

EPDET 2011

European Program for Development Evaluation Training

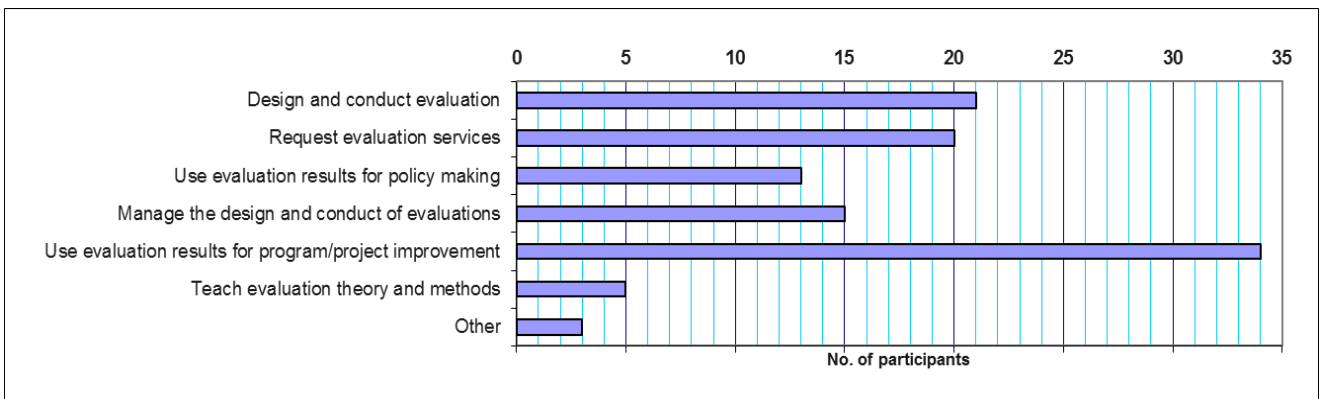
Vilanec, Czech Republic, September 19 - September 25, 2011

We would like to share with you the results of evaluation of the quality of EPDET 2011. Please, see also the comments by the participants and the managerial summary and response.

Part I: General Information

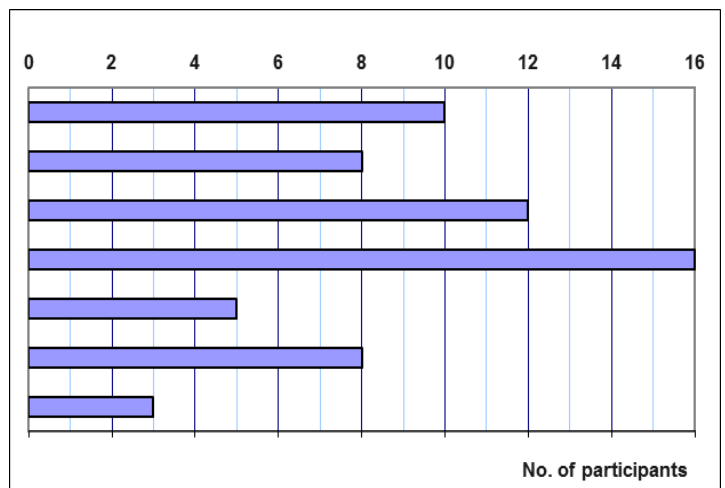
1. Which of the following describes your primary evaluation function? (Please check as many as appropriate) 56

- Design and conduct evaluation 21
- Request evaluation services 20
- Use evaluation results for policy making 13
- Manage the design and conduct of evaluations 15
- Use evaluation results for program/project improvement 34
- Teach evaluation theory and methods 5
- Other primary function: 3 *Design M&E system ... Project management ... Present the evaluation findings, conclusions and recommendations to the Executive Board, and follow-up on recommendations*



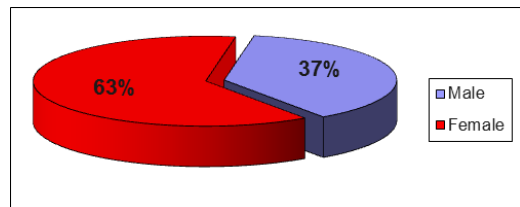
2. In which type of organization do you work? 56

- Governmental development agency 10
- Multilateral agency or program 8
- Private sector 12
- Non-governmental organization 16
- University or other education inst. 5
- Government authority 8
- Regional authority 3
- Evaluation and research institution 0
- Other (please specify): 0



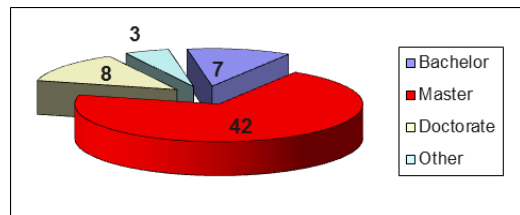
3. Your gender:

21 Male 35 Female



4. Degree completed:

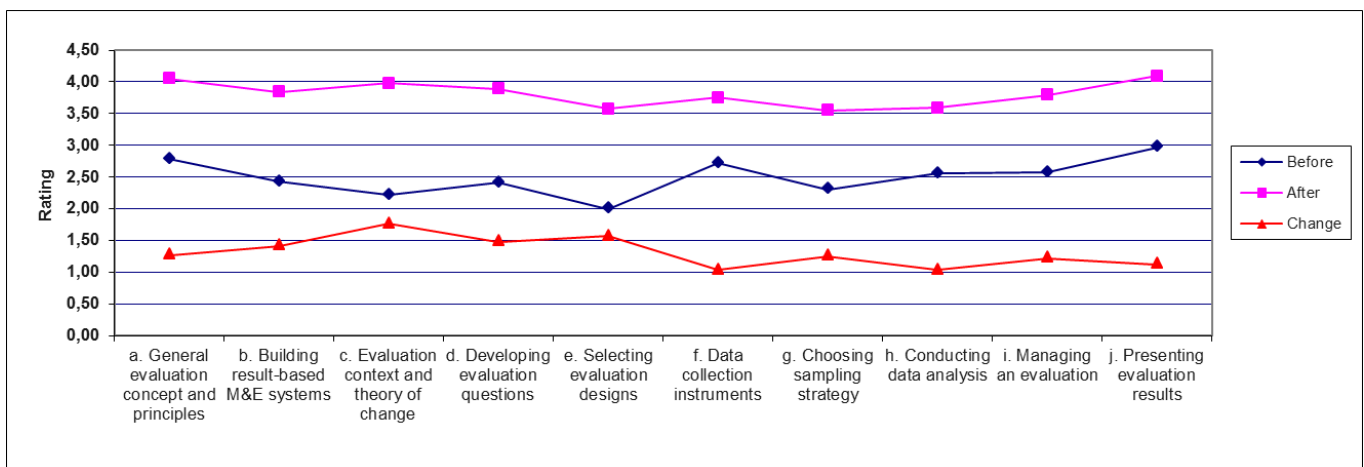
7 Bachelor 8 Doctorate
 42 Master 3 Other



Part II: Learning Effectiveness in Specific Areas of Evaluation Knowledge

5. How much do you believe you have gained in knowledge and skills as a result of the training? (Please indicate this gain in your particular situation, by rating your level of knowledge before and after the training)

Topics (relevant modules/chapters in the brackets)	<u>Before</u>					<u>After</u>				
	Low		High			Low		High		
	1	2	3	4	5	1	2	3	4	5
a. General evaluation concepts and principles (1) 56	5	16	23	10	2	0	0	8	37	11
b. Building a results-based M&E system (3) 56	9	23	16	7	1	0	1	13	36	6
c. Evaluation context and theory of change (4) 55	14	22	13	5	1	0	0	11	34	10
d. Developing evaluation questions (6) 56	13	13	25	4	1	0	2	10	36	8
e. Selecting evaluation designs (7) 56	20	20	13	2	1	0	7	14	31	4
f. Data collection instruments (8) 56	10	13	19	11	3	0	4	15	28	9
g. Choosing the sampling strategy (9) 56	15	18	14	9	0	0	6	20	23	7
h. Conducting data analysis (10) 56	11	17	15	12	1	0	4	23	21	8
i. Managing an evaluation (12) 54	14	13	12	12	3	0	2	15	29	8
j. Presenting evaluation results (13) 56	2	13	26	10	5	0	1	8	32	15

