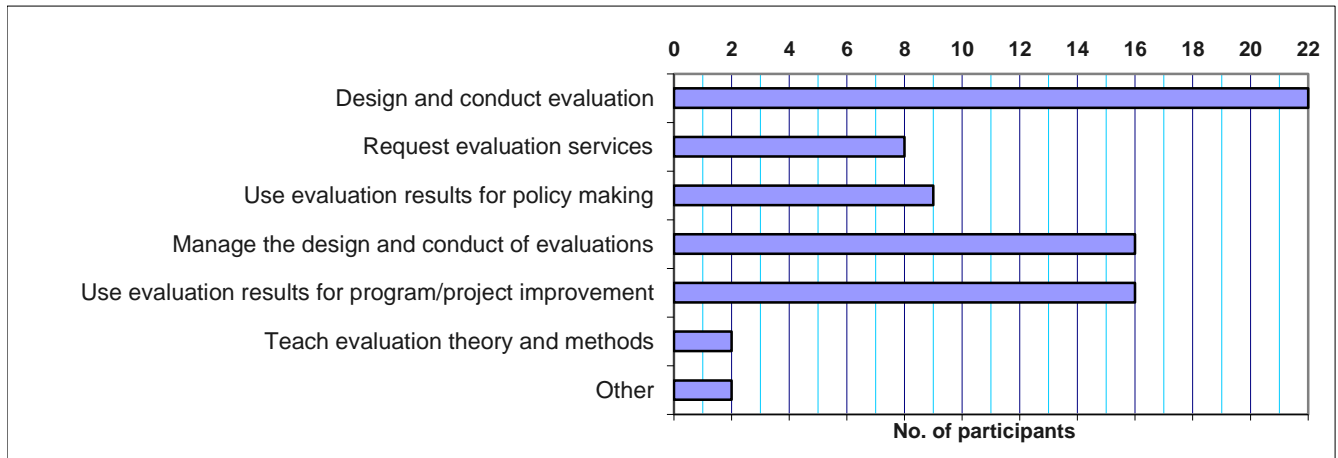


1. Which of the following describes your primary evaluation function? (Please check as many as appropriate)

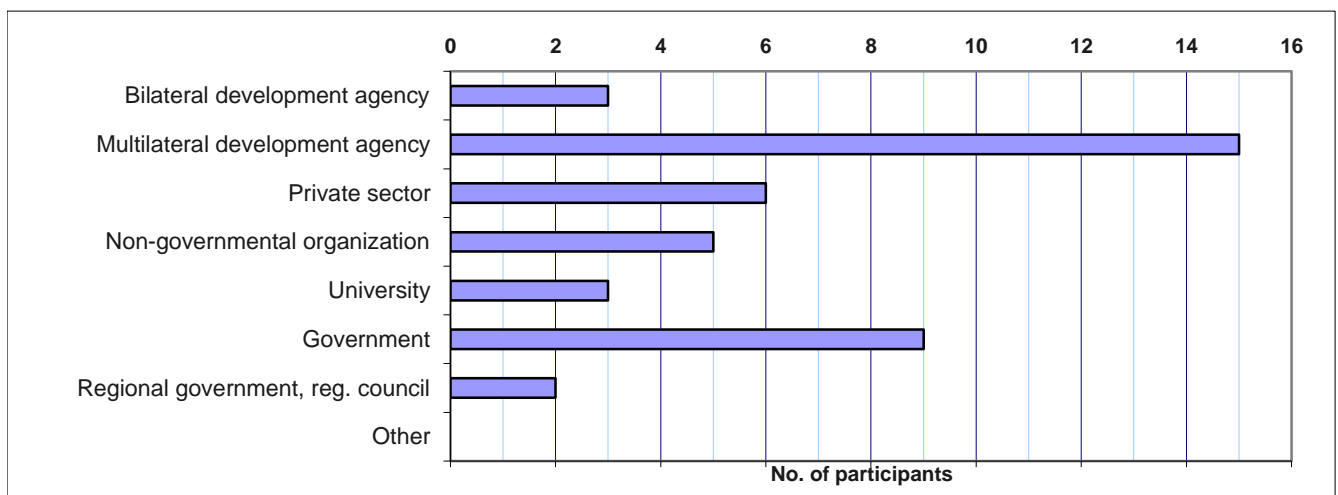
Design and conduct evaluation	22
Request evaluation services	8
Use evaluation results for policy making	9
Manage the design and conduct of evaluations	16
Use evaluation results for program/project improvement	16
Teach evaluation theory and methods	2
Other	2



Most of respondents is primarily involved in designing and conducting evaluations but significant part is also managing evaluations and using the evaluation results.

2. In which type of organization do you work?

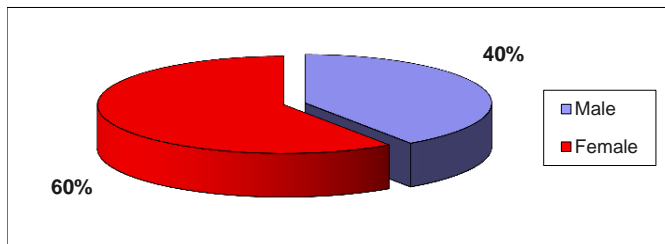
Bilateral development agency	3	7
Multilateral development agency	15	35
Private sector	6	14
Non-governmental organization	5	12
University	3	7
Government	9	21
Regional government, reg. council	2	5
Other		0



We received 43 questionnaires from 51 graduates (84% response rate). More than one third of the graduates (35%) works for multilateral development agencies, 21 % of graduates represented the government bodies, 14 % of graduates came from the private sector and 12 % from each bilateral development agencies as well as universities.

