use in healthcare industry.
- Aug, 1985 to Aug, 1986 Graduate Research Assistant, Instructional and Management Services, University of Illinois. Worked on studies evaluating the Campus Wide Research Services Office and identifying exemplary practices in the supervision of teaching assistants.
- Sep, 1984 to Aug, 1985 Graduate Research Assistant, College of Medicine, University of Illinois. Developed plan for redesigning methods of assessing student performance and learning experiences for community-based multiple site clinical clerkships. Required observation of clerkship activities and extensive interviewing with medical faculty and students.
- Jun, 1984 to Aug, 1985 Evaluator, Adult Health Master's Program, College of Nursing, University of Illinois. Conducted evaluations of admissions, student advisement, courses/practica, facilities, faculty, program outcome, and regional impact for the master's program in adult health nursing.
- Oct, 1985 Evaluator, West Des Moines Community Schools. Participated on University of Illinois team evaluating district-wide kindergarten program.
- Aug, 1983 to Jul, 1984 Graduate Research Assistant, Center for Instructional Research and Curriculum Evaluation (CIRCE), University of Illinois. Coordinated conference of curriculum evaluation specialists hosted by CIRCE. Reviewed articles for publication in journals of educational psychology.
- Summer, 1983 Summer Intern, American College of Hospital Administrators (ACHA), Chicago. Conducted curriculum analysis project investigating the relationship between the content of ACHA professional education courses and the domains of professional functioning in hospital and health services administration.

- Jan, 1982 to May, 1983 Graduate Research Assistant, Office of Educational Testing, Research and Service, Institute of Child Behavior and Development, University of Illinois. Wrote users' guides and other documentation for main frame and microcomputer software. Also involved in research activities related to test analysis and educational measurement.
- Aug, 1982 to May, 1983 Graduate Research Assistant, Department of Educational Psychology, University of Illinois. Designed microcomputer student file management system. Trained administrative staff in implementation.
- Aug, 1982 to May, 1983 Graduate Research Assistant, Office for the Study of Continuing Professional Education, University of Illinois. Analyzed survey data evaluating continuing professional educational programs.
- Jan, 1980 to Jan, 1982 Research Assistant, Educational Research and Development Center, The University of West Florida, Pensacola. Conducted program evaluation and survey research projects. Provided assistance in research and survey design, statistics, and data analysis to the university community and local educational organizations. Supervised data analysis assistants.
- Sep, 1978 to Sep, 1979 Assistant Evaluator, Dallas Independent School District, Department of Research, Evaluation, and Information Systems. Held primary responsibility for evaluating a teacher training project and a back-to-the-basics high school, with work on other program evaluations. Involved in administrative liaisons with program managements, planned evaluations, designed instruments, collected and analyzed data, wrote reports.
- Sep, 1976 to May, 1978 Teaching Assistant, Psychology Department, Southern Methodist University, Dallas. Constructed and graded tests for general psychology, abnormal psychology, and history of psychology courses. Conducted student discussion sessions.
- Summer, 1977 Site Director, YWCA Summer Fun Program, Garland, Texas. Directed day camp/day care facility serving approximately 50 underprivileged children. supervised three counselors and nine aides, managed budget. Planned and directed camp activities, health services, food services, transportation, and parental involvement.
- Summer, 1975 Counselor, North Carolina Society for Autistic Children Summer Camp. Supervised all facets of day and night activities of two autistic children per week: personal care, self-help skills, meals, swimming, canoeing, hiking, arts and crafts, and outdoor games.

Publications

Books

- Torres, R. T., Preskill, H. S. & Piontek, M. E. (2005). Evaluation strategies for communicating and reporting: Enhancing learning in organizations, 2nd ed. Thousand Oaks, CA: Sage Publications.
- Preskill, H. S. & Torres, R. T. (1999). Evaluative inquiry for learning in organizations. Thousand Oaks, CA: Sage Publications. (Winner of the 1999 “Book of the Year Award,” Academy of Human Resource Development)
- Torres, R. T., Preskill, H. S. & Piontek, M. E. (1996). Evaluation strategies for communicating and reporting: Enhancing learning in organizations. Thousand Oaks, CA: Sage Publications.

