



# Evaluating the Impact of our Training

*Webinar, Part 1*

Craig Parro

# Upcoming Elevate Opportunities

- ◆ **Part 2, one week from today, June 13**
- ◆ **Equipping you to: *Develop Pastors into Expositors*, July 24-26, Glen Eyrie, COS**
- ◆ **Navigating Cross-cultural Training Pitfalls, August 29 or November 21**
- ◆ **Developing National Trainers, March 2-3, 2025  
(a tag-on to the next LG in Scottsdale)**
- ◆ **Register @ <https://gtn.org/elevate-webinars>**



# Evaluating the Impact of our Training

*Webinar, Part 1*

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# The Journey to Lasting Impact



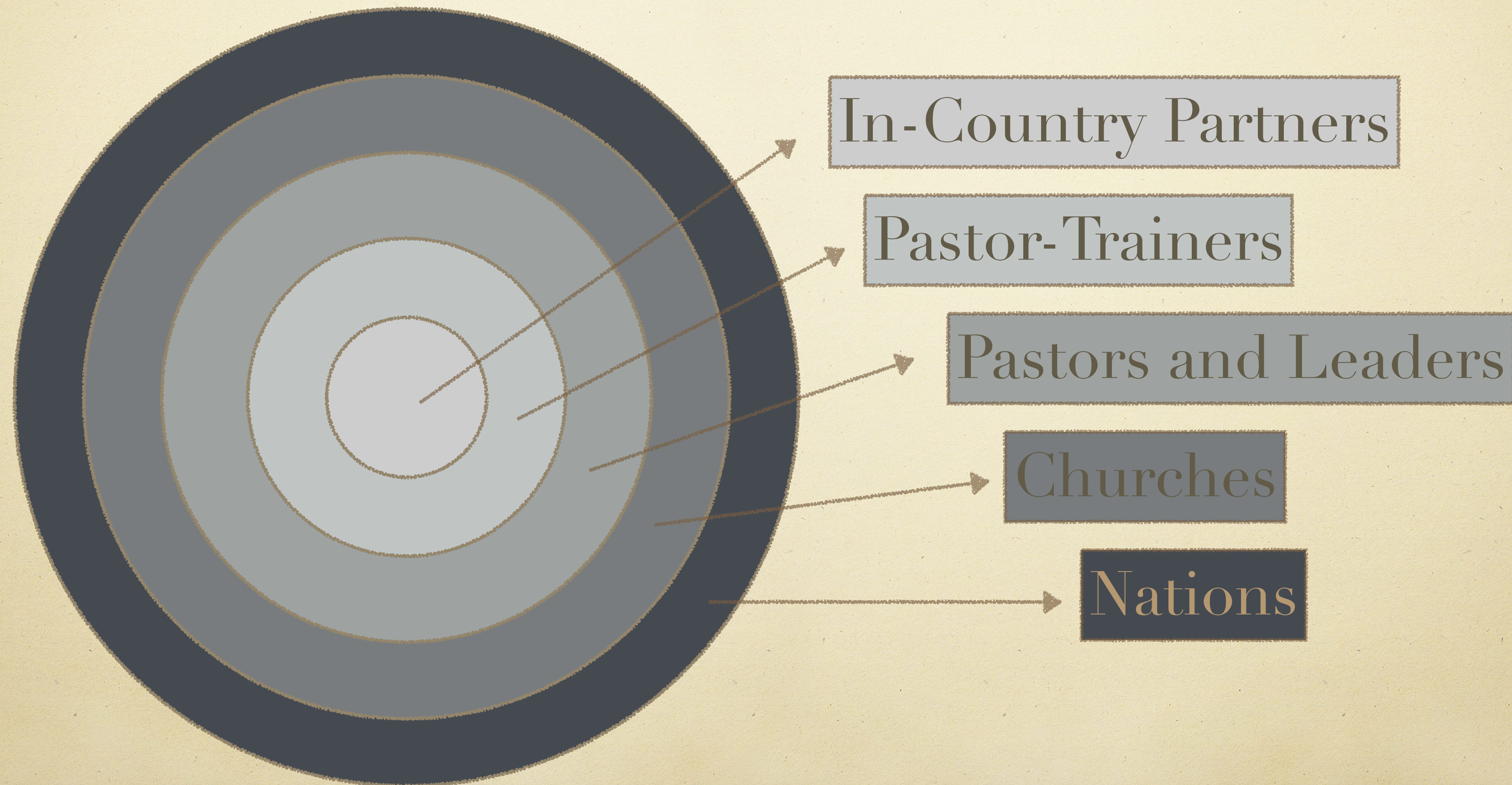
## 1. During the training...

