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USDA [Department of Agriculture]/AmeriCorps-RECD [Rural Economic and Community
Development] Tng [Training] Evaluations

Stack:
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RECD AmeriCorps Training Evaluation

For each question, please circle the number that corresponds with your evaluation of the particular session.

Topic: EZ/EC-AmeriCorps Linkages

Presenter(s): Dr. Rick Wetherill

1. How effective was this session in helping you understand the concept of EZ's, EC's and Champion communities?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

2. Rate how much information this session provided which you previously did not know.

None	Little	Some	A lot	All of it
1	2	3	4	5

3. Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your-day-to-day service.

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

4. How would you rate the facilitator's presentation skills?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

5. How would you rate the presentation overall?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

6. List any specific skills or information you would like to have liked in this session but were not included, or any other way(s) you would have improved this session.

7. Additional Comments:

RECD AmeriCorps Training

Topic: EZ/EC-AmeriCorps Linkages

Presenter(s): Dr. Rick Wetherill

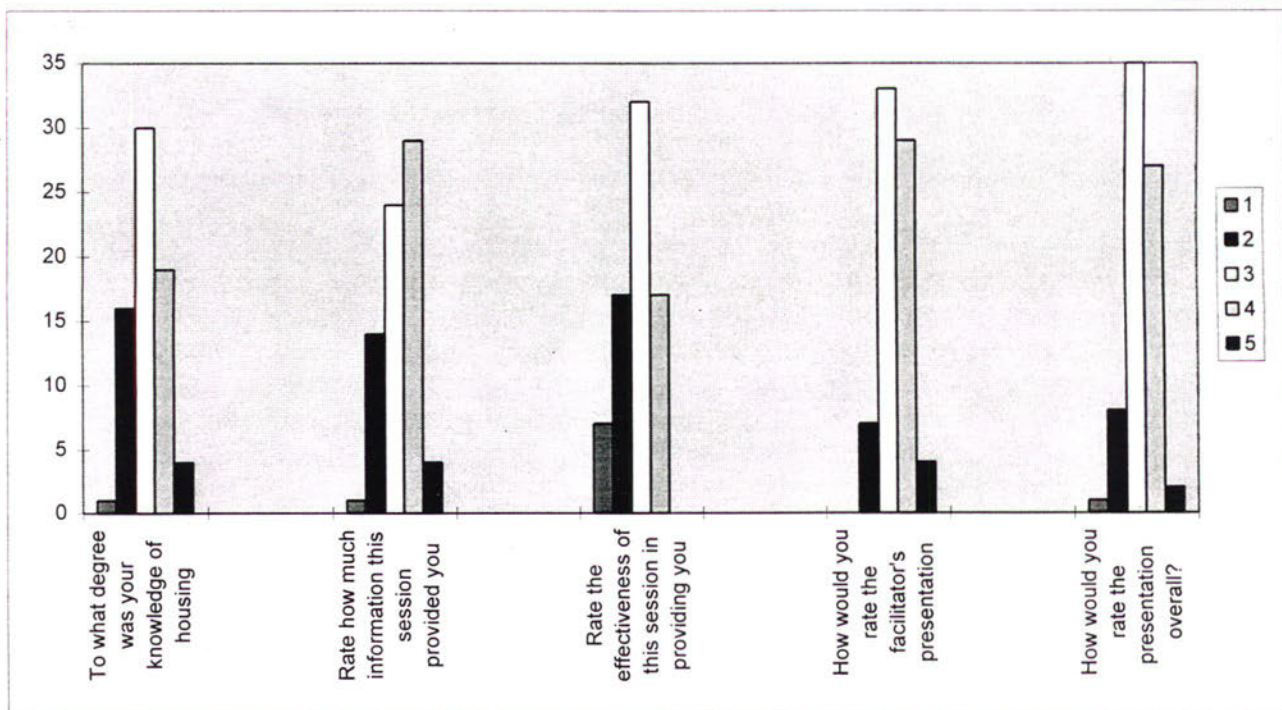
- Comments: More info about how Champion Communities can become EZ or EC's and how Champion Communities can benefit from EZ's and EC's.
- The food was wretched. I was forced to eat at restaurants, so the money the hotel was paid was wasted, and I'm not going to be reimbursed for my food expenses. It seems unfair.
- More information about different sectors of this program, for example EZ/EC.
- More arts orientated program. Describe program along the lines ART in AmeriCorps. NEA, more artists period.
- Same as last year!
- New material for new proposals and first access to information.
- Ideas on how to make EZ/EC applications more effective.
- I remembered most of this information from last year in Memphis.
- Federal Laws and/or policies affecting AmeriCorps members.
- Not enough Champion Info.
- I thought the second year speakers helped the new members but we might could have had a section where new members could have asked advice, help, etc. from old members. We were separated during the morning sessions, and we got to talk with them some, but a whole session would have helped.
- The material was great, but he talked to fast and jumbled everything together. It was hard to keep up but I managed.
- Ways that CC's could actually benefit from their status.
- The entire AmeriCorps program seems to be focused on marketing - all hype no action. Re: funding, actions acceptable to national office. The things we (CC's) need are funding, funding, funding. Our city cannot implement needed programs without cash. Send money. We'll implement great programs if we had \$.
- I would have liked a representative from Heartland with about 10-15 people a net work through existing problems.
- Used humor to relax crowd - effective.
- Keys to round 2 application.
- Dr. Rick has great personality and is an exciting presenter.
- Needs no improvement.
- Food was Bad.
- More contact persons.
- Need to get handouts of slides in order to retain info. Because of the time of day, presentation was not as effective. (Right after break before lunch.)
- Everyone should have their conference at the beginning of their term.
- Needed to slow down or give handouts.
- Give definitions of EZ/EC at the beginning.
- More time in small groups.
- This training should have been held earlier in the year. A lot of the things that were discussed, most members had to learn by trial and error.
- I think that training sessions of this nature will be more effective if the State representatives are included more in making decisions as they related to all phases of planning the sessions and events.
- More information on Champion Communities and resources available to help with program & project development in EZ/EC's and CC's.

AmeriCorps Training Evaluations

Topic: RECD Financial Programs & AmeriCorps Members

Coyle

	SCORE	1	2	3	4	5	Average
To what degree was your knowledge of housing opportunities and problems increased by this presentation?		1	16	30	19	4	2.59
Rate how much information this session provided you that you previously didn't have.		1	14	24	29	4	3.29
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.		7	17	32	17	0	2.81
How would you rate the facilitator's presentation skills?		0	7	33	29	4	3.41
How would you rate the presentation overall?		1	8	35	27	2	3.29



Evaluation con't.

Topic: RECD Financial Programs and AmeriCorps Members **Presenter(s): Jim Coyle, AmeriCorps**

1. To what degree was your knowledge of housing opportunities and problems increased by this presentation?

None	Little	Some	A lot	A great deal
1	2	3	4	5

2. Rate how much information this session provided you that you previously didn't have.

None	Little	Some	A lot	All of it
1	2	3	4	5

3. Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your-day-to-day service.

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

4. How would you rate the facilitator's presentation skills?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

5. How would you rate the presentation overall?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

6. List any specific skills or information you would like to have liked in this session but were not included, or any other way(s) you would have improved this session.