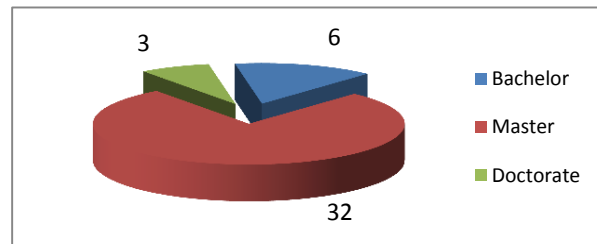
3. Gender

Male	17
Female	25



4. Academic degree

Bachelor	6
Master	32
Doctorate	3



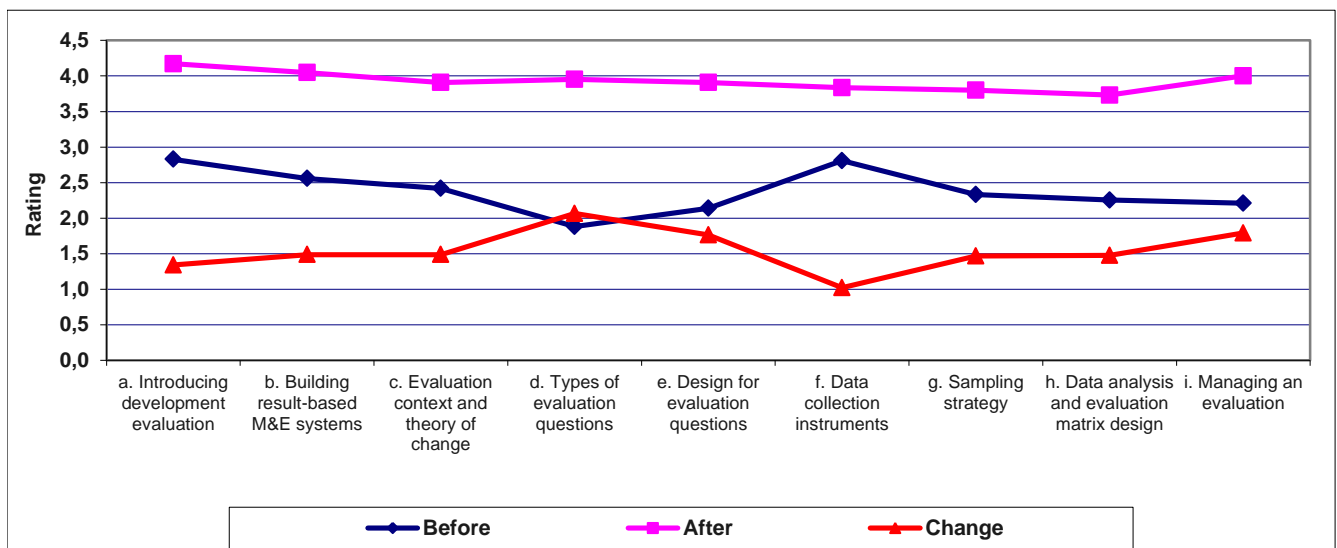
The questionnaire was responded by 17 men and 25 women.

Most of respondents (76 %) completed Master degree, 14 % completed bachelor studies and the rest had a higher academic degree.

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

1 = Low → **5 = High**

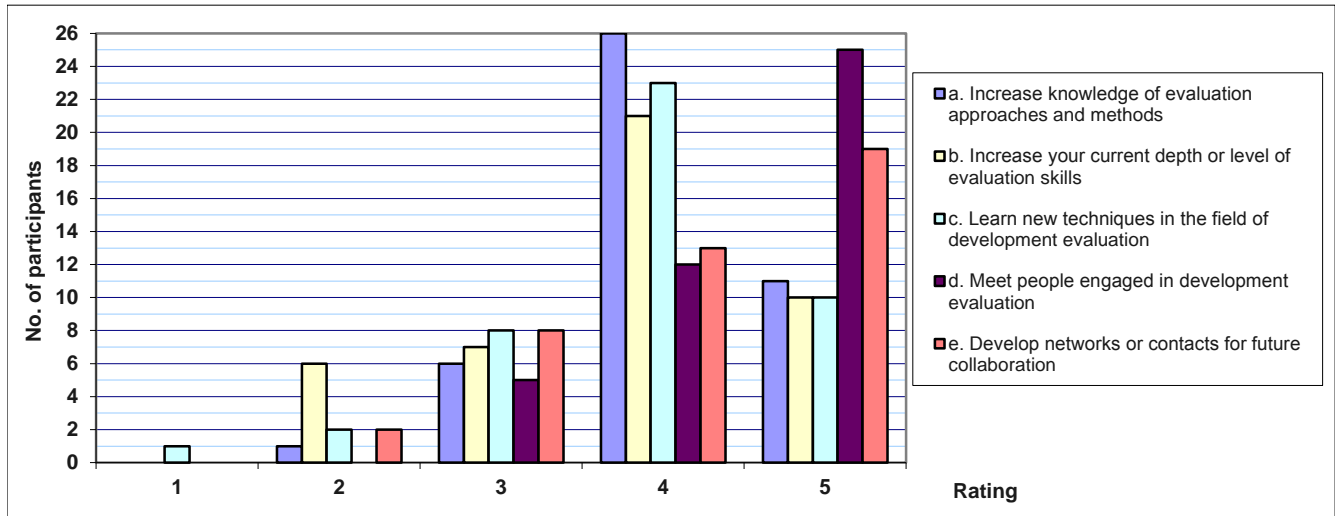
Knowledge	Before	After	Change	% change
a. Introducing development evaluation	2,83	4,17	1,34	47,41
b. Building result-based M&E systems	2,56	4,05	1,49	58,18
c. Evaluation context and theory of change	2,42	3,91	1,49	61,54
d. Types of evaluation questions	1,88	3,95	2,07	109,76
e. Design for evaluation questions	2,14	3,91	1,77	82,61
f. Data collection instruments	2,81	3,83	1,02	36,44
g. Sampling strategy	2,33	3,80	1,47	62,86
h. Data analysis and evaluation matrix design	2,26	3,73	1,48	65,43
i. Managing an evaluation	2,21	4,00	1,79	81,05
Mean	2,14	3,53	1,39	60,53



In general, the participants estimated the improvement of their skills and knowledge by 61 %. The most significant improvement was reported in the field of evaluation questions (increase by 110 %) where the level of knowledge before the training showed minimal values. The highest level of knowledge/skills before and after the training was in the area of Introduction of development evaluation (2,83 before and 4,17 after, on the scale 1-5), while minimal reported improvement 36,44 % concerned data collection instruments.

