

## Evaluation Results

Two measures were used to gauge changes in participant knowledge and overall reaction (or satisfaction) with their participation in the training institute. The first data reported on participants' overall reactions to the topics presented, the environment and their participation in the event. The second data measures changes in confidence in respect to participants' understanding or ability in regards to key points about capacity building explained during presentations and workshops.

### Participant Reaction

A simple reaction form was used to gauge participants' reaction to the content presented in the plenary sessions and topic specific workshops. Participants were asked if:

- Expectations were met
- Knowledge and insight was gained
- The overview of the day gave focus to the content
- The keynote address provided new information
- The workshop on communications identified skills needed in work sites
- The workshop on linking money to mission identified skills and knowledge needed
- The conversation with funders provided information about foundation grant seeking skills
- The physical environment was conducive to learning
- Participants actively participated in sessions
- Participants would recommend the topics covered at the institute to others in the field.

The survey used a four point Lichert scale that asked participants if they *Definitely Agreed; Mostly Agreed; Somewhat Agreed; or Did Not Agree At All* with the statements above. Of the sixty-eight respondents, the responses indicated that a strong majority had their expectations met and they gained knowledge and insight useful for their work. The opening plenary session and keynote presentation garnered the strongest responses of all the topics presented during the institute. The workshops on *Strategic Communications* and *Linking Money to Mission* were more interactive and hands on. Many respondents indicated they did not actively participate thus the responses were less sturdy for the topics presented in the workshop environments. More in-depth tools to measure satisfaction would be needed to better specify improvements for future events for this kind of group.

## Participant Reaction Results

<i>Responses</i>	<b>Definitely</b>	<b>Mostly</b>	<b>Somewhat</b>	<b>Not at All</b>
My expectations were met.	29	27	12	1
I gained knowledge and insight for my work.	31	23	14	1
The opening plenary session provided an overview.	45	18	5	1
The keynote provided new information.	50	14	4	1
The workshop on strategic communication helped me think of skills needed.	18	34	14	2
Linking Money to Mission helped me think about skills and knowledge needed.	31	24	11	3
A Conversation with Funders provided important information.	25	27	15	2
The physical environment was conducive to learning.	31	31	6	1
I actively participated.	14	31	18	3
I would recommend this institute to others in the field.	34	24	8	3

## Pre and Post Survey

The information in this section is drawn from 68 of 123 participants that completed both the pre and post survey. The accompanying chart illustrates the statements participants were asked to respond to, the number and percentage of responses in each category, and the increase or decrease of responses for each category. In analyzing the data we looked for movement of responses from do not agree at all to absolutely agree in order to gauge the impact of the institute.

The purpose of the institute was to introduce concepts of capacity building and ways to build capacity in domestic violence agencies. The results indicate an increase in the number of participants who felt confident in their level of knowledge and understanding of these key concepts or skills. Significant increases occurred in the number of participants who reported confidence in their ability to:

- Speak to co-workers about capacity building,
- Analyze messages that better inform the public,
- Differentiate the types of foundations and their areas of funding,
- Learn more about financial reports

The increases demonstrate a positive response to the key learning objectives by a strong majority of those completing the pre/post surveys.

The greatest increase in confidence, 38 percentage points, occurred in the area of finance. Participants were given the following statement: "The workshop Linking Money to Mission helped me think about knowledge and skills needed in our organization." The ability of participants to better communicate the financial status of their organization was also a key learning objective. Additional evidence of the impact of the financial component of the institute is found in the decrease among those who somewhat agreed, agreed, or absolutely agreed with the statement, "I believe every domestic violence agency should have an endowment." The training stressed potential negative effects on overall funding and financial position of an agency. Participants' reporting of improved confidence and understanding is a success indicator in reaching the key institute objectives.

## Pre and Post Survey Results

	Absolutely Agree			Agree			Somewhat Agree			Do Not Agree			No Answer			TOTALS		% of Agree				
	Pre	Post	Diff	Pre	Post	Diff	Pre	Post	Diff	Pre	Post	Diff	Pre	Post	Diff	Post	Pre	Post	Pre			
1	Responses			173	260		286	270		160	120		42	24		19	5		TOTALS		% of Agree	
	13	25	12	30	23	-7	19	17	-2	5	3	-2	1	0	-1	68	68	94%	90%			
	19%	36%		44%	33%		27%	25%		7%	4%		1%									
2	Identify Areas of Capacity Building			16	26	10	24	30	6	17	12	-5	5	0	-5	6	0	-6	68	68	99%	83%
	23%	38%		35%	44%		25%	17%		7%			8%									
3	Understand Concept of Strategic Communications			29	39	10	20	24	4	17	5	-12	2	0	-2	0	0	0	68	68	99%	96%
	42%	57%		29%	35%		25%	7%		2%												
4	Can Analyze a Press Message about Domestic Violence			6	14	8	36	38	2	16	14	-2	8	0	-8	2	2	0	68	68	95%	83%
	8%	20%		52%	55%		23%	20%		11%			2%	2%								
5	Can Name 3 Problems with Domestic Violence Messages			11	25	14	40	31	-9	12	12	0	3	0	-3	2	0	-2	68	68	98%	91%
	16%	36%		58%	45%		17%	17%		4%			2%									
6	Knowledge of Foundation Types			11	33	22	28	22	-6	20	10	-10	7	2	-5	2	1	-1	68	68	94%	86%
	16%	48%		41%	32%		29%	14%		10%	2%		2%	1%								
7	Confident in Talking to Funder			23	31	8	26	29	3	13	7	-6	3	1	-2	3	0	-3	68	68	97%	90%
	33%	45%		38%	42%		19%	10%		4%	1%		4%									
8	Why Important to Understand Finance Reports			25	40	15	20	20	0	15	8	-7	6	0	-6	2	0	-2	68	68	98%	60%
	36%	58%		29%	29%		22%	11%		8%			2%									
9	Belief in Endowments for Domestic Violence agencies			23	9	-12	27	15	-12	16	23	-7	2	18	16	0	3	3	68	68	68%	94%
	33%	13%		38%	22%		23%	33%		2%	26%					4%						
10	Connection of Mission, Finances, Programs			16	18	2	35	38	-3	15	12	-3	1	0	-1	1	0	-1	68	68	98%	96%
	23%	26%		51%	55%		22%	17%		1%			1%									

### Evaluation Results

BSCF Training Institute at CPEDV Annual Meeting, September 9, 2008

Page 4 of 4

<http://www.blueshieldcafoundation.org/programs/domestic-violence/cpedv-annual-meetings.cfm>

*Evaluation Results*

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Page 5 of 4

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