

# Evaluation Plan

Like any other program, it is important that we have a mechanism for evaluating the **Building Connections: Community Leadership** program. Two different evaluation strategies have been developed to implement with participants.

- **Perceptual Knowledge Evaluation** – This evaluation is a retrospective, post-training strategy to determine how much participants believe their knowledge increased in the fourteen core concepts.
- **Behavior Change Evaluation** – This post-training evaluation measures changes in behavior as a result of the program.

You do NOT want to do both of these. You should pick one based on the focus of your program. Do you want to increase knowledge or do you want to create behavior changes in the audience?

## **Directions for Implementation**

After deciding which type of evaluation strategy you want to use, simply make sufficient copies to administer to participants.

*Perceptual Knowledge Evaluation.* This should be implemented only at the end of the program. The preference with this type of evaluation is to administer it face-to-face so that you can clearly explain the directions to the audience and they can complete it on the spot.

*Behavior Change Evaluation.* This should be administered at the last meeting or mailed a short time after the program ends. The preference would be a follow-up mailing because it allows time for the participants to adopt practices based on what they have learned, and adoption takes more time than the diffusion of knowledge.

After receiving the completed evaluation instruments, it is time to analyze results. Steps for analysis will be available on the web at: <http://texasvolunteer.tamu.edu>. Click on *Building Connections: Community Leadership*.

# Building Connections: Community Leadership Program

## Perceptual Knowledge Evaluation

Your help is needed in providing vital feedback on the **Building Connections: Community Leadership** program you have just completed. This information is important because your answers will guide us in improving the program. Please take a moment to complete this survey by indicating whether your knowledge has changed as a result of your experience.

For each of the topics listed below, in the LEFT column, circle the ONE number that best reflects your LEVEL OF UNDERSTANDING before the Building Connections: Community Leadership program. Then, in the RIGHT column, circle the ONE number that best reflects your LEVEL OF UNDERSTANDING after the Building Connections: Community Leadership program.

If you did not participate in the topic, simply place a check in the “NA” box.

### Level of Understanding

**Poor**                      **Average**                      **Good**                      **Excellent**  
**1**                              **2**                              **3**                              **4**

TOPICS	<u>BEFORE</u> the Program				<u>AFTER</u> the Program				<u>NA</u>
<b>COMMUNICATING ACROSS CULTURES</b> Understand strategies to communicate with different cultures		2	3	4		2	3	4	
<b>COMMUNICATING ACROSS CULTURES</b> Understand different cultures in America		2	3	4		2	3	4	
<b>COMMUNICATING ACROSS CULTURES</b> Understand your personal perceptions of culture		2	3	4		2	3	4	
<b>COMMUNICATING ACROSS CULTURES</b> Understand ways to work with people of differing cultures		2	3	4		2	3	4	

TOPICS	<u>BEFORE</u> the Program				<u>AFTER</u> the Program				<u>NA</u>
<b>CREATING THE VISION/ESTABLISHING GOALS</b> Understand the term “visioning”		2	3	4		2	3	4	
<b>CREATING THE VISION/ESTABLISHING GOALS</b> Understand the difference between visioning and planning		2	3	4		2	3	4	

TOPICS	<u>BEFORE</u> the Program				<u>AFTER</u> the Program				<u>NA</u>
<b>STRATEGIC PLANNING</b> Understand the term “planning”		2	3	4		2	3	4	
<b>STRATEGIC PLANNING</b> Understand the difference between inside-out planning and outside-in planning		2	3	4		2	3	4	

## Level of Understanding

**Poor**      **Average**      **Good**      **Excellent**  
**1**          **2**                    **3**                    **4**

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>PERSONALITY TRAITS OF LEADERS</b> Understand your own personality traits	1   2   3   4	1   2   3   4	
<b>PERSONALITY TRAITS OF LEADERS</b> Understand the "Big 5" model of personality	1   2   3   4	1   2   3   4	
<b>PERSONALITY TRAITS OF LEADERS</b> Understand common personality traits in leaders	1   2   3   4	1   2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>DEVELOPING PERSONAL LEADERSHIP</b> Understand your own personal preference for leading others	1   2   3   4	1   2   3   4	
<b>DEVELOPING PERSONAL LEADERSHIP</b> Understand how to build on personal leadership strengths	1   2   3   4	1   2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>CRITICAL THINKING</b> Understand what it means to "think critically"	1   2   3   4	1   2   3   4	
<b>CRITICAL THINKING</b> Understand how to translate Bloom's Taxonomy into work-related and personal development tasks	1   2   3   4	1   2   3   4	
<b>CRITICAL THINKING</b> Understand the six pillars of character	1   2   3   4	1   2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>CHARACTER/ETHICS</b> Understand the definition of character	1   2   3   4	1   2   3   4	
<b>CHARACTER/ETHICS</b> Know characteristics of good character	1   2   3   4	1   2   3   4	
<b>CHARACTER/ETHICS</b> Understand the six pillars of character	1   2   3   4	1   2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>LEADING TEAMS</b> Understand the ten essentials of teamwork	1   2   3   4	1   2   3   4	
<b>LEADING TEAMS</b> Understand the steps of the L.E.A.D. Model	1   2   3   4	1   2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>WORKING IN GROUPS</b> Understand various ways group members contribute	1   2   3   4	1   2   3   4	
<b>WORKING IN GROUPS</b> Understand the different types of groups or teams	1   2   3   4	1   2   3   4	

