

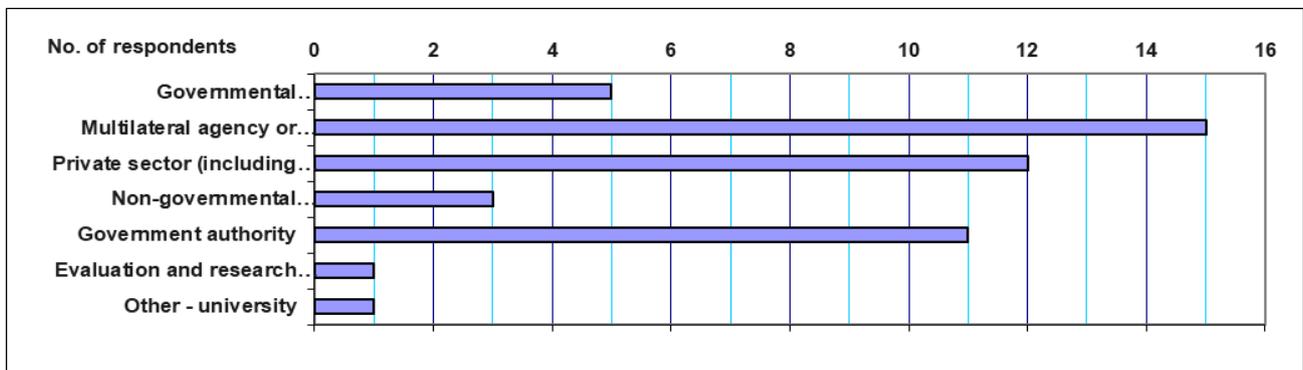
EPDET 2017 - EVALUATION
European Program for Development Evaluation Training
Bratislava, Slovakia, September 18 - 22, 2017

43 questionnaires received in total (from 48 participants)

Part I: General Information

In which type of organization do you work? (Multiple choices)

Governmental development agency	5
Multilateral agency or program (including UN)	15
Private sector (including consultants)	12
Non-governmental organization	3
Government authority	11
Evaluation and research institutions	1
Other - university	1

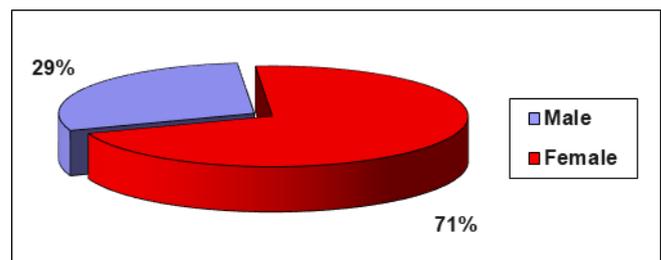


The participants of EPDET 2017 brought experience from 35 countries in total (28 countries per origin, 28 countries of residence), from diverse sectors (from NGOs to UN agencies) and from all fields related to monitoring and evaluation.

Gender:

Male (14)	Female (34)
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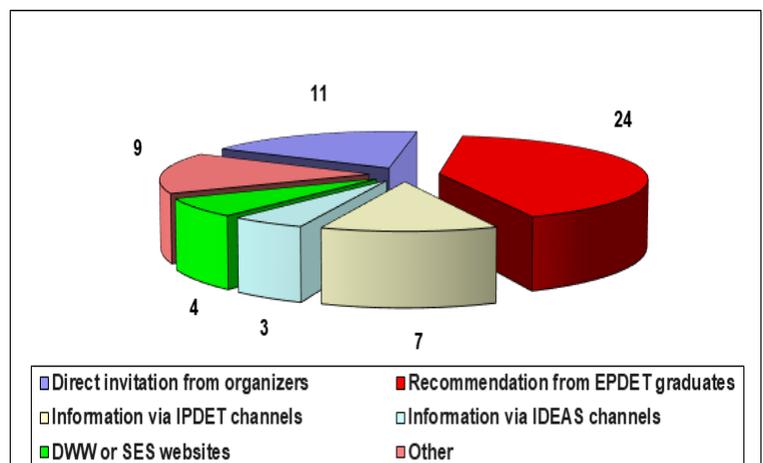
Like in the previous years, the women prevailed among the participants.



How did you get information about EPDET? (Multiple choices)

Direct invitation from organizers (10)
Recommendation from EPDET graduates (24)
Information via IPDET channels (8)
Information via IDEAS channels (3)
DWW or SES website (3)
Other (9): Colleague ... From my boss

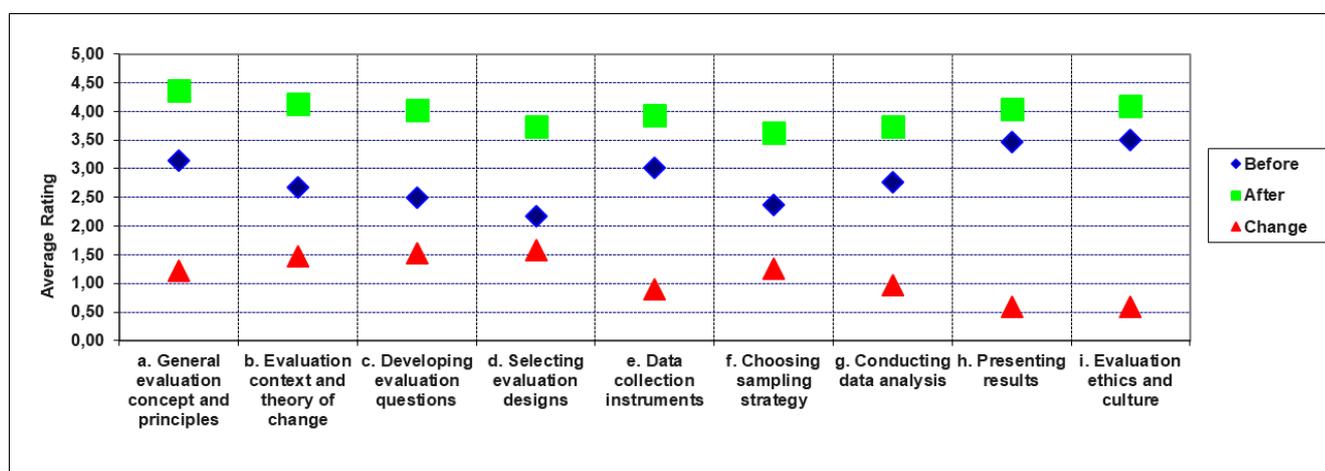
The main source of information about EPDET is recommendation from former EPDET graduates.



