



Conservation and Sustainable Management of Turkey's Steppe Ecosystems Project



TRAINING PROGRAM ON PROTECTED AREA ESTABLISHMENT, PARTICIPATORY MANAGEMENT PLANNING AND MONITORING

Second Training Report – July 2021

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1. OBJECTIVES AND OUTPUTS OF THE TRAINING PROGRAM

Objectives:

- **Build knowledge** - Build knowledge of the general content and planning steps of protected areas and latest approaches related to protected areas.
- **Strengthen understanding** - Strengthen understanding of the key role of planners, protected area managers, land users and other key stakeholders in promoting the development and implementation of integrated and participatory protected area planning that incorporate and align with biodiversity, values of natural resources, management of invasive species, landscape restoration and climate change imperatives.
- **Increasing expertise** on protected area establishment, protected area management planning and monitoring.
- **Knowledge transfer**- To understand latest approaches and techniques in protected area management via indoor and practical exercises in relation to the case studies.

At the end of the training, participants;

- Understood the establishment, management planning, and monitoring of protected areas.
- Developed their knowledge of establishment, management planning, and monitoring processes design.
- Understood the benefits and challenges of involvement of interest groups.
- Understood the basic principles and methods for engaging interest groups.
- Developed their knowledge on establishing a good governance mechanism to ensure the cooperative management of protected areas.

2. TRAINING APPROACH AND METHOD

Due to COVID-19 pandemic restrictions and discussions with the project partners, it was decided to organize 9-day online trainings and 6-day face-to-face trainings.

The 15-day training program is designed in 3 modules.

Module 1: Establishment of Protected Areas (3 days online – 2 days face-to-face trainings)

Moderators: Yıldray Lise, Dr. Uğur Zeydanlı

Module 2: Participatory Management Planning of Protected Areas (3 days online – 2 days face-to-face trainings)

Moderators: Prof. Dr. Nilgöl Karadeniz, Dr. Nihan Yenilmez Arpa

Module 3: Monitoring of Protected Areas (3 days online – 2 days face-to-face trainings)

Moderators: Dr. Uğur Zeydanlı, Prof. Dr. Can Bilgin

Expert presentations, discussions, group work, interactive activities were held in each module of the training program. A half day field work studies were done in Kızılcahamam Soğuksu National Park with the participation of the experts.

Evaluation questionnaires were applied at the beginning and at the end of the training. The participants who attended to all 3 modules had the chance to enter the exam for the certificate.

Table 1. Experts and Resource Persons

Trainer	Name	Main mission
Training Program Coordinator	Yıldırım Lise	Preparation of training content and coordinating the organization
National Protected Area Specialist (Establishment, Planning, Monitoring)	Dr. Uğur Zeydanlı	Large scale planning, systematic conservation planning and spatial planning, monitoring
National Protected Area Specialist (Establishment)	Dr. Özge Balkız	Systematic Conservation Planning and Ecosystem Services
Natural Resource Management and Landscape Planning Specialist	Prof. Dr. Nilgül Karadeniz	Participatory planning
National Protected Area Specialist (Planning, Monitoring)	Prof. Dr. Can Bilgin	Protected area planning, and species monitoring (Fauna)
National Protected Area Specialist (Monitoring)	Prof. Dr. Mecit Vural	Species monitoring (Fauna)
National Protected Area Specialist (Monitoring)	Prof. Dr. Meryem Beklioğlu	Long-term ecological monitoring
National Protected Area Specialist (Monitoring)	Prof. Dr. Çağatay Tavşanoğlu	Long-term ecological monitoring
National Protected Area Specialist (Monitoring)	Süleyman Ekşioğlu	Protected areas, species monitoring (Birds and butterflies)
National Protected Area Specialist (Monitoring)	Dr. Mustafa Durmuş	Protected areas, species monitoring (Mammals)
National Protected Area Specialist (Monitoring)	Dr. Tuba Bucak	Data analysis in Systematic Conservation Planning
National Protected Area Specialist (Monitoring)	Gelincik Bilgin	Modelling in Systematic Conservation Planning
National Protected Area Specialist (Establishment, Planning, Monitoring)	Yıldırım Lise	Protected area planning, site monitoring, and governance
Natural Resource Management and Protected Area Planning and Management Specialist	Dr. Nihan Yenilmez Arpa	Sharing information (recommendations and samples) of the guidelines for each training module: Guidelines for Establishing Protected Areas