- **Inputs...what & how we teach**
- **Outputs...what happens**

## 2. After the training...

- **Transformation...what changes**
- **Impacts...what lasts**

# Lasting Impact Extends Beyond Those We are Training



In-Country Partners

Pastor-Trainers

Pastors and Leaders

Churches

Nations

# Today's Goals



- 1. Establish why evaluation is essential**  
*(and why it's so tough!)*
- 2. Identify specific ways to evaluate *learning***
- 3. Introduce an evaluation tool to get at *transformation***



# What makes Evaluating Impact so Challenging?



- 1. Getting at: *lasting transformation***
- 2. Multiple explanatory variables**
- 3. Language barriers**
- 4. Numbers can be elusive**
- 5. Heart changes difficult to measure**
- 6. On-going evaluation takes time from other priorities**
- 7. Discerning what God is doing**



# What makes Evaluating Impact so Challenging?



***And these are but the outer fringe of his works; how faint the whisper we hear of him! Who then can understand the thunder of his power? -Job 26:14***

# These Challenges Must not Be an Excuse to **NOT** Evaluate!



- ◆ **Think contribution, not causation**
- ◆ **Look for “indicators of transformation”**
- ◆ ***Example:* the Church at Antioch**



# Why Evaluate?



- **To become more effective**
- **To discern what God is doing (Matthew 16:13-21)**
  - **To celebrate/worship**
  - **To see & shape reality (Nehemiah 2:11-18)**
    - **What is being learned (...and not learned!)**
    - **How are lives and ministries being transformed?**

# Why Evaluate? ...Who Benefits?



- 1. We, the trainers**
- 2. Our learners**
- 3. Our national partners**
- 4. Curriculum developers**
- 5. Donors**



# Ways to Evaluate Learning



- 1. Anecdotes/stories**
- 2. Written exams**
- 3. Feedback surveys**
- 4. Asking ???s as you teach**
- 5. In-class exercises/practice sessions**
- 6. Observing learners as they teach**

# Where to Look if Learning Isn't Happening?



- 1. Curriculum**
- 2. Translation**
- 3. Course goals, design & sequence**
- 4. Methodology**
- 5. Pace of teaching vs. learning**
- 6. Interpreters**
- 7. Do we have the right people in the room?**





## Evaluation Tool for Trainers of Pastors

Lesson/Course: \_\_\_\_\_

<b>What are you asking God to do through this training time?</b>	SHORT-TERM	LONG-TERM
	List below 1 or 2 <i>specific</i> ways you hope pastors will be transformed <i>during the actual training time</i> .	List 1-2 <i>lasting</i> changes that you are praying for. How might <i>this</i> training impact their lives and ministries <i>in the future...months or years from now</i> .
<p>How might this specific lesson impact their...?</p> <ul style="list-style-type: none"> <li>• <b>Character</b> (their hearts, values, convictions, passions, or purity)</li> <li>• <b>Skills</b> (what they can do)</li> <li>• <b>Knowledge</b> (what they know and believe)</li> <li>• <b>Relationships</b> (how they love, lead, and serve)</li> <li>• <b>Walk with God</b></li> </ul>	<p>1.</p> <p>2.</p>	<p>1.</p> <p>2.</p>
<b>How will you know if these things happened?</b>	SHORT-TERM	LONG-TERM
	List below 1-2 <i>indicators of transformation</i> that you might look for at the end of this training time.	List 1-2 <i>indicators of transformation</i> that you might look for later...perhaps during <i>future</i> training times.
<p>What might indicate to you that pastors were transformed as a result of this training?</p> <p>Think in terms of observations you might make or questions you might ask.</p>	<p>1.</p> <p>2.</p>	<p>1.</p> <p>2.</p>