7. Additional Comments:

- **Topic: RECD Financial Programs and**
- **AmeriCorps Members**

Presenter(s): Jim Coyle, AmeriCorps

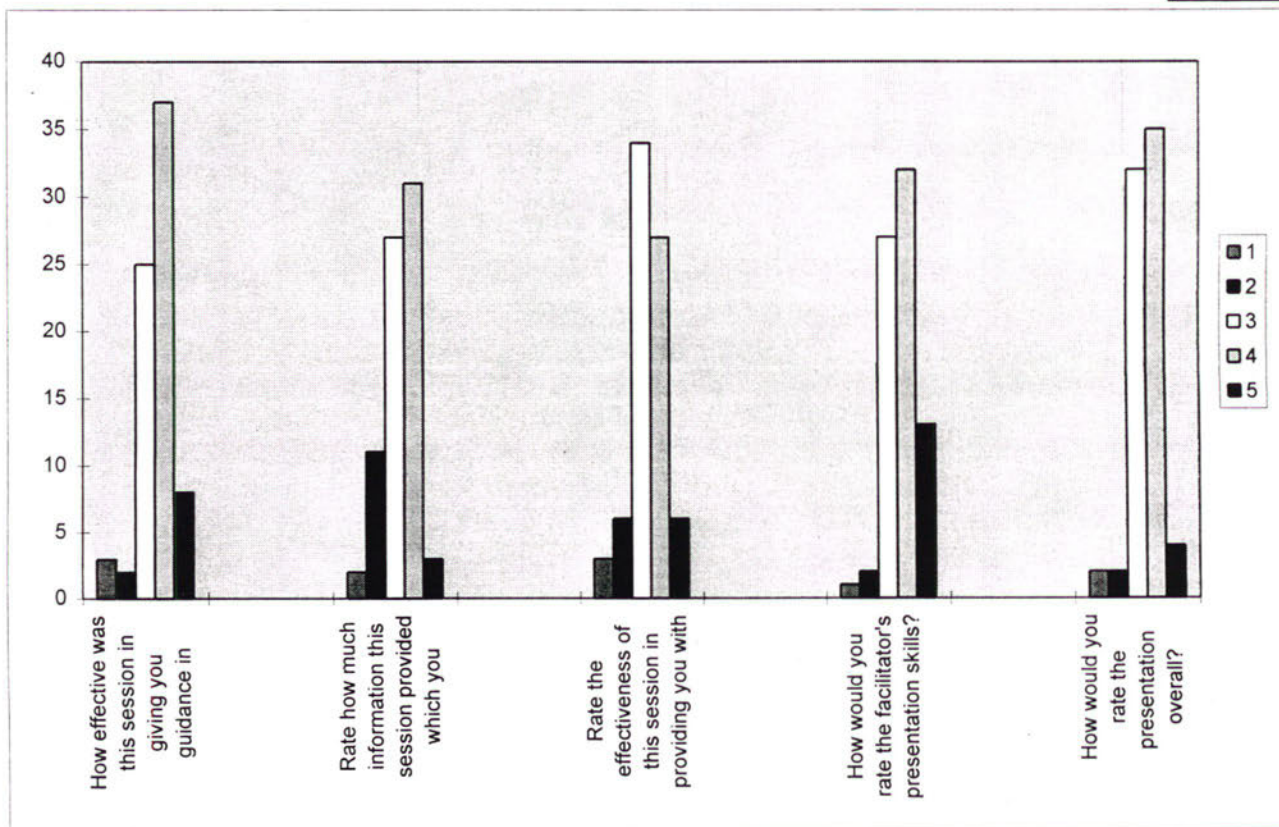
- Comments: I would have liked to hear more about 504 rehab/preservation grants and how to promote them. It was great to hear the success stories.
- Good use of individual stories.
- The 306 Program isn't used in our state, but we need it desperately.
- Needed to discuss more about the 504 and 502 loan programs. Discussions on subsidized and guaranteed loans.
- The program is fine just the way it is.
- More varied AmeriCorps programs other than water, Housing and sewer.
- Types of funds allocated to CC's. Earmarked for each CC.
- Once again we have the skills and information to implement programs - we need money!!
- Most of the information given was shared between members and was not more written assignments.
- Don't let selected Members be too long winded. Put a time limit on it.
- Limit the amount of time each presenter has to keep them from rambling (babbling) too long.
- Excellent use of examples of AmeriCorps working throughout the U.S.
- I enjoyed hearing about other AmeriCorps Members success stories.
- Information on construction, methods, technologies.
- Chance to hear other Members was great! But a time limit should have been placed to speeches. Giving other members time to finish up and ask/answer questions. Next conference should have more opportunities for 1st & 2nd members to talk about problems encountered or problems one will run across (solutions offered).
- A time limit for each speaker.
- There should have been more people chosen from different states, rather than the same.
- I wish there were more displays with pictures of their work sites and projects.
- Limited time of speakers up front to allow more time for questions. I think more was learned through the question and answer session than when they were lecturing on what they were doing.

AmeriCorps Training Evaluations

Topic: Marketing & Media

Berg

	SCORE	1	2	3	4	5	Average
How effective was this session in giving you guidance in dealing with the press?		3	2	25	37	8	3.60
Rate how much information this session provided which you previously did not have.		2	11	27	31	3	3.30
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.		3	6	34	27	6	3.36
How would you rate the facilitator's presentation skills?		1	2	27	32	13	3.72
How would you rate the presentation overall?		2	2	32	35	4	3.49



Evaluation con't.

Topic: Marketing and Media

Presenter(s): Joel Berg

1. How effective was this session in giving you guidance in dealing with the press?

None	Little	Some	A lot	A great deal
1	2	3	4	5

2. Rate how much information this session provided you that you previously didn't have.

None	Little	Some	A lot	All of it
1	2	3	4	5

3. Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your-day-to-day service.

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

4. How would you rate the facilitator's presentation skills?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

5. How would you rate the presentation overall?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

6. List any specific skills or information you would like to have liked in this session but were not included, or any other way(s) you would have improved this session.

7. Additional Comments:

Topic: Marketing & Media**Presenter(s): Joel Berg**

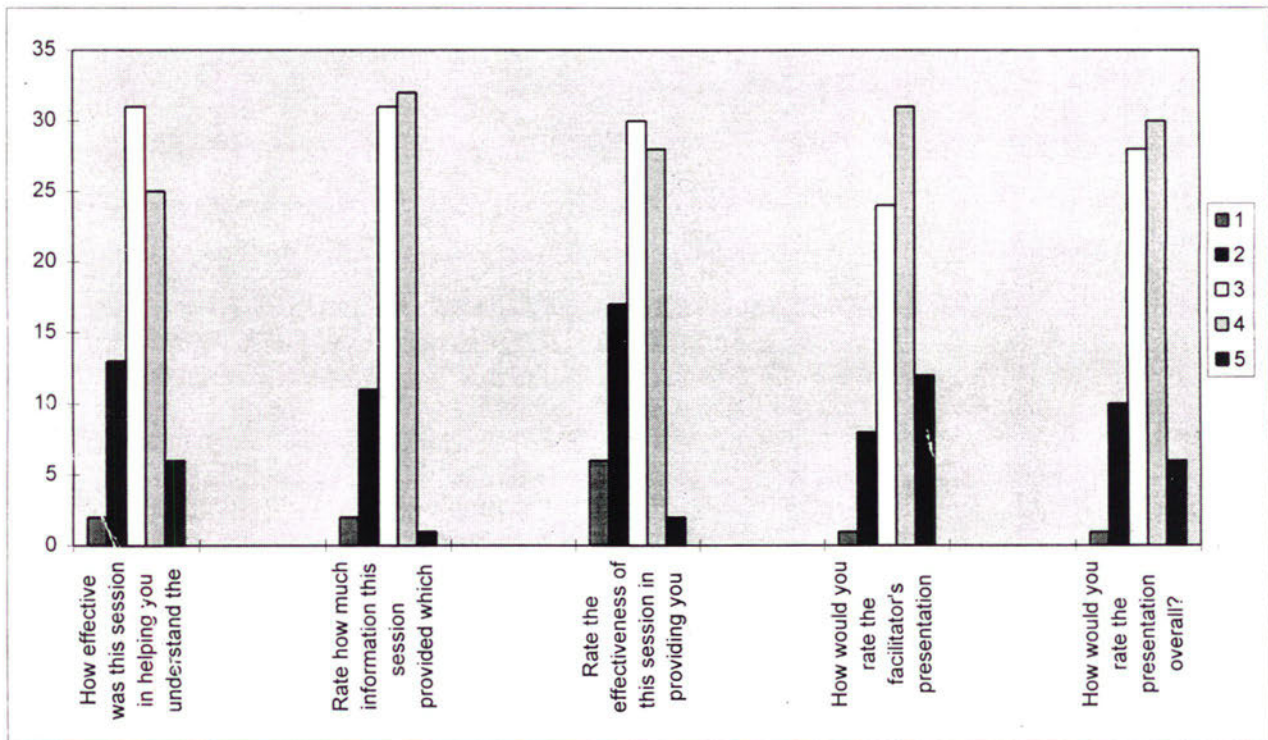
- Comments: The program was fine just the way it is.
- It would be good to have a binder with clippings of articles and publicity materials written about or produced by AmeriCorps Members and Teams in the U.S. Are there any AmeriCorps promotional/informational videos that we can obtain and send copies out with press releases to media on major events?
- Yo!
- Next year, you should make sure the hotel has an indoor pool. It was too cold to swim, and I desperately needed a way to work off my restless energy!
- Very helpful session.
- Its all about knowing when to say what and how.
- Needs nitty gritty tips.
- Sample press releases.
- Hints. Friday news get weekend long coverage.
- Again to an extent it was remembered from last years service.
- Information about our quarterly reports was very confusing, and did not make a lot of sense.
- Was presented as a quick chat before a scheduled presentation. Audience and Member did not view it as a presentation. There were no handouts or information packets given. So no structure was also given to the program. With the way the presenter talks, visual aides or handouts are needed in order to keep track of the information given.
- Appreciated willingness to answer questions. Liked openness, honesty, enthusiasm.
- I felt Joel should have been more clear on some of the information concerning the things can & cannot do.