Part II: Learning Effectiveness in Specific Areas of Evaluation Knowledge

1. How much do you believe you have gained in knowledge and skills as a result of the training?

Knowledge	Before	After	Change
a. General evaluation concept and principles	3.14	4.36	1.21
b. Evaluation context and theory of change	2.67	4.14	1.47
c. Developing evaluation questions	2.50	4.02	1.52
d. Selecting evaluation designs	2.17	3.74	1.57
e. Data collection instruments	3.02	3.93	0.90
f. Choosing sampling strategy	2.37	3.63	1.26
g. Conducting data analysis	2.77	3.73	0.96
h. Presenting results	3.46	4.05	0.59
i. Evaluation ethics and culture	3.50	4.10	0.60



There was an increase in all categories of knowledge (however, there is a short time within one week to evaluate the real change). The respondents recognized the highest increase (from the rating 2.17 to 4.74 i.e. by 72.5 %) in the module on the Selection of the evaluation design. The lowest increase of 16.9 % was documented for the module on Results Presentation.

Learning Objectives and EPDET Effectiveness

2. What is the likelihood that you will use the gained knowledge and skills? (43 responses)

Rating: 1 = low, 5 = high	Ø	%
2. What is the likelihood that you will use the knowledge and skills (obtained at EPDET)?	4.47	86.63

There is very high probability that the respondents will use the gained knowledge and skills. Outstanding average rating of 4.47 points (86.6 %) to this key evaluation question corresponds to the results of previous years and means a continuing challenge for the whole EPDET team to keep the training quality and to respond to the emerging needs.

Lecturers

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

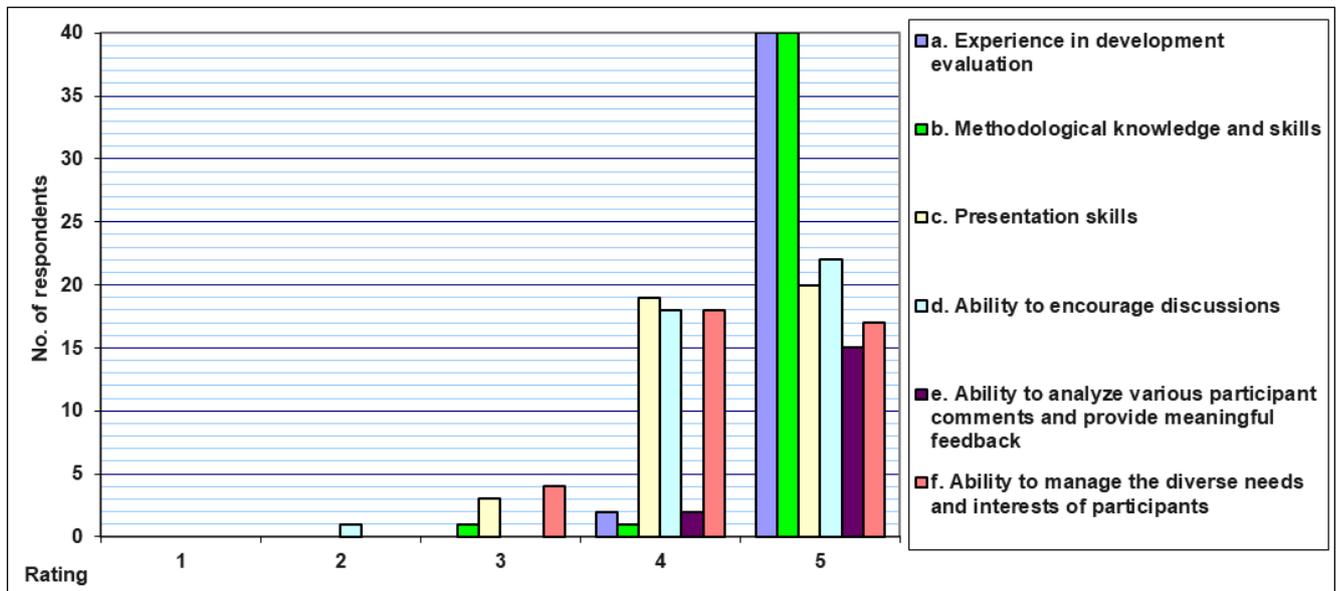
Rating: 1 = low, 5 = high	Ø	%
a. Experience in development evaluation	4.95	98.81
b. Methodological knowledge and skills	4.93	98.21
c. Presentation skills	4.40	85.12
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment	4.49	87.20
e. Ability to analyze various participant comments and provide meaningful feedback	4.88	97.06
f. Ability to manage the diverse needs and interests of various participants	4.33	83.33

g. Strengths of this lecturer:

Strong knowledge, good use of real-life examples, expert, she is nice and has structured and well said presentation, very able to understand different mindsets of participants, a little more involvement of the public during the explanation, follows the audience reaction, stays close to participants, clear, concise thoughts, very comprehensive, easy to follow, great examples, very skillful presenter with tremendous experience, clear great experience, lot of technical knowledge shared, example based presentation is very effective in linking technical knowledge and practice in the mind of audience, clear voice, clear and calm presentation style, it was efficient, interesting, well managed, opens room for discussion, answers all questions, creates relaxed, trusting atmosphere

h. Improvements needed:

More practical cases and examples (but requires more time) and interact more with participants, perhaps improved time management to go through all slides within allocated time, ability to reflect different realities of different organizations vs. the "ideal" world of evaluation, spend more time on complex topics (like design) and less on some small ones, perhaps slightly better time management, in more structured lessons on serious examples, more speech dynamics/changes of rhythms, would help keeping attention, sometimes extensive sidetracking with examples, the whole team needs to upgrade ppt slides – more pictures, graphs, less text, more multi-media, more updates on methodologies and evaluation techniques, needs to keep participants engaged, more varied teaching methodologies, better visual presentation



Linda received really superior rating between 4.40 and 4.95 in the first five criteria (experience, methodological knowledge, presentation skills, ability to encourage discussions, and ability to provide feedback) and only a bit lower rating of 4.33 for ability to manage the diverse needs of participants.

