



COURSES EVALUATION

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

Daily Evaluation Meet Challenges, Seize Opportunities, Anticipate the Future!

AIM

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

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

Internal Evaluation



Meet Challenges, Seize Opportunities, Anticipate the Future!

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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.

- 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.



Clarity and usefulness of

Internal Evaluation

	a scale from 2 to 6 (2-poor; 6-excell	erit)	Trainee's Feedback				
1. Introduction and admin i	remarks		I alliee 5 i eeuback				
Clarity and usefulness	6						
Time allocated	6	PART II					
Please elaborate / Proposals			ssess the structure of the course – the balance between content / practical examples / syndicate work?				
for improvement	This part was very well organized.		ery Good				
2. Meet and Greet			fore 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.				
Usefulness	6	2. How would you assess the	overall time-allocation for each course unit – should it be increased / decreased? Which parts?				
Presentation method	6	Please elaborate	The time was well allocated. However, it should have been communicated clearly about the importance to respect the timing and schedule.				
Atmosphere conducive to active participation	6	Please elaborate timing and schedule.					
Time allocated	6		the EU panel as well as the lecture on disaster management were outstanding.				
Please elaborate / Proposals for improvement	Well organized.	4. Which aspects of the course	e did you find most useful? the EU panel as well as the lecture on disaster management were outstanding. The did you find least useful? The IFRC presentation. The should be added to / dropped out of the course content? The link that the content is very well taught out.				
3. NATO Crisis Response	6 Academics 6 Academics	Please elaborate T	he IFRC presentation.				
· · · · · · · · · · · · · · · · · · ·	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	5. Is there anything you belie	ve should be added to / dropped out of the course content?				
Clarity and usefulness of content	6	Please elaborate N	lo. I think that the content is very well taught out.				
Teaching method	6	6. How would you rate the overall organisation of the course – pre-course and course phase?					
Atmosphere conducive to		6. How would you rate the overall organisation of the course – pre-course and course phase? Please select Very good					
active participation		Please elaborate	s a participant who joined at the last possible moment. I am very grateful for the timely reaction and flexibility of the roanizers.				
Practical examples provided (if applicable)	6		ministrative arrangements for the course (i.e. Icebreaker, coffee breaks, support provided by CMDR COE				
Instructor's ability to transfer knowledge	6	team)?	xcellent				
Time allocated	6		xcellent.				
	•						
Please elaborate / Proposals for improvement	Very good.	8. Other remarks					
TOT IIII provenient		Please elaborate	enjoyed this course very much and found it very useful.				

OR THE OF EXCLUSION

External Evaluation

Meet Challenges, Seize Opportunities, Anticipate the Future!

AIM

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 th	e 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 gra	aduating 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? Yes, definitely	(mark with A the appropriate answer)
Yes, may be	
Not sure	
No	
PART II (for the former trainees): Please, rate from 2 to 6 (2-poo	r; 6-excellent)!
Usefulness of knowledge/skills gained during the course for your daily work	
District the second sec	
Relevance to your job position	
Will you recommend the course to your co-workers	

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

Series of Courses Evaluation



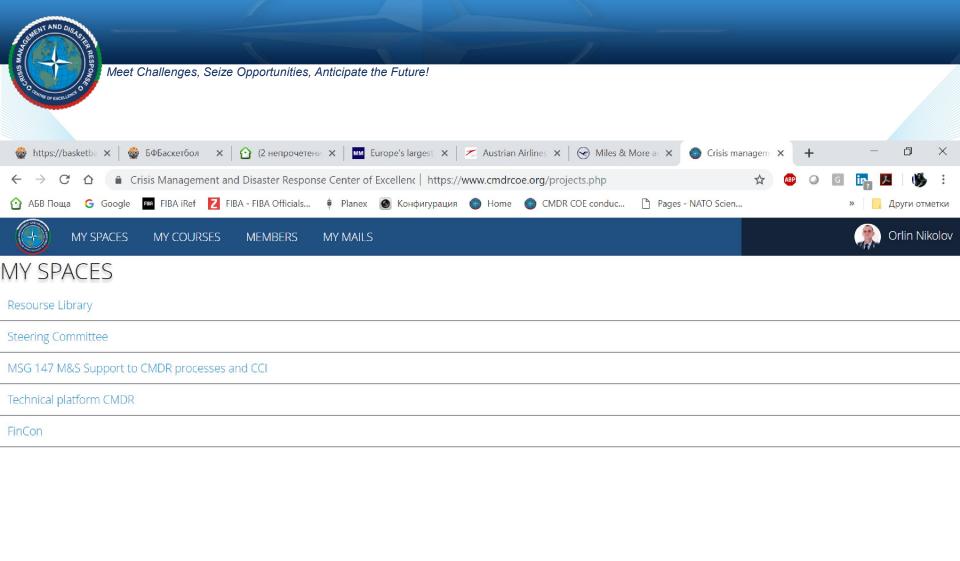
Meet Challenges, Seize Opportunities, Anticipate the Future!