AmeriCorps Training Evaluations

Topic: EZ/EC - AmeriCorps Linkages

Wetherill

	SCORE	1	2	3	4	5	Average
How effective was this session in helping you understand the concept of EZ's, EC's and Champion communities?		2	13	31	25	6	3.26
Rate how much information this session provided which you previously did not know.		2	11	31	32	1	3.25
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.		6	17	30	28	2	3.04
How would you rate the facilitator's presentation skills?		1	8	24	31	12	3.59
How would you rate the presentation overall?		1	10	28	30	6	3.40

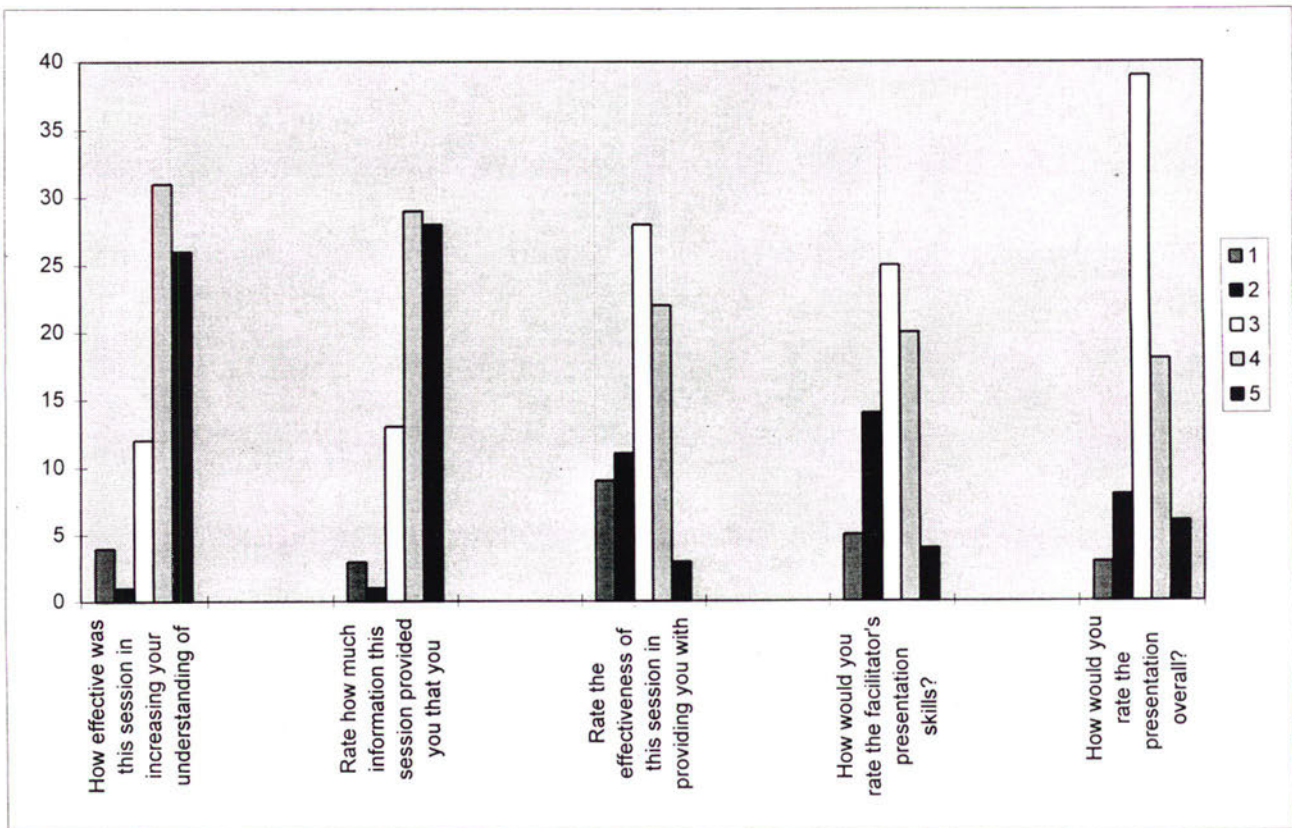


AmeriCorps Training Evaluations

Topic: Gleaning

Hines/Atterberry

	SCORE	1	2	3	4	5	Average
How effective was this session in increasing your understanding of gleaning?		4	1	12	31	26	4.00
Rate how much information this session provided you that you previously didn't have.		3	1	13	29	28	4.05
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.		9	11	28	22	3	3.99
How would you rate the facilitator's presentation skills?		5	14	25	20	4	3.06
How would you rate the presentation overall?		3	8	39	18	6	3.22



Evaluation con't.

Topic: Gleaning

Presenter(s): Donna Hines, Rod Atterberry

1. How effective was this session in increasing your understanding of gleaning?

None	Little	Some	A lot	A great deal
1	2	3	4	5

2. Rate how much information this session provided you that you previously didn't have.

None	Little	Some	A lot	All of it
1	2	3	4	5

3. Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your-day-to-day service.

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

4. How would you rate the facilitator's presentation skills?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

5. How would you rate the presentation overall?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

6. List any specific skills or information you would like to have liked in this session but were not included, or any other way(s) you would have improved this session.

7. Additional Comments:

Topic: Gleaning

Presenter(s): Donna Hines, Rod Atterberry

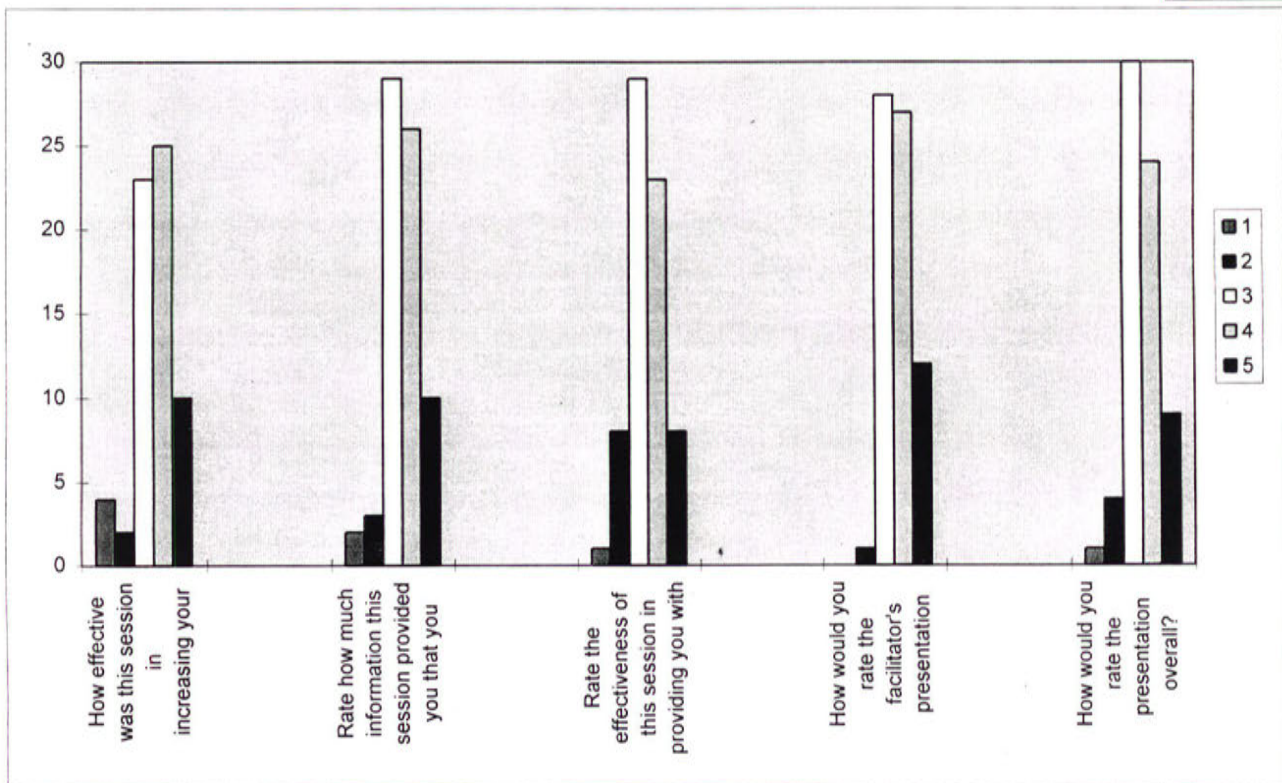
- Comments: Letting them know about the canning process should be explained in a simpler way. It is not as expensive or complicated as explained.
- Too much work! I am overworked in my community. I do not need additional work because the director feels it important. This is a program designed and implemented locally. We have not scribble scribble as a local need. When we do we'll let you know.
- The session is fine just the way it is.
- She is too monotone, Joel you really need to give her a pep talk. She really didn't show us that she was enjoying her job.
- Was short and not enough depth.
- Need more info about mitigating specific liability concerns.
- I am going to try and get the local food bank to take this program on with the volunteers they now have.
- We do not really have facilities to do this although it would be a great idea.
- Donna Hines was not very enthusiastic and talked too low.
- Very poor speaking skill. Donna needs to take public speaking classes. Voice too soft for the group.
- Nice to have a new slant on an idea that is in practice in some way or fashion in our area. It gave more structure to something we usually take as a given. Would really, really like to be able to get information from Rod in order to implement program (a smaller version) in own program.
- If you want us to be part of this you should give more time to get it together & not during national training!
- Some of the questions that were asked to them seemed to confuse them!
- Donna talked and talked about nothing. She repeated herself over and over.
- Need handouts.
- Less Politico - Less bias political views.
- Concrete numbers of how many people were being helped. How actually were able to get farmers to participate.

