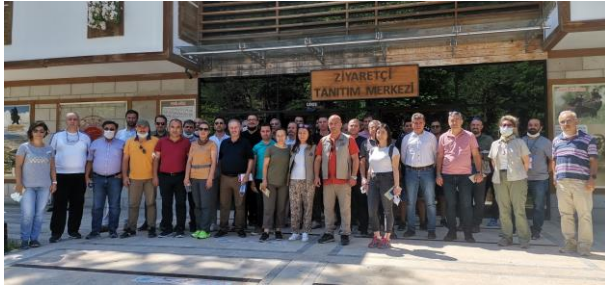




Conservation and Sustainable Management of Turkey's Steppe Ecosystems Project



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

Third 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 was organized 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 THIRD TRAINING

Participants were decision makers from the General Directorate of Nature Conservation and National Parks (GDNCNP) central regional and provincial directorates (Deputy Regional Directors, National Park and other related Branch Managers in Regional Directorates, Provincial Branch Managers). 45 people confirmed to participate to the training, 44 attended to the trainings and 44 of them completed the whole modules and took the certificate exam (Annex I. List of training participants): 7 woman (15.90%) and 37 male participants (84.10%).

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, 750 ml steel thermos, 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 workshop 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.
- 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 9-14 July 2021. Opening speech was made by Mr. Hakan Orhan (Head of Nature Conservation Department in General of General Directorate of Nature Conservation and National Parks). The project documentary and the short films were broadcasted at the opening session. On 11 July 2021, Mr. Mustafa Bulut (Deputy Director General- General Directorate of Nature Conservation and National Parks) and Mr. Musa Kaya (Regional Director- GDNCNP 9th Regional Directorate) visited the training session and shared their experiences with the participants.

Day 1: 9 July 2021	
09.30 – 12.00	<ul style="list-style-type: none"> • Opening • Introduction to the training program • 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: 10 July 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: 11 July 2021	
09.30 – 12.00	Spatial Conservation Planning: Baselines, resource values, defining conservation targets, prioritization criteria, and zonation with objective criteria Presentation and Group Work
12.00 – 14.00	Lunch
14.00 – 17.00	<ul style="list-style-type: none"> • Presentation on Soğuksu National Park • Participatory management planning Presentation and Group Work

Day 4: 12 July 2021	
09.30 – 12.00	<ul style="list-style-type: none"> • Protected Area Governance • Conflict Resolution (gaining experience in conflict resolution and facilitation). Presentation and Discussion
12.00 – 14.00	Lunch
14.00 – 17.00	Building partnerships for effective management planning of protected areas (Building strategic partnerships) Presentation and Group Work

Day 5: 13 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: 14 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:

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

Group 1: Dikkuyruk

Group 2: Pars

Group 3: Çam

Group 4: Bozkır

Groups were given detailed information sheets on a different priority area 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 1 priority site and shared the results with all participants.

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

Group 3: Discussed on 1 priority site and shared the results with all participants.

Group 4: Discussed on 1 priority site 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 Hekimhan priority area and shared the results with all participants.

Group 3: Discussed on Datca-Bozburun Peninsula priority area and shared the results with all participants.

Group 4: 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. Additionally, a person was selected as the monitoring and evaluation expert in each group. These expert assessed the work of all groups and reported their evaluation 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.

Day 4:

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 a local NGO, Head of Board of a national NGO, Chamber of Forest Engineers, Head of Forestry Cooperative, Head of X village, 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.

Group 4: The management plan of an IUCN Category II type protected area was approved and there were revision demands from local organizations. After 6 months a meeting was held to discuss these revision demands.

Roles: Facilitator, Deputy Governor, protected area manager, Regional Directorate of Highways, Regional Directorate of State Hydraulic Works, A District mayor, Head of Board of NGO named Z, Head of Trade Chamber, 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.

Briefing on the values and management of the protected area.

