PLANNING FOR LEADERSHIP
WORKSHOP EVALUATION
AGED 607
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The Situation

- You have been asked to evaluate a national youth leadership education program
- You need to create a tool to use in the evaluation process
- It needs to
  - Be easy to use
  - Provide valuable feedback to the workshop presenters and developers
- WHAT NEXT????

3 TYPES OF EVALUATION

- Political
  - Demonstrate the value of training to the organization/funding source
- Programmatic
  - Give teachers/facilitators immediate feedback on success or need for improvement
- Pay-off
  - Measure long-term results; did learned skills transfer to leadership actions?
EVALUATION EXAMPLES

- Within workshop evaluation
- End of workshop evaluation
- Follow-up interview
- Follow-up meeting
- Hard index
- Learning analysis

Within Evaluations (during workshop)

- 1-10
  - Pass out slips of paper and ask participants to write the number that represents how the workshop is meeting their expectations
- Thumbs up/thumbs down
  - When I count to 3, indicate by your thumb how the workshop is meeting your expectations
- Stop/Start/Continue
  - On a sheet of paper write how the workshop should be changed by what we should start doing, stop doing, and continue doing

END OF WORKSHOP EVALUATION

- Short paper & pencil questionnaires
- Quick feedback for staff
- Might be positively inflated
FOLLOW-UP INTERVIEWS
- Usually a few months following workshop
- May uncover more subtle effects of workshop
- Participants are able to evaluate in own words
- Offers opportunity for further coaching and counseling

FOLLOW-UP MEETINGS
- Review and practice using skills & knowledge from workshop
- Measure progress
- Identify areas for additional development & practice
- Discussions can promote better transfer of learning

HARD INDEXES
- Use performance indicators to determine effects of workshop
- Examples are:
  - Member retention
  - # of officers at next level (district, state, national)
  - Increase of funding/support from community
  - # of new projects/team efforts
LEARNING ANALYSIS

- Ask participants these questions about the workshop
  - What I learned
  - What I re-learned
  - What I am beginning to learn
  - What I still need to learn

Back to the situation

- Remember criteria
  - Creating evaluation for workshop
  - Easy to use
  - Provide usable feedback
- Which type is best for your group?
- How can you use the evaluation for continued improvement?

End of Power Point Evaluation

1. What did you learn about evaluation techniques?
2. What did you re-learn about evaluation techniques?
3. What are you just beginning to learn about evaluation techniques?
4. What do you still need to learn about evaluation techniques?