		<p>Guidelines for Protected Area Management Planning</p> <p>Guidelines for Biodiversity Monitoring</p> <p>Guidelines for Engaging Stakeholders in Managing Protected Areas</p> <p>Participatory Protected Areas Planning</p> <p>Stakeholder participation for establishment of the protected areas</p>
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Table 2. Materials and equipment required for training

Equipment / Materials	Where, how and for what purpose
Computer and projector	To be used for presentations in each session.
Flip charts, pens, papers	To be used for presentations in each session; in group works and presentation of results.
Training notebook	One notebook was given to each participant to be used for taking notes.
Training book	Each participant was given one for each module and they had access to information on the main topics at any time.

3. IMPLEMENTATION OF THE SECOND TRAINING

Participants were from the central and provincial organization of the General Directorate of Nature Conservation and National Parks (GDNCP), and 2 experts from central units of the General Directorate of Forestry (GDF). 38 people confirmed to participate to the training, 34 attended to the trainings and 33 of them completed the whole modules and took the certificate exam (Annex I. List of training participants): 7 woman (21.21%) and 26 male participants (78.79%).

COVID-19 Measures:

COVID-19 measures were taken in line with the AO COVID-19 Guideline are taken for the Certificate Training Program face-to-face trainings. A hygiene kit specific for each participant was prepared: 15 masks, 2 FFP2 masks, 100 ml cologne, 100 ml sanitiser, and 350 ml thermos mug for personal use.

Measures taken:

- **Temperature and related checks:** The temperature of all participants were measured. No participant with a forehead temperature above 37.5°C entered the workshp venue. Equally, no-one displaying other common COVID-19 symptoms entered the training venue, including respiratory symptoms (shortness of breath), runny nose, cough.
- **Health checks:** No-one displaying any possible COVID-19 symptoms participated in the training.
- **Track and trace information:** Contact information and HES codes for all people at the training were recorded and all participants were reminded to contact the FAOR in case of (1) possible COVID-19 symptoms in the two days following the completion of the training; and/or (2) positive COVID-19 tests in the ten days following the end of the training.
- **Minimise participation:** The participants are limited.
- Participants wore masks at all times.

- Training venue was well ventilated, with windows open (and some training activities were outside).
- Hand sanitizer was available and used before, during and after training.
- Physical distancing was maintained at all times during the training.
- No food / bottled water only: Food and/or snacks were provided in individual single-use sealed food containers. When eating, physical distancing must be maintained. The water was distributed in sealed single-user bottles only.

Training Materials:

Before the training, the training materials (training notebook, training booklet, training certificate) were published (Annex II. Training materials) and shared with the participants. The project posters, brochures, booklets and DKM's Turkey's Butterflies Field Guide were shared with the participants.

At the end of the training, the presentations, the selected photographs and these documents were shared with the participants in their USBs:

Project publications (in Turkish):

- Guidelines for Establishing Protected Areas
- Guidelines for Protected Area Management Planning
- Guidelines for Biodiversity Monitoring
- Guidelines for Engaging Stakeholders in Managing Protected Areas
- Guidelines for Assessing the Management Effectiveness of Protected Areas
- Guidelines for Grazing Management Planning
- Guidelines for Grazing and Livestock Monitoring

DKM publications (in Turkish):

- Forest and Biodiversity

- Integrating Biodiversity into Forestry Practitioner's Guide
- Integrating Biodiversity into Forestry Planner's Guide
- Art in Sweetgum Forests

Training Program:

Online Trainings via ZOOM:

The 9-day online training program is given below.

