





Evaluating the Impact of our Training

Webinar, Part 2

Craig Parro

Last Week



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



Evaluating the Impact of our Training

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This Week



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



Evaluation Tool for Trainers of Pastors

Lesson/Course: _____

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"> • Character (their hearts, values, convictions, passions, or purity) • Skills (what they can do) • Knowledge (what they know and believe) • Relationships (how they love, lead, and serve) • Walk with God 	<p>1.</p> <p>2.</p>	<p>1.</p> <p>2.</p>
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</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]

Choosing Indicators of Transformation



- ◆ **Key indicators that create impact**
- ◆ **Easily observed, captured**
- ◆ **Think behavioral**
- ◆ **Both process and outcomes**
- ◆ **Quantitative and qualitative**

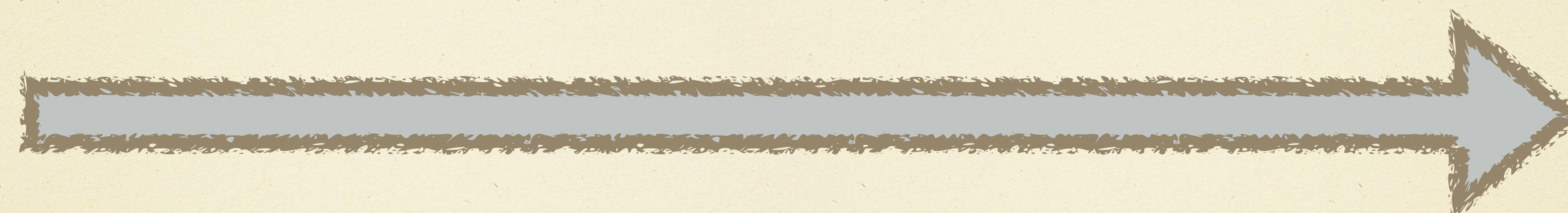
Evaluating Transformation: An Example from WordPartners



Three Overarching Goals

Mission

Vision



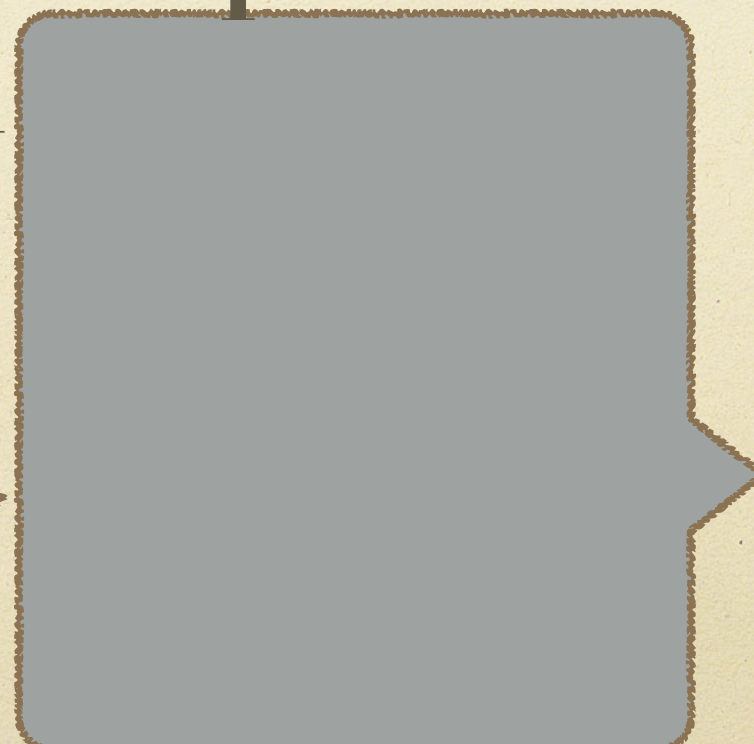
Equip & encourage
pastors around the
world to teach

