Thinking about and agreeing with individuals and groups what change needs to happen and why, how they are going to achieve this and then how they are going to evidence the outcomes they expect to happen.

- Services that meet the needs of the people we work with- young people adults and the community - that are responsive, accessible and good quality

- Targets around increasing participation, improving the quality of the work we deliver and making the most of the resources we have

- As well as evaluating the activity/process we must evaluate how well we as workers are doing in meeting these targets

- Comm. Ed. has a self-evaluation review group which looks at the overall work carried out by staff to make sure we are doing this – they have developed and trained staff to improve their skills in evaluating their work

- This session is part of the process of ensuring that p/t staff and volunteers can support staff in their areas them to do this

- We need to be continuously reviewing and modifying as necessary, our work with communities and individuals to ensure that we are still on track to meet the agreed/expected outcomes or changes. Sometimes doing this also helps to identify progress/learning that was not intended but has happened as an aside to our main aim and we should record and evidence this as well.

- We need to be asking ourselves sometimes difficult to answer questions – at the planning stage of our work input

- What needs to change? - What do we expect to happen because we have become involved - outcomes.

- What will we do/ what methods/activities resources will we use? - process

- How will we know it has changed? –monitoring and evaluation

- How will we prove to others that a change has happened? - evidence

- What about our role in this – did we manage well – would we change anything in the future? – reflecting on practice

- HGIOCLD gives us guidance on how to carry out the self-evaluation process

- (Questions like have we achieved what we wanted to, how well did we meet the identified needs, how good was the activity/learning we used how can we improve it.)

South East & Central CLD Workforce Development Consortium