Dates: 1-11 June 2021

Time: 14.00 – 15.00

Module 1: Establishment of Protected Areas (3 days online – 2 days face-to-face trainings)

1 June 2021 – Day 1:

Introduction

Protected Areas in the world and Turkey, and IUCN protected area category system

Yıldırım Lise & Dr. Nihan Yenilmez Arpa

2 June 2021 – Day 2:

New approaches in nature conservation and sustainable development, and global trends

Dr. Uğur Zeydanlı

3 June 2021 – Day 3:

Prioritization in nature conservation, approaches for protected area determination, and establishing national protected area system

Dr. Uğur Zeydanlı & Prof. Dr. Can Bilgin

Module 2: Participatory Management Planning of Protected Areas

4 June 2021 – Day 4:

Participatory Management Planning Approach in Protected Areas

Prof. Dr. Nilgöl Karadeniz

7 June 2021 – Day 5:

Spatial Conservation Planning: Defining conservation targets, and prioritization with objective criteria

Dr. Uğur Zeydanlı & Prof. Dr. Can Bilgin

8 June 2021 – Day 6:

Using ecosystem services in protected area management planning for more effective participation

Dr. Özge Balkız & Yıldırım Lise

Module 3: Monitoring of Protected Areas

9 June 2021 – Day 7:

Basics of monitoring in protected areas

Dr. Uğur Zeydanlı- Prof. Dr. Can Bilgin

10 June 2021 – Day 8:

Experiences on monitoring threatened plant species in Ankara

Prof. Dr. Meryem Beklioğlu & Prof. Dr. Çağatay Tavşanoğlu

11 June 2021 – Day 9:

Experiences on monitoring threatened plant species in Ankara

Prof. Dr. Mecit Vural

At the end of each day, the presentation and the recording of the training session were shared with the participants via email.

Face-to-face Trainings:

The 6-day face-to-face training program was organized in Çam Otel (Ankara – Kızılcahamam) with the below training program between 28 June and 3 July 2021. Opening speech was made by Mr. Mustafa Bulut (Deputy Director General of General Directorate of Nature Conservation and National Parks). The project short films were broadcasted at the opening session.

Day 1: 28 June 2021	
09.30 – 12.00	<ul style="list-style-type: none"> • Opening • Introduction to the training program • Presentation on Soğuksu National Park • Experience sharing by the participants
12.00 – 14.00	Lunch
14.00 – 17.00	How to use IUCN protected area categories more effectively in in protected area establishment? Presentation and Group Work

Day 2: 29 June 2021	
09.30 – 12.00	Prioritization in nature conservation, approaches for protected area determination, and establishing national protected area system Presentation and Discussion
12.00 – 14.00	Lunch
14.00 – 17.00	Prioritization in nature conservation, approaches for protected area determination, and establishing national protected area system Presentation and Group Work

Day 3: 30 June 2021	
09.30 – 12.00	Participatory management planning Presentation and Group Work
12.00 – 14.00	Lunch

14.00 – 17.00	Spatial Conservation Planning: Baselines, resource values, defining conservation targets, prioritization criteria, and zonation with objective criteria Presentation and Group Work
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Day 4: 1 July 2021	
09.30 – 12.00	Operational planning (Sub-programs, sub-plans for Visitor management, restoration, capacity development and training subplans) Presentation and Discussion
12.00 – 14.00	Lunch
14.00 – 17.00	Building partnerships for effective management planning of protected areas (Building strategic partnerships, gaining experience in conflict resolution and facilitation). Presentation and Group Work

Day 5: 2 July 2021	
09.30 – 12.00	Principles of species monitoring in protected areas (Fauna) (Introduction, mammals, birds, butterflies)
12.00 – 14.00	Lunch
14.00 – 17.00	Visiting the Visitor Centre of Soğuksu National Park and Fieldwork

Day 6: 3 July 2021	
09.30 – 12.00	How to develop a monitoring program for a protected area? Presentation and Group Work
12.00 – 14.00	Lunch
14.00 – 17.00	Exam and evaluation of the training and closure

Interactive Activities and Group Work:

During the training for all sessions, an interactive activity or group work was organized. The brief information on each activity and group work is given below.