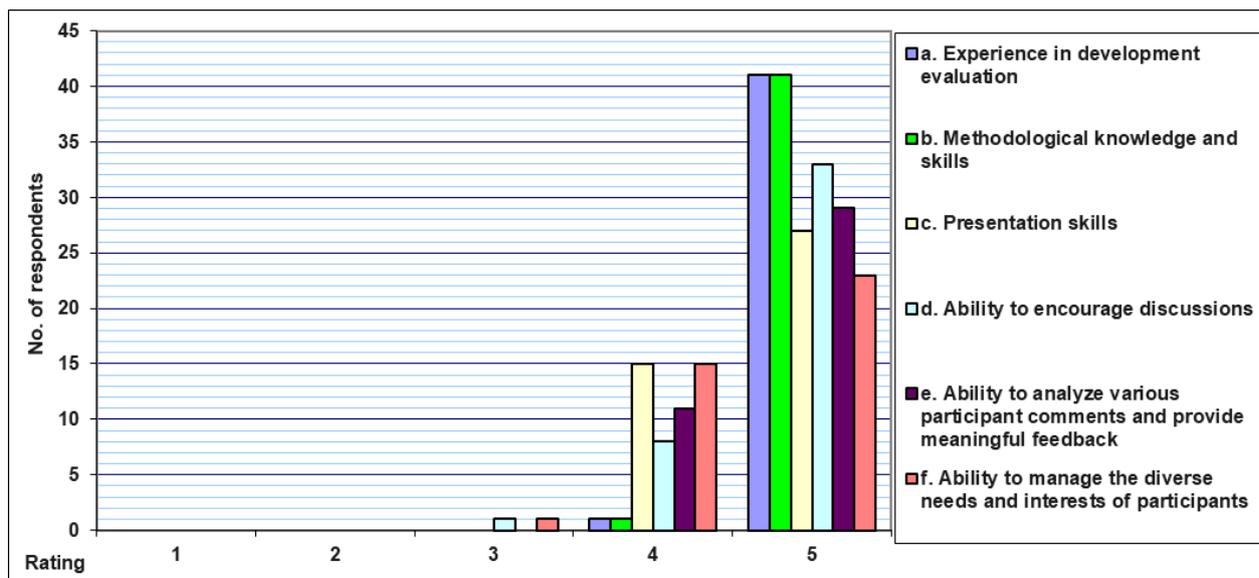
Most of the respondents appreciate her expertise and interactive and friendly approach, and mostly also quite a good pacing of the sessions. However, the shortened content to manage the timeframe of the modules obviously lacks more practical examples and visual display of presentations.

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

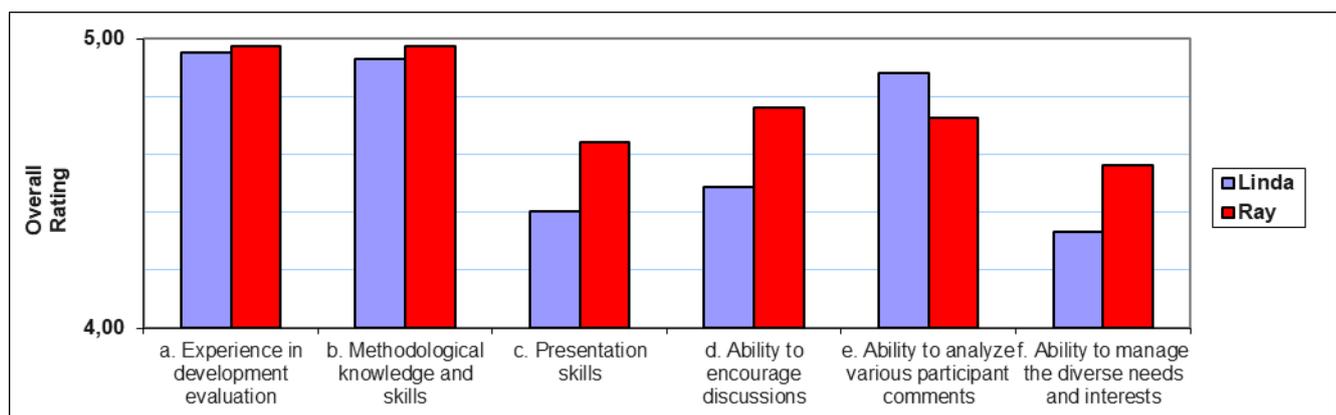
Rating: 1 = low, 5 = high	Ø	%
a. Experience in development evaluation	4.98	99.40
b. Methodological knowledge and skills	4.98	99.40
c. Presentation skills	4.64	91.07
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment	4.76	94.05
e. Ability to analyze various participant comments and provide meaningful feedback	4.73	93.13
f. Ability to manage the diverse needs and interests of various participants	4.56	89.10

g. Strengths of this lecturer:
Great knowledge, expert, he is an expert and really well structured, great experience, easy to follow, easy and fun to follow, loved the humor incorporated in the presentations, real university professor able to keep attention of the audience, makes even boring things interesting, changes in rhythms in speech to keep attention, focus on logic and key concepts, easy to extract the quintessence of the presentation, presentations spiced with humor – improved attention to lectures, keeps participants engaged and encouraged, creates good atmosphere

h. Improvements needed:
Time management, sometimes questions from participants were vaguely answered or not, voice not super clear – need of a better microphone & PA system, sometimes stories are off-topic and a bit too long, needs to be updated on methods and methodologies, improve visual tools, more dynamic presentation, stand up



Ray received an excellent rating for experience in development evaluation and methodological knowledge (4.98 points) and only slightly lower rating for presentation skills and for abilities to encourage discussions, to analyze participant comments and to manage their diverse needs (4.56 – 4.76).

