

Program Evaluation Reflection Tool

Directions:

1. Assign a rating for each of the statements listed.
2. Compare your responses to those of others involved in your program.
3. Discuss your needs and think about next steps.

1 = Strongly Disagree
2 = Disagree
3 = Neutral
4 = Agree
5 = Strongly Agree

<i>Needs for Evaluation:</i>	<i>IN OUR PROGRAM:</i>
Program theory is clear and logical	1 2 3 4 5
Program outcomes and goals are clearly stated	1 2 3 4 5
Objectives are specific, measurable, achievable, realistic, and timely	1 2 3 4 5
Program activities support the "theory" of the program	1 2 3 4 5
Program uses objective data to determine how the program is progressing	1 2 3 4 5
Outcomes that are related to program activities are being measured	1 2 3 4 5
Program staff uses evaluation results to make decisions about the program	1 2 3 4 5
Multiple types of feedback are gathered about the program	1 2 3 4 5
Evaluation data can be "triangulated" (multiple tools measure the same outcomes)	1 2 3 4 5
Feedback includes quotes or "stories" you use to illustrate your program's effects	1 2 3 4 5
Data includes sufficient demographic metrics	1 2 3 4 5
Information is gathered from various stakeholders	1 2 3 4 5
Feedback from program participants tells you if the current program is meeting their needs	1 2 3 4 5
Feedback from program participants shapes future programs	1 2 3 4 5
Analyzing evaluation data is streamlined and all the data is used for a purpose	1 2 3 4 5
Evaluation tools would reveal any "unanticipated outcomes" of the program	1 2 3 4 5
Results of program success is shared with funders and other stakeholders	1 2 3 4 5
"Proof" the program is working (for funders, other agencies, etc.) is valid and reliable	1 2 3 4 5