SR 920 Assignment 2: Delivery and Evaluation Plan

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# Delivery and Evaluation Plan

**Delivery**

**Intervention Training Session**

The following is an outline for the actual training session. It has been formulated for use in a PowerPoint presentation, and is broken into topics for general pacing purposes.

**Session 1: Introduction and Overview**

1. **Welcome and Icebreaker**
   1. Brief introduction and welcome.
   2. Icebreaker activity to set a positive tone.
2. **Understanding the Importance of Recruitment**
   1. Discuss the impact of effective recruitment on the organization's goals.
   2. Share success stories related to recruitment efforts.
3. **Overview of the Recruitment Process**
   1. Break down the recruitment process into stages.
   2. Emphasize the importance of each stage in finding the right candidates.

**Session 2: Target Audience and Position Analysis**

1. **Identifying Target Audiences**
   * Define the target audience for volunteer recruitment.
   * Discuss strategies for reaching different demographics.
2. **Position Analysis and Requirements**
   * Understand the specific needs of each volunteer position.
   * Create a checklist of position requirements.

**Session 3: Communication and Outreach Techniques**

1. **Effective Communication Skills**
   * Provide tips on clear and compelling communication.
   * Role-playing exercises for improving communication skills.
2. **Utilizing Various Communication Channels**
   * Explore different channels (social media, email, community events).
   * Discuss the strengths and weaknesses of each channel.

**Session 4: Building Relationships and Networking**

1. **Building Relationships with Potential Volunteers**
   * Teach techniques for relationship building.
   * Role-play scenarios for effective interaction.
2. **Networking Strategies**
   * Provide tips on networking within the community.
   * Discuss the importance of word-of-mouth referrals.

**Session 5: Evaluation and Continuous Improvement**

1. **Metrics and Evaluation**
   * Introduce key performance indicators (KPIs) for recruitment.
   * Discuss how to track and evaluate recruitment efforts.
2. **Feedback and Continuous Improvement**
   * Encourage feedback from volunteers about the recruitment process.
   * Discuss ways to continuously improve recruitment strategies.

**Session 6: Practical Application and Q&A**

1. **Practical Application Exercise**
   * Apply the learned techniques in a simulated recruitment scenario.
   * Provide feedback and guidance.
2. **Question and Answer Session**
   * Open the floor for any questions or concerns.
   * Provide additional resources for ongoing learning.

**Session 7: Recap and Closing**

1. **Recap of Key Points**
   * Summarize key takeaways from the training.
   * Reiterate the importance of their role in recruitment.
2. **Closing Remarks and Next Steps**
   * Express gratitude for their commitment to the organization.

Share information about any upcoming recruitment events or initiatives.

**Post-Training Support**

• Distribute a printed version of the PowerPoint presentation for ongoing reference.

• Ensure that all participants are stocked with Foundation promotional literature.

• Establish a feedback loop for continuous improvement.

• Encourage volunteers to share their experiences and success stories.

**Evaluation Plan**

A printed “log sheet” will be given to each attendee of the training session. This will allow attendees to document their newly acquired recruitment strategies. Training session attendees will employ these strategies within their social interactions. After two months post-training, the log sheets will be collected and analyzed for informal qualitative data from participating Foundation members’ social encounters with contacts. It must be noted that, with an active Hospital Foundation member base of only 8 people, even one person from outside our organization joins the Foundation (as a documented result of the training session), this intervention will be considered a success.

Not only is it anticipated that our member base will grow; it is also hoped that Foundation members will attain enhanced fulfillment of Wright’s 7 human longings in the process.

**Reflection**

At the conclusion of the action research intervention, the researcher will reflect on the research process, challenges faced, and personal learning outcomes, including evaluation of the project's impact on the understanding of sociological and faith-based perspectives.

The action research project will be evaluated in order to determine whether its results contributed to constructive social change, including a description of how the intervention “changed the world” in the context of the problem addressed.

Broader implications of project outcomes will be examined to determine whether this particular training session intervention might be scaled up for larger segments of society, along with future research in applied and clinical sociology. Evaluative elements may include:

1. Surveys and Feedback: Conducting surveys among volunteers before and after the intervention can provide valuable insights into changes in satisfaction, engagement, and perceived impact.
2. Retention Rates: Tracking volunteer retention rates over time will indicate whether the intervention has positively affected the longevity of volunteers' commitment.
3. Qualitative Interviews: In-depth qualitative interviews with volunteers can offer a nuanced understanding of their experiences and the impact of the intervention on their sense of purpose and satisfaction.
4. Observational Data: Observational data, such as attendance at training sessions and participation in hospital activities, can serve as objective indicators of increased engagement.
5. The participant log sheet previously described.

This project is anticipated to align with the expected outcomes. However, divergent outcomes will be documented in order to determine what lessons might be learned for future practice.

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