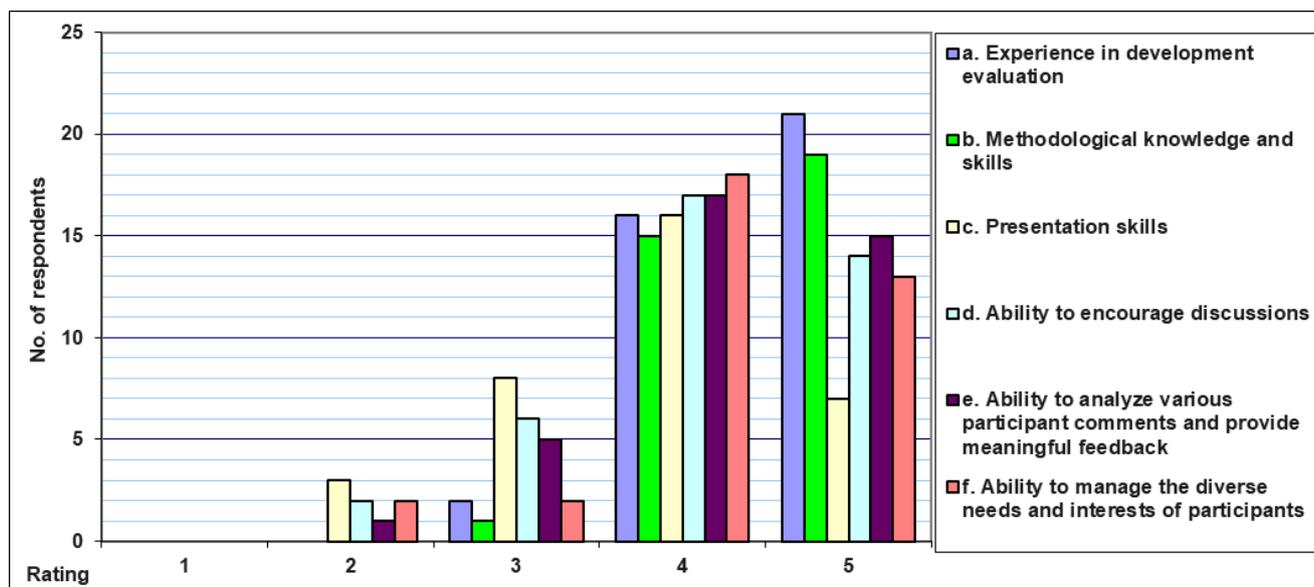


5. How would you rate EPDET lecturer/facilitator Daniel Svoboda on the following?

Rating: 1 = low, 5 = high	Ø	%
a. Experience in development evaluation	4.49	87.18
b. Methodological knowledge and skills	4.51	87.86
c. Presentation skills	3.79	69.85
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment	4.10	77.56
e. Ability to analyze various participant comments and provide meaningful feedback	4.21	80.26
f. Ability to manage the diverse needs and interests of various participants	4.20	80.00

g. Strengths of this lecturer:
He has sharing experience to be shared, really able to interact with people and to put experience, focus on his experience, provides practical and timely advice, good feedback to questions, pure expert with rich experience, good listener and facilitator, clear and concise speech, very understandable, straight to the point, strong real-life stories, encouraging, very helpful, easy to contact

h. Improvements needed:
Just speak slowly Daniel ☺, speak slowly, ability to communicate clearly the expectations from participants, sometime instructions were confusing, needs to talk slower to be understood clearly, difficult accent in English, it was a bit difficult to follow up the English because of the accent, language improvement, does not keep the participants engaged

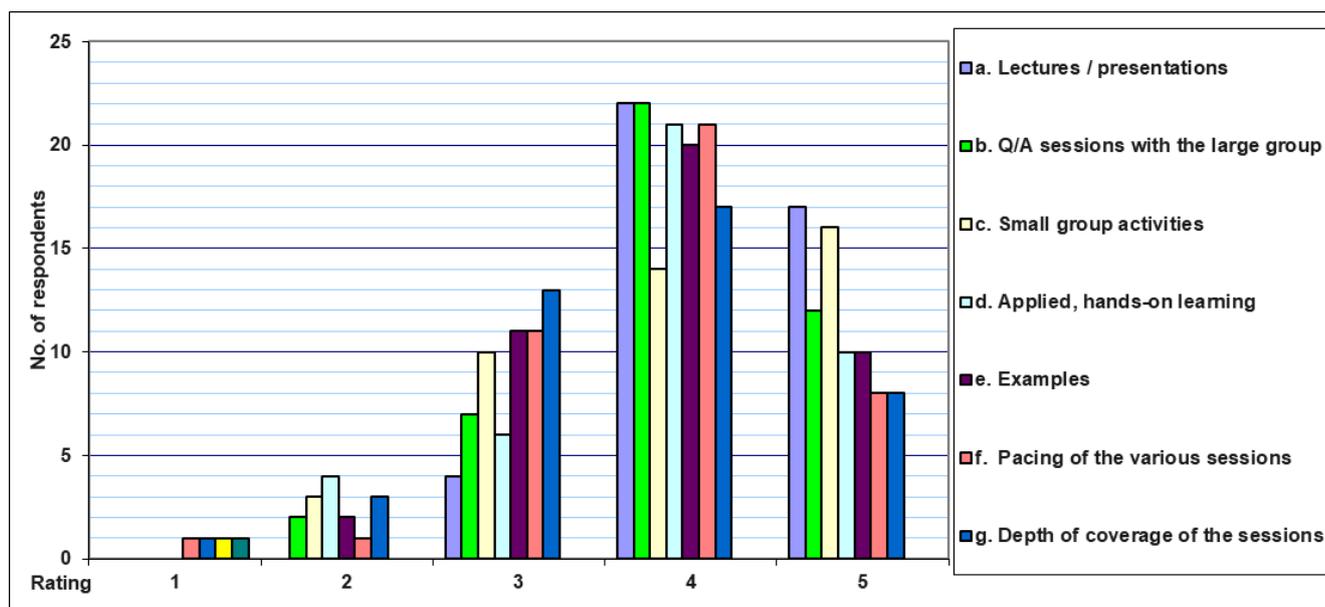


Although an improvement of presentation skills (and of English) is needed (rating 3.79 points), in other aspects Daniel received quite high rating (4.10 - 4.51 points). The module on comparison between the Logical Framework and the Theory of Change was piloted for the first time at EPDET (based on the recommendations of graduates from previous years); the next year the presentations will be adjusted in line with the comments and proposals from the participants, and Daniel will do his best to speak slowly...