## Level of Understanding

**Poor**      **Average**      **Good**      **Excellent**  
**1**          **2**                    **3**                    **4**

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>GENERATIONAL GAPS</b> Understand the differences in people of different generations	2   3   4	2   3   4	
<b>GENERATIONAL GAPS</b> Understand how to motivate people from different generations	2   3   4	2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>MOTIVATING OTHERS</b> Understand "motivation"	2   3   4	2   3   4	
<b>MOTIVATING OTHERS</b> Understand theories of motivation	2   3   4	2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>VOLUNTEERS — THE HEART OF THE COMMUNITY</b> Understand the importance volunteers have in communities	2   3   4	2   3   4	
<b>VOLUNTEERS — THE HEART OF THE COMMUNITY</b> Understand the benefits volunteers provide to organizations	2   3   4	2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>UNDERSTANDING BOARDS</b> Understand trends affecting boards	2   3   4	2   3   4	
<b>UNDERSTANDING BOARDS</b> Understand ways to structure boards	2   3   4	2   3   4	
<b>UNDERSTANDING BOARDS</b> Understand how to assess board effectiveness	2   3   4	2   3   4	

TOPICS	<u>BEFORE</u> the Program	<u>AFTER</u> the Program	<u>NA</u>
<b>LOCAL LEADERSHIP OPPORTUNITIES</b> Understand the history of Texas county government	2   3   4	2   3   4	
<b>LOCAL LEADERSHIP OPPORTUNITIES</b> Understand historical background of this country	2   3   4	2   3   4	

**SATISFACTION**

**Check the box for the statement that best describes your thoughts concerning the program.**

<b>STATEMENTS</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
The subject matter was timely for me.				
The speakers were effective.				
The information was practical to me.				
I can use the information I learned today in my organization.				
Overall, this was a very educational program.				

**What is the most significant thing you will apply from “Building Connections: Community Leadership”? (feel free to list more than one)**

**Do you believe that what you learned gives you the ability to lead more effectively? (circle the best answer)**

**YES      NO**

**–Please explain your answer or provide an example.**

**Please provide any additional information in the space below.**

**Thank you very much for you time!**

# Building Connections: Community Leadership Program

## Behavior Change Evaluation

Your help is needed in providing vital feedback on the **Building Connections: Community Leadership** program you have just completed. This information is important because your answers will guide us in improving the program. Please take a moment to complete this survey by indicating whether your behavior has changed as a result of your experience.

For the following behaviors, check the box that describes what you plan to do as a result of the **Building Connections: Community Leadership** program. If you did not participate in the topic, simply place a check in the “NA” box.

TOPICS	Yes	No	NA
<b>COMMUNICATING ACROSS CULTURES</b> Will you use various ways to communicate across cultures?			
<b>COMMUNICATING ACROSS CULTURES</b> Will you be able to more effectively work with people of different cultures?			
<b>CREATING THE VISION / ESTABLISHING GOALS</b> Will you write a personal vision or organizational statement?			
<b>CREATING THE VISION / ESTABLISHING GOALS</b> Will you write a personal goal or organizational statement?			
<b>STRATEGIC PLANNING</b> Will you use brainstorming, 100 votes, multivotes, or nominal group technique to set priorities?			
<b>PERSONALITY TRAITS OF LEADERS</b> Knowing your personality traits, will you use this to be a better communicator?			
<b>DEVELOPING PERSONAL LEADERSHIP</b> Can you determine weak leadership areas?			
<b>CRITICAL THINKING</b> Can you relate the decision-making model to everyday decisions?			
<b>CHARACTER / ETHICS</b> Can you list examples of good character of leaders?			
<b>LEADING TEAMS</b> Will you devise a strategy for implementing the L.E.A.D. model with your organization?			
<b>WORKING IN GROUPS</b> Will you use this information to develop more effective teams to develop and respond to a task?			
<b>GENERATIONAL GAPS</b> Will you use the generational gaps information to motivate your organization?			
<b>MOTIVATING OTHERS</b> Will you use this information to help motivate your organization?			
<b>VOLUNTEERS — THE HEART OF THE COMMUNITY</b> Will you try to implement a volunteer plan in your organization?			
<b>UNDERSTANDING BOARDS</b> Will you use this information to structure a board correctly?			
<b>LOCAL LEADERSHIP OPPORTUNITIES</b> Will you become more active in local leadership opportunities?			

**SATISFACTION**

**Check the box for the statement that best describes your thoughts concerning the program.**

<b>STATEMENTS</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
The subject matter was timely for me.				
The speakers were effective.				
The information was practical to me.				
I can use the information I learned today in my organization.				
Overall, this was a very educational program.				

**What is the most significant thing you will apply from “Building Connections: Community Leadership”? (feel free to list more than one)**

**Do you believe that what you learned gives you the ability to lead more effectively? (circle the best answer)**

**YES      NO**

**–Please explain your answer or provide an example.**

**Please provide any additional information in the space below.**

**Thank you very much for you time!**