God's Word
with God's heart

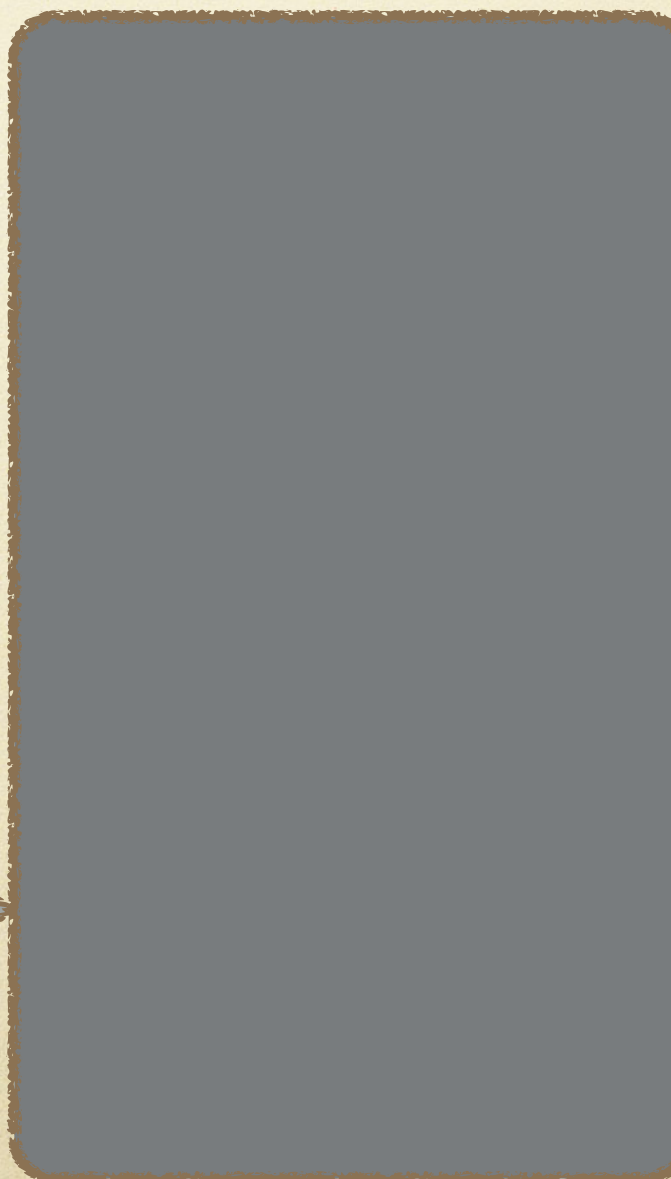
Transformation



Multiplication



Movement



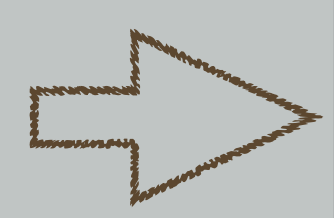
God's Word
flowing powerfully
through every church
to every nation

WP Indicators of Transformation



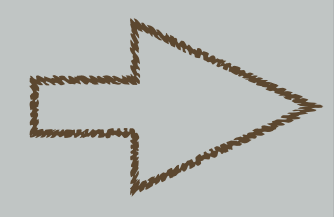
...in Pastors

Can they do it?

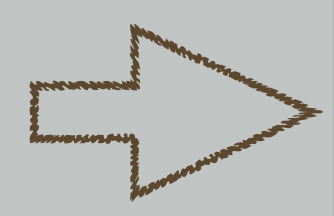


Mastery of the tools

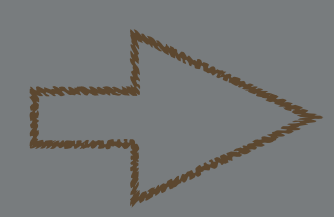
Do they own it?



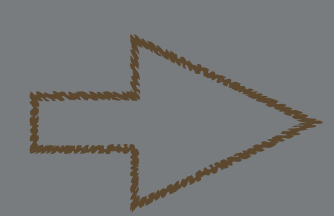
Practicum proficiency



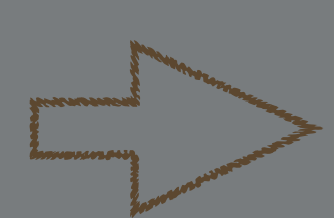
Stay on the line



Confidence & conviction



Change prep habits



Preach a primary text

Has God spoken?