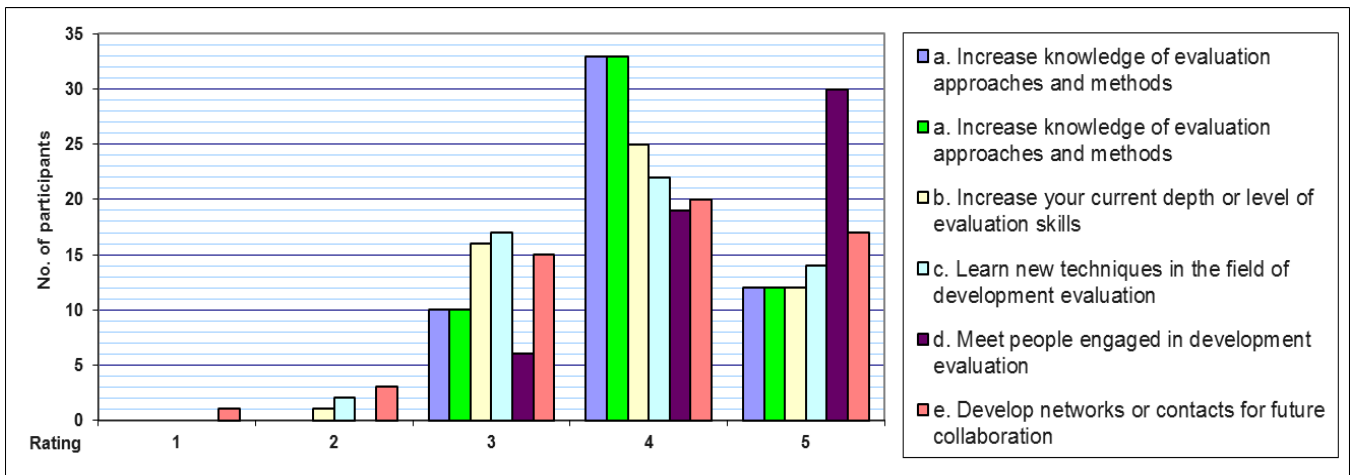


There was a significant increase in all categories of knowledge. The participants recognized the highest increase (from the level 2.22 to level 3.98 / 35 %) due to the module on Theory of Change. The lowest increase of 21 % was documented for data collection and data analyses, thanks also to the high initial level of knowledge.

Part III: Learning Objectives and EPDET Effectiveness

6. To what degree has EPDET helped you meet the following objectives?
(Please indicate if the statement does not apply to your situation)

	Low			High		N/A		
	1	2	3	4	5			
a. Increase knowledge of evaluation approaches and methods	55	0	0	10	33	12	1	Ø
b. Increase current depth or level of evaluation skills	54	0	1	16	25	12	2	3,89
c. Learn new techniques in the field of dev. evaluation	55	0	2	17	22	14	1	3,87
d. Meet people engaged in development evaluation	55	0	0	6	19	30	1	4,44
e. Develop networks or contacts for future collaboration	56	1	3	15	20	17	0	3,88



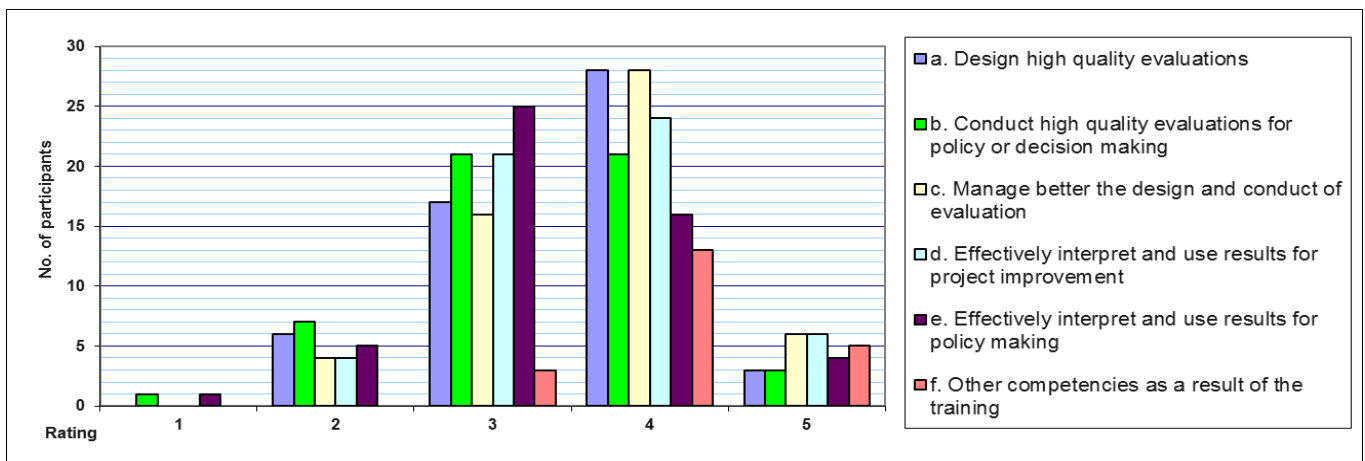
The EPDET objectives were met as documented by the above-average rating between 3.87 and 4.44 on the scale from 1 to 5, where 5 is the best result. The objective of meeting evaluation professionals got an outstanding rating of 4.44, which corresponds to a unique composition of participants.

Part IV: Competencies and Potential Impact

7. To what degree has EPDET enhanced your abilities or competencies to do the following?
(Please indicate if the statement does not apply to your situation)

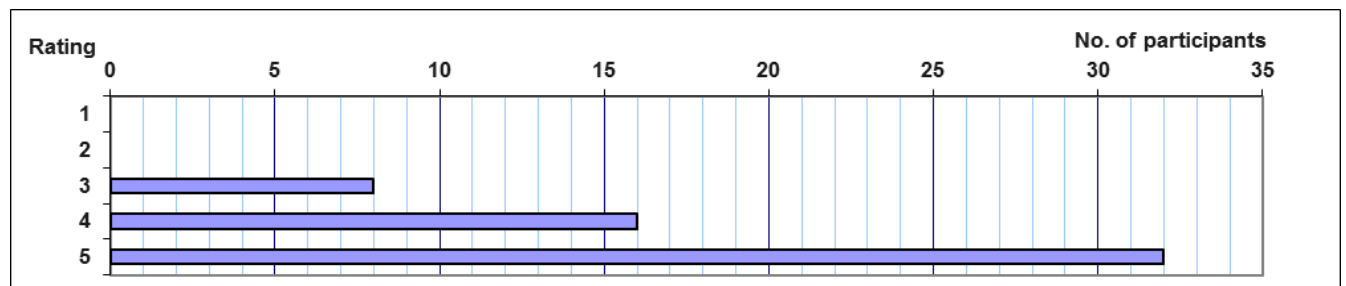
	Low					High	N/A	Ø
	1	2	3	4	5			
a. Design high quality evaluations 54	0	6	17	28	3	2	3,52	
b. Conduct high quality evaluations that produce sound knowledge for policy or decision making 53	1	7	21	21	3	3	3,34	
c. Manage better the design and conduct of evaluation 54	0	4	16	28	6	2	3,67	
d. Effectively interpret and use results for project improvement 55	0	4	21	24	6	1	3,58	
e. Effectively interpret and use results for policy making 51	1	5	25	16	4	5	3,73	
f. Other competencies as a result of the training 21	0	0	3	13	5	35	4,10	

Please specify the other competencies: *Cooperation in international groups ... Design and conduct/implement results-based M&E for projects and organizations ... Preparing ToRs / contracting evaluations ... Result-based monitoring ... Presenting skills how to teach results ... Logical link, theory of change, design matrix etc. ... Distinguish between monitoring results emphasis & evaluation; will pay more attention what data used in evaluation and not only reacting at one's opinion without a proper justification ... Design ToR for evaluation ... Present evidence ... Presentation skills ...*



The participants gave the above-average rating (3.34 – 4.10 points) to all mentioned abilities or competencies. Beside “other competencies” (see the list above), the highest rating 3.73 was given to interpreting and using evaluation results for policy making, and the lowest rating 3.34 to conducting high quality evaluations.