Day 1:

- 1. To know a participant:** Each participant chose a participant least know and had an opportunity to talk with each other in 5 minutes. Then they defined each other by 3 words. A few of them drew a picture of his/her partner. The volunteers read these words, and everyone put them on the training wall.
- 2. Sharing experiences with the person on the mirror.** Each participant drew a mirror and wrote down his/her advice on protected areas work to the one on his/her first day at the professional life. The volunteers read the notes, and everyone put them on the training wall.
- 3. An experience sharing session on strenghts and weakness in protected areas in Turkey.** Each participant shared their views and they were listed and discussed in detail.

Group work:

3 groups were established by equal separation of central and local staff. The groups worked together throughout the training.

Group 1: National Park

Group 2: Wildlife Reserve

Group 3: Wetland

Groups were given detailed information sheets on 2 different priority areas defined via systematic conservation planning in different regions of Turkey. Groups worked on these sheets in biodiversity detail, targets for recommendations on conservation and sustainable resource management. The groups defined IUCN protected area categories and designated protected areas in Turkey's national protected area system.

Group 1: Discussed on 2 priority sites and shared the results with all participants.

Group 2: Discussed on 2 priority sites and shared the results with all participants.

Group 3: Discussed on 2 priority sites and shared the results with all participants.

Day 2:

Group work:

Groups were given detailed information sheets on different priority areas defined via systematic conservation planning in different regions of Turkey. Groups worked on these sheets in biodiversity details and set targets for recommendations on conservation and sustainable resource management.

Group 1: Discussed on Marmaris-Köyceğiz priority area and shared the results with all participants.

Group 2: Discussed on Datca-Bozburun Peninsula priority area and shared the results with all participants.

Group 3: Discussed on Akdağlar priority area and shared the results with all participants.

Day 3:

Group work: Each group discussed the stakeholders and their participation levels in the protected area management planning process and shared the results with all participants:

Group 1: Discussed on pre-planning, and inventories phases and shared the results with all participants.

Group 2: Discussed on assessment, and preparing the protected area management plan phases and shared the results with all participants.

Group 3: Discussed on implementing the protected area management plan and shared the results with all participants.

Group work: Building a paper bridge.

Each group designed a bridge to unite 30 cm distance between the tables and strong enough to carry a mug with the given materials (10 pipets, 2 boxes of pins, 4 A4 paper sheets) and made a plan to build this bridge by given details.

In each group, there was a journalist following all the steps and writing an article to share with all participants at the end.

Each group designed a bridge and wrote down plans to build it in detail. Then these plans were given to different groups to build it. Each group built the other group's planned bridge and tested it. In the end, 3 journalists read the news they wrote to tell the whole process.

told all the process.

Timetable for the activity:

15 minutes for planning

30 minutes for building

15 minutes for testing

15 minutes experience sharing by the journalists.

Interactive activity: Each participant answered these questions on post its:

- Main conflicts at their institution.
- Main conflicts in protected areas management planning process.

The post-its were gathered, and the trainers grouped and listed them for the next day's conflict management session. Before the session, everyone read the lists one by one. And the conflicts, main causes, and recommendations were discussed during the conflict management session.

Day4:

Roleplay: Roleplay on participation and conflict management.

Each group was given a role play with different roles for each participant.

Group 1: The last session of a workshop on discussing removing the deadwoods from the core zone of an IUCN Category II type protected area.

Roles: Facilitator, protected area manager, representative of Regional Directorate of Forestry, Head of Board of an NGO, Chamber of Forest Engineers, University representative 1, University representative 2, journalist.

