COURSES EVALUATION

COL (OF-5) Orlin NIKOLOV, BGR AF
Director of CMDR COE
Office: +359 2 92 24700
orlin.nikolov@cmdrcoe.org
1. Daily Evaluation
2. Internal Evaluation
3. External Evaluation
4. Series of Courses Evaluation
AIM

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.
AIM
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.
### 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.

### PART II

1. **Trainee’s Feedback**
   - **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.

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.

4. **Which aspects of the course did you find least useful?**
   - Please elaborate: The IFAC presentation.

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.

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. Ice breaker, coffee breaks, support provided by CMDR COE team)?**
   - Please select: Excellent
   - Please elaborate: Excellent.

8. **Other remarks**
   - Please elaborate: I enjoyed the course very much and found it very useful.
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 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.
AIM

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.
Meet Challenges, Seize Opportunities, Anticipate the Future!
Meet Challenges, Seize Opportunities, Anticipate the Future!

MY COURSES


Implications of Climate Change and Disasters on Military Activities (05-07-2016 07-07-2016)


STRESS MANAGEMENT AND RESILIENCE TRAINING COURSE (10-12-2018 14-12-2018)

Gender Focal Point Pilot Course (05-02-2019 07-02-2019)

CMDR Community of Interest (COI) (01-03-2020 01-02-2022)
Meet Challenges, Seize Opportunities, Anticipate the Future!

MY COURSES


Implications of Climate Change and Disasters on Military Activities (05-07-2016 07-07-2016)


STRESS MANAGEMENT AND RESILIENCE TRAINING COURSE (10-12-2018 14-12-2018)

Feedback
CMDR COE Internal Feedback (Staff members ONLY)

Gender Focal Point Pilot Course (05-02-2019 07-02-2019)

CMDR Community of Interest (COI) (01-03-2020 01-02-2022)
CMDR COE INTERNAL FEEDBACK (STAFF MEMBERS ONLY!)

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

*Your name
Orlin Nikolov

*Your mail
orlin.nikolov@cmdrcoe.org

Your telephone number

Organization

Nationality

PART I - PLEASE RATE ON A SCALE FROM 2 TO 6 (2-POOR; 6-EXCELLENT)
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Profil</th>
<th>Name</th>
<th>E-mail</th>
<th>Organization</th>
<th>Points</th>
<th>Submit</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Ivan Drenski</td>
<td>Ivan Drenski</td>
<td><a href="mailto:i.drenski@armf.bg">i.drenski@armf.bg</a></td>
<td>BGR AF Command</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>11-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Samir Basic</td>
<td>Samir Basic</td>
<td><a href="mailto:Samir.Basic@osce.org">Samir.Basic@osce.org</a></td>
<td>OSCE Mission to Bosnia and Herzegovina</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Nevena Mitева</td>
<td>Nevena Mitева</td>
<td><a href="mailto:n.miteva@mod.bg">n.miteva@mod.bg</a></td>
<td>BGR AF Command</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>ANASTASIOS VASILEIOU</td>
<td>ANASTASIOS VASILEIOU</td>
<td><a href="mailto:anastasios.vasileiou@cmdcoe.org">anastasios.vasileiou@cmdcoe.org</a></td>
<td>CMDR COE</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Milen Dimov</td>
<td>Milen Dimov</td>
<td><a href="mailto:milen.dimov@cmdcoe.org">milen.dimov@cmdcoe.org</a></td>
<td>CMDR COE</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Zornitsa Doychinova</td>
<td>Zornitsa Doychinova</td>
<td><a href="mailto:zornitsa.doychinova@cmdcoe.org">zornitsa.doychinova@cmdcoe.org</a></td>
<td>CMDR COE</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Milen Dimov</td>
<td>Milen Dimov</td>
<td><a href="mailto:milen.dimov@cmdcoe.org">milen.dimov@cmdcoe.org</a></td>
<td>CMDR COE</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Zornitsa Doychinova</td>
<td>Zornitsa Doychinova</td>
<td><a href="mailto:zornitsa.doychinova@cmdcoe.org">zornitsa.doychinova@cmdcoe.org</a></td>
<td>CMDR COE</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Džugas Kuprečius</td>
<td>Džugas Kuprečius</td>
<td>džugas.kupreč<a href="mailto:ius@scienceso.fr">ius@scienceso.fr</a></td>
<td>CMDR CoE/Sciences Po Paris</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>08-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Džugas Kuprečius</td>
<td>Džugas Kuprečius</td>
<td>džugas.kupreč<a href="mailto:ius@scienceso.fr">ius@scienceso.fr</a></td>
<td>CMDR CoE/Sciences Po Paris</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Urs Zimmermann</td>
<td>Urs Zimmermann</td>
<td><a href="mailto:urz.zimmermann@bundeswehr.org">urz.zimmermann@bundeswehr.org</a></td>
<td>CMDR COE</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Děsíla Petrová-Lyčalová</td>
<td>Děsíla Petrová-Lyčalová</td>
<td>dlova150dov.bg</td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>PENKA STOYANOVA</td>
<td>PENKA STOYANOVA</td>
<td><a href="mailto:pstoianova.150@emv.bg">pstoianova.150@emv.bg</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Světo Hristov</td>
<td>Světo Hristov</td>
<td><a href="mailto:sveto.hristov@bg-nato.be">sveto.hristov@bg-nato.be</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Rosita Ivanova</td>
<td>Rosita Ivanova</td>
<td><a href="mailto:r.i.ivanova@mod.bg">r.i.ivanova@mod.bg</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Urs Zimmermann</td>
<td>Urs Zimmermann</td>
<td><a href="mailto:urz.zimmermann@bundeswehr.org">urz.zimmermann@bundeswehr.org</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>07-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Nevena Mandadžiševa</td>
<td>Nevena Mandadžiševa</td>
<td><a href="mailto:nevena.mandadzjiva@yahoo.com">nevena.mandadzjiva@yahoo.com</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>06-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>Darina Atanasova</td>
<td>Darina Atanasova</td>
<td><a href="mailto:d.atanovska@armf.bg">d.atanovska@armf.bg</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>05-02-2019</td>
<td>Gender Focal Point Pilot Course 2019-02-05 to 2019-02-07</td>
<td>PENKA STOYANOVA</td>
<td>PENKA STOYANOVA</td>
<td><a href="mailto:pstoianova.150@emv.bg">pstoianova.150@emv.bg</a></td>
<td>National Police Chief Directorate</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>