	Low					High	N/A	Ø
	1	2	3	4	5			
8. What is the likelihood that you will use the gained knowledge and skills? 56	0	0	8	16	32	0	4,43	

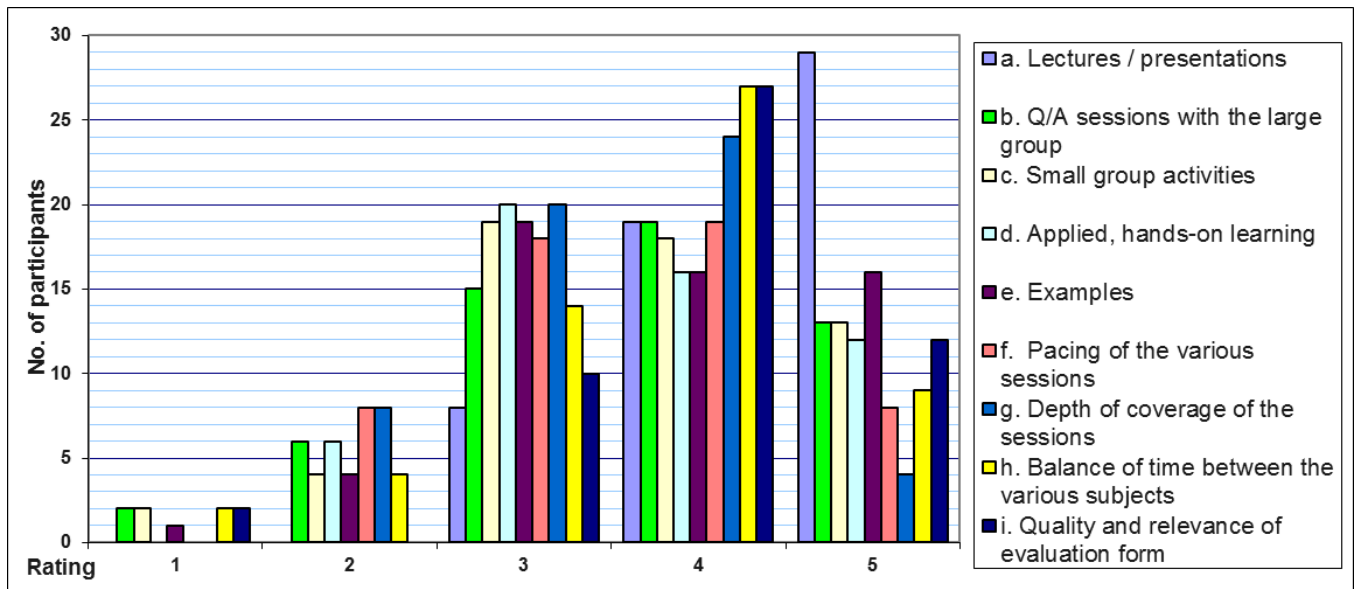


Outstanding rating of 4.43 points to this key question means also a big challenge for whole EPDET team.

Part V: Quality of Course Design and Delivery

9. How would you rate the quality of the design and delivery of the program?

	Low			High		N/A	Ø
	1	2	3	4	5		
a. Lectures / presentations 56	0	0	8	19	29	0	4,38
b. Question and answer sessions with the large group 55	2	6	15	19	13	1	3,64
c. Small group activities 56	2	4	19	18	13	0	3,64
d. Applied, hands-on learning 54	0	6	20	16	12	2	3,48
e. Examples 56	1	4	19	16	16	0	3,75
f. Pacing of the various sessions 53	0	8	18	19	8	3	3,51
g. Depth of coverage of the sessions 56	0	8	20	24	4	0	3,43
h. Balance of time between the various subjects 56	2	4	14	27	9	0	3,66
i. Quality and relevance of this evaluation form 51	2	0	10	27	12	5	3,92

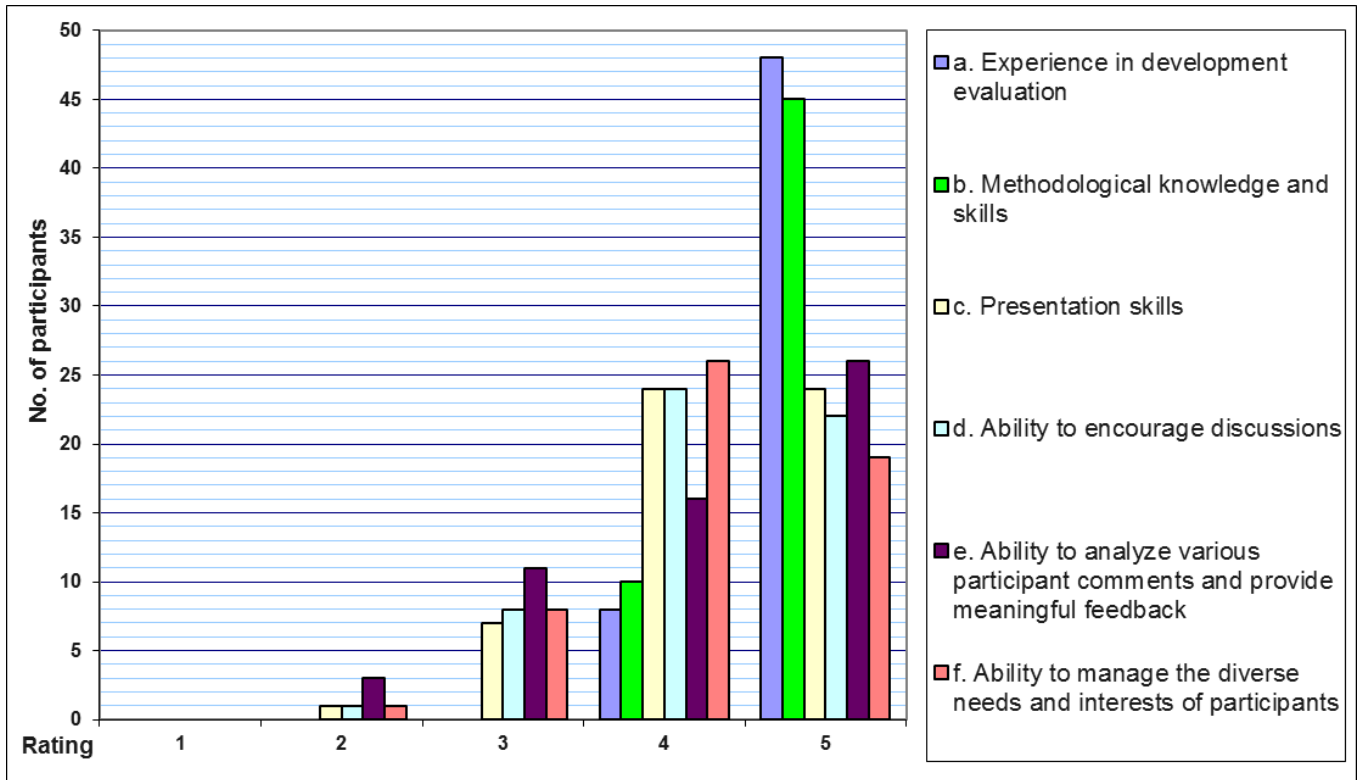


The participants gave the above-average rating (3.43 – 4.38 points) also to the quality of the program, with maximum related to the quality of lectures/presentations (and partially also to the quality of this evaluation form), and minimum to the depth of coverage of the sessions. However, there are also some extremes in evaluation – in particular the minimum rating 1 by several participants for Q/A sessions, for small group activities (generally evaluated by the others as one of the key benefits of EPDET), examples (with overall high rating of 3.75 % but still often mentioned to be strengthened), balance of time, and quality and relevance of this evaluation form (I hope that the results of evaluation do confirm the relevance of the questionnaire as well as its usefulness for planning future EPDETs).