6. To what degree has EPDET helped you meet the following objectives?

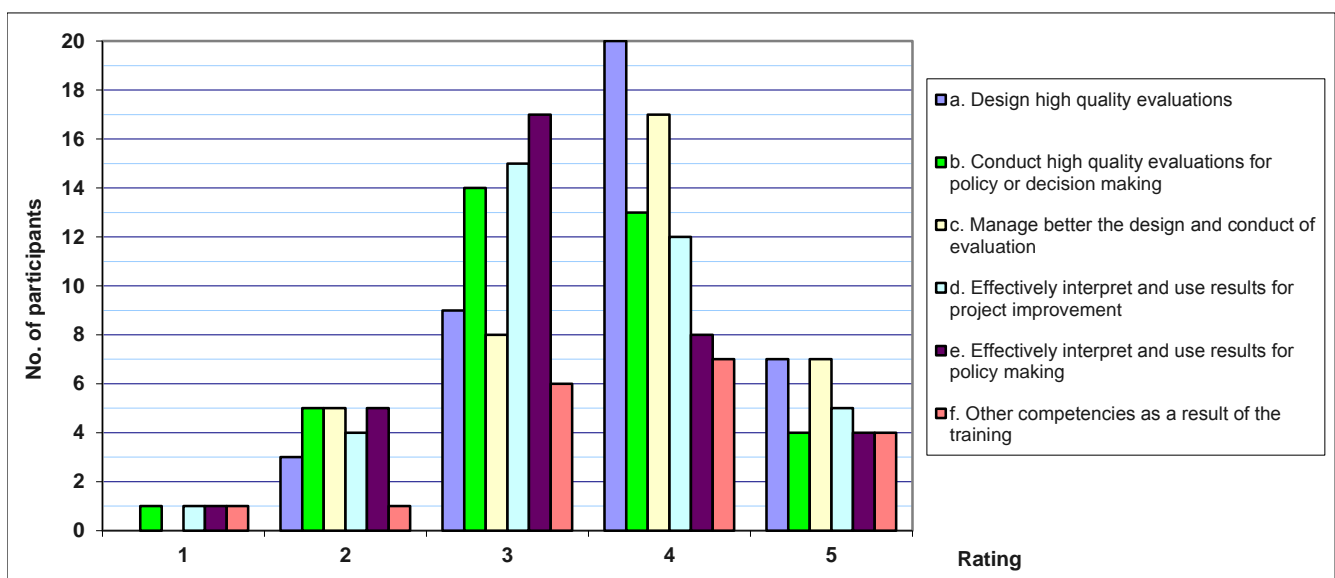
	Rating	%	n
a. Increase knowledge of evaluation approaches and methods	4,07	76,70	44
b. Increase your current depth or level of evaluation skills	3,80	69,89	44
c. Learn new techniques in the field of development evaluation	3,89	72,16	44
d. Meet people engaged in development evaluation	4,48	86,90	42
e. Develop networks or contacts for future collaboration	4,17	79,17	42



There was quite a high satisfaction with meeting specific objectives of EPDET - rating varied between 3,80 (69,9 %) for increasing evaluation skills and 4,48 (86,9 %) for meeting people engaged in development evaluation.

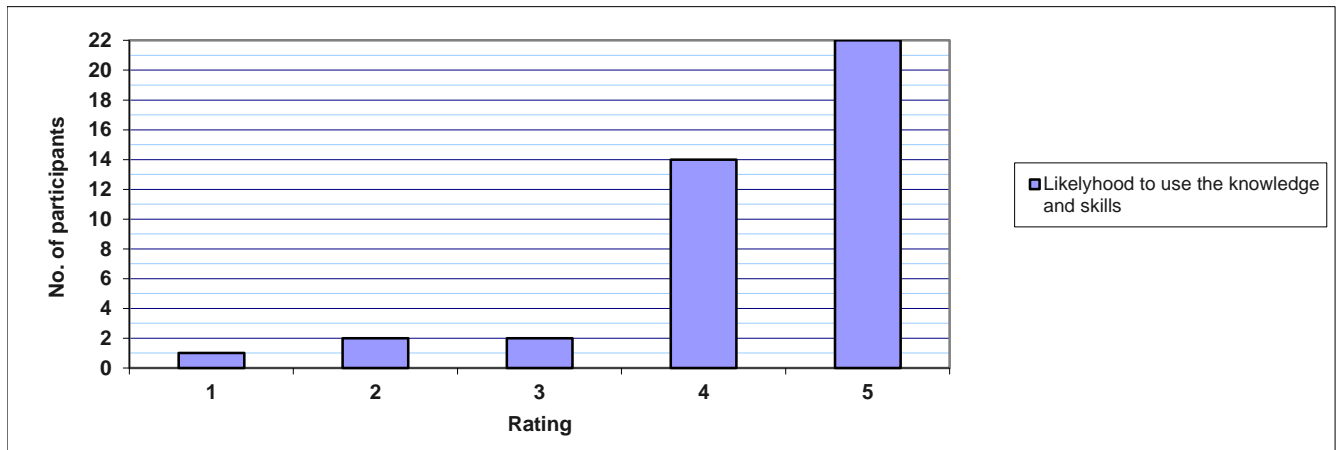
7. To what degree has EPDET enhanced your abilities or competencies to do the following?

	Rating	%	n
a. Design high quality evaluations	3,79	69,87	39
b. Conduct high quality evaluations that produce sound knowledge for policy or decision making	3,38	59,46	37
c. Manage better the design and conduct of evaluation	3,70	67,57	37
d. Effectively interpret and use results for project improvement	3,43	60,81	37
e. Effectively interpret and use results for policy making	3,26	56,43	35
f. Other competencies as a result of the training	3,63	65,79	19



There is a moderate enhancement of practical abilities and competencies expected by participants - the rating varies between 3,26 (56,4 %) and 3,79 (69,9 %).