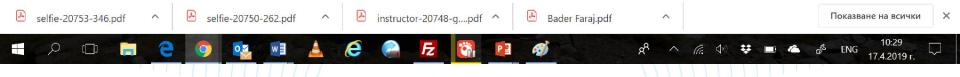
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The Series of Courses Evaluation is the process of analyzing data in order to determine course's effectiveness, efficiency, how the course can be improved, if there are unintended outcomes, and whether the course objectives are appropriate and useful.

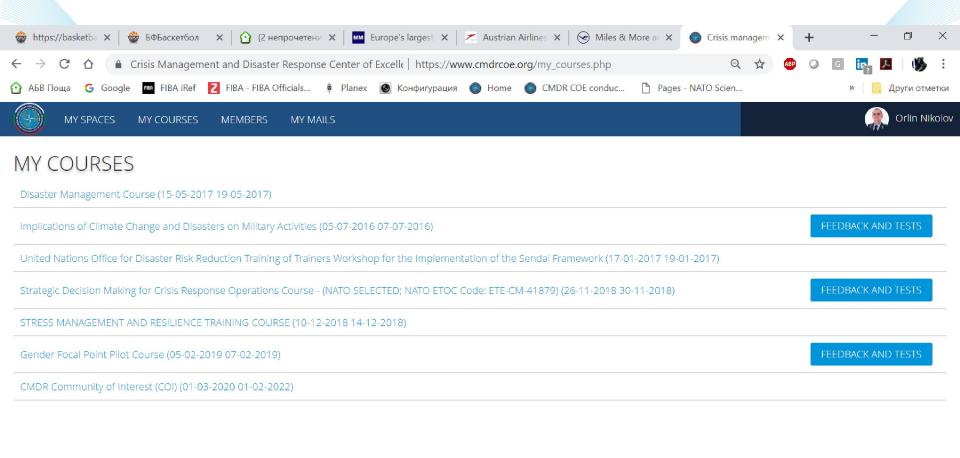
- Course Control Documents I, II, III update;
- Internal Evaluation Report;
- External Evaluation Report;
- Curriculum Review by the Academic Board.

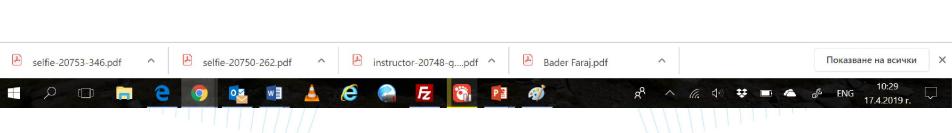
^{*} Series of Courses Evaluation Report should take into account all Lessons Learned from previous iterations of the course and it should contain a list of conclusions and recommendations which eventually might suggest a course update, a course revision or even the development of a whole new set of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