Journal Articles

- Torres, R. T. & Preskill, H. (2001). Evaluation and organizational learning: Past, present, and future. American Journal of Evaluation, 22(3), 387-396.
- Preskill, H. & Torres, R. T. (2000). The learning dimension of evaluation. In V. Caracelli & H. Preskill (eds.). The expanding scope of evaluation use. New Directions for Evaluation, No. 88. San Francisco: Jossey-Bass.
- Torres, R. T., Stone, S. P., Butkus, D., Hook, B., Casey, J., Arens, S. A. (2000). Dialogue and reflection in a collaborative evaluation: Stakeholder and evaluator voices. In K. Ryan & L. Destefano (eds.). Evaluation as a democratic process: Promoting inclusion, dialogue, and deliberation. New Directions for Evaluation, No. 85. San Francisco: Jossey-Bass.
- Torres, R. T. & Preskill, H. (1999). Ethical dimensions of stakeholder participation and evaluation use. In J. L. Fitzpatrick and M. Morris (eds.). Current and emerging ethical challenges in evaluation. New Directions for Evaluation, No. 82. San Francisco: Jossey-Bass.
- Preskill, H. S. & Torres, R. T. (1999). Building capacity for organizational learning through evaluative inquiry. Evaluation, 5(1), 42-60.
- Torres, R. T., Preskill, H. S., & Piontek, M. E. (1997). Communicating and reporting: Practices and concerns of internal and external evaluators. Evaluation Practice, 18(2), 105-125.
- Torres, R. T. (1996). Organizational success, employee motivation, and performance appraisal: There is a link! The Colorado Springs Business Journal.
- Torres, R. T. (1994). Guest editor's introduction. Evaluation and Program Planning, 17(3), 289.
- Torres, R. T. (1994). Linking individual and organizational learning: The internalization and externalization of evaluation. Evaluation and Program Planning, 17(3), 327-337.
- Torres, R. T. (1994). Concluding remarks: Evaluation and learning organizations--Where do we go from here? Evaluation and Program Planning, 17(3), 339-340.

Torres, R. T. (1991). Improving the quality of internal evaluation: The consultant-mediator approach. Evaluation and Program Planning, 14, 189-198.

Sell, J. M. & Torres-Henry, R. (1979). Testing practices in college and university counseling centers in the United States. Professional Psychology, 10(6), 774-779.

Chapters in Books

Torres, R. T. (2010). Evaluation reporting and communicating. In B. McGaw, P. L. Peterson, E. Baker (Eds.), International encyclopedia of education, 3rd ed., Oxford: Elsevier.

Torres, R. T. (2009). Communicating and reporting evaluation activities and findings. In D. Russ-Eft & H. Preskill, Evaluation in organizations: A systematic approach to enhancing learning, performance, and change, 2nd ed. Boston: Perseus Publishing.

Torres, R. T. (2006). Continuous learning. In K.M Hannum, J.W. Martineau, C. Reinelt (Eds.), Handbook of leadership development evaluation. San Francisco: Jossey Bass.

Preskill, H. & Torres, R. T. (1999). The role of evaluative enquiry in creating learning organizations. In M. Easterby-Smith, J. Burgoyne, L. Araujo (eds.), Organizational learning and the learning organization: Developments in theory and practice. London: Sage.

Torres, R. T., Preskill, H. S., & Piontek, M. E. (1997). Evaluators' communicating and reporting practices and experiences: Implications for HRD professionals. In H. S. Preskill & L. Dilworth (Eds.), HRD in transition: Finding the cutting edge. Washington, DC: International Society for Performance Improvement.

Jenlink, P. M. & Torres, R. T. (1995). The role of evaluation in schools as learning organizations. In P. M. Jenlink (Ed.), Systemic change: Touchstones for the future school. Palatine, IL: IRI/Skylight Training and Publishing, Inc.

Reviews

Torres, R. T. (2004). [Invited reaction to The utilization of training program evaluation in corporate universities.] HRD Quarterly, 15(4), 385-388.