Part VI: Lecturers

10. How would you rate EPDET lecturer Linda G. Morra Imas on the following?

	Low			High		N/A	Ø
	1	2	3	4	5		
a. Experience in development evaluation 56	0	0	0	8	48	0	4,86
b. Methodological knowledge and skills 55	0	0	0	10	45	1	4,82
c. Presentation skills 56	0	1	7	24	24	0	4,27
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment 55	0	1	8	24	22	1	4,22
e. Ability to analyze various participant comments and provide meaningful feedback 56	0	3	11	16	26	0	4,02
f. Ability to manage the diverse needs and interests of various participants 54	0	1	8	26	19	2	4,17
g. Strengths of this lecturer: <i>In-depth knowledge, experiences, providing feedback ... Excellent presentation skills. Very solid background knowledge. Extensive experience, able to draw from concrete examples ... Very good-quality and long experience ... Very good at presenting info in lecture style ... Experience & knowledge ... Excellent depth of knowledge ... Nice & warm person ... Knowledge and depth experience ... Explain complex issues in a simple way; good feeling for the needs of the group (discussion & break needs) ... Very dynamic sessions, very clear presentation ... Clear, to the point ... Knowledge, experience ... Encouragement, positive approach ... Experience, approach to the audience ... Crisp, clear, very knowledgeable ... Her knowledge and experience ... Deep insight to the evaluations ... Open and friendly ... Commitment, experience, communication skills ... Sharing her experience and doing that in a positive way ... Very good explanation skills, ability to speak clearly and simply in front of audience from various countries with different level of English knowledge ... Strong voice, easy to understand the language ... Experience, presentation ... Huge practical experience from M&E ... Very knowledgeable, good presenter ... a →f ... Openness, friendliness ...</i>							
h. Improvements needed: <i>More examples, more interactivity ... Eventually improve ability to encourage and leave room for more contributions from the audience. But the high pace of EPDET might explain why audience participation might have been sacrificed at times ... Good efforts made in discussions, however format of training does not encourage much group discussion & case studies talk ... More structured presentations, message should be clearer, answer the questions of the participants clearly and to the point ... Sometimes the pace needs to be picked up ... More clarity on instructions, particularly group work ... Clear answers to the questions of participants, more examples from the field ... Openness to some tailoring of the modules to meet needs of the participants ... Would have liked more examples & details on program and policy evaluations; sometimes questions were not answered according to the original question: valid for both ... Presentation skills ... Slang language not always clear ... Clearer explanation of the task when being given ... Speeding up the speaking to catch more ... I think she would go in depth if she had more time ... Any example of an evaluation report of her ... N/A ... None ... Keep attention to entire group, restrict distractions by single interjections ... She is a good lecturer but sometimes in sessions that have 1:30 it was good if we could relax on stretch like we have done ... N/A ... Sometimes we got lost in the explanations, the same level of voice ... Improve clarity of answers ... Occasionally too long on examples ... Sometimes there was long discussion and questions and, however, they were interesting, it shortened the presentation and important things were skipped or said quickly ... 0 ...</i>							

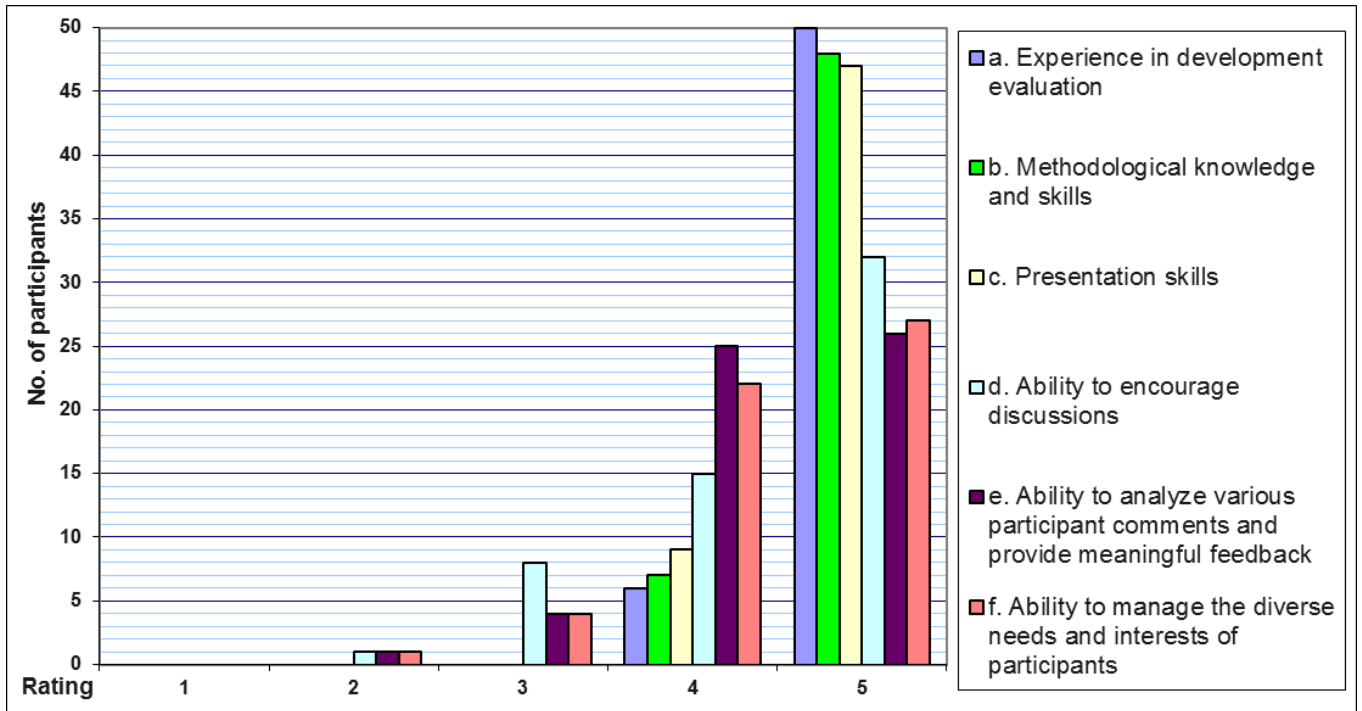


Linda received a really superior rating between 4.02 (for ability to analyze various participant comments and provide meaningful feedback) and 4.86 (for experience in development evaluation, and almost the same rating for methodological knowledge and skills). Only few participants used the rating 2 – for presentation skills, ability to encourage discussions, ability to analyze various participant comments, and for ability to manage the diverse needs and interests of various participants.

Most of participants consider Linda for an excellent trainer; however there are still some recommendations for improvements. See also the comments above.