**Afterwards:** Based on what you learn from this evaluation: give thanks to God for all that He did, and then ask yourself: *what might I do differently next time to become a more effective trainer?*

[Copies of this **Evaluation Tool** are available at [www.CraigParro.org](http://www.CraigParro.org)]

# Evaluation Tool



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# Evaluation Tool



## Evaluation Tool for Trainers of Pastors

Lesson/Course: GTN - ORIGIN, TRUTH, + AUTHORITY OF BIBLE

What are you asking God to do through this training time?	SHORT-TERM	LONG-TERM
	List below 1 or 2 <i>specific</i> ways you hope pastors will be transformed <i>during the actual training time.</i>	List 1-2 <i>lasting</i> changes that you are praying for. How might <i>this</i> training impact their lives and ministries <i>in the future...months or years from now.</i>
<p>How might this specific lesson impact their...?</p> <ul style="list-style-type: none"> <li>• Character (their hearts, values, convictions, passions, or purity)</li> <li>• Skills (what they can do)</li> <li>• Knowledge (what they know and believe)</li> <li>• Relationships (how they love, lead, and serve)</li> <li>• Walk with God</li> </ul>	<p>1. DEEPENING CONFIDENCE IN GOD'S WORD</p> <p>2.</p> 	<p>1. THE BIBLE ACTUALLY TAKES HIGHER PRIORITY IN THEIR MINISTRY</p> <p>2.</p> 

# Evaluation Tool



How will you know if these things happened?	SHORT-TERM	LONG-TERM
	List below 1-2 <i>indicators of transformation</i> that you might look for at the end of this training time.	List 1-2 <i>indicators of transformation</i> that you might look for later...perhaps during <i>future training times</i> .
<p>What might indicate to you that pastors were transformed as a result of this training?</p> <p>Think in terms of observations you might make or questions you might ask.</p>	<p>1. "I REPENT! I'VE BEEN PREACHING MY OWN MESSAGE, NOT GOD'S."</p> <p>2. "I WILL SPEND MORE TIME STUDYING THE WORD."</p> <p>[COMMENTS MADE @ END OF TRAINING]</p>	<p>1. HE IS SPENDING MORE TIME PREPARING MESSAGES.</p> <p>2. "MY PEOPLE SAY THAT MY PREACHING IS IMPACTING THEIR LIVES MORE DEEPLY."</p>

# It's Hard! ...So, Clarity is Key

**For any given lesson, course, or training program, clearly state...**

- **What specifically you hope to accomplish? (Your GOALS)**
- **What *indicators* might point to lasting change? (Their TRANSFORMATION)**



# Your Homework

- ◆ **Pick one of the lessons or courses you teach.**
- ◆ **Complete the Evaluation Tool.** (Download from [CraigParro.org](http://CraigParro.org))
- ◆ **If possible, email a completed copy to me prior to our next meeting.** ([elevate@gtn.org](mailto:elevate@gtn.org))

# Today's Goals



- 1. Establish why evaluation is essential  
(and why it's so tough!)**
- 2. Identify specific ways to evaluate *learning***
- 3. Introduce an evaluation tool**

## **How did we do?**

- **1-2 take-aways**
- **What could have been more helpful?**



# Next week's Webinar



- 1. Go deeper on *transformation***
- 2. *ID* ways to integrate evaluation throughout your training process**