Group 2: The final meeting of a meeting series on developing tourism in IUCN Category V type protected area and developing a strategy for sustainable development of local people

Roles: Facilitator, Deputy Governor, protected area manager, A District mayor, B District mayor, Head of Board of NGO named Y, Head of Board of NGO named Z, Head of Hotels' Union, , University representative 1, University representative 2, journalist.

Group 3: First meeting on creating a partnership in establishing the governance structure for an IUCN Category VI type protected area.

Roles: Facilitator, Deputy Governor, protected area manager, A District mayor, B District mayor, Head of Board of NGO named Y, Head of Board of NGO named Z, Head of Fisheries Cooperative, University representative 1, University representative 2, journalist.

Timetable for the activity:

15 minutes for preparation: Working on the roles and sharing the roles with each group member.

10 minutes for organizing the meeting/workshop

5 minutes experience sharing by the journalists.

After the role plays, the journalists reported on the preparatory process and the event as news, and the audiences commented on the role play.

Day 5:

Visiting the Visitor Centre of Soğuksu National Park.

Fieldwork with the expert on monitoring flora and vegetation.

Fieldwork with the expert on monitoring large mammals by using photo traps.

Fieldwork with the expert on monitoring birds and butterflies.

Day 6:

Group work: Each group defined 5 monitoring topics and filled out the monitoring table for Soğuksu National Park Monitoring Program's components:

