



Meet Challenges, Seize Opportunities, Anticipate the Future!

COURSES EVALUATION

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Content

Meet Challenges, Seize Opportunities, Anticipate the Future!

1. Daily Evaluation
2. Internal Evaluation
3. External Evaluation
4. Series of Courses Evaluation



Daily Evaluation

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Daily Evaluation consists of monitoring of all lectures, syndicate work and training activities during a course day. Moreover, evaluators conduct informal interviews with students and facilitators. The Course OPR provides his/her own remarks/observations/inputs regarding the effectiveness of instruction.

Tools:

- Evaluation Team observations;
- Trainees interviews;
- Instructors/Facilitators interviews;
- CD/OPR observations;
- Lessons/Syndicate Works daily evaluation;
- Trainees daily questionnaires, quizzes, assessments etc.



Internal Evaluation

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The Internal Evaluation concentrates on feedback and the primary focus is to assess the reactions and perceptions to a recently conducted course. It is a process of gathering and analysing data in order to determine how well course was conducted and how satisfied graduates are at the end of the course.

Tools:

- Evaluation Team observations;
- Trainees Feedbacks;
- Instructors/Facilitators/Lecturers feedbacks;
- CD/OPR AAR;
- Analysis and Lessons Learned Report;
- Post Course Review (**the final result**) – one month after the course.



Internal Evaluation

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PART I: Please rate on a scale from 2 to 6 (2-poor; 6-excellent)

1. Introduction and admin remarks

Clarity and usefulness	6
Time allocated	6
Please elaborate / Proposals for improvement	This part was very well organized.

2. Meet and Greet

Usefulness	6
Presentation method	6
Atmosphere conducive to active participation	6
Time allocated	6
Please elaborate / Proposals for improvement	Well organized.

3. NATO Crisis Response

Clarity and usefulness of content	6
Teaching method	6
Atmosphere conducive to active participation	6
Practical examples provided (if applicable)	6
Instructor's ability to transfer knowledge	6
Time allocated	6
Please elaborate / Proposals for improvement	Very good.

4. NATO Crisis Response System

Clarity and usefulness of	6
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Trainee's Feedback

PART II

1. How would you generally assess the structure of the course – the balance between content / practical examples / syndicate work?

Please Select	Very Good
Please elaborate / Proposals for improvement	More strict organization, for instance on numerous occasions we were not able to start at time because participants were not present which disrupts the timetable of the course.

2. How would you assess the overall time-allocation for each course unit – should it be increased / decreased? Which parts?

Please elaborate	The time was well allocated. However, it should have been communicated clearly about the importance to respect the timing and schedule.
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3. Which aspects of the course did you find most useful?

Please elaborate	The EU panel as well as the lecture on disaster management were outstanding.
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4. Which aspects of the course did you find least useful?

Please elaborate	The IFRC presentation.
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5. Is there anything you believe should be added to / dropped out of the course content?

Please elaborate	No, I think that the content is very well taught out.
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6. How would you rate the overall organisation of the course – pre-course and course phase?

Please select	Very good
Please elaborate	As a participant who joined at the last possible moment, I am very grateful for the timely reaction and flexibility of the organizers.

7. How would you rate the administrative arrangements for the course (i.e. Icebreaker, coffee breaks, support provided by CMDR COE team)?

Please select	Excellent
Please elaborate	Excellent.

8. Other remarks

Please elaborate	I enjoyed this course very much and found it very useful.
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Academics

Administration and Logistics



External Evaluation

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External Evaluation focus is to assess the degree to which what was learned during the course has been transferred to on-the-job performance and achieved results as well as on a graduate's ability to perform specific tasks. The aim of External Evaluation is to determine if the right person, is being trained the right things and to the required level.

PART I (for the supervisors): Please, answer with Yes or No!

1. How do you assess the performance of your employee after graduating from the CMDR COE course?

Increased

No change

Please elaborate / Proposals for improvement

2. Do you consider your employee is more skilled in the decision making after graduating from the CMDR COE course?

More skilled

No change

Please elaborate / Proposals for improvement

3. Will you recommend / approve the CMDR COE courses to other subordinates? (mark with X the appropriate answer)

Yes, definitely

Yes, may be

Not sure

No

PART II (for the former trainees): Please, rate from 2 to 6 (2-poor; 6-excellent)!

Usefulness of knowledge/skills gained during the course for your daily work

Relevance to your job position

Will you recommend the course to your co-workers

Please elaborate / Proposals for improvement

Tools:

- Supervisors Survey;
- Trainees Survey;
- Feedback from exercises;
- In-the-job observations.



Series of Courses Evaluation

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The Series of Courses Evaluation is the process of analyzing data in order to determine course's effectiveness, efficiency, how the course can be improved, if there are unintended outcomes, and whether the course objectives are appropriate and useful.

Tools:

- Course Control Documents I, II, III update;
- Internal Evaluation Report;
- External Evaluation Report;
- Curriculum Review by the Academic Board.