11. How would you rate EPDET lecturer Ray C. Rist on the following?

	Low					High	N/A	Ø
	1	2	3	4	5			
a. Experience in development evaluation 56	0	0	0	6	50	0	0	4,89
b. Methodological knowledge and skills 55	0	0	0	7	48	1	1	4,87
c. Presentation skills 56	0	0	0	9	47	0	0	4,84
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment 56	0	1	8	15	32	0	0	4,39
e. Ability to analyze various participant comments and provide meaningful feedback 56	0	1	4	25	26	0	0	4,36
f. Ability to manage the diverse needs and interests of various participants 54	0	1	4	22	27	0	0	4,39
g. Strengths of this lecturer: <i>I just really enjoyed his presentations; perfect ☺ ... Very solid knowledge and impressive hands-on experience to draw on a diversity of examples. Audience-grabbing presentation style ... Very good presentation skills, very good-quality and long experience ... Entertaining, able to convey messages easily & keep people engaged ... Great presentation skills, great depth of knowledge ... Really good at fielding questions and summarizing ... Clear and very understandable presentation ... Perfect presenter and communicator, also knowledge and depth ... Focused and clear presentations, in-depth understanding and knowledge ... Very entertaining and emphatic ... Very dynamic and funny sessions ... Clear, entertaining ... Knowledge, experience, presentation skills ... Interesting, enjoyable, encouragement ... Perfect & exciting examples, approach to the audience ... He possess entire package of strengths ... Character and knowledge and experience ... A wide range of evaluation examples ... Excellent lecturer ... Experienced, educated, friendly ... Gifted presenter, experience, dedication ... Reinforcement of the key ideas, animating sessions ... Great ability to attract attention and explain quite complicated issues in easy to understand way ... Strong voice, easy to understand, is able to keep attention → different levels of voice, breaks in speech ... Presentation, interaction with participants, simplifying difficult topics ... Great presenter, experience from diverse fields ... Very knowledgeable and engaging ... a →f ... Respectful towards participants, balanced with good sense of humor that keeps dynamics of the lectures ...</i>								
h. Improvements needed: <i>More interactivity, exercises (more time needed...) ... Ray's presence is at times overwhelming, and the fact that it could be difficult for individual, less experienced participants to stand against Ray's views became evident at times. Not a major issue, though ... Good efforts made in discussions, however format of training does not encourage much group discussion & case studies talk ... More participatory approach would keep the participants more attentive ... To be more flexible when providing answers to questions ... Fewer Americanisms! Not everyone "gets" them ... More practical examples from the field would be helpful ... Openness to some tailoring of the modules! + group work → organization of same; for example, if you have a group from one organization it make sense to have them work together (at least in <u>some</u> group exercises) as they will be in a better position to support the "behavior" change when they return to the workplace ... Cut down on time spent stories with ministers, one would be enough - not allowing enough discussions, too authoritative style of teaching ... A little less entertaining elements, and sometimes more balanced answers rather than statements ... - ... Not that I can think on ... I think he would go in depth if he had more time ... Concentration on preparation of the evaluation report ... N/A ... None ... At times please attend more to questions in-depth (+ a bit less patronizing) ☺ ... Speaking laughter (sometimes) ... N/A ... Repeating important things ... Too much repetitions on jokes with "mothers reading reports" ... Occasionally a bit dogmatic (e.g. logframe) ... Sometimes there was long discussion and questions and, however, they were interesting, it shortened the presentation and important things were skipped or said quickly ... 0 ...</i>								



Ray received an exceptional rating between 4.36 (for ability to analyze various participant comments and provide meaningful feedback) and 4.89 (for experience in development evaluation, and almost the same rating for methodological knowledge and skills, and for presentation skills). Only one participant used the rating 2 for ability to encourage discussions, ability to analyze various participant comments, and for ability to manage the diverse needs and interests of various participants. The feedback from participants and some recommendations for improvements are mentioned in the comments above.

Almost all participants consider both Linda and Ray for excellent trainers and strong and warm persons facilitating learning and exchange of evaluation experience. The EPDET evaluation confirms that Ray and Linda build a unique lecturing team.

Part VII: Participants as Active Learners

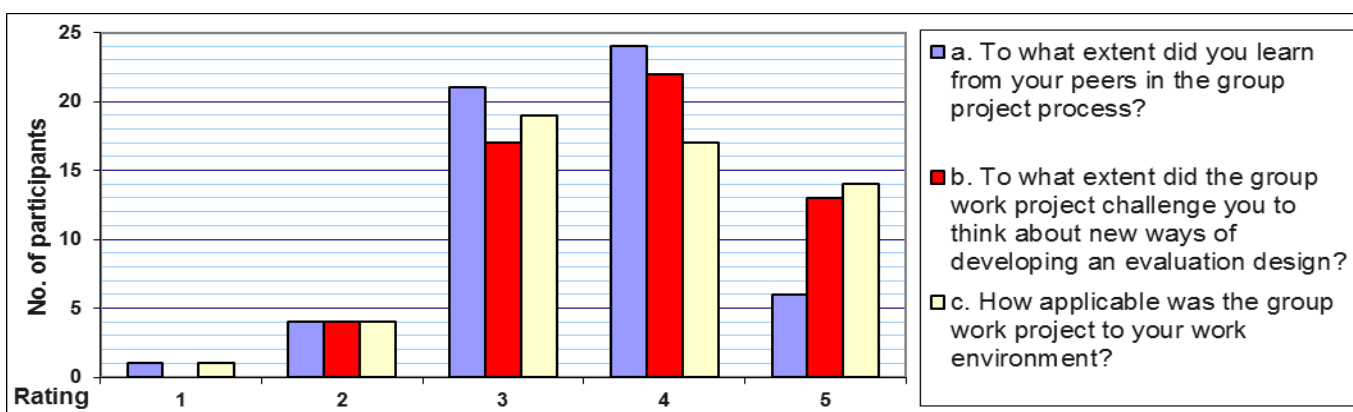
12. Please rate your fellow participants on the following characteristics:

	Low				High	N/A	Ø
	1	2	3	4	5		
a. A readiness to learn among participants 56	0	1	8	29	18	0	3,96
b. Willingness to share knowledge and skills 56	0	0	9	26	21	0	4,21
c. Diverse views and perspectives about evaluation 56	0	0	13	20	23	0	4,18
d. Diverse levels of knowledge and skills 55	0	0	9	10	36	1	4,49
e. Diverse experiences from all over the world 56	0	1	6	18	31	0	4,41
f. Interest in building liaisons and partnerships 54	0	2	10	29	13	2	4,17

Outstanding rating 3.96 – 4.49 documents that participants of EPDET 2011 have built a very strong and friendly team, with only exceptional discrepancies. There is a big potential that EPDET network will continue in cooperation.