Torres, R.T. & Arens, S. (1996). [Review of Designing educational project and program evaluations: A practical overview based on research and experience.] Evaluation and Program Planning, 19(3), 273-274.

Dissertation/Thesis Work

Torres, R. T. (1990, January). The role of context in the practice and use of internal evaluation activities: A case study from business and industry. Unpublished doctoral dissertation, University of Illinois at Urbana-Champaign.

Torres, R. T. (1978). Developmental changes in assessing one's own physical abilities. Unpublished master's thesis, Southern Methodist University, Dallas, Texas.

Training and Professional Development Workshops

- Torres, R. T. (2011-2008, twice annually). Program Evaluation. Workshop for The Performance Institute's course in Auditing and Evaluating Government Program Performance, Arlington, VA.
- Torres, R. T. (2009, June). Making your final reports useful and used. Workshop at the American Evaluation Association/Centers For Disease Control Summer Evaluation Institute, Atlanta.
- Torres, R. T. (2008, November). Evaluation strategies for communicating and reporting. Workshop at the Annual Conference of the American Evaluation Association, Denver.
- Torres, R. T. (2008, July). Interviewing skills. Workshop presented at the Summer Evaluation Institute for the Arkansas Evaluation Center/Arkansas Group of Evaluators, University of Arkansas at Pine Bluff.
- Torres, R. T. (2008, June). Evaluation strategies for communicating and reporting. Workshop at the American Evaluation Association/Centers For Disease Control Summer Evaluation Institute, Atlanta.
- Torres, R. T. (2008, June). Evaluation strategies for communicating and reporting; Logic models for program planning and evaluation. Workshops for the U.S. Office of Personnel Management's Eastern Management Development Center. Shepherdstown, WV.
- Torres, R. T. (2008, May). Communication of evaluation activities and findings to maximize learning. Workshop for grantees of the California Wellness Foundation, San Francisco.
- Torres, R. T. (2008, April). Proposal writing. Workshop for the faculty of the University of Puerto Rico-Cayey.
- Torres, R. T. (2007, November). Challenges and issues: What do we know about the role of evaluation in organizational learning? Where do we go from here? Think Tank conducted at the Annual Conference of the American Evaluation Association, Baltimore.
- Torres, R. T. (2007, November). Evaluation strategies for communicating and reporting. Workshop at the Annual Conference of the American Evaluation Association, Baltimore.
- Torres, R. T. (2007, June). Communicating and reporting research and evaluation processes and results. Workshop at the Eleventh Bi-annual Conference of the Society for Community Research and Action, Pasadena, CA.
- Torres, R. T. (2007, June). Evaluation strategies for communicating and reporting. Workshop at the American Evaluation Association/Centers For Disease Control Summer Institute, Atlanta.
- Torres, R. T. (2006, November). Evaluation working sessions. Professional development workshop (pre-session) presented at the 2006 annual meeting of the American Evaluation Association, Portland.
- Torres, R. T. (2006, April). Opportunities and Issues in a Learning Approach to Evaluation: Is it Worth the Effort? Inaugural Address for the Caribbean Association for Research and Evaluation (Asociación Caribeña de Evaluación e Investigación). San Juan, Puerto Rico.