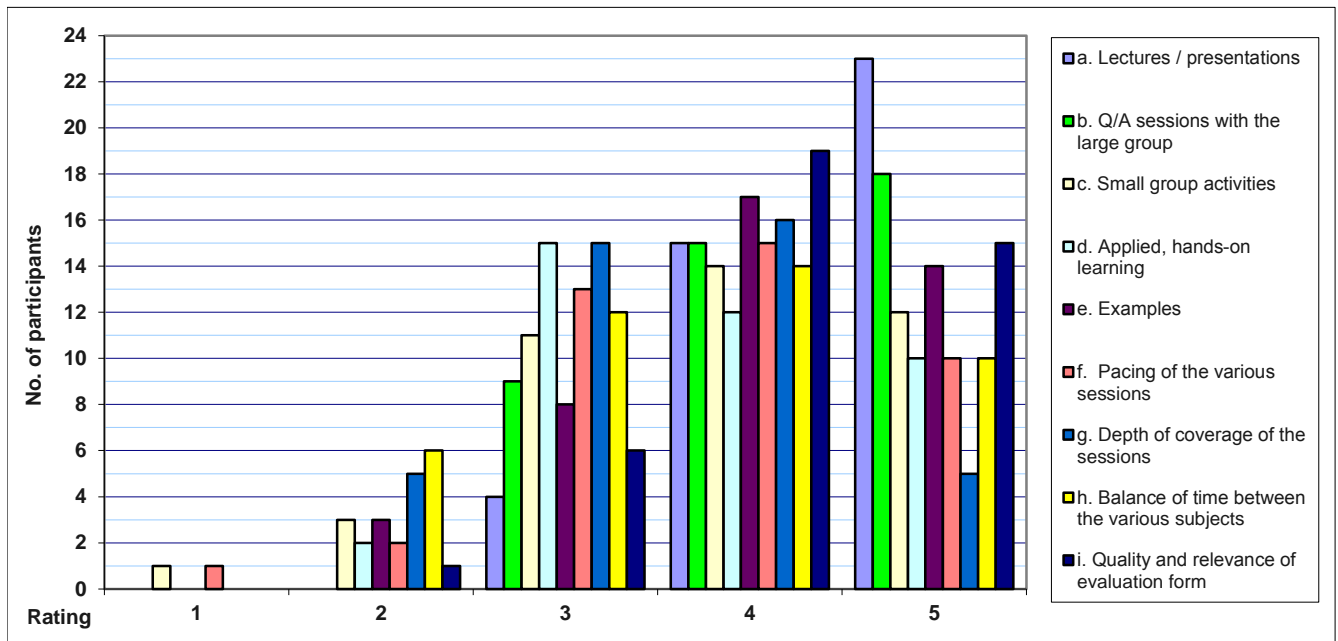
	Rating	%	n
8. What is the likelihood that you will use the knowledge and skills (obtained at the EPDET)?	4,32	82,93	41



There is a high probability that the respondents will use the gained knowledge and skills (4,3 points = 82,9 %).

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

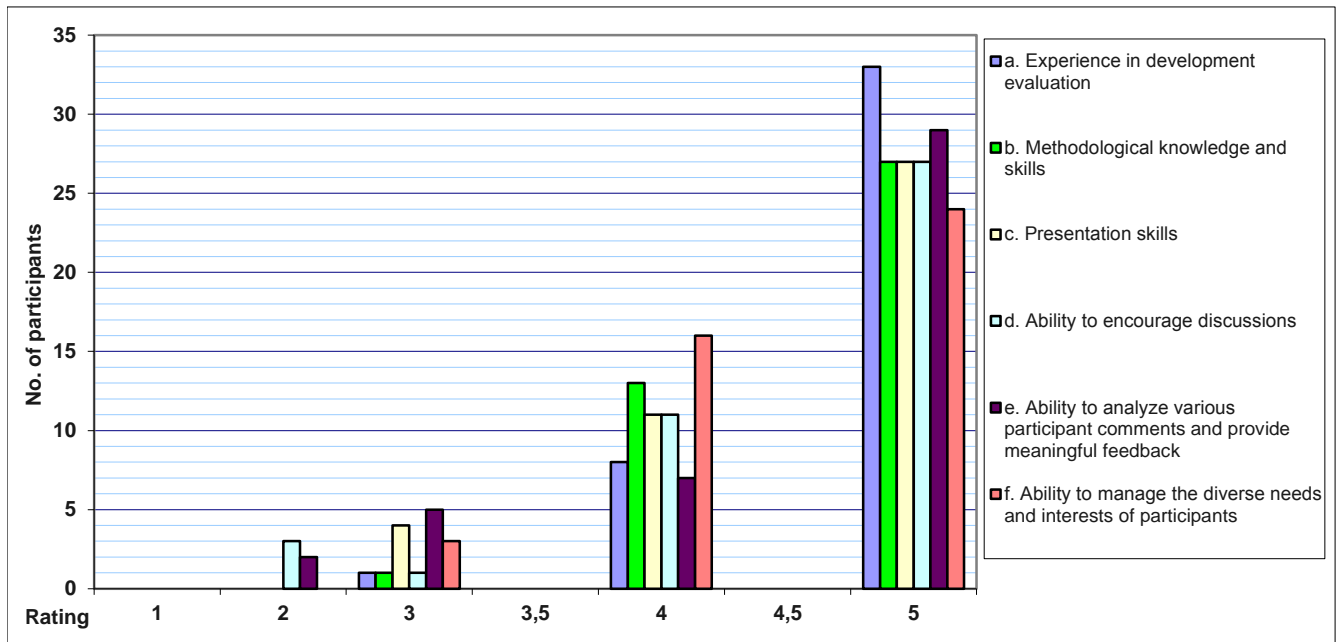
	Rating	%	n
a. Lectures / presentations	4,45	86,31	42
b. Question and answer sessions with the large group	4,21	80,36	42
c. Small group activities	3,80	70,12	41
d. Applied, hands-on learning	3,77	69,23	39
e. Examples	4,00	75,00	42
f. Pacing of the various sessions	3,76	68,90	41
g. Depth of coverage of the sessions	3,51	62,80	41
h. Balance of time between the various subjects	3,67	66,67	42
i. Quality and relevance of evaluation form	4,17	79,27	41



The lectures and presentations got a very high rating of 4,45 points (86,3 %), while the other aspects got a positive response of 3,5 - 4,2 points (62,8 - 80,4 %) with the lowest rating for the depth of coverage of the sessions.