Quality of EPDET Delivery

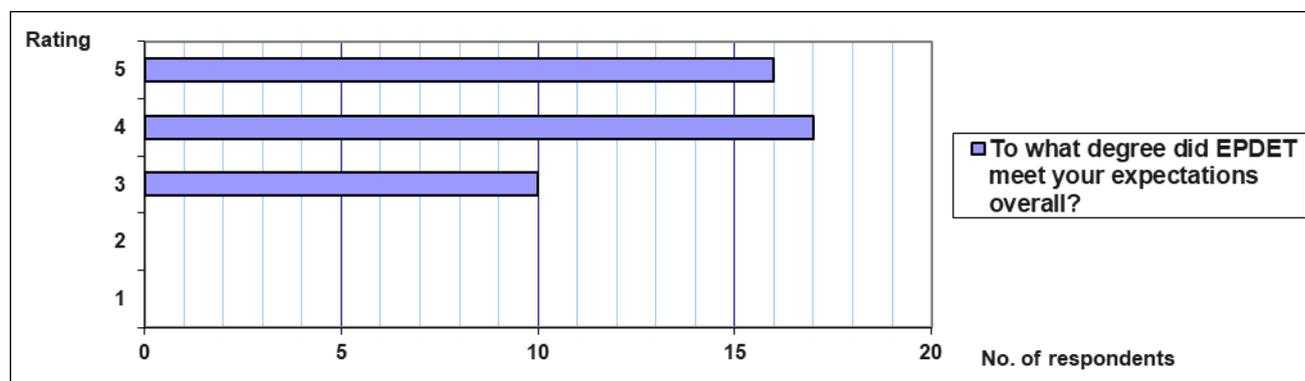
6. How would you rate the quality of the delivery of the program? (41 - 43 responses)

Rating: 1 = low, 5 = high	Ø	%
a. Lectures / presentations	4.30	82.56
b. Question and answer sessions with the large group	4.02	75.58
c. Small group activities	4.00	75.00
d. Applied, hands-on learning	3.90	72.56
e. Examples	3.88	72.09
f. Pacing of the various sessions	3.81	70.24
g. Depth of coverage of the sessions	3.67	66.67



The respondents rate the quality of the lessons quite high (3.6 – 4.3 points) while the depth of coverage was with the lowest rate 3.6, slightly above the average. As mentioned later, they would prefer to spend more time with more demanding design module and shorten modules on Ethics and Presentation of Results.

Rating: 1 = low, 5 = high	Ø	%
7. To what degree did EPDET meet your expectations overall?	4.14	78.49

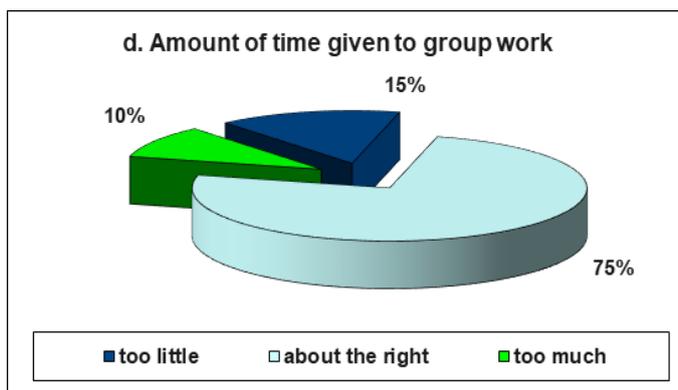
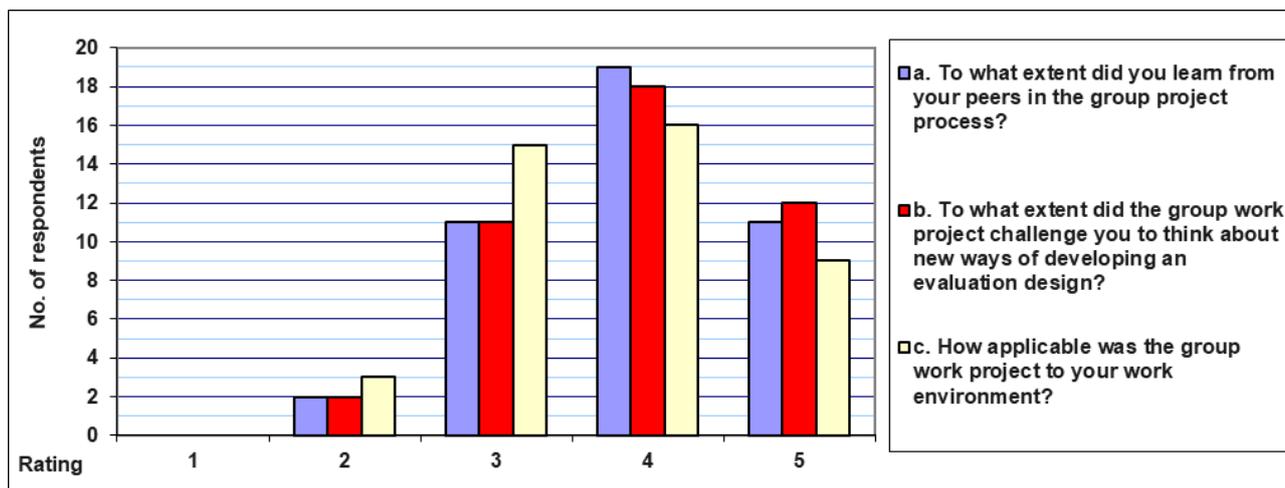


This is one of the key questions in the evaluation form and the satisfaction rating was high (4.14 points / 78 %), which slightly exceeded our target indicator of 4.00 (75 %).

