

The following report details the Serving on Groups post-training survey responses for trainings given in Mississippi in June and July of 2019 by trainer Henry Moore. There were 44 overall participants.

Participants completed portions of the overall survey tool after each of the 8 modules of the training.

For survey items that involve agreement scales, a 5-point Likert Scale was used with the following points: “Strongly Agree,” “Agree,” “Neutral,” “Disagree,” and “Strongly Disagree.” The improvement scale used includes: “Greatly Improved,” “Improved,” “Somewhat Improved,” and “Same.”

Gains in understanding of concepts

Participants were asked to rate their level of agreement with various statements pertaining to their understanding of concepts, strategies, and evaluation skills related to high-functioning groups. Table 1 below compares the percentages of participants selecting “Strongly Agree” and “Agree” for each statement before and after the training. For 13 of the 17 statements, 100% of participants selected “Strongly Agree” and “Agree” after the training.

Table 1.

Training participants indicated their level of agreement with the following statements about their understanding and skills before and after the training.	% “Strongly Agree” and “Agree”	
	Before	After
I understand how my personal skills and experiences can support my membership in a decision-making group. (n=41)	85%	98%
I clearly understand the benefits of family engagement in the decision-making process. (n=42)	88%	95%
I clearly understand the roles that group members can fulfill. (n=42)	64%	98%
I can identify common reasons why groups might be unproductive. (n=43)	77%	100%
I can identify at least 3 tips to help meetings be effective. (n=41)	73%	100%
I clearly understand the concept of cultural humility. (n=42)	71%	100%
I can identify at least 3 strategies groups can use to increase participation from diverse communities. (n=42)	74%	100%
I clearly understand how families can be serve as a source of data. (n=43)	74%	100%
I clearly understand the difference between quantitative and qualitative data. (n=43)	70%	100%
I feel comfortable interpreting data presented in different ways. (n=43)	70%	98%
I clearly understand the information that should be included in an action plan. (n=43)	67%	100%
I clearly understand the purpose of continuous progress monitoring. (n=43)	72%	100%
I clearly understand how families on groups can best represent both their own voices and the voices of other families. (n=43)	79%	100%
I clearly understand the role of a family representative on a group. (n=43)	77%	100%
I clearly understand strategies for effective meeting preparation. (n=43)	67%	100%
I clearly understand strategies for dealing with conflict. (n=43)	79%	100%
I clearly understand strategies for effective meeting facilitation. (n=42)	69%	100%

Gains in understanding of key components of groups

Four of the survey questions asked participants to reflect on whether or not they understood different key components of high-functioning groups before and after the training. The percentages in the following four tables demonstrate how many participants of the total selected each component.

Across all four questions, more participants understood each component after the training. However, there were no components that 100% of participants expressed clearly understanding, showing that there is an opportunity for improvement.

Table 2.

Which of the following functions of groups do you clearly understand? (n=42)	Before	After
Advisory	40%	88%
Governing	40%	79%
Leadership	71%	86%
Evaluation	50%	81%
Planning	55%	93%
Practice	43%	76%

Table 3.

Which of the following guiding principles of shared decision-making do you clearly understand? (n=43)	Before	After
Shared Vision	60%	91%
Representation	63%	81%
Equal Partners	53%	86%
Collaboration	72%	86%
Shared Responsibility	58%	91%
Information Sharing	60%	91%
Producing Results	60%	86%

Table 4.

Which of the following group processes do you clearly understand? (n=43)	Before	After
Information Gathering	70%	88%
Goal Setting	74%	91%
Planning	65%	88%
Collaboration	53%	84%
Evaluation	63%	86%
Processes for Reaching Agreement	47%	86%

Table 5.

Of the following, for which do you clearly understand how they help groups function effectively? (n=43)	Before	After
Facilitator	67%	86%
Ground Rules	63%	91%
Meeting Agenda	65%	86%
Meeting Minutes	65%	88%
Written Guidance	44%	84%
Opened Meetings or Closed Sessions	58%	88%

Individual improvement

One question asked participants to indicate their level of improvement in four areas, shown in the Table 6 below. Over 90% of participants selected “Greatly Improved” or “Improved” for all areas.