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

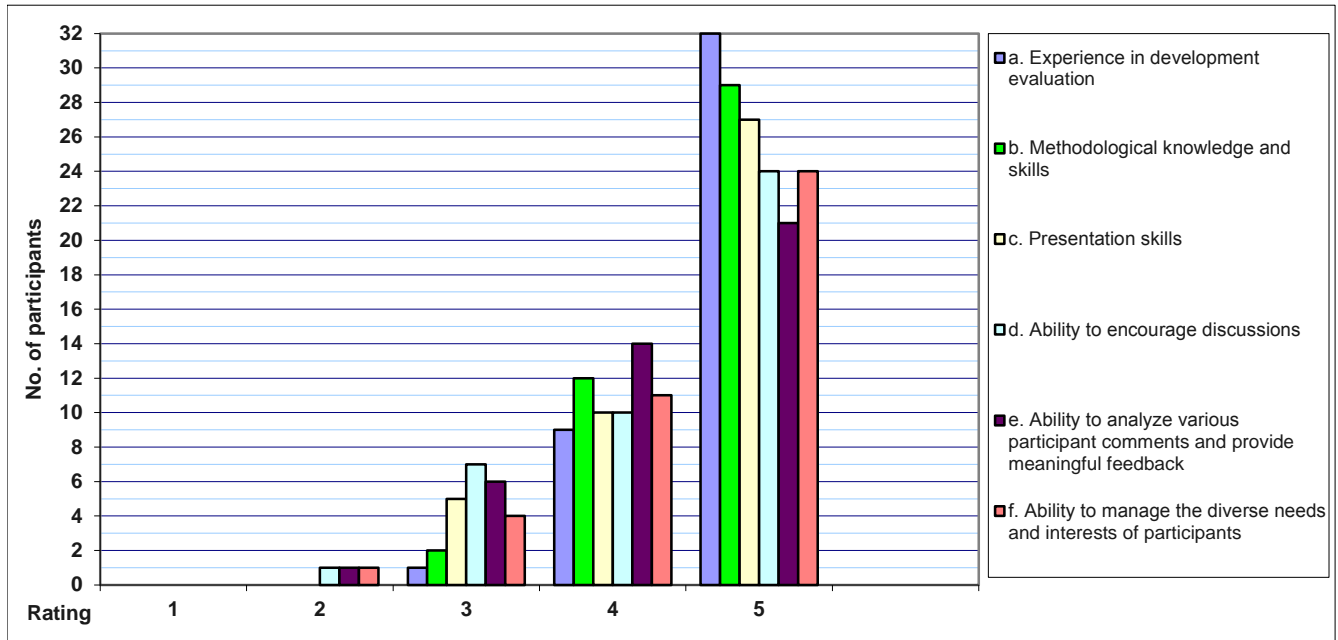
	Rating	%	n
a. Experience in development evaluation	4,76	94,05	42
b. Methodological knowledge and skills	4,63	90,85	41
c. Presentation skills	4,55	88,69	42
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment	4,48	86,90	42
e. Ability to analyze various participant comments and provide meaningful feedback	4,47	86,63	43
f. Ability to manage the diverse needs and interests of various participants	4,49	87,21	43



Evaluation of Linda's performance confirms high professionalism. Rating from 4,47 to 4,76, i.e. satisfaction between 86,6 and 94,1 % is excellent. The bottom level on the scale was given for encouraging discussions and the exchange of knowledge as well as the ability to analyze comments of the participants and provide meaningful feedback. The participants appreciated namely the experience in development evaluation, clear explanation, focus on answers, clear presentation and good timekeeping.

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

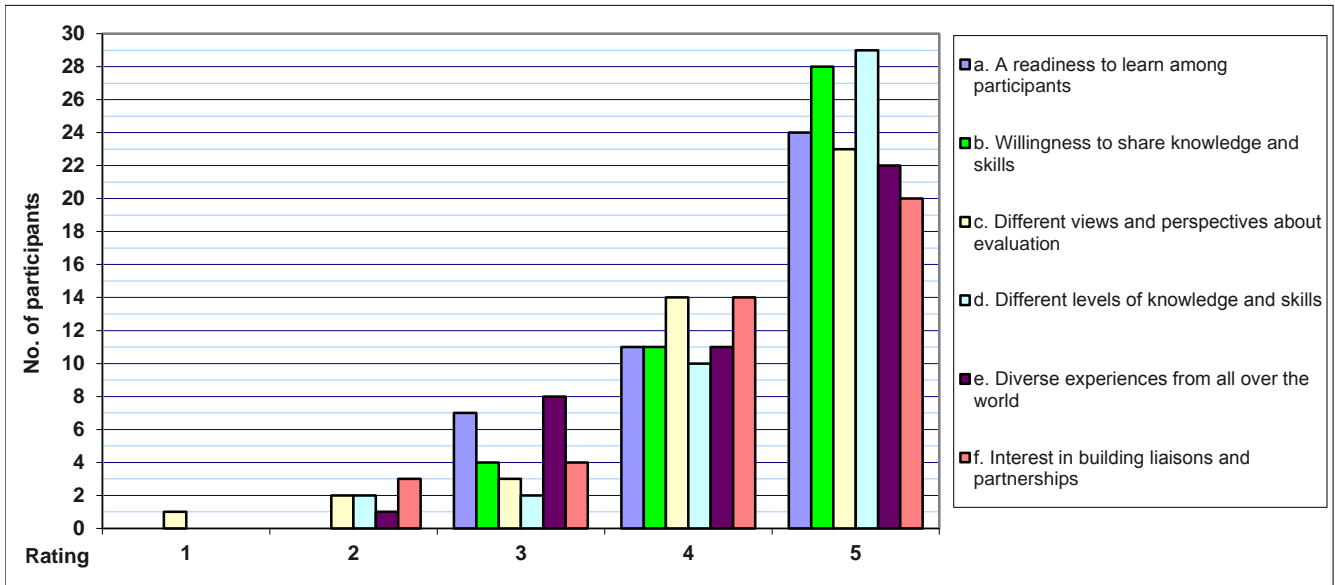
	Rating	%	n
a. Experience in development evaluation	4,74	93,45	0
b. Methodological knowledge and skills	4,63	90,70	0
c. Presentation skills	4,52	88,10	0
d. Ability to encourage discussions and the exchange of knowledge in an open and challenging environment	4,36	83,93	0
e. Ability to analyze various participant comments and provide meaningful feedback	4,31	82,74	0
f. Ability to manage the diverse needs and interests of various participants	4,45	86,25	0



The evaluation of Ray's performance is equally positive (4,31 - 4,74 points, i.e. satisfaction 82,7 - 93,5 %), the least positive ranking was linked to the ability to encourage discussions and ability to analyze different participants comments. Regarding special comments, the respondents appreciated strong experience, interaction with participants, excellent presentation skills, friendly approach and sense of humour. The features that could be improved comprised time keeping, more space for questions and correct addressing of questions.