AmeriCorps Training Evaluations

Topic: Quarterly Report

Berg

	SCORE	1	2	3	4	5	Average
How effective was this session in increasing your ability to provide information for the quarterly report?		4	2	23	25	10	3.55
Rate how much information this session provided you that you previously didn't have.		2	3	29	26	10	3.56
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.		1	8	29	23	8	3.42
How would you rate the facilitator's presentation skills?		0	1	28	27	12	3.74
How would you rate the presentation overall?		1	4	30	24	9	3.53



Evaluation con't.

Topic: Quarterly Report

Presenter(s): Joel Berg

How effective was this session in increasing your ability to provide information for the quarterly report?

1. How effective was this session in increasing your understanding of gleaning?

None	Little	Some	A lot	A great deal
1	2	3	4	5

2. Rate how much information this session provided you that you previously didn't have.

None	Little	Some	A lot	All of it
1	2	3	4	5

3. Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your-day-to-day service.

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

4. How would you rate the facilitator's presentation skills?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

5. How would you rate the presentation overall?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

6. List any specific skills or information you would like to have liked in this session but were not included, or any other way(s) you would have improved this session.

7. Additional Comments:

Topic: Quarterly Report

Presenter(s): Joel Berg

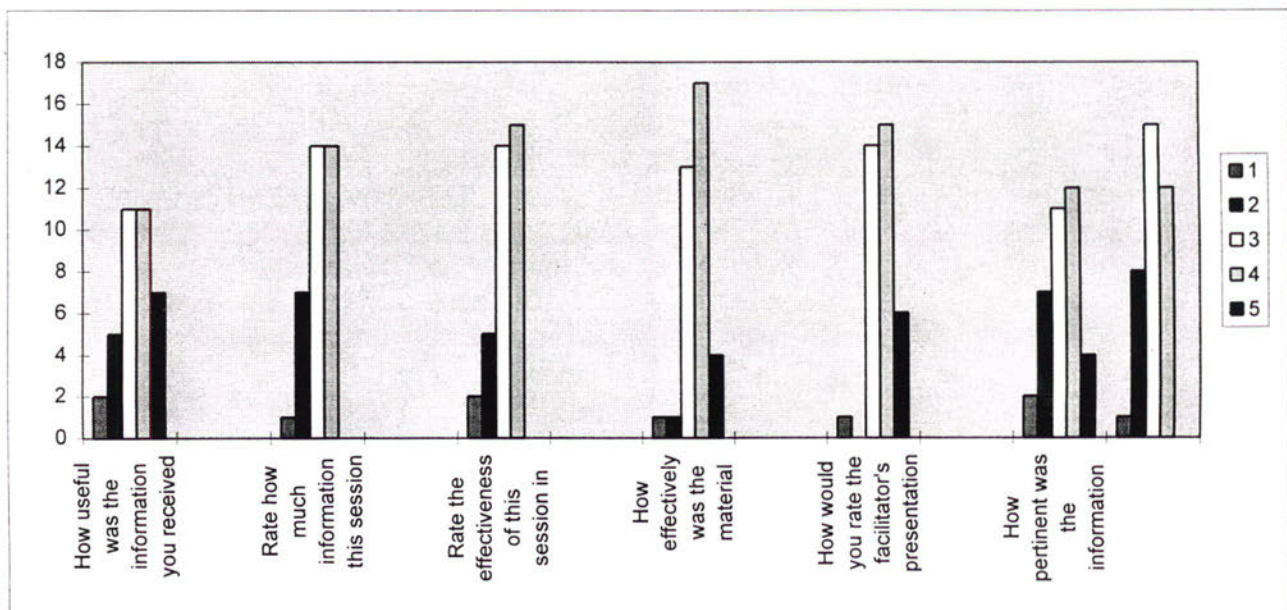
- Comments: Excellent speaker.
- Instructions for modifying objectives to include bench works. Deadlines for quarterly report submission.
- Good information!
- The session was fine just the way it is.
- Speaks clearly and loudly, but can be confusing.
- Hopefully this will be brought up before the first report due next year.
- Format needs more development.
- Structure: Main Objective
 - Sub objective
 - milestone
- Unanticipated results
- Use actual Quarterly Report we complete not the one the State Coordinator completes.
- One on one discussion.
- You should have a specific date each when they're due because we have schedules and demands too!
- I think that the most important thing that happens at these training's is the networking. Meeting and sharing ideas with other AmeriCorps members has been the high point of the week.
- Can he keep still?
- State coordinator had already stressed the format. Reinforced the State Coord. training - she's really clear about the info she wants/needs, etc. When I ask for info, I need to get it - this hasn't been happening. I'm still waiting for info on telemedicine, rural utilities, RECD programs and other resources my clients NEED! This should be a 2-way street! I realize that many agencies are short staffed but within 60 days, someone could have put this stuff in the mail from cooperative services or RUS, etc. I must point out that the State Coord. (Toni Symonds) is very responsive and prompt - its other folks who aren't.
- The quarterly report form needs to be revised into a simplistic, readily-understandable form. I thought that this had just been done. Please find someone who can do this in a proficient manner.
- Have more slides to clarify.
- I wish this session was held a long time ago!!! Our communication needs improvement and this was a very good step in that direction.

AmeriCorps Training Evaluations

Topic: Heartland Center for Leadership Training

Track 1

	1	2	3	4	5	Average
How useful was the information you received during this training?	2	5	11	11	7	3.44
Rate how much information this session provided you that you previously didn't have.	1	7	14	14	0	3.14
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.	2	5	14	15	0	3.17
How effectively was the material presented?	1	1	13	17	4	3.61
How would you rate the facilitator's presentation skills?	1	0	14	15	6	3.69
How pertinent was the information to your day-to-day work situation?	2	7	11	12	4	3.25
To what extent would you recommend this training to other AmeriCorps Members?	1	8	15	12		3.06