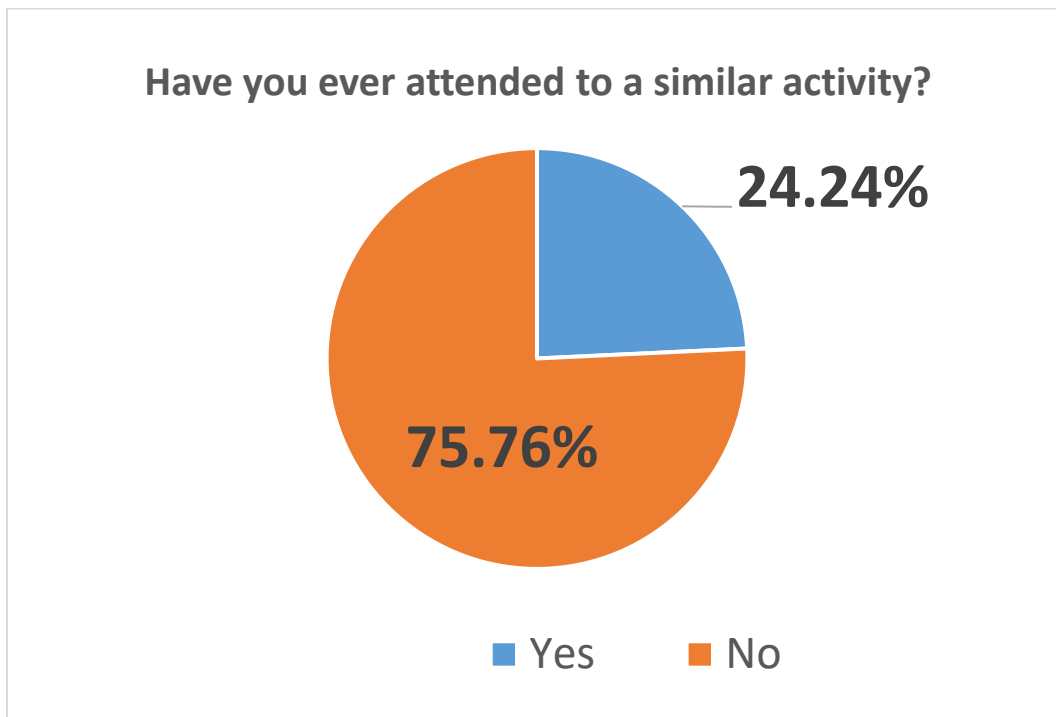
Group 1: Environment Component

Group 2: Biodiversity Component

Group 3: Management Effectiveness Component

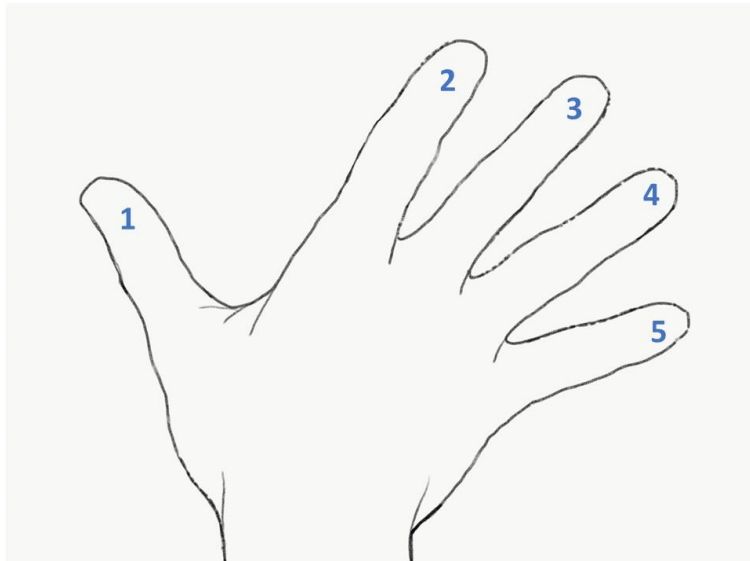
4. EVALUATION OF THE TRAINING

At the start of the training an evaluation form was filled by all the participants to learn their expectations and attending to a similar activity (Annex III). 75.76% of them stated that they have never attended to a similar activity. 24.24% of them attended similar trainings before. The trainers used their training and on the job experiences during the group work and discussions throughout the training.



Drawing a hand:

And at the last day, the participants draw their hand and fingers on a paper to state the best thing (1), thing to point at (2), worst thing (3), the thing she/he will take home (4), and a little thing (5) about the training.



27 participants drew their hand and wrote down their notes. Below the top 3 items were listed for each finger.

Best thing - 1:

- Group work and interactive activities: 13/27
- Participation: 4/27
- Trainin methos: 3/27

Thing to point at - 2:

- Experince of the instructors: 3/27
- Visuality: : 3/27
- Importance of governance: 2/27

Worst thing - 3:

- The training program was dense: 6/27
- The duration of the training was long: 4/27
- The accommodation facilities: 3/27

Thing to take home - 4:

- Friendship: 3/27
- IUCN protected area management categories: 2/27
- New experiences gained: 2/27

A little thing - 5:

- The training was good. Thanks: 8/27
- It was warm and cheerful: 3/27
- It was efficient: 2/27

Evaluation Form:

They also filled in the evaluation form. The results are shown below.

A Likert 5 type of questions were answered by each participant:

1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4= Agree; 5 = Strongly agree

The below table shows the number of replies for each question by 30 participants.

Likert 5 type questions		1 = Strongly disagree	2 = Disagree	3 = Neutral	4 = Agree	5 = Strongly agree
1	I learned a lot of new information in the training program.	0	0		12	18
2	I repeated what I knew in the training program.	10	14	5	1	0
3	When the training was over, there were other issues I was curious about.	0	1	3	14	12
4	I think the training topics are related to the practice in my work.	1	0	1	13	15
5	I think training subjects are related to our daily life.	0	0	9	10	11
6	I liked the method and content of the training.	0	0	2	8	20
7	Presentations and examples were understandable.	0	0	2	11	17
8	Interactive activities were fun.	0	0	0	9	21
9	I think similar trainings should be held for all members of the organization.	0	0	1	10	19
10	I will tell what I have learned in this training to people at work.	0	0	1	10	19
11	I will apply what I learned in this training to my work.	0	1	1	9	19
12	I have learned new information when reading the training booklet.	0	1	0	11	18

As seen at the above table:

- 30/30 states that “I learned a lot of new information in the training program.”
- 1/30 states that “I repeated what I knew in the training program.”
- 26/30 states that “When the training was over, there were other issues I was curious about.”