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

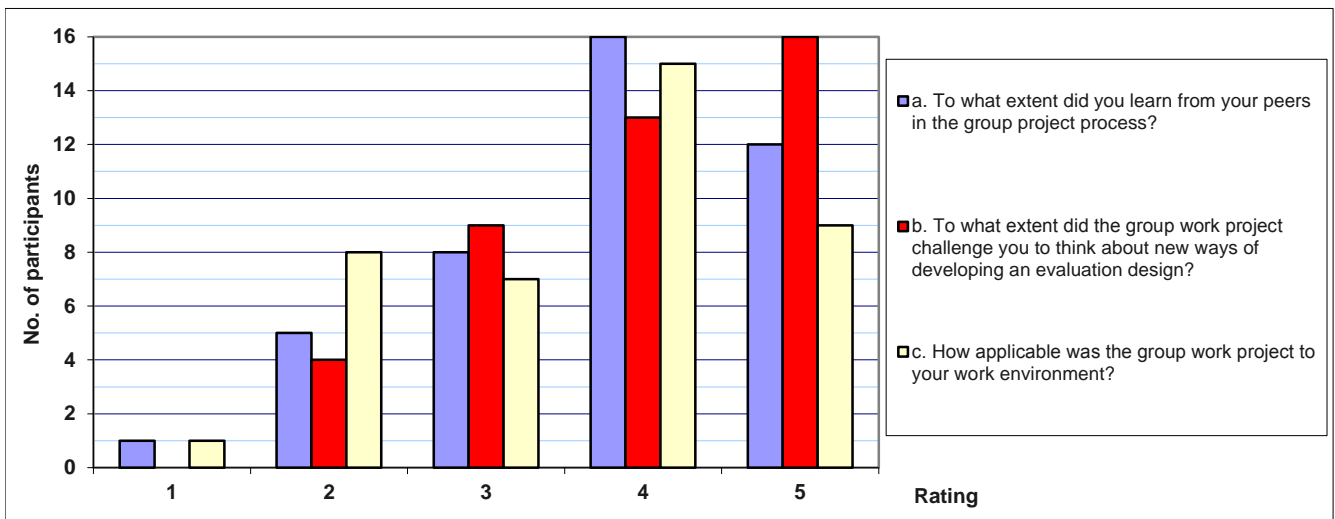
	Rating	%	n
a. A readiness to learn among participants	4,40	85,12	42
b. Willingness to share knowledge and skills	4,56	88,95	43
c. Different views and perspectives about evaluation	4,30	82,56	43
d. Different levels of knowledge and skills	4,53	88,37	43
e. Diverse experiences from all over the world	4,29	82,14	42
f. Interest in building liaisons and partnerships	4,24	81,10	41



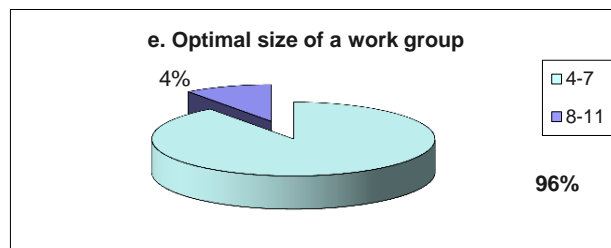
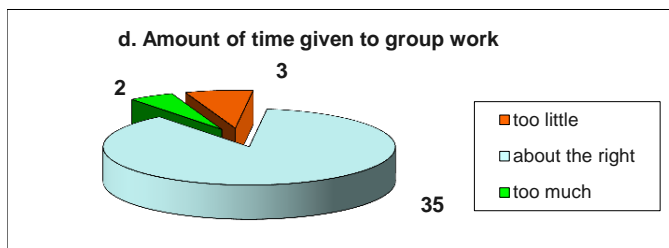
The rating of cooperation among participants was very good (4,24 - 4,56 points, i.e. 81,1 - 88,9 %) with roughly the same rating of various features.

13. Group work project (team exercises)

	Rating	%	n
a. To what extent did you learn from your peers in the group project process?	3,79	69,64	42
b. To what extent did the group work project challenge you to think about new ways of developing an evaluation design?	3,98	74,40	42
c. How applicable was the group work project to your work	3,58	64,38	40



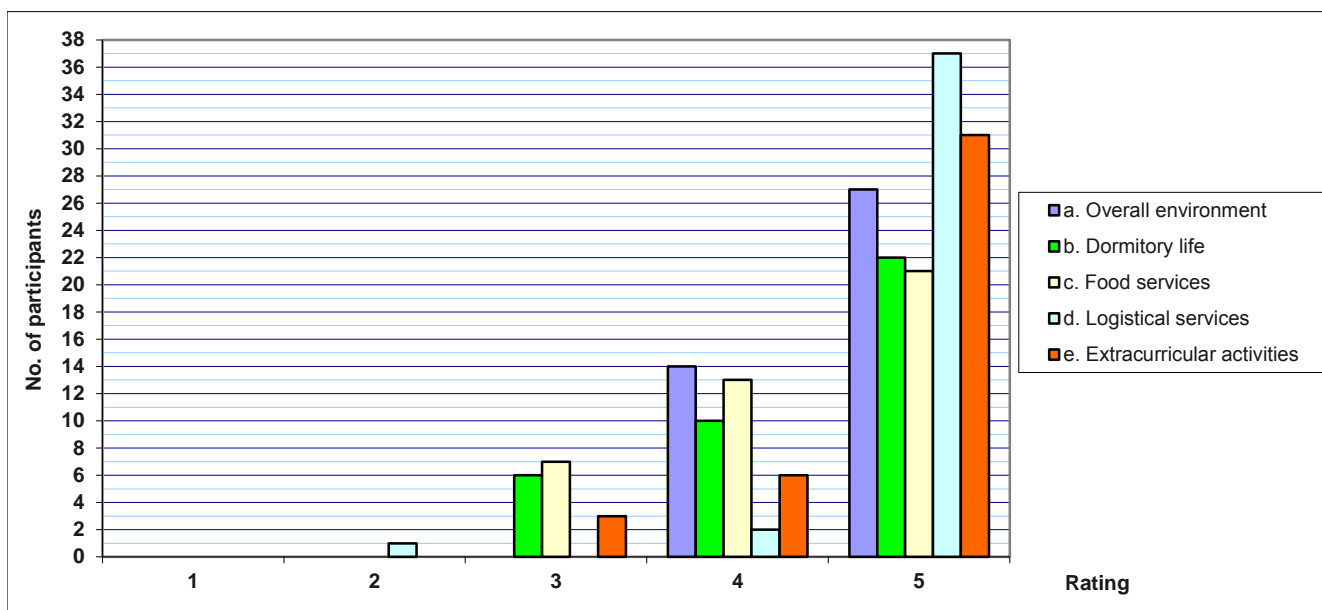
Despite good cooperation the evaluation of the group work was slightly less positive within a range of 3,58 - 3,98 (64,4 - 74,4 %).