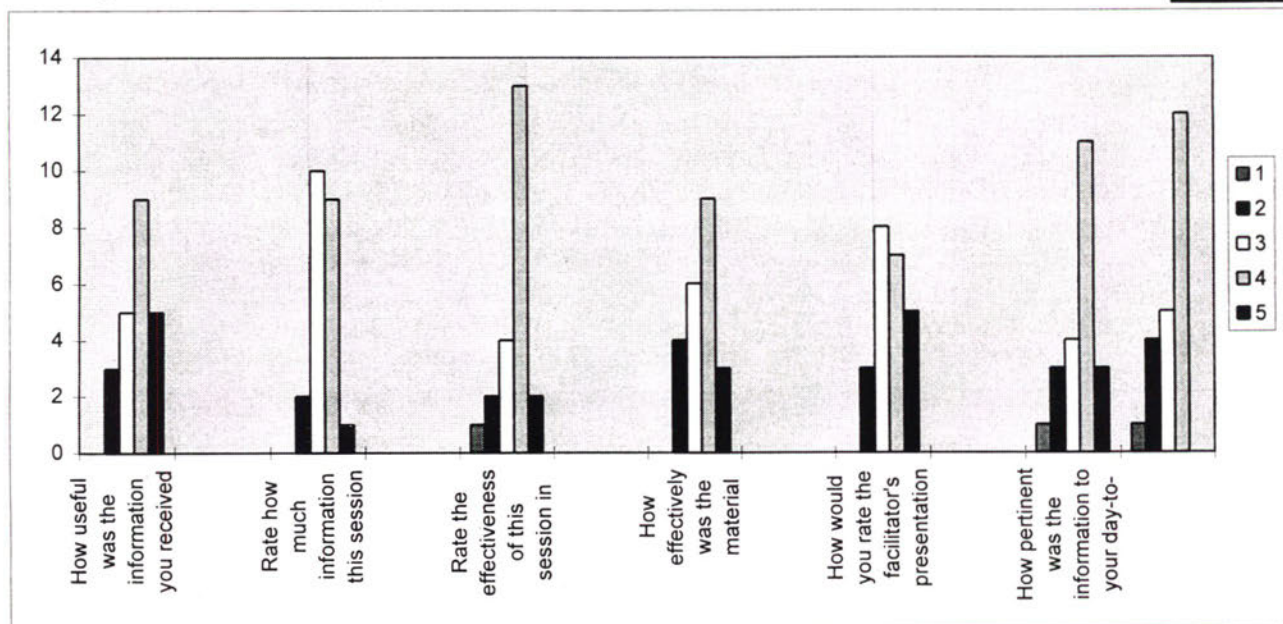


AmeriCorps Training Evaluations

Topic: Heartland Center for Leadership Training

Track 2

	1	2	3	4	5	Average
How useful was the information you received during this training?	0	3	5	9	5	3.73
Rate how much information this session provided you that you previously didn't have.	0	2	10	9	1	3.41
Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your day-to-day service.	1	2	4	13	2	3.59
How effectively was the material presented?	0	4	6	9	3	3.50
How would you rate the facilitator's presentation skills?	0	3	8	7	5	3.77
How pertinent was the information to your day-to-day work situation?	1	3	4	11	3	3.55
To what extent would you recommend this training to other AmeriCorps Members?	1	4	5	12		3.27



Evaluation con't.

Heartland Center for Leadership Development Training

Please check which track sessions you attended. Circle the number that best indicates your overall rating for the Heartland Center's training curriculum. Add comments and suggestions at the bottom.

Track 1

Track 2

How useful was the information you received during this training?

Not at all	Somewhat	Useful	Quite Useful	Very Useful
1	2	3	4	5

Rate how much information this training provided you that you previously didn't have.

None	Little	Some	A lot	All of it
1	2	3	4	5

Rate the effectiveness of this session in providing you with concrete tools or information you are actually likely to use in your-day-to-day service.

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

How effectively was the material presented?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

How would you rate the facilitator's presentation skills?

Poor	Fair	Good	Excellent	Superior
1	2	3	4	5

How pertinent was the information to your day-to-day work situation?

Not	A Little	Somewhat	A lot	A great deal
1	2	3	4	5

To what extent would you recommend this training to other AmeriCorps Members?

Not at all	Somewhat	Recommend	Highly recommend
1	2	3	4

Topic: Heartland Center for Leadership Development Training

To what extent would you recommend the Heartland presenters to other AmeriCorps Members?

1	2	3	4	
3	10	33	25	=3.14

Which ones and why?

- Rochelle - She was very genuine and enthusiastic.
- Helping small towns survive.
- All aspects of AmeriCorps because the information and techniques suggested will be useful in dealing with the public.
- leadership, conflict management, change
- Group processes, personality traits in leadership and conflict processes.
- Group interactions in track one. Activities such as role playing.
- Both were good, but the material was boring.
- To me, everything was useful as a first year member I am still learning.
- Rochelle - (especially), listens, focuses very inclusive, good energy.
- Both.
- Milan and Rochelle - both were well informed with their material and were excellent facilitators. pertinent information needed was presented throughout the week.
- leadership, change
- All of them.
- Rochelle - she's wonderful.
- The conflict and leadership - practical, useful.
- Rochelle and Milan - good demonstration of interracial respect and collaboration. Good feedback to each other and to group - focus upon positive.
- Rochelle - She was sweet.
- Rochelle is a little more exciting and a little more enthusiastic than Milan.
- Milan and Rochelle because they adapt it to the group's needs.
- Leadership & Conflict and resolution - It helps in dealing with the public, official leaders, etc. and how to rescue conflicts.
- Milan Roshelle are both boring.
- Rochelle and Milan was very good presenters. Interesting and very helpful.
- None they were as poor as last year.
- Strategic Planning.
- No comment.
- Chris, young and motivated
- Vicki and Troy - They accepted everyone's views and they gave us ample time to discuss subjects with other AmeriCorps members.
- Facilitation skills - Good group feedback with other states. Managing & motivating volunteers - Lots of volunteers are used. Conflict Management - Very useful for office and projects. Strategic Planning and Project Management.

- Especially leadership training.
- All.
- Conflict.
- New members and make at least some aspects addressed by veteran members.
- Leadership Inventory was wonderfully useful.
- I enjoyed Track II meeting on Bench Marks and getting groups to work with strategic planning.
- All.
- Track I - because they are useful information you received during this training.
- Vicki and Troy did an excellent job in Track II.
- Rochelle.
- They knew what they were talking about. Volunteers training was more useful than anything else.
- All because they are very good and we learned a lot.
- All of them.

Evaluation con't.

To what extent would you recommend the Heartland presenters to other AmeriCorps Members?

Not at all	Somewhat	Recommend	Highly recommend
1	2	3	4

Which ones and why?

What did you like most about this training?

What did you like least about this training?

What suggestions would you make for next year's training?

Cite any specific skills or information you would like to have received but did not.

Any other comments you would like to make.

PHOTOCOPIED
PRESERVATION

GENERAL QUESTIONS

What did you like most about this training?

- Group Activities.
- Sharing obstacles and problems with other members.
- What you learn from the facilitators and most of all what you learn from each other.
- The interaction with other members.
- Discussions on how important Vision/Mission statements are. A lot of agencies and non-profits seem to forget that at one time or another.
- The Track II small sessions that were provided in lieu of the big group sessions. A smaller group was more effective and kept members attention throughout the sessions.
- Getting to meet AmeriCorps members.
- Meeting new people.
- Networking.
- Meeting other members and getting a larger perspective on what impact USDA/Rural Development Team Members are having in Communities.
- The concept of networking, asking questions of how I could overcome problems and relay info to help others.
- Group interaction and role playing.
- Meeting other members and discussing all issues. The training has been a good experience for me and taught me some new things in which I was unaware of.
- Meeting others and interacting.
- The interaction with other members.
- Interacting with other AmeriCorps groups.
- The meetings in the afternoon with the Washington group. Meeting the members from across the country.
- The inter-reaction among the groups. Idea sharing.
- The interacting and meeting of new AmeriCorps members.
- The chance to interact between AmeriCorps members.
- Getting to know other members and problem solving.
- Getting to meet new members from different states and getting to know my AmeriCorps members from my state a little better.
- Getting to know my state members better and other members from different states.
- Interaction, mingling with others, finding out about others.
- I was able to meet other people who have the same philosophy as I do in dealing with situations. I was able to understand why people sometimes react the way they do. Conflict management sessions.
- It was very informative.
- Meeting other people from other states.
- Useful knowledge, got to meet other AmeriCorps members.
- Group interaction. Real experiences.
- The intermingling and role playing exercises.
- Interaction with groups, other's accomplishments/failures.
- Group interaction, role playing.
- Presentation about leadership skills.
- I used the time to get to know other AmeriCorps members.

- Bringing us together. Until this week I did not know alot of things. Now that I have met with other members I will make a difference in my community.
- Clear focus each day.
- I enjoyed the interaction with the different AmeriCorps members.
- Interaction with other members. Meeting all the members.
- The information given and working within groups.
- brainstorming, reflecting
- Good information of human behaviors.
- A lot of interaction.
- Meeting different people from across the states. Getting to know my state's members better.
- You get to meet other persons.
- Group sharing.
- The techniques used.
- Managing and motivating volunteers.
- Meeting with supervisors and fellow members.
- Personal nature.
- Getting to know about other programs.
- The text is excellent.
- It was incredibly concise and very informative.
- Group work.
- The chance to meet others from around the country.
- The training vs. experience.
- Diversity of the training; use of activities instead of all lecture.
- The Palaces of St. Petersburg.
- Our participation and activities.
- Getting to know everyone and gaining ideas.

What did you like least about this training?

- The food. Not enough activities.
- Long sessions.
- The food and lack of transportation.
- The facilitators did not adjust their training to the experience of the 2nd year member. The food was bad.
- Being away from home.
- There seemed to be a lot of focus on the psychology of group behavior which is less helpful to AmeriCorps members who are needing concrete tools to help them get by.
- Food.
- Everything was consistent with what we're doing in the community.
- Simplicity.
- I felt that the skills (specifically for returning members) taught by Heartland should have been used more in our actual situations. Some were but I think we should have done it more as the AmeriCorps. Team USDA.
- In some of the sessions we all were side tracked.
- Food.