* Series of Courses Evaluation Report should take into account all Lessons Learned from previous iterations of the course and it should contain a list of conclusions and recommendations which eventually might suggest a course update, a course revision or even the development of a whole new set of performance objectives or a new course.



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MY SPACES

- Resource Library
- Steering Committee
- MSG 147 M&S Support to CMDR processes and CCI
- Technical platform CMDR
- FinCon

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MY COURSES

- Disaster Management Course (15-05-2017 19-05-2017)
- Implications of Climate Change and Disasters on Military Activities (05-07-2016 07-07-2016) [FEEDBACK AND TESTS](#)
- United Nations Office for Disaster Risk Reduction Training of Trainers Workshop for the Implementation of the Sendai Framework (17-01-2017 19-01-2017)
- Strategic Decision Making for Crisis Response Operations Course - (NATO SELECTED; NATO ETOC Code: ETE-CM-41879) (26-11-2018 30-11-2018) [FEEDBACK AND TESTS](#)
- STRESS MANAGEMENT AND RESILIENCE TRAINING COURSE (10-12-2018 14-12-2018)
- Gender Focal Point Pilot Course (05-02-2019 07-02-2019) [FEEDBACK AND TESTS](#)
- CMDR Community of Interest (COI) (01-03-2020 01-02-2022)



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- Gender Focal Point Pilot Course (05-02-2019 07-02-2019) Feedback
CMDR COE Internal Feedback (Staff members ONLY!)

- CMDR Community of Interest (COI) (01-03-2020 01-02-2022)

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MY SPACES MY COURSES

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- CMDR Community of Interest (COI) (0...

CMDR COE INTERNAL FEEDBACK (STAFF MEMBERS ONLY!)

If you would like the answers to be anonymous please click on the check box.

***Your name**

***Your mail**

Your telephone number

Organization

Nationality

PART I - PLEASE RATE ON A SCALE FROM 2 TO 6 (2-POOR; 6-EXCELLENT)

Orlin Nikolov

FEEDBACK AND TESTS

FEEDBACK AND TESTS

Feedback
 COE Internal Feedback (Staff members ONLY!)

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2019-02-05 - Gender Focal Point Pilot Course- Feedback

Date	Event	Profil	Name	E-mail	Organization	Points	
15-02-2019 12:15	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Ivan Drenski	Ivan Drenski	i.drenski@armf.bg	BGR AF Command	0	Submit
11-02-2019 15:40	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Samir Basic	Samir Basic	Samir.Basic@osce.org	OSCE Mission to Bosnia and Herzegovina	0	Save
08-02-2019 19:27	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		Nevena Miteva	n.miteva@mod.bg		0	Save
08-02-2019 16:15	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	ANASTASIOS VASILEIOU	ANASTASIOS VASILEIOU	anastasios.vasileiou@cmdrcoe.org	CMDR COE	0	Submit
08-02-2019 16:02	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Milen Dimov	Milen Dimov	milen.dimov@cmdrcoe.org		0	Submit
08-02-2019 15:37	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Zornitsa Doychinova	Zornitsa Doychinova	zornitsa.doychinova@cmdrcoe.org		0	Submit
08-02-2019 15:18	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		Milen Dimov	milen.dimov@cmdrcoe.org		0	Save
08-02-2019 14:29	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		Zornitsa Doychinova	zornitsa.doychinova@cmdrcoe.org	CMDR COE	0	Save
08-02-2019 13:31	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		ANASTASIOS VASILEIOU	anastasios.vasileiou@cmdrcoe.org	CMDR COE	0	Save
08-02-2019 11:29	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Dziugas Kuprevicius	Dziugas Kuprevicius	dziugas.kuprevicius@sciencespo.fr		0	Save
08-02-2019 10:15	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		Dziugas Kuprevicius	dziugas.kuprevicius@sciencespo.fr	CMDR CoE/Sciences Po Paris	0	Save
07-02-2019 18:26	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Urs Zimmermann	Urs Zimmermann	urszimmermann@bundeswehr.org		0	Submit
07-02-2019 14:23	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Desislava Petrova-Lyoleva	Desislava Petrova-Lyoleva	dlioleva.150@mvr.bg	National Police Chief Directorate	0	Submit
07-02-2019 14:17	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	PENKA STOYANOVA	PENKA STOYANOVA	pstoyanova.150@mvr.bg	National Police Chief Directorate	0	Submit
07-02-2019 14:12	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Svilen Hristov	Svilen Hristov	shristov@bg-nato.be		0	Submit
07-02-2019 14:06	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Rositsa Ivanova	Rositsa Ivanova	r.sivanova@mod.bg		0	Submit
07-02-2019 12:35	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		Urs Zimmermann	urszimmermann@bundeswehr.org		0	Save
07-02-2019 08:57	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Nevena Mandadjieva	Nevena Mandadjieva	nevena.mandadjieva@yahoo.com		0	Submit
06-02-2019 20:35	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07	Darina Atanasova	Darina Atanasova	d.atanasova@armf.bg		0	Save
05-02-2019 15:34	Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07		PENKA STOYANOVA	pstoyanova.150@mvr.bg	National Police Chief Directorate	0	Save

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Thank you!