

Coaching Evaluation: October 2023

Your feedback is critical in helping us to effectively monitor and evaluate the Coaching Program for the Center for Education. This form should take approximately five minutes to complete. Your thoughtful responses are very appreciated.

PRIVACY NOTICE:

This survey is administered by DEVELOP (Designing Effective eVidence-based Engagement and Learning for Organization Performance) in partnership with USAID (United States Agency for International Development). The information provided will be used to monitor and evaluate the coaching program for the Center for Education (DDI/EDU - Bureau for Development, Democracy and Innovation, Center for Education)

Consolidated and cleaned data will be shared in aggregate form with USAID Center for Education for review and reflection. No emails will be collected. No individual surveys or responses will be attributed or linked to you. Please do not enter any personally identifying information for yourself or others in your responses below.

This survey should take approximately 5 minutes to complete. Your participation in this survey is voluntary and you may choose to respond to any or all of the questions. Your participation will help ensure adequate representation of your views in the final results and outcomes. If you agree to participate, you may withdraw your participation in the survey at any time by simply exiting the survey. The completion of this survey implies your consent to participate.

*Please submit your response by **COB Date**. If you have any questions, please feel free to contact Alex Manning (amanning@encompassworld.com) with the subject line: "DDI/EDU Coaching". Thank you in advance for your thoughtful responses.*

A Federal agency may not conduct or sponsor an information collection subject to the requirements of the Paperwork Reduction Act unless the information collection has a currently valid OMB Control Number. The approved OMB Control Number for this information collection is 0412-0609 (expires 04/30/2024). Without this approval, we could not conduct this survey. Public reporting for this survey is estimated to be approximately 5 minutes per response. All responses to this survey are voluntary. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden to icrteam@usaid.gov

* Indicates required question

1. **Which job category best describes your role? ***

Mark only one oval.

- ☐ C3 (Career Candidate Corps) *Skip to question 2*
- ☐ SMG (Senior Management Group) *Skip to question 3*
- ☐ Center Staff Member *Skip to question 4*

C3 Staff

2. **How many coaching sessions did you have with your coach during this period (October 2022 - March 2023)? ***

Mark only one oval.

- ☐ 1
- ☐ 2
- ☐ 3

Skip to question 5

SMG

3. **How many coaching sessions did you have with your coach during this period (October 2022 - March 2023)?** *

Mark only one oval.

☐ 1

☐ 2

☐ 3

☐ 4

☐ 5

☐ 6

☐ 7

☐ 8

☐ 9

☐ 10

☐ 11

☐ 12

Skip to question 5

Center Staff Member (neither C3 nor SMG)

4. **How many coaching sessions did you have with your coach during this period (October 2022 - March 2023)?** *

Mark only one oval.

☐ 1

☐ 2

☐ 3

☐ 4

☐ 5

☐ 6

Skip to question 5

Please tell us about your experience

5. **Have you participated in coaching with DEVELOP previously?** *

Mark only one oval.

☐ Yes, I participated in one previous cycles.

☐ Yes, I participated in two previous cycles.

☐ Yes, I participated in three previous cycles.

☐ No, I was not working at DDI/EDU during previous cycles.

☐ No, I previously chose not to participate.

☐ Other: _____

6. **Please rate your overall satisfaction with your coaching experience.** *

Mark only one oval.

1 2 3 4 5

Not ☐ ☐ ☐ ☐ ☐ Very satisfied

7. **How would you rate the overall impact coaching has had on your professional development and effectiveness in your DDI/EDU role?** *

Mark only one oval.

1 2 3 4 5

No i ☐ ☐ ☐ ☐ ☐ High impact

8. **How would you rate the level of progress you have made toward your intended goals for coaching?** *

Mark only one oval.

1 2 3 4 5

No | ☐ ☐ ☐ ☐ ☐ A lot of progress

9. **Please rate your satisfaction with the relationship with your coach.** *

Mark only one oval.

1 2 3 4 5

Not ☐ ☐ ☐ ☐ ☐ Very satisfied

10. **Do you feel you have made a noticeable behavioral change? ***

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Other: _____

11. **Do you intend on continuing to participate in coaching if offered? ***

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Other: _____

12. **Would you be interested in participating in other types of coaching programs if offered? Check all that apply. ***

Check all that apply.

- ☐ Peer coaching program (peers learn basic coaching skills and meet to provide coaching and support to one another while practicing these skills).
- ☐ Group coaching program (a small group of less than eight receives group coaching sessions from the same coach. Provides opportunities for internal networking and group problem solving).
- ☐ Team coaching program (a group of staff that work on the same team or project participate in group coaching sessions together).
- ☐ None of these.
- ☐ Other: _____

13. **Which leadership competencies and skills did you focus the majority of your time on during your coaching sessions?** What was the most valuable thing you learned from your engagement with coaching?

14. **Please provide more details about the impact of coaching if desired.**

Examples include:

- behavioral changes you have observed in yourself;
- behavioral changes your colleagues might have observed in you;
- the impact your coaching experience might have had on your professional development and/or your effectiveness in your DDI/EDU role.

You may also use this space for anything else you wish to share.

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