13. Group work project (team exercises)

	Low			High		N/A	Ø
	1	2	3	4	5		
a. To what extent did you learn from your peers in the group project process? 56	1	4	21	24	6	0	3,54
b. To what extent did the group work project challenge you to think about new ways of developing an evaluation design? 56	0	4	17	22	13	0	3,96
c. How applicable was the group work project to your work environment? 55	1	4	19	17	14	1	3,71
d. The amount of time given to group work was: 56	8 too little		45 about the right amount		3 too much		

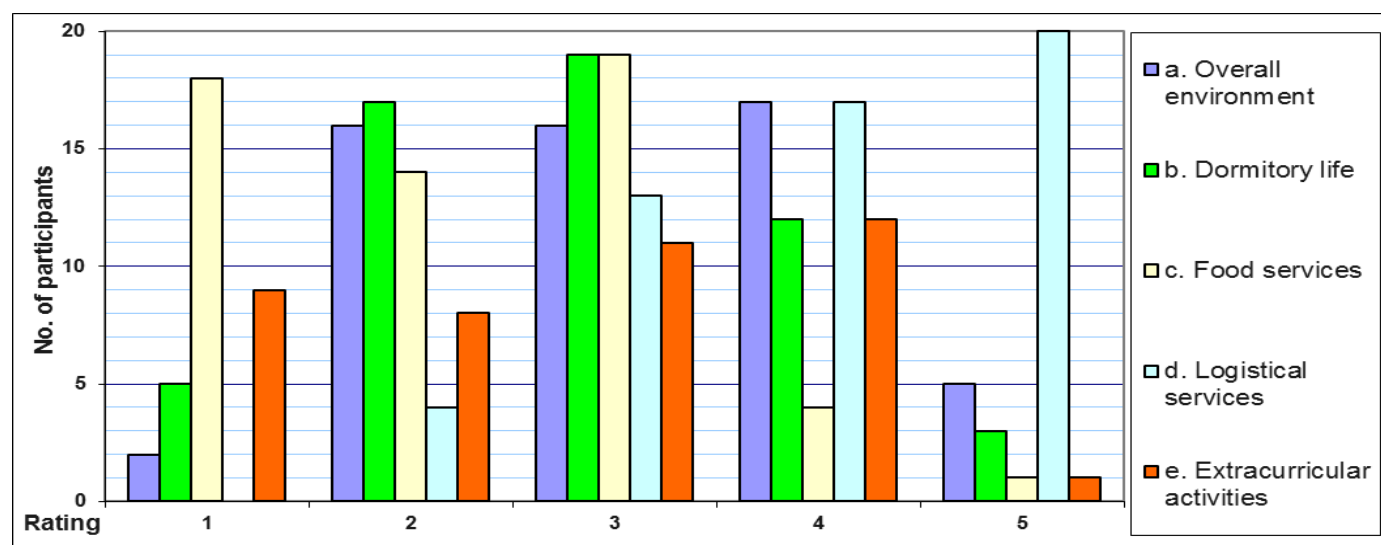


The evaluation of group work confirmed high level of experience exchange and its importance for work in the field of development evaluations. The rating reached 3.54 - 3.96 points.

Part VIII: Living in the training premises

14. Please rate the quality of:

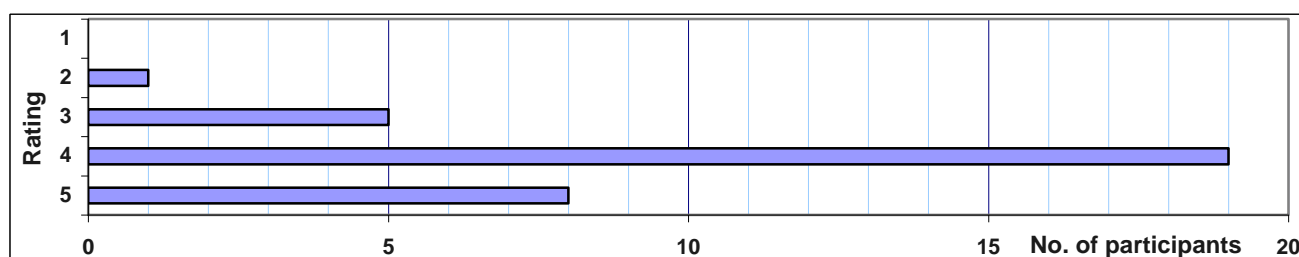
	Low					High	N/A	Ø
	1	2	3	4	5			
a. Overall environment 56	2	16	16	17	5	0	3,13	
b. Dormitory life 56	5	17	19	12	3	0	2,84	
c. Food services 56	18	14	19	4	1	0	2,21	
d. Logistical services (organisation, information, transport, etc.) 54	0	4	13	17	20	2	3,98	
e. Extracurricular activities (sport, trip, graduation dinner, etc.) 41	9	8	11	12	1	15	2,71	



The quality of accommodation, food and extracurricular activities is average or below average, although the organizers tried to solve all problems when announced and some improvements were reached (e.g. the offer of food was enlarged from 3 up to 6 options and individual offers were enabled, too). Anyhow, Czech cuisine has its limitations and probably cannot satisfy all special requirements. Quality of premises directly corresponds to the level of participant fees (880 EUR per week, accommodation and food included). Accessibility of the training was the key concern of organizers; and the premises offer quite good standard of accommodation and usual hotel services. Rating of extracurricular activities is influenced by the fact that evaluation was completed before the field trip and graduation dinner; daily sport and entertainment offers (bowling, table tennis, tennis, billiard...) practically were not used. It is really a pity that some participants had to leave before the official end of the training; the feedback to the last day program (and food) was more than positive... Logistical services got high rating of 3.98, although it is not clear what the reason was for four ratings at level 2.

Part IX: Good Practices and Recommendations for Improvement

	Low					High	N/A	Ø
	1	2	3	4	5			
15. To what degree did EPDET meet your expectations overall? 55	0	1	12	26	16	1	4,04	



The average rating of 4.04 is highly satisfactory.

	Yes	No	Not Sure
16. Would you recommend this program to a colleague? 55	49 (89%)	0	6 (11%)
17. Would you return for additional training? 54	30 (56%)	1	23 (43%)
18. Would you recommend that we offer EPDET next year? 54	50 (93%)	0	4 (7%)

If yes, could you estimate number of your colleagues interested to attend EPDET 2012? 3 ... 2-3 ... 5
 ... 1-2 ... 1 to 2 ... 4 ... 1 ... 1 ... 2 ... 2 ... 2 ... 2 ... 3 ... 2 ... 3 ... 5 ... 3 ... all ... it will depend on the cost
 ... difficult ... no ... 2-3 ... ? ... 2-5 ... 3 (in total 49 – 56)

The rating of the above three questions is highly positive. 89 % of participants will recommend EPDET to their colleagues (with expectation of 49 - 56 people from their organizations interested in next training) and 93 % participants recommend us to continue. It obliges us to start the preparations of EPDET 2012.

19. What is your most useful take-away from EPDET?

Designing theory of change and matrix design for evaluation, experience in the work groups (not easy, not lead by anyone, but with great results), experience from others ... Consolidation of previously acquired knowledge; better notion of what are key requirements of real-life evaluation; contacts and networking ... Discussions with people from all around the world, discussions on various evaluation approaches, very good base for the following training and work ... Learn and remember evaluation with high level professionals ... Concepts & tools proposed in doing evaluation design, RBM concepts (review) ... Evaluation design/matrix ... Result-based monitoring, matrix design as an useful tool ... Pay more attention to impacts of projects in general + tell + tell + tell ☺ ... Acquisition of knowledge on evaluation concepts, methodology, design + conducting RB evaluations ... Learning how to carry out evaluations and all the steps involved → getting to know different people & their involvement in evaluation = different perspectives ... Evaluation design approaches ... Clear & well-structured delivery of overall process surrounding the M&E ... Building new friends and maybe partners in the future; way of thinking of evaluations; being member of IDEAS and EPDET ... Theory of Change → Evaluation Matrix → no I can insist on its use ... Skills in planning evaluations including printed and electronic materials ... Discussion on a broad range of evaluation topics; contact with other participants ... Contacts ... General overview of evaluation, new contacts, interesting examples of development projects ... The willing to proceed with improvement of knowledge in the evaluation held; contacts with different perspectives, experiences and point of views ... Overall more learning about evaluation that will help me manage and organize evaluations better ... Approach in presenting topics and motivating people in the field off evaluations to present their point of view ... Extended knowledge on evaluation design; useful book and training materials ... Materials, sources, experience ... Theory of change; focusing on 3 key messages in any communication ... Evaluation as a really hard job ... More complex understanding of the methodology & current trends, new network developed ... Theory of change, Design matrix ... Theory of evaluation ... Structure development evaluation system; networking with Ray & Linda as consultants; networking with participants for future cooperation ... Insight into the evaluation of project; proven notion that data play a very important role & their interpretation is/might be very subjective with regard to qualitative evaluation methods ... Learning – networking ... Evaluation in a “nutshell” ... New point of view of thee logframe; new knowledge on the evaluation problems ... Know what is behind thee evaluation, very complex process ... Get a good overview of evaluation aspects, especially methods + design ... all very relevant to my work area ... Theory, methodology and practice of evaluation ... Project was well designed and provided me with much better picture – overall knowledge of what is evaluation ... Different kinds of theory of change models; evaluation matrix, 1st day topics, evaluation presentations → how long and understandable it should be ... Getting knowledge about the difference in monitoring and evaluation; getting familiar with Theory of change ... Materials, group work experience, input & some tools ... I have the tools to start, and the access to resources ... Overview of evaluation – basic intro ... Evaluation design; strong theory of change vs. evaluation design ... Good general overview on all main aspects of evaluation ... Theory of change logic, and design of questions of evaluation and general composition of it ... Use of design methodologies ... Extended knowledge, materials & links ... Theory of change ... Knowledge on methodologies and way to conduct an evaluation ... Data collecting techniques, methodology, tips to formulate the questions ...

