# Evaluation Capacity Survey

Name (Optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Program Name (Optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Have you evaluated your program before?  Yes  No

How often is this program evaluated? \_\_\_\_\_\_

How many times have you participated in leading any program evaluation? \_\_\_\_\_\_

What are the first three words that come to your mind when you hear the word “evaluation”?



Please identify your current level of ability in the following evaluation areas:

1. Defining your ideas of impact

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Identifying indicators of your impact

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Designing an evaluation process

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Using qualitative methods

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Using quantitative methods

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Using data and findings for program improvements

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Engaging internal and external stakeholders in evaluation

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

1. Communicating your evaluation findings

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all able | Slightly able | Somewhat able | Very able | Completely able |

Indicate your level of agreement with the following statements:

1. We have a culture of evaluation that permeates our organization.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. We do meaningful evaluation that gets to what really matters.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. We use evaluation to inform and clarify our theory of change.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. Our staff members care about our evaluation.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. Our staff members are excited about doing evaluation.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. We use evaluation to help the people we serve make sense of their own growth and development.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. We apply findings from evaluation to improve our programs.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

1. We are better as an organization because of our evaluation.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree | Strongly agree |

Our evaluation is mostly about (check one)

how satisfied people are with our programs.

how people think we can improve our programs.

how people think they are growing and developing through our programs.

On a 10-pt scale, indicate how effective your evaluations are ***to prove*** your impact.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Not effective | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Extremely effective |

On a 10-pt scale, indicate how effective your evaluations are ***to improve*** your impact.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Not effective | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Extremely effective |

What trainings would be helpful to increase your program’s evaluation capacity?

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