

**P 941: Workshop on Impact Assessment: Methods Available:  
2-6 September 2015**

1	Prog Coordinator	Mr. Sanmit Seth , Law Associate
2	No.of Participant	24
3	No. of forms received	24

**General Suggestion**

1	<b>Important learning from this programme</b>	<ol style="list-style-type: none"> <li>1. Will help us to design training schedule (module) and a module for evaluation of feedbacks received from trainers in Academy.</li> <li>2.- No response</li> <li>3. Some meditation and entertainment programme should also be introduced by the participants.</li> <li>4.i. How to collect feedback. li How to evaluated judgments.</li> <li>5. Behavioral changes; Communication skills; Evaluation skills.</li> <li>6. Developing methodology and preparing questionnaire for pre and post training assessment of impact.</li> <li>7. Made us understand the importance of duty for every programme and action conducted in its respective Academies.</li> <li>8. It helps me in developing the training module and assessing the need of the trainees.</li> <li>9. About preparing of feedback and feed forward forms.</li> <li>10. Need for transparency and accountability.</li> <li>11. Previously we did not concentrate much on the evaluation, after this training we will concentrate of the format of forms.</li> <li>12. How to analyze data available from feedback forms filled up by the officers.</li> <li>13. You should have set the goals before scheduling a programme, so that it becomes easy to assess the performance.</li> </ol>
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		<p>14. Learnt the necessity of evaluation of feedback and analyzing the answers.</p> <p>15. Evaluation of a training programme is a must.</p> <p>16. Learnt that goals are to be for each training programme. Beforehand and call the information from all. Understand the needs, then conduct the programmes, evaluate them and proceed further.ii. Feedback and feed forward are crucial; iii. Assessment and Evaluation are not same.</p> <p>17. Programmes are well organised, It is above my expectation.</p> <p>18. – Did not respond</p> <p>19. Assessment and Evaluation, Training Impact Evaluation; Challenges.</p> <p>20. Strengthening justice delivery system by accurate feedback – Accurate data collection ; Analysis of data; use of data for improvement in judicial education.</p> <p>21. Reading material should be supplied earlier.</p> <p>22. Importance of impact assessment of training; Use of excel sheet for the analysis of data.</p> <p>23. Method of past training analysis .</p> <p>24. The programme highlighted the need on importance of impact assessment and different methods for evaluation of assessment.</p>
2	<p><b>Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</b></p>	<p>1. The various feedback forms pre training and post training suggested and presented by some of the participants may be compiled and supplied to the SJAs by email for uniformity and better academic use</p> <p>5. A little more compact.</p> <p>7. Identify the best resource persons from all over the country.</p> <p>8. It should provide the study materials well in any advance.</p> <p>9. Number of speakers should be reduced they are not getting sufficient time to interact with participants.</p>

10. Relevant material may be supplied at least 15 days in advance.

11. With regard to the material supplied, some confusion among the officers with regard to presentation, so give some specific guidelines.

12. If any programme can be formulated by which it can be measured as to what is the impact of judicial education imparted by judicial academies, upon the justice delivery system as a whole, it will be more helpful.

13. Make these trainings more practical oriented. Try to get resource persons who not only know what they need to teach but also the group they are going to address.

14. NJA has already served us in an excellent manner. It should keep it in the same manner.

15. Include programmes for Subordinate Judiciary also.

16. i. Send the reading material in advance; Consider the above i.

17. No comment.

19. I do not have any suggestion to NJA.

20. Programme overall very excellent.

21. NJA's programme is all ready very effective.

22. Participation of participants may be increased; Must conduct pre training survey; Experience sharing may be introduced in the training schedule by dedicating specific sessions.

23. Programme should adhere to the stated objective in the calendar.

24. The selection of the resource persons could be more specific and the resource persons may be briefed and requested to be focused on the topic assigned.

Respondents 2, 3, 4, 6, 18.- Did not respond

3

**Give your views on the structure of the programme and sessions included.**

1. The structure of the programme and working sessions have been marvelous and appreciable.

Respondent 2.-, 3 did not respond

4. Excellent

5. OK

6. Programme was properly designed.

7. Programme can be worked on the basis of good expert in the list like Hon'ble judges of Supreme Court and High Court judges.

8. Good.

9. It is good.

10. Thought provoking

11. Satisfactory

12. More or less good but my view is structure of the programme and sessions can be more focused on specific subject matter rather than general discussion on the issue.

13. The structure was good but it could have been arranged in a better manner.

14. The structure was clear. The object of the programme was clear. All sessions were interactive. All sessions were useful and relevant.

15. Good.

16. Since I do not your set bench mark, I am unable. But I learnt a lot as how to plan, design and execute the programme.

17. Well organized.

18. Structure of the programme is well designed. It is a very good programme and sessions all are very well structurally logically structured.