20. What did you find least useful from EPDET?

Sampling – those who know, know; those who don't know, 4 hours are not enough ... Modules on evaluation management and joint evaluations as they were too general and content-dependent ... Not enough time (and willingness of some members of our group) to practise more, I would need much more practice ... Module 10 ... Group exercises needed more work: groups were unsure what to do; and focus was a bit limited ... Presentations about data analyses and evaluation management – would require much more time, done so quickly gives just a very superficial info ... ? ... Some aspects not directly relevant to my work ... Sometimes feedback, answers to questions were not adequately different ... Conversations about evaluation use were insufficient ... Everything was useful (if concentration preserved) ... N/A ... Too many technical slides covered in too brief manner to be almost too much ... Data analysis, sampling; have studied these extensively in school and I think lot of people have; those who have not will not be able to learn in such short time needed amount of knowledge ... Very long lessons – in the evening it was sometimes difficult to concentrate ... - ... - ... 0 ... General information about statistics, that everybody can read at home ... The session about evaluators as professionals – how difficult it is to be an evaluator because you are not welcomed etc. → could skip this ... Personally, the ways of data analyzing (a broad subject one has to go more deeply into) + presenting the evaluations ... Too short, add one more day ... Principles of evaluation ... Some topics were not covered well; practical session were needed ... N/A ... - ... Friday lessons (modules) ... Too long examples not useful for thee theme discussed ... Statistic part ... Partially initial part on DAC categories etc., nonetheless necessary due to heterogeneity of group ... N/A ... - ... N/A ... Statistical methods showing on powerpoint; exercise on normative/descriptive/C&E questions ... Everything was somehow useful ... Too much time spent on managing an evaluation; too much frontal powerpoint presentations ... Thought parts could have been covered in greater depth ... - ... Everything was useful ... Sometimes too general, did not go in depth (but I understand that because of diverse needs of participants) ... Not that much practice (solving “real” cases) ... Detailed data analysis ... - ... No idea what to write here, sorry ...

21. What are suggestions for improvements to enhance the effectiveness and usefulness of EPDET?

Interactivities during the programme and in the evening, some plan (methods) for group work – enhance speed of work ☺, take care about the quality of services in the hotel and the environment ... Go deeper into methodological issues: how do you do this or design that in practice ... 2 weeks: 1 week of complete theory, 1 week of deep practice ... Focus on more detailed group exercises, with earlier presentation; allow for more group discussion + peer knowledge sharing during “lectures” – remove lecture focus a bit ... As it is training designed for DEVELOPMENT EVALUATIONS I am not sure if there is some possibility to focus more also on EU Structural Funds? ... More interactive and participatory! None can keep attention for 5 days in a row when there is mainly frontal lecturing, however much the topic is interesting ... Work groups need more assistance ... More practical, hands-on applied exercises; no need to present group work – rather allow 2 groups working on the same case to sit & discuss with the trainers together on the last day ... Hotel needs a gym? More group work; shorter modules – pick key themes and explore in-depth rather than rushing through many subjects ... Make the lessons more short, more exercises, group work – more sequenced (step by step with clear DDL(?)) ... Shortening time and compressing lectures a little bit ... Be more aware of groups from agencies that can be encouraged to work together ... Less lectures, more group work – presentations, and feedback from facilitators ... Better accommodation, food and internet connection available in thee rooms; shorter lessons or longer break before dinner and continuation after dinner ... A bit more on contribution analysis + attribution/contribution challenges, especially for small players contributing to much larger programme, or post ... Having longer breaks between lessons or to have longer training ... Trip in the middle of the week; more practice ... You could make this a 2 week course; one week is too short for information you have to deliver; I think that value would certainly justify the increase in cost ... More practical examples, more work in groups ... Place the trip in the middle of the week to break the demanding week into 2 ... Foreigners would like to see Prague ... Practices, examples, interactivity ... Group work should have been set together to discuss projects instead of presentations; spend more time on statistics – experimental ... N/A ... Some models of evaluation reports that made great impact ... Choose the most difficult modules (e.g. 7-10) and exercise with participant; we have gone too fast through them with little impact on us ... To have information from other participants about their experience to discuss them during the program with lecturers ... More practical examples, less theory; having no experience in this matter (not even a college course) it is too hard to work all these information in one week; practice would help to get better understanding ... Quiet

nights ☺ ... N/A ... More group work with other groups (different) ... More time for practical exercises, more time for “team building” ... Do not pay so much attention to pure theoretical/statistical topics that need deeper studying / need to be done by an expert; not so much theory → or theory immediately applied in practical exercises; more exercises in various groups; too many people; more breaks when needed ... Wi-fi at rooms available ... More time for collection instruments & analysis; more cases/group work in between ... Use a more participatory learning approach ... Do some group work review/feedback each day ... Too many participants, 40 would be best ... Working groups in terms of having a mixed experience ... More examples, more on how to apply the knowledge ... More practical exercises ... Not that much theory, more practice ... Group work not always at end of day when people are tired; venue with some sides/bars nearby ... No suggestions ... Keep going! ... Management of discussions – more time for presentations and maybe some discussion time in dining room before dinner is served ... Choose location that encourages the participants to have other conversation topics than complaints about the food and accommodation ...

22. What did you like best about the week? (Why?)

Ray's lectures, Linda's feedbacks, group discussions; first of all – participants – great people ... The group, for the exchange of experiences and prospects for the future; the sense of joining the EPDET & IDEAS group; the American way of presenting! ... People (friendly, coming from all around the world), very good teachers, interesting discussions in English ... Getting an overview of evaluation & and confirming my knowledge basis of the learning concepts and tools I can apply in the office ... People, learning, sharing of experience ... Ray's first lecture – very interesting (both topic-wise and presentation-wise) ... ? ... The opportunity to discuss with others their experiences ... Introducing good organizer, good instructors and lovely friends in lovely place Vilanec and Mlynhotel staff; and also my group friends ... Very nice people! ... Participants, lecturers, tennis ... Exchange, training modules and beside, presentation, graduation dinner? ☺ ... Meeting new interesting people ... Very dynamic training sessions, learning with others' experiences ... Mix of people, great lecturers, great organizing, participating, ending with feeling it was very useful + I learned a lot that is relevant + applicable in my work ... Getting new knowledge about evaluations; different approach in presenting all topics ... High quality lectures, great presentations, nice and open-minded people ... To meet very interesting people with great experience ... Lecturers were great, both presenters are really engaging and keep everyone's attention ... Networking, interesting people, group work ... The group work – most useful ... Meeting people, Dan + Dag very supportive → many thanks ... Learning among participants, diverse experiences ... Increasing my knowledge on development evaluation; meeting Ray & Linda ... The training & wonderful group of people; the diversity of the groups added to the “reality of evaluation teams” ... Training sessions, group working ... Meeting new people, learning a bit about evaluation process ... Exquisite trainers, team spirit ... Group work ... The intense but still quite relaxed way of “knowledge transfer”; lots of great people ... Cannot name just one ... The learning and the people ... Both presenters ... 1st day was the most important/interesting; discussions with other participants apart from group work ... Meeting new people ... The mix of people, work group & learning ... The new experience ... Book provides nice background / additional materials ... Learn new things, meet new friends ... Good lecturers ... Group work ... People – participants (very diverse and interesting people) ... Meeting new people, creating networks ... Evaluation learning – rare to have a week for this in my organization ... Lecturers, people ... Networking / sharing experience ... Ray & Linda ...