- Repetitive and boring.
- The Heartland Presenters and the food and hotel. The food was not much for the money spent. Hotel was dirty and staff especially in the lounge was very rude. To be very specific, Kristin.
- The food.
- Things covered in program were covered in college classes or already encountered in job situation. In other words, a little too late for any help.
- The food that was contracted through the hotel was terrible. It wasn't good and it wasn't enough.
- The food. Some of the material was a little childish.
- The food was the worst I have ever eaten!
- Writing down who we are and walking around the room and being forced to meet people.
- Some things didn't pertain to me.
- Food.
- If the teamwork concept for community development would work in reality there would be no need for this training.
- The food. Being in Mississippi, I think the food should have been more indigenous to the area.
- Food. Too long in the sessions. Little time to go out.
- It was slow and boring. Also, the information wasn't very pertinent. I should add here that our state has had lots of training, so maybe that's why I was so bored.
- Breakfast - lunch - dinner.
- Lack of depth.
- THE FOOD!!!
- Long drawn out and food chosen for us.
- Some periods I was unable to hear clearly.
- First day dragged on.
- Being relocated. There were only three of us to whom this happened. Unfair!
- Not being with the track II members because they could've helped us.
- Heartland training. Even we tried to receive the information we needed, they did not bend from the training set up.
- Sitting and long discussion.
- It is difficult to make some concepts exciting, however, it is not so difficult to inspire some interest.
- Food!!! It was in Jackson, MS.
- The presenters.
- There was nothing I like least about the training.
- Facilitators aren't very enthusiastic, energetic.
- Presentation lacked enthusiasm.
- Sessions were too long. After a few hours people get tiresome.
- The Food.
- The constant lectures.
- Less redundancy. The isolated location of the hotel - next time downtown!

What suggestions would you make for next year's training?

- Better food. Advance notice (month or two).
- Give per diem to the participants, it was a total waste to pay the hotel for the food and no one ate it. Food was uncooked and badly prepared.
- Better food.

- More hands on training and more enthusiasm toward the program.
- A good restaurant with good meals.
- Holding it at the beginning of the program.
- Do a service project of some kind that would have national publicity and make a life time effect on citizens and members.
- Earlier.
- A hotel that will provide transportation to other areas other than the airport or other limited areas at no cost to the member.
- A fun location - FL, CO, etc.
- *Really focus on specific skills that members can use immediately when they return.
- *Use member experiences more often (to learn from) rather than fictitious or Heartland center models.
- More concrete examples, specific site interest.
- Split the group into advanced/remedial.
- Give it more thought.
- Have the training earlier in the year. If you did this I feel more AmeriCorps members would benefit from this. Most of this session, the material we had already experienced in our jobs.
- More enthusiasm.
- Enhanced training on community development.
- Better meals.
- Give us real food and a more comfortable setting.
- Opportunity for more advanced training for 1st year members who have done this type of training before.
- Better Food.
- Maybe have old members take these topics to present.
- Have USDA AmeriCorps leaders create an agenda and present rather than paying Heartland to do a poor job.
- Don't do this training concentrate on relationship between 1st & 2nd AmeriCorps members, problems encountered and solutions for problems.
- More problem solving and more ideas generated from previous members.
- If this is rural focus why not put it in a rural area - like Flagstaff, Arizona, Coalija, California, Fayetteville, Arkansas - Jackson was oh but inconvenient - no facilities near hotel, no public transportation, expensive taxi's - so why not more rural?
- I know that it was of great intention to have this training earlier, but it needs to be within the 3rd month and well before the 6th and 7th month.
- Allow more time for the leadership and conflict training.
- Have it earlier in the year.
- Better food, more access to city attractions.
- Change concepts - use what experience presents.
- Give each member a \$30.00 a day allowance and give him/her the responsibility and latitude to pick own meals.
- Location with easier transportation to areas of cultural interest.
- Include an arts oriented programming.
- Better organization. Short and Intense sessions!
- Snap up the pace of these training. We're young and energetic, and we get butt sores just sitting around all the time.

- Better Meals. More time during the day to discuss with other members what each are doing to force new idea implementing.
- Vary training sessions between mornings and afternoons.
- Although the Mississippi members were and are wonderful but we would like to have training somewhere different. Examples: Arkansas or California or Texas.
- Allow per diem, have it earlier in the year to prevent excessive boredom due to a lot of issues were not relevant.
- Time management session
- Speakers/motivational.
- Can we do something where states get together and talk about what we're doing/problems, schedule a meeting out in the hall.
- Have a daycare provided to the members.
- Give each member an allowance to eat on. Make the presentations a little more interesting.
- the training needs to be made shorter (3 days).
- the food should be chosen by the members by survey or either member should be given monies for food.
- Training should be provided within 90 days after joining AmeriCorps.
- Find someone else for the returning members.
- Doing at a farm level requires a lot of logistic work. Focus on grocery stores - easier win.
- Reception.
- To have a time limit on all discussion and stick to it.
- More personable, less condescending presenters. Keep the text, but move along faster.
- That the training be less lengthy. More activities pre-arranged for after the sessions, continue to have in a large city.
- Need facilitators who aren't boring, who are motivational (like Joel).

Cite any specific skills or information you would like to have received but did not.

- Laws covering donations by community residents, useful tips on developing programs.
- Strategic/comprehensive plan, implementation.
- More group dynamics, situational role playing.
- Every thing was very good.
- Received everything.
- Need a comprehensive packet of resource information on programs, resources, etc.
- Success stories are good but some of us have problems. Can we hear other people's problems?
- Advance leadership skills - something to promote my prof./long term career goals; contacts with future job providers. I give to my community through planning commission - non-profit involvement - I am using this for job contacts; experience.
- More direct management of conflict situations.
- Communication jujitsu! For expressive, explanitive, etc. Communication.
- As a new member it has been my experience to review Federal laws and overall policies governing AmeriCorps members.
- More practical info about or specific projects on a day-to-day basis.
- Art stuff, artists.
- EZ/EC information and other collabortives.
- The info was OK but it wasn't in-depth. It was drawn out, but not in depth.

- I received as much as I could now I need to get experience in implementing what I've learned.
- Mediation/facilitation - I recognize this was Track II and will review course materials - but some basic skills could be presented in one day.
- More leadership & communication skills.
- Marketing as far as in the housing arena.
- More in depth fundraising ideas. Yes's and No's.
- Practical Advise.
- More information on grants and loans.
- Information about other AmeriCorps programs (VISTA, YVC, Learn & Serve, Senior Volunteers)

Any other comments you would like to make.

- Try to arrange more training for AmeriCorps members.
- Keep up the good work.
- Rochelle and Milan were the best presenters next to Joel. They seem to care that we learned the information as well as seeing that it being very helpful to us. Their teaching process was wonderful. The group interactions probably taught us more (teaching each other) than just sitting and listening to someone talking real fast or slow and monotone.
- Thank You.
- Food was terrible but the company was great. Thanks for a wonderful second year. I've learned a lot and I hope this will lead me to a very Prestigious career.
- General: would it be possible to set up an AmeriCorps listserv/newsgroup (if one already exists, let us know where to find it?)
- I know that there were a lot of us in the lounge and we were loud and having a good time, but even though Brentley may not have liked us he was always nice and we never had to ask him to come back for orders. Kristin never came back unless we called for her. When she did come back she was hateful, rude, bitchy. She rolled her eyes and huffed and puffed and almost knocked me down once when she walked by. Waiting on people is a hard job, but she was just a pure bitch.
- The food was terrible.
- The hotel hospitality was great.
- AmeriCorps need to chose persons who voice is appropriate for speaking. The lady who talk about applying for leadership program was a terrible speaker. Find better presenter for this.
- The food you know about. I did not like being located at a hotel "down the street" no provision was made to transport us from that location. It was harder to feel included in the group when we were "outplaced". I liked the accessibility of the state and national people and their willingness to listen and give feedback, etc.
- This is the first training I have received since I began in October 1995.
- Facilitators are obviously very knowledgeable but I think it would be helpful to engage members and their specific projects (struggles/successes) to an even greater degree.
- I would have loved to have received an advance of cash or some vehicle by which I will be able to get an advance or loan.
- Include info for artists or future AmeriCorps artists in associative w/ NEA.
- This morning's training (Thursday) was much better than earlier training this week.
- I thought that what I was doing for my community was very helpful. After meeting this week and talking to other members I have reached the conclusion that I'm not doing squat. From what I've learned from others they are really helping their communities. When I return from this meeting I am going to try to make some changes. I just hope that the Corps will be willing and able to help me get where I want to go.
- Racism, gender bias weren't addressed and were clearly present in some AmeriCorps comments, attitudes. Perhaps a multicultural awareness workshop would be useful.
- This week has been very educational but unfortunately I believe I have lost at least 10 lbs. due to the lack of good food!
- Cut training down to 3 days, for those who have families lose interest when they have been away from home so long. Allow members to have input on training location.
- This week has been informative and beneficial to me. It provided me with essential tools enabling me to work better toward my objective.
- Overall I think it was a waste of time.