About 83 % of participants think there was about the right amount of time given to group work, only 7% resp. 5% think it was too little or too much. 96 % of respondents agree that the size of 4 - 7 participants is optimal for the group work.

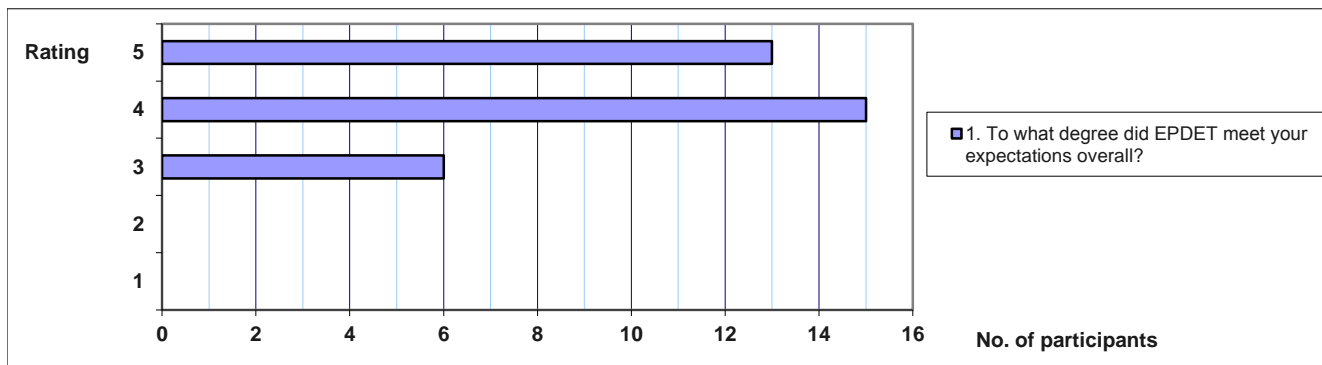
14. Please rate the quality of:

	Rating	%	n
a. Overall environment	4,66	91,46	41
b. Dormitory life	4,42	85,53	38
c. Food services	4,34	83,54	41
d. Logistical services (registration, SES support, transport, etc.)	4,88	96,88	40
e. Extracurricular activities (sport, trip, graduation dinner, etc.)	4,70	92,50	40



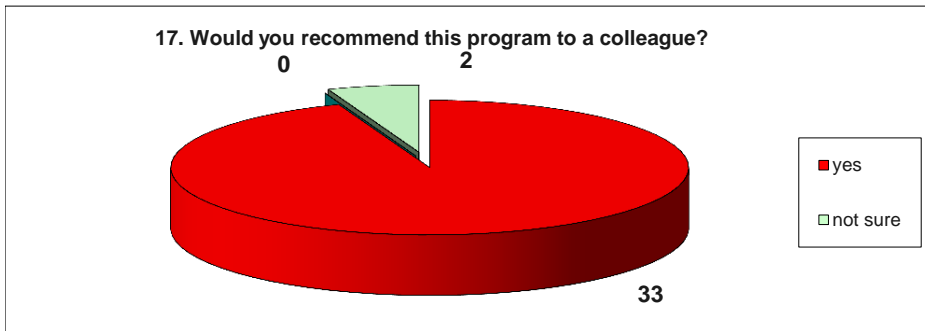
There was a very positive response to overall organisation of EPDET - rating from 4,34 / 83,5 % (food service) to 4,88 / 96,9 % (logistical services).

	Rating	%	n
15. To what degree did EPDET meet your expectations overall?	4,21	80,15	34



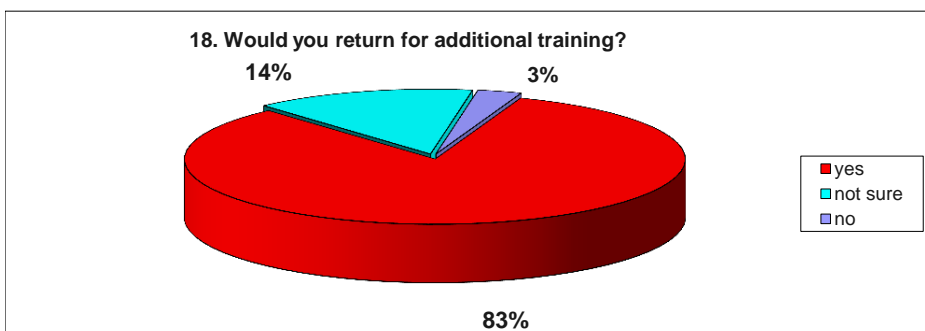
We are pleased by a high rating of 4,21 (80,2 %) for meeting overall expectations. This is very binding for us to keep or to even enhance the training quality in the next years.