- Torres, R. T. & Piontek, M. (2005, November). Creative, innovative ways to communicate and report. Professional development workshop (pre-session) presented at the 2005 annual meeting of the American Evaluation Association, Toronto.
- Torres, R. T. (2005, May). Evaluation strategies for communicating and reporting. Professional development workshop (pre-session) presented at the 2005 annual meeting of the Michigan Evaluators' Association, Grand Rapids.
- Torres, R. T. (2004, November). Facilitating evaluation use through effective communicating and reporting. Workshop sponsored by the Association for the Study and Development of Community, Baltimore.
- Torres, R. T. & Preskill, H. (2004, November). Creative, innovative ways to communicate and report. Professional development workshop (pre-session) presented at the 2004 annual meeting of the American Evaluation Association, Atlanta.
- Torres, R. T. (2003, October). The evaluator as agent of organizational change. Workshop sponsored by Fielding Graduate Institute, Santa Barbara, CA.
- Torres, R. T. (2003, January). Evaluation strategies for communicating and reporting. Workshop sponsored by The Evaluators' Institute, San Francisco, CA.
- Torres, R. T. (2001, July). Evaluation strategies for communicating and reporting. Workshop sponsored by The Evaluators' Institute, Washington, D.C.
- Preskill, H. & Torres, R. T. (2001, July). Evaluative inquiry for learning in organizations. Workshop sponsored by The Evaluators' Institute, Washington, D.C.
- Preskill, H. & Torres, R. T. (1999, November). Evaluation and organizational learning: A practical approach. Demonstration session presented at the 1999 annual meeting of the American Evaluation Association, Orlando.
- Torres, R.T. (1998, November). Evaluation strategies for communicating and reporting. Pre-session workshop presented at the annual meeting of the American Evaluation Association, Chicago.
- Edwards, J., Haug, C., & Torres, R. T. (1997, September). Evaluation training. Presentation for Goals 2000 Partnerships Project Networking Day, Colorado Department of Education, Denver.
- Torres, R. T. & Preskill, H. (1996, November). Evaluation strategies for communicating and reporting. Pre-session workshop presented at the annual meeting of the American Evaluation Association, Atlanta.
- Torres, R. T., Preskill, H., & Piontek, M. E. (1995, November). Perspectives and strategies for communicating and reporting evaluation findings in today's complex, changing organizations. Workshop presented at the annual meeting of the American Evaluation Association, Vancouver.
- Torres, R. T. & Hansen, J. B. (1995, October). Developing a comprehensive training plan for your district's accountability program. Presentation at the 1995 State Accountability Conference, Colorado Springs.

- Torres, R. T. (1994, October). Evaluation design and use in learning organizations. Workshop presented to The Colorado Association of Nonprofit Organizations, Denver.
- Torres, R. T. (1992, November). Understanding and using qualitative methods in evaluation. Staff development workshop presented to Formative Evaluation Research Associates, Ann Arbor, MI.
- Torres, R. T., Seeley, J.A., & Piontek, M. E. (1992, November). Facilitating collaboration and evaluation use. Workshop presented at the annual meeting of the American Evaluation Association, Seattle.
- Torres, R. T. (1992, June). Understanding and using qualitative research. Workshop presented at Northern Michigan University, Marquette.
- Torres, R. T. (1992, August). Developing written tests. Course taught in the 39th Annual United Association Instructor Training Program, Ann Arbor, Michigan.
- Torres, R. T. (1991, May). School Improvement Planning/Accountability Manual. Training for Colorado school administrators in legislated school improvement/accountability processes, Colorado Springs.
- Peterson, L. J. & Torres, R. T. (1987, October). Feedback: How to give constructive criticism. Workshop presented at the Seventh Annual Workshop of the Chicago Chapter of the National Society for Performance and Instruction, Chicago.

Presentations at Professional Conferences

- Torres, R. T., Hopson, R. K., & Casey, J. (2008, November). Research on evaluation practice: Preliminary findings on use of logic model approaches in large scale educational reform projects. Paper presented at the annual meeting of the American Evaluation Association, Denver.
- Bocian, K., Torres, R. T., Bryant, M., Miller, C., Hammond, K., Rettig, M., & Cardullo, R. (2008, January). The effectiveness of professional development on teacher best practices and student learning: Conflicting results from multi-method, multi-source data sets. Presentation at the 2008 NSF Math and Science Program Learning Network Conference, Washington, D.C.
- Torres, R. T. (2006, April). Realities and challenges of a learning approach to evaluation. Inaugural address for the first annual meeting of the Caribbean Association of Research and Evaluation, San Juan, Puerto Rico.
- Bocian, K. & Torres, R. T. (2004, November). Key features of collaboration between internal and external evaluators. Paper presented at the annual meeting of the American Evaluation Association, Atlanta.
- Torres, R. T., House, A., Battistich, V., & Casey, J. (2001, April). The relationship of an after-school literacy program's theory of action to evaluation, decision making, and program development. Paper presented at the annual meeting of the American Educational Research Association, Seattle.
- Torres, R. T. (2001, November). Internal evaluation and organizational development. Presentation at the annual meeting of the American Evaluation Association, St. Louis.