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

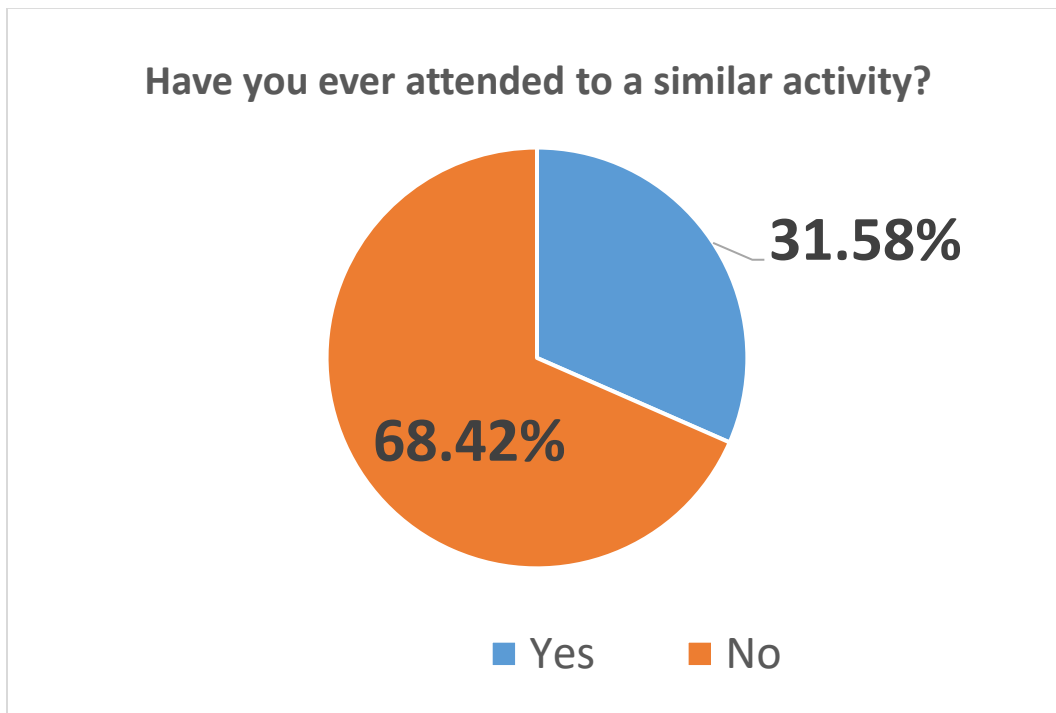
Group 2: Biodiversity Component

Group 3: Socio-Economic Component

Group 4: Management Effectiveness Component

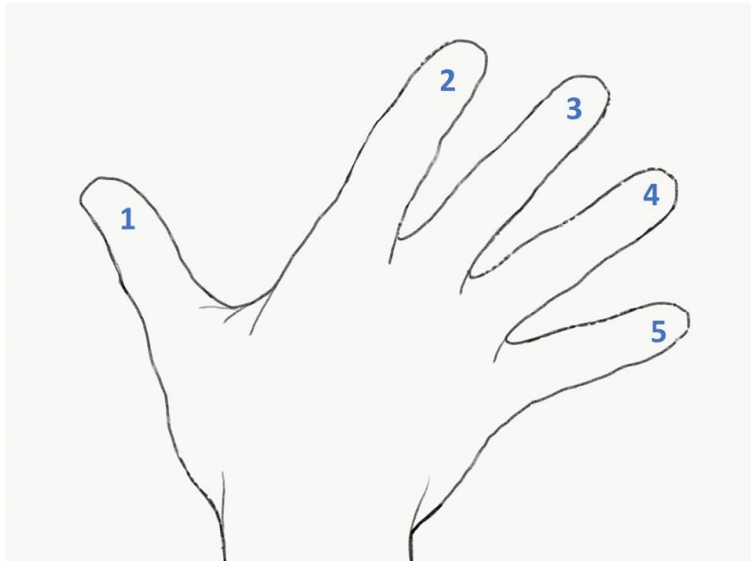
4. EVALUATION OF THE TRAINING

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). 68.42% of them stated that they have never attended to a similar activity. 31.58% 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.



41 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: 15/41
- Participatory training approach: 10/41
- Field work: 2/41

Thing to point at - 2:

- Participation: 6/41
- This training should be given to all GDNCNP central and local branches: 5/41
- Importance of planning: 4/41

Worst thing - 3:

- The duration of the training was long: 16/41
- Field work was not enough: 6/41
- The accommodation facilities: 4/41

Thing to take home - 4:

- A new vision in planning: 12/41
- New experiences gained: 7/41
- Information: 5/41

A little thing - 5:

- It was warm and cheerful: 7/41
- The participation level of the trainees was good: 5/41
- Interactive training should be advised to GDNCNP: 2/41

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 43 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.	1	0	0	16	26
2	I repeated what I knew in the training program.	10	25	6	2	0
3	When the training was over, there were other issues I was curious about.	0	4	4	23	12
4	I think the training topics are related to the practice in my work.	1	0	1	11	30
5	I think training subjects are related to our daily life.	0	5	11	17	10
6	I liked the method and content of the training.	0	2	1	11	29
7	Presentations and examples were understandable.	0	0	2	13	28
8	Interactive activities were fun.	0	0	1	7	35
9	I think similar trainings should be held for all members of the organization.	0	1	2	14	26
10	I will tell what I have learned in this training to people at work.	0	0	2	20	21
11	I will apply what I learned in this training to my work.	0	1	4	14	24
12	I have learned new information when reading the training booklet.	0	1	0	25	17

As seen at the above table:

- 42/43 states that “I learned a lot of new information in the training program.”
- 2/43 states that “I repeated what I knew in the training program.”
- 35/43 states that “When the training was over, there were other issues I was curious about.”
- 42/43 states that “I think the training topics are related to the practice in my work.”

