

**EVALUATION TECHNICAL ASSISTANCE  
PRE-POST OUTCOME SURVEYS**

On behalf of AmeriCorps (formerly known as the Corporation for National and Community Service), ICF is providing evaluation capacity building workshops throughout one year to grantees and sites that are participating in the [bundle name] evaluation. We are inviting you to complete this 15-minute survey at the beginning and end of your participation.

Participation in this survey is voluntary, but we hope you will participate because your experience and perspective are extremely valuable to assess the success of these workshops.

**1. Awareness/Attitudes/Motivation**

To what extent do you agree with the following statements in A and B? (Click “Choose an item” to select the response that best corresponds to your answer for each one.)

A. I think that an evaluation...

- a. Will help me understand my program.
- b. Will inform the decisions I make about my program.
- c. Will justify funding for my program.
- d. Will help to convince managers that changes are needed in my program.
- e. Is necessary to improve my program.
- f. Should involve program participants in the evaluation process.
- g. Will help improve services to target populations.
- h. Takes away resources that can be used to provide services.
- i. Is incorporated in my daily work.

B. I am motivated to...

- a. Learn about evaluation.
- b. Start evaluating my program.
- c. Support other staff to evaluate their program.
- d. Encourage others to buy into evaluating our program.

C. To what extent are the following factors important in your motivation to engage in program evaluation? (Click “Choose an item” to select the response that best corresponds to your answer for each one.)

- a. A need to meet accountability requirements.
- b. A desire to enlighten and support government policymaking and planning.
- c. Changes in the organization (e.g., reorganization, new leadership, or vision).
- d. A mandate from leadership to increase the learning function of evaluation.
- e. A perceived lack of internal evaluation knowledge and skills.
- f. A desire to seek new or increased funding.
- g. A desire to use evaluation to make program improvements.
- h. Other factors (please specify): **Click or tap here to enter text.**

## 2. Skills/Knowledge/Behaviors

A. To what extent do you agree with the following statements? (Click “Choose an item” to select the response that best corresponds to your answer for each one.)

I know how to...

- a. Recognize key concepts in evaluation (evidence, data, performance measurement, evaluation).
- b. Recognize the components of an evaluation plan.
- c. Describe what a “theory of change” is.
- d. Recognize how theory of change connects to a logic model.
- e. Recognize the attributes of a good evaluation question.
- f. Identify strategies to collect information from participants.
- g. Recognize features of process and outcome indicators of a program.
- h. Recognize who should collect data.
- i. Recognize when data should be collected.
- j. Identify common data analysis terms.
- k. Recognize how quantitative and qualitative analysis is performed.

l. Recognize how to use the evaluation findings to improve a program.

m. Read an evaluation report and recognize its basic components.

B. To what extent do you agree with the following statements? (Click “Choose an item” to select the response that best corresponds to your answer for each one.)

In the past year, I helped my organization...

a. Acquire funding to carry out an evaluation or hire an external evaluator (as part of a grant or through other means).

b. Provide training or technical assistance to conduct evaluation (by staff, consultants, or other means).

c. Conduct evaluations of programs funded by my organization.

d. Use evaluation findings to improve programs funded by my organization.

e. Use evaluation findings to demonstrate and communicate effectiveness of programs funded by my organization.

C. Does your organization have any of the following? (Click “Choose an item” to select “yes” or “no” for each statement.)

a. Staff position(s) or a group within your organization dedicated to evaluation.

b. External evaluation partner(s)—consultant(s) or organization(s) that provide your organization with evaluation services.

c. Part of the organization’s budget dedicated to evaluation.

### 3. Barriers

To what extent have you experienced the following barriers to conducting a program evaluation? (Click “Choose an item” to select the response that best corresponds to your answer for each one.)

a. Not enough time.

b. Not enough money.

c. Not knowing how to conduct a program evaluation.

d. Not having assistance with data collection.

e. Not getting enough people to respond to surveys.

f. Not knowing how to analyze data.

g. Not having people to turn to for consultation and assistance.

h. Not knowing what questions to ask.

i. Not knowing how to write up results.

j. Other factors (please specify): **Click or tap here to enter text.**

**4. About the Respondent**

1. **[Demographics]** What race/ethnic group do you identify with? (Select one.)

- Asian/Asian-American
- Black/African-American
- Hispanic/Latino/Latina
- White
- Native American/American Indian/Alaskan Native/Native Hawaiian/  
Pacific Islander
- Multi-racial or multi-ethnic (2+ races/ethnicities)
- Prefer not to respond

2. **[Demographics]** What is your gender? (Select one.)

- Male
- Female
- Non-conforming
- Prefer not to respond
- Prefer to self-describe (please specify): **Click or tap here to enter text.**

3. How long have you worked with your organization? (Select one.)

- Less than 1 year
- 2-5 years
- 6-10 years
- 11-20 years
- 20+ years

4. What is your position in the organization? (Select one.)

- Leader (CEO, executive director)
- Other executive
- Manager/supervisor
- Staff
- Board member

Other (please specify): **Click or tap here to enter text.**

5. How long has your organization worked with AmeriCorps (formerly known as CNCS)? (Select one.)

Less than 1 year

2-5 years

6-10 years

11-20 years

20+ years