- 28/30 states that “I think the training topics are related to the practice in my work.”
- 21/30 states that “I think training subjects are related to our daily life.”
- 28/30 states that “I liked the method and content of the training.”
- 28/30 states that “Presentations and examples were understandable.”
- 30/30 states that “Interactive activities were fun.”
- 29/30 states that “I think similar trainings should be held for all members of the organization.”
- 29/30 states that “I will tell what I have learned in this training to people at work.”
- 28/30 states that “I will apply what I learned in this training to my work.”
- 29/30 states that “I have learned new information when reading the training booklet.”

All of them (100.00%) stated that the training met their expectations.



And all of them (100.00%) stated that they will recommend this training to their colleagues.



As seen above, the participants liked the training and found it useful for their career. Especially the interactive group activities, and the fieldwork were found useful.

At the end of the training, they made recommendations for the next trainings:

- 6-day training was considered as longer and should be shorter.
- More fieldwork days
- Being a mixed group of experienced and new staff, was useful to share the participants' experience and knowledge. It is recommended for the next trainings too.

5. ANNEXES

Annex I. List of training participants

No.	Name - Surname	Organization
1	Abdullah GÖKSEL	GDNCNP Gaziantep Branch
2	Ahmet Duran KAYA	GDNCNP Tokat Branch
3	Alper DEMİREL	GDNCNP
4	Başar BAKIR	GDF
5	Bilal YETGİN	GDNCNP Tokat Branch
6	Burak ALTINAY	GDNCNP Konya Branch
7	Çiğdem DEMİRHAN	GDNCNP
8	Edibe DEMİR	GDNCNP Bitlis Branch
9	Elif ESER	GDNCNP Erzurum Branch
10	Emin GÜR	GDNCNP Niğde Branch
11	Enis GENÇ	GDNCNP Rize Branch
12	Erda Çeler	GDF
13	Erkan DAVRAN	GDNCNP Bingöl Branch
14	Erol ÜREY	GDNCNP Van Branch
15	Eyyup YILDIRIM	GDNCNP Batman Branch
16	Gökhan ŞEKER	GDNCNP Siirt Branch
17	Habibe YANIK	GDNCNP Mardin Branch
18	Harun DİNDAR	GDNCNP Kayseri Branch
19	Hayati GÖKGÖZ	GDNCNP Çorum Branch
20	İlgin AKPINAR	GDNCNP
21	Kenan Çiftçi	GDNCNP Hakkari Branch
22	Mehmet ONURALP	GDNCNP Sivas Branch
23	Murat DOĞAN	GDNCNP Elazığ Branch

24	Murat YILDIRIM	GDNCNP Diyarbakır Branch
25	Mustafa GÖZLER	GDNCNP Çorum Branch
26	Nebi DOĞAN	GDNCNP Bingöl Branch
27	Ömer KAYA	GDNCNP Batman Branch
28	Ömer Faruk ASLAN	GDNCNP
29	Selçuk SERTKAYA	GDNCNP Elazığ Branch
30	Serhat ORAL	GDNCNP
31	Şeyma SABIR	GDNCNP Kilis Branch
32	Ufuk SABANCILAR	GDNCNP
33	Yaşar AYHAN	GDNCNP Adıyaman Branch

Annex II. Training materials (as separate files)

Annex IIa. Training notebook

Annex IIb. Training booklet

Annex IIc. Training certificate

Annex III. Training Module Evaluation Forms (pre and after forms)

A. Pre-training Evaluation Form

KORUNAN ALAN PLANLAMA, YÖNETİM ve İZLEME EĞİTİM PROGRAMI

Ön Bilgi Formu

Değerli katılımcı,

Bu form, sizin hakkınızda genel bilgiler almak amacıyla hazırlanmıştır. Verdiğiniz cevaplar tamamen gizli tutulacak ve sadece eğitim ekibi tarafından değerlendirilecektir. Soruları boş bırakmamaya ve içtenlikle yanıtlamaya özen gösteriniz.