- Torres, R. T. (2001, November). Challenges and strategies for internal evaluators. Panel presentation at the annual meeting of the American Evaluation Association, St. Louis, MO.
- Torres, R. T. (2000, November). Internal evaluation and organizational learning: Pitfalls and possibilities. Panel presentation at the annual meeting of the American Evaluation Association, Honolulu, HI.
- Torres, R. T. (1999, November). Internal evaluation: Old frontiers, new foundations. Panel participant at the annual meeting of the American Evaluation Association, Orlando.
- Preskill, H. & Torres, R. T. (1999, November). Transformative learning and evaluation practice. Paper presented at the annual meeting of the American Evaluation Association, Orlando.
- Preskill, H., Torres, R. T., & Martinez-Papponi, B. (1999, November). Assessing an organization's readiness for learning from evaluative inquiry. Paper presented at the annual meeting of the American Evaluation Association, Orlando.
- Preskill, H. & Torres, R. T. (1999, March). Assessing readiness for evaluative inquiry and organizational learning. Paper presented at the annual conference of the Academy of Human Resource Development, Washington, D.C.
- Preskill, H. & Torres, R. T. (1998, November). Evaluative inquiry as transformative learning. Panel/paper presented at the annual meeting of the American Evaluation Association, Chicago.
- Preskill, H. & Torres, R. T. (1998, March). Building capacity for organizational learning through evaluative inquiry. Paper presented at the Academy of Management Association Mid-year Conference on Organizational Learning: From Theory to Research 51 474 cm BT50 0 0 50 0 0 Tm /F3.9 .

- Torres, R. T., Preskill, H. & Piontek, M. (1996, April). Perspectives on communication and collaboration in evaluation. Paper presented at the annual meeting of the American Educational Research Association, New York.
- Torres, R. T., Preskill, H. & Piontek, M. (1996, March). The realities of communicating and reporting practices and outcomes for internal and external evaluators. Paper presented at the annual conference of the Academy of Human Resource Development, Minneapolis. (Paper was selected as one of the top ten conference papers.)
- Torres, R. T. (1995, April). Two evaluation studies of the Chicago Teachers' Academy: Analysis of reports from a professional development perspective. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Torres, R. T. (1994, November). Evaluation use and The Program Evaluation Standards. Presentation at the annual meeting of the American Evaluation Association, Boston, MA.
- Filling, C. M. & Torres, R. T. (1993, November). Using evaluation to facilitate competitive advantage: A pilot study of flexible work schedules. Paper presented at the annual meeting of the American Evaluation Association, Dallas.
- Torres, R. T. (1993, November). Careers in evaluation. Panel participant at the annual meeting of the American Evaluation Association, Dallas.
- Torres, R. T. (1993, November). The promise and practice of evaluation in organizations that learn. Panel participant at the annual meeting of the American Evaluation Association, Dallas.
- Michaels, S. & Torres, R. T. (1993, April). University students' personal histories and alcohol programs: A naturalistic study. Paper presented at the annual meeting of the American Educational Research Association, Atlanta.
- Torres, R. T. (1992, November). Ethical issues in evaluating non-profit programs. Panel presentation at the annual meeting of the American Evaluation Association, Seattle WA.
- Torres, R. T. (1992, November). Implications of a consciousness of values among evaluators. Paper presented at the annual meeting of the American Evaluation Association, Seattle.
- Torres, R. T., Preskill, H., & Piontek, M. E. (1992, November). Lessons from the field on communicating and reporting evaluation findings. Paper presented at the annual meeting of the American Evaluation Association, Seattle.
- Blinkiewicz, M. V., Torres, R. T., Bechard, J. (1992, November). Collaboration and evaluation use: A self-study. Paper presented at the annual meeting of the American Evaluation Association, Seattle.
- Jenlink, P. M. & Torres, R. T. (1992, November). The role of evaluation in the learning organization. Paper presented at the annual meeting of the American Evaluation Association, Seattle.