19. The structure of the programme are excellent.

		<p>20. Programmes were very interactive and very excellent.</p> <p>21. Excellent</p> <p>22. Structure of programme and sessions was good but somehow content was missing.</p> <p>23. Programme was nicely designed but was not executed properly. The resource persons could have been better selected, more suitable for the programme.</p> <p>24. The structure of the programme and sessions included were appropriate</p>
4	<p><b>What are your gains/learning from this programme</b></p>	<p>1. We have desired gains from this training on various methodologies adopted in different states for assessment and evaluation of judgments of trainee judicial officers for academic purposes and have learnt manners of assessing and impact trainings provided by our Judicial Academy.</p> <p>2. From this programme, I have learnt that the topics should not be general, rather should be judge oriented.</p> <p>3. –</p> <p>4. As mentioned in Question 1</p> <p>5. New ideas and concepts as mentioned</p> <p>6. Skills for proper assessment of training impact.</p> <p>7. I have learnt the importance of data collection and accountability.</p> <p>8. I have learnt a lot.</p> <p>9. My view is changed in respect of preparing of feedback and feed forward and its analysis.</p> <p>10. That our work should be result oriented and impact oriented.</p> <p>11. We are equipped to do some changes to be brought in training course.</p> <p>12. Time will come when Judicial Academies will not be financed by Government unless we can prove that there has been positive impact of education upon justice delivery system.</p> <p>13. As answered earlier (C-1)</p>

		<p>14. We have learnt how to mould us according to the changing needs and demands of the trainees and what are the necessary subjects to be taught in the academy and how to prepare the questionnaires pre and post training.</p> <p>15. It is not enough that programme is conducted but evaluation has to be done to assess the impact of programme. Scientific approach is needed for collection of data and analysis.</p> <p>16. As above 3</p> <p>17. Feedback is above the matter of being a routine procedure, it is a value.</p> <p>18. I learnt a lot from the programme, on the subject of assessment and evaluation in the works of State Judicial Academies. The knowledge am still leaning in the work shop will be held[ful to me to better designing and executing programmes in the State Judicial Academy.</p> <p>19. I have gained a lot and learnt so many things.</p> <p>20. Strengthening justice delivery system by good training programme depend of accurate feedback of participants.</p> <p>21. Learned a lot about evaluation.</p> <p>22. I have learnt the techniques of preparing questionnaire and analysis of the same.</p> <p>23. Importance of impact assessment.</p> <p>24. The programme was successful in emphasizing the need of Impact Assessment.</p>
5	<p><b>Any other suggestions/ Remarks</b></p>	<p>1. Such type of programmes may be organized at least once a year to develop insight amongst faculty of SJAs.</p> <p>Respondents 2. , 3, 4, 6- Nil, 7.8, 12. 18 did not respond</p> <p>5. The programme should have proper follow up action and advanced feedback.</p> <p>9. Overall it is very good.</p> <p>10. The lecturing should start nto before 9.30 am.</p> <p>11. Response proforma should have been given 1 day prior to the closing ceremony so that we can come up with suggestions.</p>

13. Kindly keep it simple and more practical.

14. The programme in all was useful and relevant. We learnt new learning skills. Got adequate time to share our experiences . We enjoyed the hospitality of the academy. The only suggestion is that these feedback forms should be anonymous.

15. Overall the programme was excellent and it was thought provoking about the need to be accountable.

16. Nil, 19. Nil, 21. No, 22. NA, 23. NA

17. Keep it up.

20. Thanks

24. The duration of the Programme could be lesser as five days become too long.

1	Programme & Hospitality Mark Your Satisfaction ,Ranging from 1(Very Poor) 2 (Poor) 3 (Fair enough) 4 (good) 5 (Excellent) for the following:																									
2	No.of Participant	24																								
3	No. of forms received	24																								
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	Respondent No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
	Subject	Marks																								
a	Reading Material	4	5	4	5	4	5	4	5	5	3	4	4	3	4	4	4	4	5	5	5	3	3	4	5	101/120
b	Travel	4	4	4	4		5	4	5	5	5	4	4	4	5	4	5	4	5	2	5	4	5	4	5	100/120
c	Protocol	5	4	4	5	5	5	5	4	5	5	3	4	4	5	4	5	5	5	4	5	4	4	4	5	108/120
d	Reception	5	5	4	5	5	5	5	4	5	5	3	5	4	5	4	5	5	5	4	5	5	4	4	5	111/120
e	Cleanliness	5	5	5	5	5	5	5	5	5	5	4	5	4	4	4	5	5	5	5	5	5	4	3	5	113/120
g	Food	5	5	5	5	4	5	5	4	5	5	4	5	4	4	4	5	5	5	5	5	5	4	3	5	111/120
f	Hygiene	5	4	5	5	5	5	5	5	5	5	4	5	4	4	4	5	5	5	5	5	5	4	3	5	112/120
h	Staff Behavior	5	5	5	5	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	4	5	117/120
l	Hospitality	5	5	5	5	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	4	5	117/120