- Do more role playing and practical solutions to problems in your environment. Also have training earlier in service. Would work out better if time like the VISTA PSO training. This will give the AmeriCorps members time to acquire the skills needed and a chance to network with 1st and 2nd generation members BEFORE going into the field. This will give us a chance to know beforehand what to expect and what skills are needed BEFORE going into the field. Even the Peace Corps has a 3 month training period for them before they go into a new job location. Of training and solutions given, job burnout and retention for 1st to 2nd year applicants would rise instead of drop.
- Try not schedule another training with Per Diem. The food was very, very bad. The government lost alot of money due to waste PLUS morale between the members and the waitstaff was in a incredible low period.
- We work harder and better when motivated and treated with respect (or treated like adults). Even with the use of vouchers or changing the food presented in a buffet manner would have led to higher morale , retention of member during lunch/dinner hour which could have led to more interaction between members and a better relationship with the waitstaff and God knows what else.
- Really enjoyed this training session. Appreciate your efforts in arranging tours, etc.
- Thanks for a wonderful week.
- The food was awful.
- Food was terrible - never had such bad food!! Next year members should be given a food expense.
- I've really enjoyed working with AmeriCorps. Maybe take into consideration Spring Break time for most average colleges.

Helping Small Towns Survive
A Training Program for Community Developers
Evaluations

Day 1 Community Development Philosophy and Approaches

How effective was this session in introducing the philosophy behind Community Development and various approaches to the practice of CD?

3.826

What did you like about this session?

It was very informational. I was previously informed about today's topic, however you filled me in on many unanswered questions.

Being able to interact with each other and get feedback from others.

Basic general information, nothing was too in depth; interaction was provided for the whole group.

It gave me something to think about in helping my community.

My teammates shared their ideas and experiences with me. We worked well together and got to know each other better.

Meeting other people; discussing ideas with people from different areas of the country.

This session was effective for me because it discussed issues that I have not previously voiced. I look forward to the rest of the training.

Interactive/informative/thought-provoking.

Exchange of ideas and experiences by presenters and participants. Opportunities to work with philosophy presented.

Informal interaction with others.

Speaking with other AmeriCorps members, getting new ideas, etc.

The group involvement -- I enjoyed working in groups in addition to listening to information.

Everyone's ideas and different approaches.

I liked the opportunity to get up, talk amongst the others.

Info sharing inclusive format.

I liked the responses each member explained about their community.

Spoke and mentioned the many kinds of community development, how to solve these issues, effective and ineffective ways to get to the public.

The sharing between the groups. The informal conversation. The great interaction between groups.

Group interaction and discussions -- the chance to talk and mingle with other members.

Opportunity to mingle; group facilitation -- generally -- chance to think about my community in terms of the 20 Clues.

Six myths about the future of small towns -- information training on principals of good practice. Questions and responses modules for group participation.

Excellent group participation/involvement.

Group sharing.

Brainstorming.

The chance to talk to other members.

The group is an excellent resource. My table partners.

The interaction with others -- idea exchanges -- seeing points of commonality; new info, networking, new resource ideas -- process is valuable.

Easy to understand.

I learned more and enjoyed.

The information made available reinforced and accented that which I've already learned in life.

The interaction in the seminar, plus the groups/table discussions. Use of charts.

The first session was very informative.

The interaction among the groups; the effectiveness of the presenters; the friendly atmosphere; speech is great; tone is great.

Reshell's singing.

Inspired good group dynamics -- good interaction -- open discussions. Good activities; well facilitated.

Group participation.

Enjoyed the topics and opportunity for group discussions.

The different feedback was very helpful.

Good, theory/background; community involvement strategies.

It let me know that what I've been doing so far is on course.

Interactive programs.

Sharing information.

Interaction with others.

Group discussions; group interaction.

There was active participation from most of the AmeriCorps members.

Communication and interaction within all the groups.

Very informative; very interactive.

The way the class was able to interact and discuss.

I like the way we had more of a hands-on example. Working with the groups answering questions and discussing. I think this program was excellent in informing the group and opening our eyes to things that are very important.

I thought it was well thought out and executed.

Group interactions, mingling with the "Who Am I" worksheets.

The teamwork and joining discussion.

I liked the opportunity to meet other AmeriCorps members and learn what type of programs they were involved in.

Interactive opportunities; discussions with others.

Round table discussions.

I liked the group sessions.

How could this session be improved?

More activities.

Have more group sessions and more one on one.

Needs improvement.

More group participation, less talking.

More activities to keep us awake.

More of a creative workshop; more variety in the structure of the process.

Concentrate on more than one topic.

Maybe role playing so that there can be visual experience as to some of the things we might come up against.

Be in depth about the topics.

Have more concrete example of situations.

Maybe have some slides or role play.

Realistic implementation strategies.

More group discussions.

Get to the points faster; not so much rehashing of items by leaders/groups.

The first day of this session was very informative. Do not change anything at this time.

Info is in book, no need to have instructors "read" down the list. Role playing will be great; groups should be smaller and composed of different groups from different regions. Instructor used language associated with middle schools. Try not to talk to audience like "children"; other instructor needs to take control of group better; modification of activities needs to be used. Try not to make it as "boring" as reported.

Two breaks of 10 minutes each; food with breaks, cookies, munchies, etc; encourage the wall flowers to contribute, a few people (while full of good ideas) tend to dominate the discussion -- not fair! I'm sure the quiet ones have good ideas too.

Be entertaining -- go beyond the text -- stop being so boring, please. The information was wonderful (text), but the presenter was awful.

More application.

Need a little more enthusiasm.

We can read the text, don't beat a dead horse and move on.

I would have liked to have more breaks. It's hard for me to sit still and pay attention for long periods of time. I'm young and energetic.

In short, training session still needs to cover the problem-solving methods in getting people involved.

This session could be improved by explaining in a more detailed each community problem.

Would have like Reshell to co-facilitate equally; small discussion need to be more stimulating (more stimulating questions); e.g., how do communities develop?, what does development mean?, is it good?, how do you tell?

Set up more problem solving issues.

Less lectures; more group activities; more mingling.

More songs from Reshell.

Maybe a longer break.

More group participation instead of individuals and their conversations.

With mutual respect from others to allow those that want to learn -- A chance to hear this information, a chance to do so.

Shorter sessions.

Talk about frustrations and problem solving.

Spread it out over more time.

Less redundancy of info presented by both presenters and participants.

Have more interaction between tables. The more ideas, the better.

Day 2 Understanding and Managing Change

How effective was this session in increasing your ability to help groups manage change?

4.111

What did you like about this session?

The comments of the man from California which consistently gave a new or different perspective in ideas, issues. The decade project was a good energizing project.

Communication among group members, team work.

Created a better understanding of how the group process works. Showed us how to approach hostile situations in a more positive manner.

Interaction.

The speculation of the future.

Very little, decade activity.

Group interaction.

Backtracking through leaders. Seeing the changes and reflections to culture.

Interaction, Information, "how to" stuff.

I like the way everyone was able to put in their inputs about different topics. Very informative.

The mingling of groups.

Everything, interaction with others.

Group discussion.

It was net up very nicely.

Community Group Development of the 1950s-2000.

Group interaction.

How to work as a group.

A lot of group participation, more concise. Good info.

Had the total group participation required to be successful.

It was good for process definition: meaning that it brought to our attention the issues surrounding change.

The interacting and role playing was very fun and informative.

Group activities.

The group interactions were terrific fun.

The role playing or listing of changes through the decades to show people do change more than they think.

Brainstorming, working together.

I liked participating. This topic was very informational for me.

Good info.

Very active.

It was more interesting than yesterday, more interactive with new people and groups. Better group dynamics, less group-think, more personality shown by presenters. Wonderful text materials.

Exercise help greatly as eye opener to the impact of change after decades.

We got the chance to intermingle with other members from different states.

The material was covered to a good extent.

Better interaction/moved along better than yesterday.

I like it all.

There seems to be problems in certain towns in America that can relate to each other.

Ideas that each member brought about different event that happened throughout the years.

Interaction.