Table 6.

Improvement in skills and understanding (n=41)	% "Greatly Improved" and "Improved"
Communication Skills	93%
Leadership Skills	95%
Ability to be an effective member of a decision-making group	95%
Understanding of the types of decision-making groups available for families to join	98%

Satisfaction

At the end of each of the 8 modules, participants were asked to indicate their satisfaction with the instructor and overall training. The denominators for the percentages in Table 7 are the aggregate overall responses to the statements, rather than individual participants.

Table 7.

Training participants indicated their level of agreement with the following statements about their satisfaction with the training and instructor.	% "Strongly Agree" and "Agree"
The training topic was covered in sufficient detail. (n=338)	99%
The training allowed sufficient time for questions and answers. (n=338)	99%
The instructor had high-quality presentation skills. (n=338)	97%
The instructor was highly knowledgeable about the topics covered today. (n=337)	100%

The survey gathered some qualitative data through comment boxes with the feedback being overwhelmingly positive. Participants said the training had “awesome facilitators” and was “really involved and interactive, best training I’ve attended in a while.” In terms of specific topics, participants

mentioned learning “how important evaluation is” and finding it helpful to review logic models and interview methods. The only suggestion for improvement was that some of the slides were hard to read.

Future plans

At the end of the training, participants were asked questions about their plans to join a decision-making group. Chart 1 compares participants’ past and current (at the time of the training) experience with groups to their future plans. The majority of participants indicated that they planned to join a decision-making group in the next three months. Chart 2 displays the type of group participants plan to join, with the majority interested in joining a Leadership group.

Chart 1.

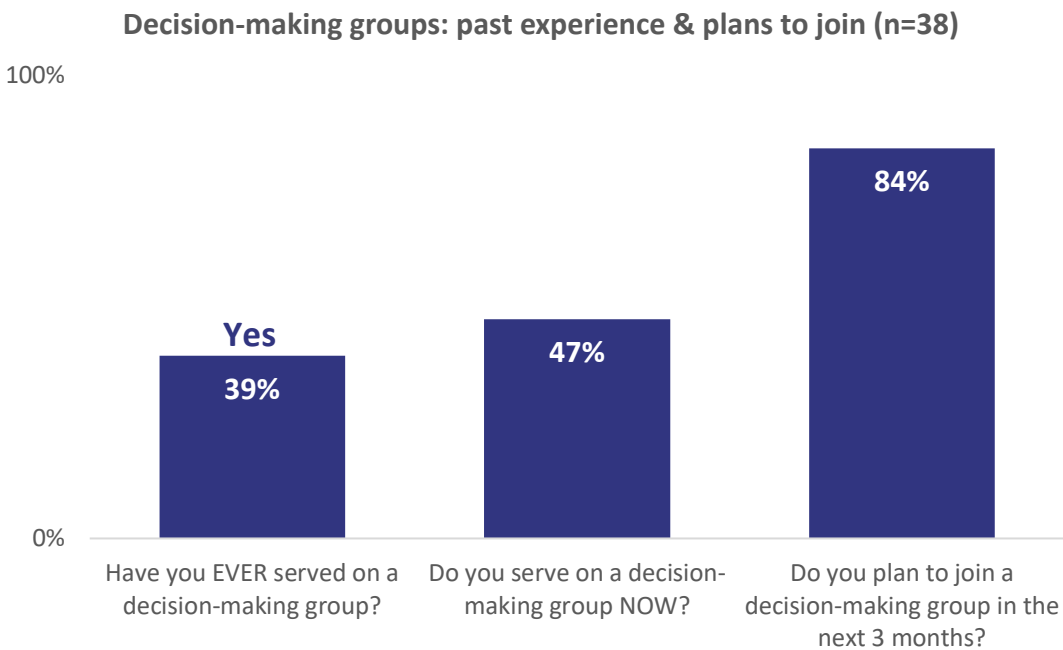


Chart 2.