The organizers promise to responsibly work with all the lessons learned, participants' comments and recommendations. Applicable improvements will be considered already for EPDET 2012, except for one - the maximum number of participants will probably stay at 56; the proposed reduction to 40 participants would mean fee increase of 350-500 EUR per participant. This might be an obstacle for many interested people, in particular from the new member states of the EU and from transition and developing countries.

The organizers will also continue in organizing EPDETs outside the main cities in order to keep focus on learning and on networking among participants. The visit to the capitals can be arranged before or after the training.

Part X: Future Training and Services

	Yes	No	Not Sure
23. Would you like to attend IPDET 2012 in Ottawa? 53	21	14	18

24. What type of future training or services in evaluation would you like to see offered by IDEAS?

a. Training:

Designing and managing M&E systems ... Methods and designs, practical issues, impact evaluations ... General practice, workshops, special issues like e.g. evaluation of corruption? ... More in-depth trainings on various topics that were touched here ... Monitoring / RBM ... Negotiating; maximizing evaluation use ... More practical exercises ... Organize in Turkey ... Training on specific issues ... Complex evaluations ... In-depth developing evaluation questions; data collection, instruments, choosing the sampling strategy ... Project evaluation, business evaluation ... In-depth modules (selected) ... “next step” to EPDET ... Follow on from this course ... Training with more practice ... Focused on development evaluation for NGOs; small scale evaluations ... Specific instruments (in-depth) ... Participatory evaluations ... Result based management, managing evaluation ... More detailed in concrete topics ... Focused training ...

b. Services:

Gastronomy ... Don't know ... Consultancy on setting RBM + measuring them ... Organize in Turkey ... CV, advise ... Searchable data ...

c. Other needs:

More workshops ... Don't know ... Onsite evaluation activities ... Networking ...

25. General comments and recommendations:

Thank you ☺ ... Please, continue; assign some more time to result-based designs and the impact measurement methods, as these are becoming increasingly important; but I am happy! ... I was really satisfied of the training; it was very intensive, which was GOOD; I would like to practise it even more but there was not a strong willingness of the other people especially Czech people do not want to spend too much time with their work) ... Thanks, training was interesting! ... THANK YOU!!! ☺ ... Less frontal, more participatory ☺ ... Nice experience, thank you Linda & Ray & Daniel!!! ... Please change the location to a place that has more activities in the evening (in or out of hotel) & with easier transportation services. Also the days are too long → some sessions too detailed, others not, would be better to focus on more important modules sometimes + have more time for working groups; food heavy for 2x a day and at lunch ... Well done Daniel!! ... Think better about the environment where the training takes place, comfort of participants (noisy road!!), less participants would be better ... Good impacts on me; affable relations were gained; thank you for everything ... Appreciate intro to text book! Will now use it; good back end support by Daniel/Dagmar ... It was a great week ... Thank you for the offer to participate anyway! But there is too little time for all proposed lectures ... I'm more than content of the week of EPDET! ... Find a better place somewhere closer to Prague with nicer conditions and food ... Time too short ... N/A ... Thank you for all, it was really worth it! I think I will do it again ☺ P.S. Thanks Daniel! ... Well done, thanks a lot for wonderful training ... No take so many participants, do more practical exercises; paying attention how tired/concentrated the trainees are; location far from the highway; some evening program/sight in the evening for participants especially for foreigners. Food – the hotel tried to be flexible but the food was horrible; change training techniques, energizers ... No comments ... Thank you! ... Thank you; conduct the training in other part of the world ... Thank you!!! ... It was great despite venue being less than ideal ... Thank you! ...

Some reactions from the e-mails:

I guess I don't have to mention again the appreciation for help and support during the EPDET 2011 event. Many thanks once again. I can assure you I have enjoyed it.

I spend a wonderful time at EPDET 2011. Thank you for everything, especially for the organization of the training.

I wish to greet you after our inspiring event in Czech Republic. It was for me a very interesting event and a forum of sharing some joint concerns about our daily work issues. And yes meeting some 60 smart people it

was also very helpful and awarding. Thank you for the excellent organization of the EPDET 2011 and lets' keep in touch for any future cooperation and project.

Thank you very much for all your support provided to each of us during the EPDET 2011. Hoping to meet again soon, and maybe collaborate in our work, I wish you all the best!

Thanks again for the course – was excellent!

I wish to greet you after our inspiring event in Czech Republic. I was very pleased to see not just 60 people, but to share with them some common concerns about our activities and future cooperation. I am also very impressed how you managed all this event, that started good and ended wonderful! Thank you for the wonderful organization of the training. I saw at the participants a sort of a following up agenda with a sense of a new motivation and energy in their organizations.

Sorry I didn't have time to say good bye and thanks for all your help. I really enjoyed EPDET and learned a lot.

First of all, let me thank you very, very much for all your work before and behind the scenes to make the Vilanec seminar such a successful, pleasant and - in every respect (calories included ;o} - enriching exercise! In retrospect, I am very glad that I hung on until the Telc excursion, which really was something not to be missed, and which I may revisit with my family in the (hopefully not too distant) future. In any case, I'll strongly recommend the seminar to my evaluation colleagues - it was really good value for money!!! Once more, many, many thanks and kindest regards!

Just a quick note to say a big thank you to both of you for all your organizing and everything of a really great training last week. It was very enjoyable, as well as educational! And I can see plenty of ways already that I'll be able to apply the training in my day-to-day work.

***On behalf of the organizers and lecturers, I must thank to all EPDET graduates.
We really enjoyed being with you !!!***

Daniel Svoboda, Civic Association Development Worldwide

Annex: General Lessons Learned

The evaluation of EPDET 2011 provides evidence of several facts:

- a) Within evaluations, it is almost impossible to reach a real census. In spite of 100 % return rate of the questionnaires, some questions were not answered by all respondents; and*
- b) Some answers could not be fairly answered due to collection of the questionnaires before the real end of the training (field trip, graduation dinner, and departure arrangements).*
- c) One key question related to “the value for money” was missing in the evaluation form.*
- d) During the surveys, the evaluator cannot rely on receiving fair answers from all respondents, therefore triangulation and also recognizing the rationale behind the answers are really key factors.*
- e) It is probably impossible to satisfy all participants (coming from different parts of the world and from different sectors) during such training events; however, we must try our best to do so. The first step is to recognize the problems and their causes, and to facilitate open discussion on the problems...*
- f) It is very difficult to establish and measure outcome and impact indicators; and it is impossible to ensure (impose) anyone’s happiness from outside. See for example the inevitable subjective evaluation of the satisfaction with the food...*

Anyhow, I believe that the positive memories will prevail; and in particular, that EPDET graduates will use both the new skills and networking opportunities.

I promise we will be doing our best to continue and to improve!

Thank you again!

Daniel Svoboda