16. Would you recommend this program to a colleague?	yes	no	not sure
	33	0	2



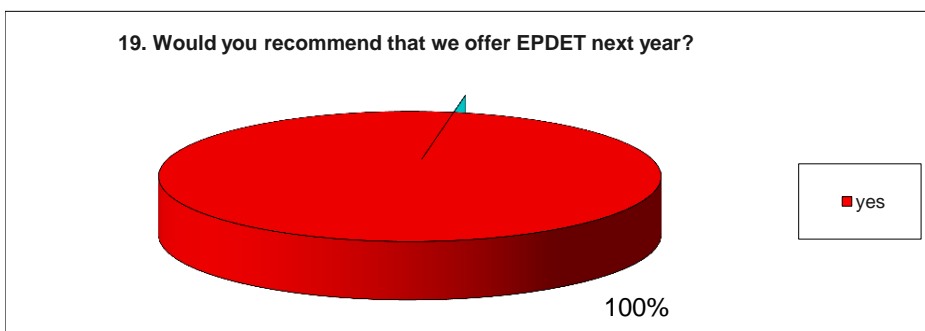
One of the most positive messages from respondents is that 33 (94 %) of the participants would recommend this program to a colleague and only 2 participants were not sure.

17. Would you return for additional training?	yes	not sure	no
	29	5	1



83 % of respondents would return for an additional training, 14 % are not sure and 3 % would not.

18. Would you recommend that we offer EPDET next year?	yes	not sure
	31	0



All respondents recommend to continue in providing EPDET next year. In addition, the respondents estimate that around 43 of their colleagues might be interested to participate in EPDET 2013.

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

There are many positive responses to the added value of EPDET. Besides materials - toolbox of methodologies (the book and presentations), contacts, practical skills etc., the participants appreciated gained knowledge on theory of change, modules on how to design questions, how to present results, informative discussion, new contacts, other views and perspectives. As one of the participants mentioned "this program changed my view on evaluation, I believe that evaluation can be useful and my knowledge is much more competent."

20. What did you find least useful from EPDET?

Based on the previous knowledge, some of the participants considered particular nodules too basic while the others commented that there was too much theory or too many info about different approaches that are not so important and could be part of advanced training. Some others suggested optional workshops on some days where some methodologies can be explored more in depth during the evening sessions. The group work concept was considered appropriate but it would have been more useful to have smaller groups, more time and more comments and assistance.

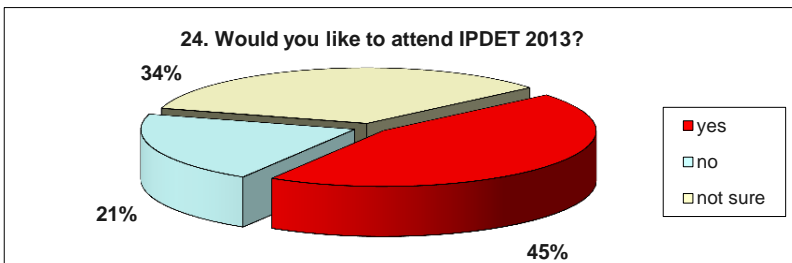
21. What are suggestions for improvements to enhance the effectiveness and usefulness of EPDET?

The proposals from participants suggested to devote more time for the most important things and instead of so many designs focus on a few major, to share a reading material in advance, modify and divide the trainings according to the previous experience of the participants, provision of the optional modules according the interest of trainees and going through the case study together. Apart from that proposals were made to conduct more case studies, more group sessions with the follow-up and guidance and max number of trainees should not exceed 40-45 people.

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

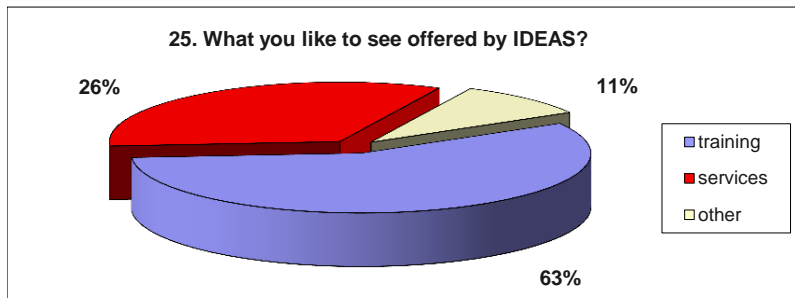
The respondents appreciated mainly training sessions, environment, friendly and informal relationships, perfect work of both lecturers and organizer, peer interactions, meeting new people, exchanging ideas, experiences. Networking was highly appreciated - possibility to meet interesting people with different background and a lot of expertise to share.

23. Would you like to attend IPDET 2013 in Ottawa?	yes	no	not sure
	13	6	10



There is another positive response, 45 % of participants would like to attend IPDET 2013 in Ottawa, 34 % were not sure and 21 % had no interest.

24. What type of future training or services in evaluation would you like to see offered by IDEAS?	training	services	other
	12	7	2



The following topics were mentioned as subject of the suggested training: impact evaluation, writing reports, EPDET follow-up for graduates, public policy, content analysis, process evaluation, participatory evaluation techniques, evaluation of specific interventions, management of qualitative data, outstanding positive+negative examples (complex and simple ones) and provision of training for authorities about the importance of evaluations, plus on-line training. The proposed services should deal with job offering/ consultancy rooster, tailored sessions, job matching events, development of modular curriculum for advanced training leading to certification, peer review of design, reports, etc. and among others two issues were covered: possibility for internship in evaluation and mentoring participation in real life evaluations.

25. General comments and recommendations:

*In general the respondents mentioned some areas for possible improvement such as: some modules a bit slow, some could have been more in depth, especially the methodological ones in the middle, more examples would help, optional evening program would have been nice at least during some evenings, not giving out evaluation forms of the course at the time of presentations, possibility to analyze a couple of questions in depth. The rest of the comments were positive and here are a few quotations: It was a great pleasure to be here. Good job.
It was really good, great people, many new things, but I want more.
Highly satisfied, thank you, keep healthy.
I would recommend to extend EPDET to other countries as much as possible.
Thanks for creating and maintaining a forum that attracts high quality participants.
I really enjoyed the training, it was incredibly useful. It gave me many ideas to improve my current evaluation in each phase (ToR, report).
The hotel was good and surrounding was beautiful. It was perfectly organized, flawlessly executed. Especially enjoyed the food.
Excellent work, all of you.
Overall very, very happy, it was a great pleasure to be here.
A great project.
Great bunch of people, thanks a lot for amazing job of the organizer.*

Big thanks to all EPDET 2012 graduates for the active participation at the training, for open and valuable discussions and cooperation. Informal, pleasant and creative atmosphere of EPDET was highly appreciated.

**Dagmar Gombitova EPDET coordinator
Chairwoman of the Slovak Evaluation Society**