That change is not bad, but not easily accepted. Change is necessary for growth.

How could this session be improved?

Presenters could learn from perspectives of man from Calif. Too much info was clarification of our typical observations rather than giving us new ways of seeing things.

Allow more time for certain sections that you find individuals becoming more aroused in than others.

More time.

Could have explained how to manage storm better

I think it needed more depth -- if that depth is possible.

Try to respect other ideas.

Use time spent on specific areas (topics).

Smoother transition from topic to topic.

A little flighty and theoretical.

Asking those speaking to stand and/or talk a little louder.

More groups like the one we had this morning.

Length allotted to it was too short.

Increase even more the show of personality by the presenters, remember, people retain up to 75% more when they are laughing. More personality! Milan was fairly entertaining but more than a little condescending, you are a teacher but u need not condescend.

My opinion, I like Day 1 better. More guides from presenter is better appreciation.

Shorten some of the topics.

More facilitators.

Needed to do a role play demonstrating conflict in a group.

Day 2 Introduction to Group Process

How effective was this session in increasing your understanding of the characteristics of effective groups?

3.978

What did you like about this session?

Vibrant discussion.

Opened my eyes to how people relate.

New ideas being stirred up by others.

Materials and watching people act (be themselves, despite roles).

The listening to each person's perspective and being receptive. Disagreeing without be disagreeable.

Role playing.

I've done group therapy for years -- I teach this stuff to my clients -- of course, it helps to be refreshed occasionally.

Group discussion.

Very effective because we gather more information to implement in our community.

I loved the group play, acting out the roles were interesting.

Group activities.

Group discussion.

Everything.

Again, the interacting was helpful.

The group meeting role play.

Role playing was excellent.

Got a lot of good ideas.

Provide the opportunity for me to review myself in similar situations.

Provided lots of info on group problems; very informative, extremely useful information.

The role playing, more lively, learn through a more hands-on approach, very good.

This session a lot better than yesterday. Getting better.

Understanding how to work in group. How to carry yourself in group meetings.

Very good at defining/illustrating group process. Once again -- promoted new awareness. I will feel better working in groups now.

Group interactions. The scenario/acting was great for sharing examples of how to keep a meeting organized.

It makes me desire to do follow up when I get home.

Descriptions of the various stages of group dynamics and role playing.

Elicited good comments -- people interacted better than yesterday, perhaps due to knowing each other better.

Analyzing.

Gave us a feeling of how groups function when working together. It stressed cooperation, structure, and direction.

The acting to demonstrate a group. Solutions on how to have effective group discussions.

I liked the role playing.

How could this session be improved?

More time for discussion, opinions.

It was very interesting.

More information on actual community developing.

Again, allow time for issues that need, when presented more discussion. These are the everyday issues that the members face.

Should have involved audience more; speakers went on too long.

Role playing was a little lengthy, but excellent and entertaining.

More rehearsal for role players, maybe a little more time.

Role playing could have had a more clearly designed scenario or problem.

Length allotted to it was too short.

How to deal with conflictual persons.

Discuss more about the problem each community is facing.

More time on role playing portion.

More discussion less acting.

Include interpersonal skills to help members cope more effectively with consensus and different personalities.

Two members were not addressed. Member said felt like being attacked. Problem was solved when other volunteer offered to give advice on problem. Would be handled better when conflict arises to ask group to give solutions later.

Analysis of how our own groups are functioning and a diagnosis or prescription on how to fix them.

Day 3 Conflict Management

How effective was this session in improving your ability to diagnose and manage conflict?

4.382

What did you like about this session?

The entire program is useless for my work. Nothing fit roles.

Sorting out our roles.

One on one interaction; group interaction; smaller groups.

Group interaction/group session.

Again, I absolutely love the interaction I'm learning so much more.

Small groups -- the chance to share experience/learn.

Communication among members; were able to learn how other people felt and how to deal with them appropriately.

It helped to learn how other folks respond. The best session ever.

Describing/relating our own experiences.

Breaking up in groups -- members seemed to talk more when otherwise, in a bigger group they wouldn't talk.

I like meeting other people to see how they feel and think.

Good, informational.

Rochelle was excellent. Topic was pertinent/interesting.

It was interesting because what is learned has a practical side.

The break-up of the small group.

Meeting people who approach conflict in the same manner I do. Learning what motives different styles of conflict management, understanding better that its not personal in most situations.

I like the discussion and listening to everyone's opinions.

Had a chance to express how I had been in conflict with a staff person.

I liked hearing others' views on conflict management -- really effective.

Smaller groups work better. Gives people a chance to hear what the instructor is saying and conversations were more intellectual.

The amount of different opinions that were received as a group.

Examples of effective conflict management.

Conflict management.

Opportunities to give and receive advice from others.

One-on-one structures conversation section.

Talked about different people's conflicts and different solutions and which I fit in.

Most of us try to avoid the conflict and get resolutions.

It allowed me to hear a different take on the problem I'm faced with, and some different ways to respond that I haven't initiated.

The interaction between groups and individuals.

Much interaction between members excellent activities, good advice from Milan, fun yet informative and educational.

It was very informative and enlightening.

The booklet and discussions

Helping each other on how to solve conflict. It is always good to get suggestions and opinions of others -- being open minded with always help.

The chance to distinguish myself in a category of being a peacemaker, avoider, confronter or a negotiator.

How could this session be improved?

Develop a strategic plan for use by our role play situations.

Don't see a need -- enjoy mixing with the others.

Not to my knowledge.

Having more time both in large groups/small group discussion.

Include a set of fictional situations.

There is no need for improvement, I really enjoyed this session.

I thought it went extremely well -- not much or any improvement needed.

Work books could be better written. Use more counseling techniques. More solutions offered telling what to do. Have more role playing offering solutions to similar conflicts.

A conflict role-play. Also, how to resolve in come constructive ways "race relations" especially when there been a long history of discrimination which may not have anything to do with one, but one has to deal with it.

Role playing.

Role playing and demonstrations can be more effective than broad identity exercises (4 types).

More time to resolve problem.

Work together and explain each other's point of view.

Allow a group assessment of the conflict and then everyone give view on issue and solution.

Much more time could be spent on each phase Milan was less condescending than yesterday, excellent improvement.

We could have had more hands-on experience.

Too short for material to be covered.

Longer discussion for members to explain their different conflicts.

Day 4 Leadership Practices Inventory

How effective was this session in exploring your own leadership strengths and weaknesses?
4.387

What did you like about this session?

We were able to reflect on where we stand in terms of being a leader. Also, to see how we can improve to become better leaders. It was a fun session.

Comprehensive, discussing strengths/weaknesses, fantastic group discussion, interaction with people who are similar, my favorite topic so far.

Everything.

Everyone had great stories and suggestions. I like the interacting.

The way it was presented was very concise

The role playing, the interaction among everyone. Rochelle, you are a dynamic presenter.

Group work, the opportunities to get on stage.

Learning how to categorize myself to the different leadership inventory.

The leadership assessment practice.

The test was wonderful, working with peer tutoring was very helpful, fantastic session.

Interaction with one another -- session was very informational and will apply it in my life.

Different people's opinion.

Chance to work with people I haven't had a chance to work with (counting off was a good idea).

Group advice/group interaction.

Group discussion.

That, at some point, all the leadership qualities are used depending on the situation and/or audience. Learn work is the most effective way of easily/productively reaching the objective.

Discussion of leadership elements/types.

The analysis to interpret.

Comprehensive -- it covered as far as I am concerned -- all of the main characteristics of leadership, we had a fantastic, involved group discussion.

Input by everyone.

Interaction.

Group interaction with people who are similar.

This session was very helpful in raising my awareness of my strengths and giving me insights into how to grow in areas where I am weaker. My favorite topic so far.

Discovering through the testing strong and weak qualities.

The values that people think are important are very different.

Day 5 Skills for Strategic Planning

How effective was this session in improving your understanding of strategic planning?

4.142

What did you like about this session?

Process, vision stuff.

The wrap-up, I enjoyed the Vision Statement development.

It was very helpful in identifying strengths and weaknesses of a community.

Working through the planning process especially the Vision Statement. General, a much better insight here, appeared when it was doing during the meeting in Virginia.

Writing a Vision Statement.

I enjoyed the visioning process -- my community already did a strategic plan/vision statement -- so it was good reinforcement and I'll bring back information to make ours better, Thanks.

How could this session be improved?

Briefing on the political realities of implementations and adoption.

I don't know how you can control for people's attentiveness and participation on the last day.

Should be taught on another day besides Friday. This is a very important session, should be Wednesday or Thursday evening.

I thought everything went really well! No changes really, Great Job!