- Torres, R. T., Preskill, H., & Piontek, M. E. (1992, April). Investigation of evaluators' practices and concerns about communicating and reporting evaluation findings. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Torres, R. T. (1991, October). Evaluators: What are your values? Paper presented at the annual meeting of the American Evaluation Association, Chicago.
- Torres, R. T. & Piontek, M. E. (1991, Chicago). Internal and external evaluation: What do we know about the differences? Paper presented at the annual meeting of the American Evaluation Association, Chicago.
- Torres, R. T. (1991, April). Monday morning problems: One district's implementation of Colorado's educational accountability act. Paper presented at the annual meeting of the American Educational Research Association, Chicago. (ERIC Document Reproduction Serv. No. ED 333 565).
- Torres, R. T. (1989, October). Practical evaluation in organizations: Simultaneous internalization and externalization of the evaluation process. Paper prepared for the annual meeting of the American Evaluation Association, San Francisco.
- Torres, R. T. (1989, March). The role of context in the practice of internal evaluation: Evidence for a new approach. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.
- Torres, R. T. (1988, October). The role of context in making internal evaluation meaningful and useful. Paper presented at the annual meeting of the American Evaluation Association, New Orleans.
- Torres, R. T. (1988, October). Translating evaluation results with practitioners: A method for facilitating use. Paper presented at the annual meeting of the American Evaluation Association, New Orleans.
- Groteleuschen, A. D. & Torres, R. T. (1984). Dimensions of quality assurance in continuing professional education. Unpublished manuscript.
- Torres, R. T. (1984, October). A theoretical base for explaining utilization: Evaluation as feedback and its influence on motivation and performance. Paper presented at the joint meeting of the Evaluation Network and the Evaluation Research Society, San Francisco.
- Torres, R. T. & Harnisch, D. L. (1983, April). Functional literacy testing in the United States: Measurement issues, theoretical and practical implications. Paper presented at the annual meeting of the American Educational Research Association, Montreal. (ERIC Document Reproduction Serv. No. ED 230 662).
- Harnisch, D. L. & Torres, R. T. (1983, April). Techniques for detecting student errors: An investigation with a reading test. Paper presented at the annual meeting of the American Educational Research Association, Montreal. (ERIC ED 228 306).
- Torres, R. T. & Braskamp, L. A. (1982, October). What is the value of evaluation? Paper presented at the joint meeting of the Evaluation Network and the Evaluation Research Society, Baltimore.

Evaluation and Technical Reports

Arce, J., Fortis, M. & Torres, R. (2010). Year 1 Annual Reports for Puerto Rico Master Math and Master Science Teacher Programs. (Implementation and evaluation reports to the National Science Foundation). San Juan, Puerto Rico: University of Puerto Rico.

Torres, R. T. & Casey, J. (2008). University of California-Riverside Faculty Survey on Involvement in K-12 Education: Preliminary Findings. (Report to University of California-Riverside Math and Science Partnership). Alameda, CA: Torres Consulting Group.

Torres, R. T. (2007). 2006-07 External Evaluator Report for the University of California-Riverside Mathematical ACTS Project. (Report to University of California-Riverside Math and Science Partnership). Alameda, CA: Torres Consulting Group.

Torres, R. T. (2006). 2005-06 External Evaluator Report for the University of California