Participants as Active Learners

8. Group work (team exercises)

Rating: 1 = low, 5 = high			Ø	%	
a. To what extent did you learn from your peers in the group work process?			3.91	72.67	
b. To what extent did the group work project challenge you to think about new ways of developing an evaluation design?			3.93	73.26	
c. How applicable was the group work project to your work environment?			3.72	68.02	
d. The amount of time given to group work was:			too little (6)	about the right (30)	too much (4)



The respondents consider the group work as a valuable experience (rather high rating between 3.72 and 3.93), with about the right amount of time given to this important cluster of EPDET training. However, a few respondents consider the time given to group work either too little (15 %) or too much (10 %).

Although both facilitators participated in the group work to the most possible extent and were available to respond to the demands and questions of the groups, still more guidance would be needed.

It is important to work with real life examples – case studies, with all insufficiencies and gaps, and allow the

group to identify both the logic of the intervention and to find together the best appropriate approach to its evaluation.

Overall Organization of the Training

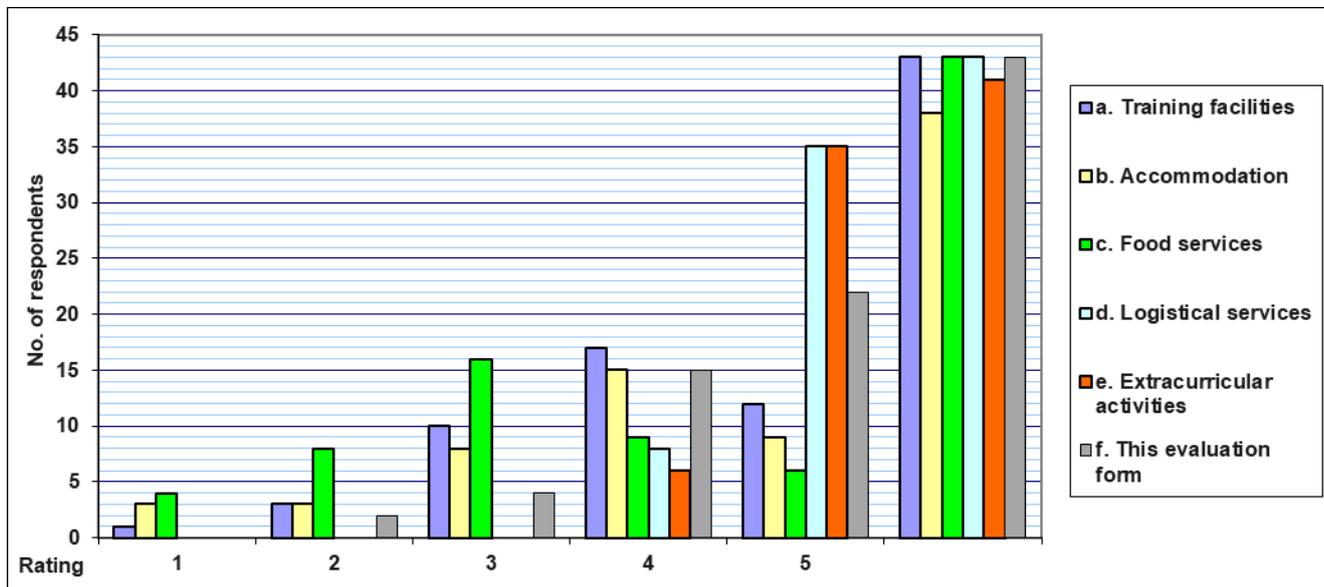
9. Please rate the quality of:

Rating: 1 = low, 5 = high	Ø	%
a. Training facilities	3.84	70.93
b. Accommodation	3.63	65.79
c. Food services	3.12	52.91
d. Logistical services (organization, provided information, etc.)	4.81	95.35
e. Extracurricular activities (Devin Castle, graduation dinner)	4.85	96.34
f. This evaluation form	4.33	86.60

The results of the survey are quite satisfactory – most criteria got higher average rating between 3.63 and 4.85 points (66 % for accommodation - 96% satisfaction with the provided logistical services and extracurricular activities), with the exception of food - 3.12 points (only 53% satisfaction with food services) because of limited choice and offer of vegetarian food. The free afternoon was appreciated as the organized joint event as a unique opportunity for socialization and for strengthening the links among participants. The graduation dinner on Thursday with short entertainment seems to be good option as the participants are better prepared for their presentations on Friday morning.

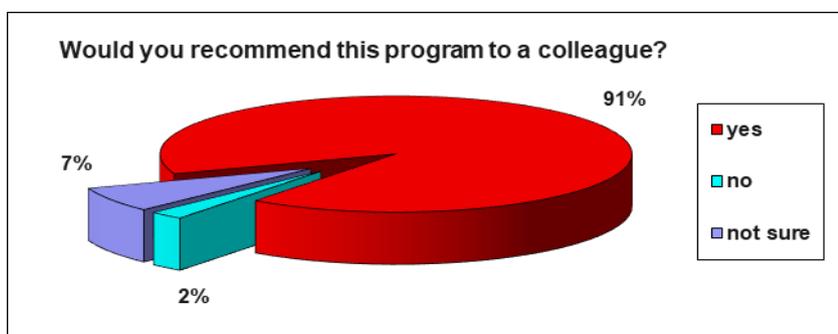
The hotel was the only possible option to secure EPDET 2017 to take place after a cancellation of previous booking from the originally confirmed hotel. There was no possibility to seek more convenient premises and all complaints are in this context well understood. Hopefully this bad experience with the hotel booking is not going to be repeated.

The participants also appreciate the quality of the evaluation form. After the reduction of the questionnaire, the rating is high (4.33 points / almost 87 % satisfaction). The organizers will use the evaluation results and they believe that the positive changes will be visible during next EPDETs.