Encounters with God & His Word

WP Indicators of Multiplication



- ◆ **# and incidence of 2nd generation trainings**
- ◆ **Depth (generations) & breadth (realm)**

WP Indicators of Movement



- ◆ **Deep ownership & initiative**
- ◆ **Sustainable organization & funding**
- ◆ **# of pastor cohorts, # new invitations**
- ◆ **Writing own curriculum**
- ◆ **Crossing boundaries**
- ◆ **Repeated *movement* narrative/story elements**
- ◆ **Saturation**



Integrating Evaluation into Your Training Process



Create Time & Space for On-going Evaluation

COUNTERINTUITIVE LESSONS LEARNED

LESS IS MORE
(BIGGER ISN'T BETTER)

SIMPLE CAN BE PROFOUND
(AND MORE TRANSFERABLE)

WHAT IS LEARNED IS MORE IMPORTANT THAN WHAT IS TAUGHT

GO SLOWER TO GO FARTHER
(TIME IS OUR FRIEND)

FOCUS ON A FEW TO GET TO THE MANY
(GO DEEPER TO GO WIDER)

Integrating Evaluation into Your Training Process



Before Each Training...

- ◆ **Meet with national trainers and co-presenters...**
- ◆ ***Reporting:* Multiplication? God-sightings? Struggles?**
- ◆ ***Planning:* How will you teach this session?
Questions? Confusion?**
- ◆ ***Coaching, encouragement and prayer***

Integrating Evaluation into Your Training Process



During Each Training...

- ◆ **Review & report. Have learners to teach back key points from previous lesson. Report on action plans/assignments.**
- ◆ **Create exercises, practice times, group work, and “teach back” sessions to observe: Are they getting it?**
- ◆ **For skill-development: Can they do it? Are they demonstrating growing competency & confidence?**
- ◆ **Listen for growing convictions: Are they “buying what you’re selling?” Do they own it?**
- ◆ **Listen for “God moments” when He clearly speaks to them.**

Integrating Evaluation into Your Training Process



At the End of Training

➤ **Feedback from learners**

➤ **Key *take-aways*?**

➤ **What was confusing or hard to understand?**

➤ **Where would you like to go deeper?**

➤ **How can we improve?**

➤ **Debrief with co-workers & partners. W-I-N**

Integrating Evaluation into Your Training Process



Every 1-2 Years...

- ◆ **Gather numbers**
- ◆ **Travel with national trainers**
- ◆ **Retreat with key trainers & partners to reflect:**
How are we doing? Where are we headed?

...perhaps include structured developmental conversations (see: craigparro.org/resources)

Integrating Evaluation into Your Training Process

Deep Dive Every 3-5 Years...

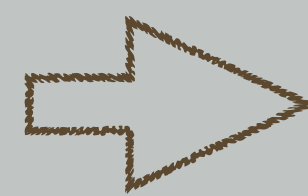
- ◆ **Church impact**
- ◆ **Community impact**
- ◆ **2nd/3rd generation training quality**

WP Indicators of Transformation

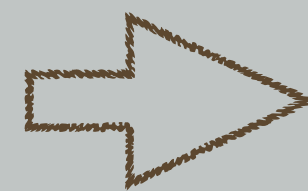


...in Churches

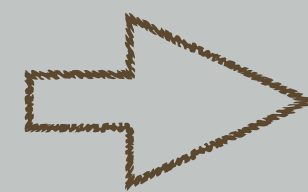
Can they do it?



“He’s a better preacher”



Sermon understanding



Biblical literacy

Do they own it?



Bible engagement



Word-saturated ministries



Leaders learn the tools

Has God spoken?



Encounters with God & His Word

Final Questions



- ◆ **Few of us like being evaluated. How might we recast evaluation as a rich learning opportunity rather than something to be dreaded?**
- ◆ **Thinking in terms of evaluation, how might we navigate/mitigate the challenges of a language barrier?**



Final Challenges

◆ ***“Establish practices to see & shape reality”***

—David Kinnaman, Barna Research

◆ **Are your goals clear?**

◆ **How will you know if you’ve met your goals?
(What are your “indicators of transformation?”)**

◆ **Integrate evaluation throughout your training process.**

◆ **Don’t short-change it!**

...even more so, if you are developing trainers.

This Week's Goals



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

How'd we do?

- **1-2 key take-aways**
- **Where would you like to dig deeper?**
- **Improvements?**

Resources



- ◆ *Asking Tough Questions: What Really Happens When We Train Leaders?* Craig Parro, Evangelical Missions Quarterly, January 2012
- ◆ *How Do They Know They Know?*
Vella, J., Burrow, J., and Berardinelli, P
- ◆ *Outcome Mapping*, Earl, S., Carden, F. and Smutylo, T.
- ◆ www.CraigParro.org evaluate@gtn.org