- School Improvement Planning/Accountability Manual. (1997, August). (Technical Manual for Colorado Springs School District Number 11, Division of Instruction). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. (1997, July). 1996-97 Evaluation of DAVEY Program: District Eleven Awareness Van Educating Youth. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. & Arens, S. A. (1997, June). Lea County Social Service Needs Assessment. (Report to the J. F Maddox Foundation, Hobbs, New Mexico). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. & Arens, S. A. (1997, May). Collaborative Evaluation of El Paso County Centers for Family Learning. (Report to Colorado Springs School District Eleven, Adult Education). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. (1996, July). 1995-96 Evaluation of DAVEY Program: District Eleven Awareness Van Educating Youth. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Arens, S. A. & Torres, R. T. (1996, June). Evaluation of District 11's Tech Prep Program: Coronado High School. (Report to Colorado Springs School District Eleven, Department of Instruction). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. (1996, May). Evaluation of PED's Performance Management Program. (Report to Arthur Andersen & Co., SC, Professional Education Development, St. Charles, IL). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. (1995, October). 1994-95 Evaluation of the District Eleven Playgroup. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. (1995, October). Third Year (1994-95) Evaluation of the District Eleven Blended Preschool. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. (1995, October). 1994-95 Evaluation of DAVEY Program: District Eleven Awareness Van Educating Youth. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T., Gadbar, J. & Schneider, J. M. (1995, January). Evaluation of PED's Enhanced Flextour Program for FY94. (Report to Arthur Andersen & Co., SC). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T., Lewallen, J. R. & Schneider, J. M. (1994, November). 1993-94 Evaluation of the District Eleven Playgroup. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.

- Seeley, J. A., Allen, J., Torres, R. T. (1994, September). Evaluation Report of the Research and Evaluation Unit. (Report to Ewing M. Kauffman Foundation). Ann Arbor, MI: Formative Evaluation Research Associates.
- Torres, R. T., Lewallen, J. R. & Schneider, J. M. (1994, September). Second Year (1993-94) Evaluation of the District Eleven Blended Preschool. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T., Lewallen, J. R. & Schneider, J. M. (1994, August). Third Year (1993-94) Evaluation of DAVEY Program: District Eleven Awareness Van Educating Youth. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. & Lewallen, J. R. (1993, October). First Year (1992-93) Evaluation of the District Eleven Blended Preschool Program. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Torres, R. T. & Lewallen, J. R. (1993, August). Second Year (1992-93) Evaluation of DAVEY Program: District Eleven Awareness Van Educating Youth. (Report to Colorado Springs School District Eleven, Office of Externally Funded Programs). Colorado Springs, CO: Torres Consulting Group.
- Piontek, M. E. & Torres, R. T. (1993, August). Allegan Public Schools systemic change initiative

- Torres, R. T. (1991, April). High risk status report. (Evaluation report). Colorado Springs, CO: Colorado Springs School District Number 11, Department of Planning, Evaluation, and Measurement.
- Torres, R. T. (1989, July). Impact study: Evaluation of the 1988-89 redeployment of psychologists and social workers. (Evaluation Report). Colorado Springs, CO: Colorado Springs School District Number 11, Department of Planning and Evaluation.
- Improving Teacher Effectiveness in the Classroom Staff Development Project, Final Evaluation FY '87. (1988, January). (Technical Report). Chicago, IL: Chicago Public Schools, Department of Research and Evaluation.
- Staff Development Plan, High School District-South, Final Evaluation FY '87. (1988, January). (Technical Report). Chicago, IL: Chicago Public Schools, Department of Research and Evaluation.
- Katz, L. G., Rath, J. D., & Torres, R. T. (1985, February). A place called kindergarten. (Evaluation report submitted to the School Board, West Des Moines Community School District). Champaign, IL: University of Illinois, College of Education.
- Torres, R. T. (1984, May). Participant needs and preferences: A marketing study for the Executive Development Center. Unpublished report. Champaign, IL: University of Illinois, College of Commerce and Business Administration, Executive Development Center.
- Torres, R. T. (1983, December). Champaign County Operation Snowball Fall Retreat: A post-program evaluation activity. Unpublished evaluation report.
- Torres, R. T. (1983, October). Executive summary: Investigation of relationship between self-assessment task delineation statements and curriculum objectives of the 83/84 management seminars (Technical Report). Chicago: American College of Hospital Administrators.
- Grotelueschen, A. D. & Torres, R. T. (1983, August). Educational evaluation of the 1982 Annual Meeting of the American Academy of Periodontology. Unpublished evaluation report.
- Torres, R. T. (1983, July). Champaign County Operation Snowball 1983 Spring Retreat: A post program evaluation. Unpublished evaluation report.
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