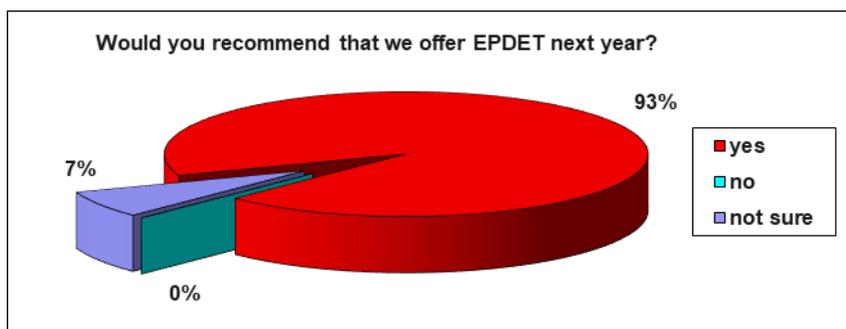
Good Practices and Recommendations for Improvement

	Yes	No	Not Sure
10. Would you recommend this program to a colleague?	39	1	3



91 % of respondents would recommend EPDET to their colleagues.

	Yes	No	Not Sure
11. Would you recommend that we offer EPDET next year?	40	0	3
If yes, could you estimate number of your colleagues interested to attend EPDET 2018?			52



Most of the respondents (93 %) would recommended continuation in the tradition of EPDET.

As a response to the additional question, the respondents assume that up to 52 of their colleagues might be interested to participate in EPDET 2018.

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

Improved knowledge on evaluation key concepts, deepening understanding of theory of change, questions formulating and designing of evaluation, knowledge conducting evaluation, knowledge and lessons provided, ToC and matrix design, the whole process of evaluation, new technical knowledge, people, critical thinking, significantly improved knowledge in carrying out evaluations, evaluation questions, tools and methods that one needs to think about before designing and/or initializing an evaluation, R2R, very helpful comments and recommendations by Linda and Ray, their readiness to share their wealth of experience and knowledge gained from practice, references to further reading, to learn about different perspectives on evaluation (private sector/consultancies/intl. organizations, government,...), suggested readings, clarification on output vs. outcome, on “participatory” what it means, contacts with people, having an opportunity to listen the lectures of evaluation gurus that managed to write the book that is so easy to read, having an opportunity to meet many colleagues from around the world and spent nice time with them, understanding of the evaluation sector, which I did not know, networking, tools, methodologies, new network of evaluators and the repository of knowledge through my new network, opened my mind and network of contacts towards evaluation, it was an eye-opener to realize that most development evaluations are based on non-experimental designs but the reports easily make claims about causality, this is a HUGE challenge, IDEAS registration, knowledge of non-academic area where evaluation is needed and applied

Many respondents appreciated mainly the knowledge gained (in particular Theory of Change and Evaluation Designs), networking and exchanges of experience with fellow participants, the training materials and references to other sources of information for further reading.

13. What did you find least useful from EPDET?

Communication session too basic, module on statistics, perhaps no need to provide supper as it would encourage exploring the host city, some basic information when it was no time for a lecturer to go into deep details and examples, ideal scenarios that cannot be applied in my work reality, e.g. developing a survey for 18 months – my organization will never allocate so much time nor money for this, overview of different designs – more in depth examples of a few designs may be more useful for understanding than knowing where to read on it, too much sitting perhaps we should have a longer break after lunch to go sightseeing (though it was raining), data collection & analysis as I have experience in this field, I would have liked more time for developing questions, design & ToC, going too much into statistics - it is important but you can never hope to achieve much in depth with this module, the practical exercises were not enough, I would have liked more practice, ethics, I have worked in evaluation in the past and I have been in a course million times that starts with “what is a logframe”, I thought NOT AGAIN, but I understand it is a challenge to respond to all participants needs, I did not get the purpose of differentiating some terms, black and white book: not very readable (slides/pg), presentation of results, this could have gone more into new tools and possibilities of many developing partners, the fourth trainer was not needed, the lectures were not concentrated and time managed, sequence of days was not efficient, group work took too much time, they should have given more lectures – in depth, monitoring activities, details on qualitative tools on a superficial level

Some of the modules would obviously need more time, while the others could be still shortened or even merged together. The introductory part might be considered to become a preparatory reading for the participants and followed by a very short presentation of terminology. More time and more examples need to be allocated for design chapters while presenting results and ethical issues might be merged into one module.

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

More time on ToC and developing evaluation questions, could be good to consider targeting EPDET to people that manage evaluations and those that conduct/consult evaluations, monitoring and evaluation chapter is important and should be kept, should be done in 2 weeks, with more practical data analysis, to put facilitator within the group, to use smaller working groups, to use the same study cases provided to 2-3 groups in order to compare different approach to ToC and methodology, maybe one session only on good practices and experiences, less theory, more examples from the great experience of the lecturers, improved training facilities (natural light, non-rectangular shape of the training room), more case studies, not one for the whole week, more relevant examples according to the group of participants, provide practical advice on how the evaluation designs/tools can be adapted to our own realities (no funds, limited resources), it would be helpful to get the e-

book before the training, in order to do some reading, if the participants were provided instructions and copies of the advance reading, maybe consider alternative format that runs longer and goes more in depth, more examples – and more relevant examples from a development evaluation context, also in the lectures, module 7 (on designs) is quite dense and technical, suggestion to give more time (2 sessions), and more examples (on the slides, not just while presenting), try to moderate questions (or limit the number of questions posed) – at times they took too much time and not all are relevant, more examples, more discussion and exchange of experience of participants, smaller groups, a periodical follow-up gathering for EPDET participants, change the composition of the group but the case studies are given to participants to be read in advance for the purpose of higher participation and interest, strongly recommended: provide half-a-page sized decision-tree style summary of each module, useful as vademecum, bullet points also good, better mic and PA system, I would suggest more practical work and more time for group work, I would leave more time for design, sampling strategy and less for reporting and ethics, more time for case studies, I would also create more specific work groups based on the background, skills, etc., create a google-slide template where participants could complete an introductory slide about themselves (with a photo), this would allow participants to memorize name and who is from which organization – quicker networking, there was no introductory session on who is who, the module on eval. design should provide the trainee with more real information on the design, use more real life examples to explain complex & abstract concepts, this will help participants to grasp those concepts easily, send pre-reading before the workshop, assign reading requirement in the prior night, share case studies with good examples of their ToC and evaluation questions, bad examples would be useful as well to show lessons learned, maybe smaller groups for group exercise, try to arrange for better break-out room capacity for working groups, perhaps more hands-on guidance in group work, the first day sessions should be put into an online pre-course preparation with a quiz and the participants should take this to gain more time for interesting topics, maybe a road map on how to set up an evaluation from start to end (recap session), hotel should do more with the feedback given to them, double sided printing of all documents to save paper, to respond on the workgroup after each module/exercise not waiting for the final presentation, give more time to the evaluation design lectures, mix reporting and ethics in one lecture, in depth lectures, more practice (not work group), methodologies should have been explained more, data collection methods, case studies were not strong, too much focus on ToC, more time for lectures and practical exercise after each module with one lecturer, more time could be good in order to have more exercises, cover more topics – do not exclude “indicators” from modules, small groups of trainers – could split into 2 courses, bring more trainers to diversify experience