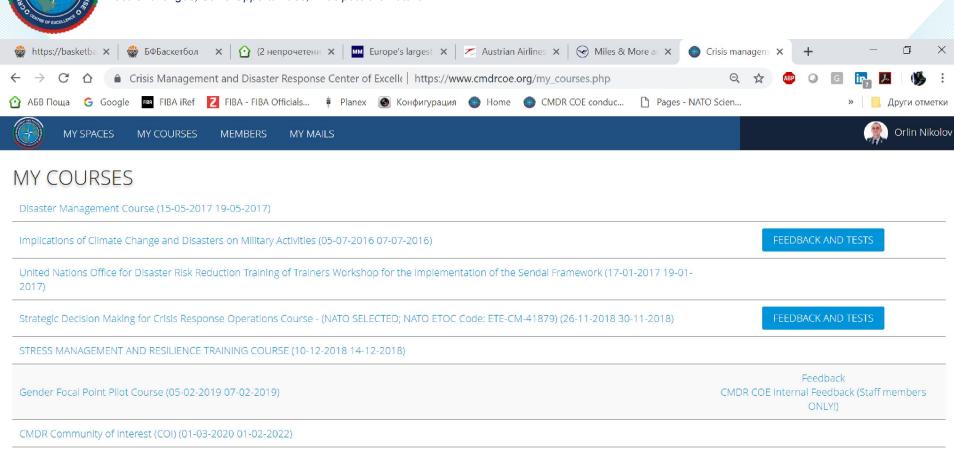


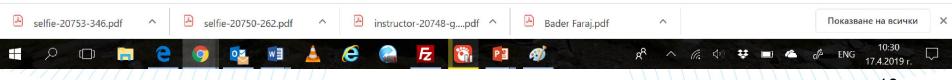




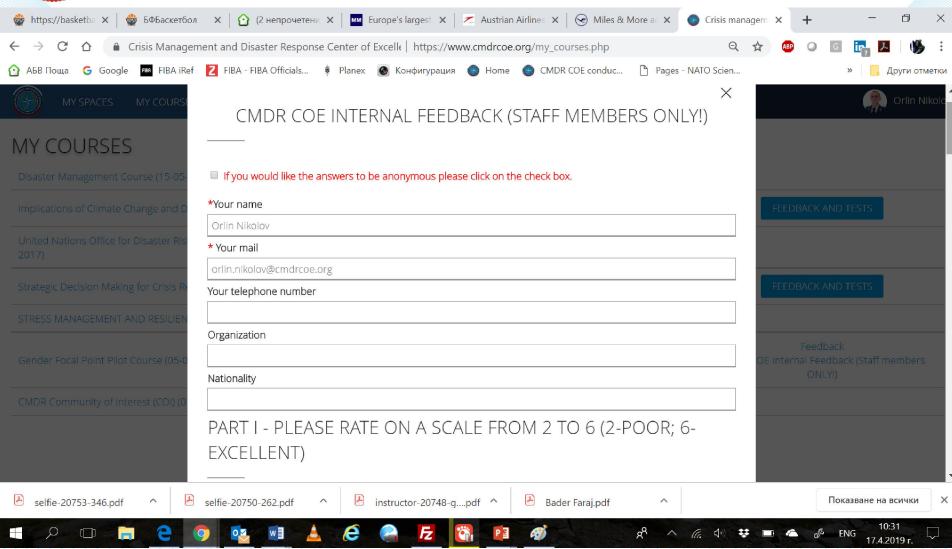














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			2								
		Date	Event		Profil	Name	E-mail	Organization	P	oints	
n Nikolov	<u></u>	5-02-2019 12:15	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Ivan Drenski	Ivan Drenski	i.drenski@armf.bg	BGR AF Command		0	Sı
T TAIRCOOV	a 1	1-02-2019 15:40	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Samir Basic	Samir Basic	Samir.Basic@osce.org	OSCE Mission to Bosnia and Herzegovina	i,	0	
	23 0	8-02-2019 19:27	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		Nevena Miteva	n.miteva@mod.bg			0	
	a 0	8-02-2019 16:15	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	ANASTASIOS VASILEIOU	ANASTASIOS VASILEIOU	anastasios.vasileiou@cmdrcoe.org	CMDR COE		0	S
ests	0	8-02-2019 16:02	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Milen Dimov	Milen Dimov	milen.dimov@cmdrcoe.org			0	S
Tests	(203 0	8-02-2019 15:37	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Zornitsa Doychinova	Zornitsa Doychinova	zornitsa.doychinova@cmdrcoe.org			0	S
	203 0	8-02-2019 15:18	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		Milen Dimov	milen.dimov@cmdrcoe.org			0	
	1 0	8-02-2019 14:29	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		Zornitsa Doychinova	zornitsa.doychinova@cmdrcoe.org	CMDR COE		0	
	(m) (8-02-2019 13:31	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		ANASTASIOS VASILEIOU	anastasios.vasileiou@cmdrcoe.org	CMDR COE		0	
	203 0	8-02-2019 11:29	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Dziugas Kuprevicius	Dziugas Kuprevicius	dziugas.kuprevicius@sciencespo.fr			0	
S	1 0	8-02-2019 10:15	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		Dziugas Kuprevicius	dziugas.kuprevicius@sciencespo.fr	CMDR CoE/Sciences Po Paris		0	1
	a	7-02-2019 18:26	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Urs Zimmermann	Urs Zimmermann	urszimmermann@bundeswehr.org			0	S
ks - templates	a	7-02-2019 14:23	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Desislava Petrova-Lyoleva	Desislava Petrova-Lyoleva	dlioleva.150@mvr.bg	National Police Chief Directorate		0	S
	a	7-02-2019 14:17	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	PENKA STOYANOVA	PENKA STOYANOVA	pstoianova.150@mvr.bg	National Police Chief Directorate		0	S
	a	7-02-2019 14:12	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Svilen Hristov	Svilen Hristov	shristov@bg-nato.be			0	S
	23 0	7-02-2019 14:06	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Rositsa Ivanova	Rositsa Ivanova	r.s.ivanova@mod.bg			0	S
	a	7-02-2019 12:35	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		Urs Zimmermann	urszimmermann@bundeswehr.org			0	
or us	a	7-02-2019 08:57	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Nevena Mandadjieva	Nevena Mandadjieva	nevena.mandadjieva@yahoo.com			0	S
	a	6-02-2019 20:35	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07	Darina Atanasova	Darina Atanasova	d.atanasova@armf.bg			0	
ions	P	E 02 2010 1E-24	Gender Focal Point Pilot Course 2019-02	2-05 to 2019-02-07		PENKA STOYANOVA	pstoianova.150@mvr.bg	National Police Chief Directorate		0	







Thank you!