İlgi ve katkılarınız için şimdiden teşekkür ederiz.

Korunan Alan Planlama, Yönetim ve İzleme Eğitim Programı Ekibi

Ad ve Soyadınız:

Yaşınız:

Yaşadığınız şehir:

Mesleğiniz / Göreviniz:

Öğrenim durumunuz: () Üniversite
 () Yüksek lisans
 () Doktora
 () Diğer

Daha önce benzer bir etkinliğe katıldınız mı?

() Evet

() Hayır

Cevabınız Evet ise, bu etkinlikler nelerdir? İçeriğinden kısaca bahsediniz.

Etkinliğin Adı

İçerik

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Bu eğitimden beklentileriniz neler?

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B. After Training Evaluation Form

KORUNAN ALAN PLANLAMASI VE YÖNETİMİ EĞİTİM PROGRAMI

Eğitim Değerlendirme Formu

Değerli katılımcı,

Bu form, katılmış olduğunuz Korunan Alan Planlama, Yönetim ve İzleme Eğitim Programı Eğitim Modülüne yönelik düşünce, görüş ve değerlendirmelerinizi almak amacıyla hazırlanmıştır. Verdiğiniz cevaplar tamamen gizli tutulacak ve sadece eğitim ekibi tarafından değerlendirilecektir. Soruları boş bırakmamaya ve içtenlikle yanıtlamanız, düşünce ve görüşlerinin öğrenebilmemiz açısından önemlidir.

Korunan Alan Planlaması ve Yönetimi Eğitim Programı Ekibi

Ad ve Soyadınız:

Eğitim beklentilerinizi karşıladı mı? Neden?

Evet ()

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.....

Hayır ()

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.....

Eđitimde en beęendięiniz Őeyler nelerdi?

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Eđitimde en ok keyif aldıęınız etkinlik hangisiydi?

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.....

.....

Eđitimde daha iyi olmasını istedięiniz Őeyler nelerdi?

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.....

Eđitimi bir meslektařınıza tavsiye eder misiniz? Neden?

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.....

.....

Lütfen aşağıdaki seçeneklerden birini işaretleyiniz.

KORUNAN ALAN PLANLAMA, YÖNETİM ve İZLEME EĞİTİM PROGRAMI		KESİNLİKLE KATILMIYORUM	KATILMIYORUM	KARARSIZIM	KATILYORUM	TAMAMEN KATILYORUM
1	Eğitim programında pek çok yeni bilgi öğrendim.					
2	Eğitim programında bildiklerimi tekrar ettim.					
3	Eğitim bitince merak ettiğim başka konular oldu.					
4	Eğitim konularının işimdeki uygulamalarla ilişkili olduğunu düşünüyorum.					
5	Eğitim konularının günlük hayatımız ile ilişkili olduğunu düşünüyorum.					
6	Eğitimin yöntem ve içeriğini sevdim.					
7	Sunumlar ve örnekler anlaşılırdı.					
8	İnteraktif etkinlikler eğlenceliydi.					
9	Benzer eğitimlerin tüm teşkilat mensupları için yapılması gerektiğini düşünüyorum.					
10	Bu eğitimde öğrendiklerimi iş yerindeki insanlara anlatacağım.					
11	Bu eğitimde öğrendiklerimi işimde uygulayacağım.					
12	Eğitim kitabını okurken yeni bilgiler öğrendim.					

Eğitimin daha iyi olması için önerileriniz nelerdir?

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Diğer görüş ve önerilerinizi belirtiniz.

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Annex IV. Selected Photos (as separate files)

Annex V. Training Presentations (as separate powerpoint files)