It became obvious that presentations should include more examples despite the effort to shorten them, some more pictures, videos, real examples and brief tests can be added. It will also be considered to provide the link to the e-book R2R as it is available in the World Bank Open Knowledge Repository and the public distribution is authorized. This would enable the participants to do some reading in advance. Quiz and written instructions were nicely incorporated and found useful.

It is probably impossible to get photos and a brief medallion from all participants in advance but we will try to take photos of all participants at arrival and publish a brochure of participants during the first days of the training. The standard introduction of participants might need to take place on Sunday evening.

It needs more explicit explanation that mini-IPDET is mini because it is shortened to 5 days. The instructions have been clearly provided (in written) for all small group sessions, the facilitators were available whenever requested and provided immediate feedback to the group work. The case studies cannot be perfect because the real-life cases are often even worse, i.e. these cases are very close to reality.

The evaluation training can provide the knowledge on evaluation but cannot change the institutional set-up, mindset of decision-makers in various institutions, neither arrange sufficient money – the evaluation culture in every country has its own development and specific features that are not easily transferrable from one country to the other.

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

Networking with colleagues and facilitators, team work, Q&A sessions around concerns of participants, group work, know others, I like best the balance between theory and practice because it allows you to evaluate the real things you learnt, people, networking, sharing of experience, sharing of experience in informal meetings (lunch, dinner), combination of formal training, case studies & informal discussions, very pleasant evaluation community, opinion/ experience exchange within larger group, including examples offered by both lecturers, interactions with course participants – unique opportunity to be in such a diverse group, work in groups, the context and the exchange with other participants (professional and personal levels), the positive spirit,

exchange among participants supported actively by the lecturers, the opportunity to raise questions and discuss during lectures, getting to know Linda and Ray, participants/colleagues, diversity of the group, fantastic to hear so many different views and experiences, networking, working in small groups: the dynamics of the group in terms of ideas exchanged, discussions, questions and challenges posed by the team members, Dagmar's organizational skills, people and communication, discovery of the evaluation sector, very good balance between group work and lessons, new friends/conflict of interest opportunities 😊, this was a great week with many interesting people, first two days as they provided tools to make things more logical and structured – very useful in my current work, the global group, the opportunity to work on a specific subject with a group applying timely the new knowledge, extracurricular activities, knowledge, exposure to new concepts, got to know many interesting people, the graduation dinner with the local entertainment was the highlight of the week, the knowledge acquired, the sessions were really good, the logic of the group work: successively building the project through the week with applying new knowledge, the last day presentations and the discussions were the best, groups sessions – colleagues were just amazing, skilled, smart, insightful, lecturers and facilitators, huge content of the course, good atmosphere and networking, highly professional organization, especially Dagmar, the rich diversity of the participants, networking, lecturers, Dagmar, intense week, good mixture of people, excellent materials, the organization was just perfect, documentation – book and hand-outs, the content, easily approachable trainers

The overall positive feedback means a strong motivation for us to continue in European trainings and a strong commitment to further improve. Most respondents highlighted namely the group of people, the lecturers and their willingness to share and learn.

16. General comments and recommendations:

Maybe more dinners out of hotel, night reading should be advised as to push participants to be prepared to more deep elements, Best! I would recommend to my colleagues, should be in 2 weeks until reaching practical data analysis, a bit less theory (really only a bit), more real life situations and challenges to face, great organization, thanks you for your help and for sharing your knowledge, I understand that the hotel was a last minute change but still I would not recommend ever using this hotel again for the accommodation and meals, the food was bad (really bad) (except for graduation diner – why?) and the rooms, at least mine, was very small, very small bed, no one would clean it for the whole stay, they were changing the towels (even though I did not want it) and toilet paper and that is it. This hotel is definitely not a 4 star hotel, wonderful week, excellent training, thanks to the whole EPDET team, lots of inside, valuable knowledge gained, include more serious knowledge checks (quizzes "suffer" due to time limits but the checks are important) use KANOOT for quizzes, the small group work was excellent but I recommend adding 1-2 practical exercises (like the one on: how to measure very tall participants), better and healthier food would be nice, vademecum suggestion No. 1, IPDET 2018 in Brussels – guaranteed chocolate fountain and good food, great week, I learned a lot and had fun, rather half a day more with Linda/Ray lectures instead of the EC ToR segment, more examples on European/US development evaluation, keep coffee break, better food helps, the hotel venue was not conducive to learning, food options were very limited, rooms were not clean (stained carpets), conference room was too narrow and table formation uncomfortable and difficult to move around, maybe the conference room was not the best option, more variety in lunch/dinner menu (vegetarian options), perhaps the groups could be smaller to facilitate more participation, window-less meeting rooms are no fun, I have R2R already on my desk since many years as a source of information and I am very happy we went through this book by the authors themselves, conference room with windows, in depth lectures and sessions, better hotel, windows, focus on evaluation not monitoring, maybe the EPDET could be planned for 10 days, at least 8, congrats, excellent job, a bit more time for preparing the presentations and communicating the expectations of the assignment, make the case study more elaborate, increase use of practical examples in slides, use of more diversified training techniques, trainers from more diversified background

EPDET 2018 will take place in Prague, Czech Republic, on 17 – 21 September 2018

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