Empowerment Evaluation
3-Step Process

1. Developing a Mission
2. Taking Stock
3. Planning the Future
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- Developing a mission, vision, or unifying purpose

- Taking stock or determining where the program stands, including strengths and weaknesses

- Planning for the future by establishing goals and helping participants determine their own strategies to accomplish program goals
Facets of Empowerment Evaluation

- Training
- Facilitation
- Advocacy
- Illumination
- Liberation
What is project self review and planning?

- Project self reviews assist groups in monitoring and evaluating change on their own terms.
Tacking Stock
Taking Stock

- Progress Reports provide a paper trail of Heifer monitors Project Partners
- Pass-on Animals
- Project self reviews demonstrate groups' interest in monitoring progress on their own terms
Project Self Review Lesson Plans

- Objective Check In
- Cornerstone Reflections
- Appreciative Interviews
- Group Story Telling
- Survey
- Suggestion Box
Objective Check In

- List the project plan objectives/goals on a wall and ask,
  "How are we doing on this goal/objective?"

- Discuss expected and unexpected outcomes and determine if the objective is doing fine or needs work.
Cornerstone Reflections

- Place the groups values or Heifer cornerstones on the floor in BIG WORDS

- Individually pick up cards you feel most connected with

- State the best experience you’ve had with this cornerstone in the project
Appreciative Interviews

- In groups of three to four ask participants the following questions
  
  “What do you value most about the ... project?”
  
  “What has been the best experience you’ve had with the...project?”
  
  “What new and exciting things are happening in the...project?”
Group Story Telling

- Have the group sit in a circle

- Any person may start the story with, “Fortunately...and then lists a positive experience within the project”

- The next person continues the story but starts the sentence with, “Unfortunately...and then states an obstacle from the first member’s sentence”

- Continue while the recorder writes down the challenges and successes of the group.
Survey

- Develop a survey based on the project groups objectives
- Identify questions that ask if the objectives have been met.
- Use the indicators as a guide for the questions.
Suggestion Box

- A good conclusion is to place the topics that need improvement on the wall and ask the participants to provide specific suggestions for improving the following areas.

  Ie. Training, Group Communication, Meetings, Pass-On’s, etc
Identify one of the following Heifer cornerstones and describe how it relates to your project group more than the others.
In Summary...

- Empowerment evaluation is a liberating and self-determining process.
- A variety of evaluation exercises to choose from.
- Project self review and planning is about overcoming obstacles and celebrating successes.