- 27/43 states that “I think training subjects are related to our daily life.”
- 40/43 states that “I liked the method and content of the training.”
- 41/43 states that “Presentations and examples were understandable.”
- 42/43 states that “Interactive activities were fun.”
- 40/43 states that “I think similar trainings should be held for all members of the organization.”
- 41/43 states that “I will tell what I have learned in this training to people at work.”
- 38/43 states that “I will apply what I learned in this training to my work.”
- 42/43 states that “I have learned new information when reading the training booklet.”

Most of them (97.67%) stated that the training met their expectations. Just 1 person stated that he/she could not participate effectively due to his/her daily works in the organization and the dense schedule of the training.



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.
- The daily schedule was dense.
- Need for more fieldwork days.
- The group works may be organized in smaller groups.
- 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.
- The participants expected to see the high level participation from the central branches of GDNCNP as the participants of this training.

5. ANNEXES

Annex I. List of training participants

No.	Name - Surname	Organization
1	Ali Haydar DAŞDEMİR	GDNCNP 14th Regional Directorate
2	Alpaslan KATIRCI	GDNCNP 13th Regional Directorate
3	Arda Balgı	GDNCNP Kocaeli Branch
4	Asiye ŞAHBAZ	GDNCNP Şanlıurfa Branch
5	Ceren ŞAHİN	GDNCNP Balıkesir Branch
6	Dursun ŞAKAR	GDNCNP
7	Ecrin KAPUCU	GDNCNP Şanlıurfa Branch
8	Elif YENİCİ	GDNCNP Çanakkale Branch
9	Erdal SEVEN	GDNCNP Diyarbakır Branch
10	Fatma TÜRK	GDNCNP Giresun Branch
11	Fatoş OKULU	GDNCNP Ardahan Branch
12	Gökhan ÜSTÜN	GDNCNP Edirne Branch
13	Halil ERNALÇACI	GDNCNP Spil Dağı National Park Manager
14	Hilmi ÇATAL	GDNCNP 7th Regional Directorate
15	Hüseyin GÖKDENİZ	GDNCNP Muş Branch
16	İsmail Güvenç DEMİRCİ	GDNCNP Erzurum Branch
17	İsmail KOZAN	GDNCNP Adıyaman Branch
18	İsmail Serhat UĞRAŞ	GDNCNP 8th Regional Directorate
19	İsmail SEVİMLER	GDNCNP 6th Regional Directorate
20	Mehmet Beşir UNAT	GDNCNP Mardin Branch
21	Mehmet ÖZER	GDNCNP Niğde Branch
22	Mikdat Özyanık	GDNCNP 12th Regional Directorate
23	Mustafa ALKAN	GDNCNP Karaman Branch
24	Mustafa ARIK	GDNCNP Denizli Branch
25	Mustafa GÖZEL	GDNCNP Gaziantep Branch
26	Nalan ERGİN	GDNCNP Ankara Branch
27	Nevzat AMCALAR	GDNCNP Siirt Branch
28	Orhan KALAY	GDNCNP Şırnak Branch
29	Ömer Ali KIZLARKAYASI	GDNCNP Bitlis Branch
30	Özgür ARSLAN	GDNCNP Ardahan Branch
31	Resul GÖK	GDNCNP Kars Branch
32	Selçuk KARAKAŞ	GDNCNP Ağrı Branch
33	Serkan BAYAZİT	GDNCNP Bilecik Branch

34	Soner DİKİCİ	GDNCNP 6th Regional Directorate
35	Şevket BOZDAĞ	GDNCNP 15th Regional Directorate - Deputy Director
36	Şirvan YURDADÖN	GDNCNP İzmir Branch
37	Tamer KOZANOĞLU	GDNCNP Sultan Sazlığı National Park Chief
38	Uğur TORUNOĞLU	GDNCNP Beydağları Sahil National Park Manager
39	Ümit ELÇİN	GDNCNP Troya National Park Chief
40	Üzeyir ÖZASLAN	GDNCNP Nevşehir Branch
41	Yasin AYALP	GDNCNP Afyonkarahisar Branch
42	Yunus AYDEMİR	GDNCNP Artvin Branch
43	Yunus BAKICI	GDNCNP Van Branch
44	Yüksel AKDOĞAN	GDNCNP Uludağ National Park Manager

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

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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)