



**Final report - Pilot training workshop:  
Weed management project design & implementation**  
Palau, 22 - 30 April, 2008



Workshop Instructor: David Moverley ([dave@te-ngahere.co.nz](mailto:dave@te-ngahere.co.nz))

Report prepared by: Bill Nagle ([w.nagle@auckland.ac.nz](mailto:w.nagle@auckland.ac.nz))  
Project Coordinator/Workshop Facilitator  
Pacific Invasives Initiative

(see also: Palau pilot training workshop: Technical Report - <http://issg.org/cii/PII/>)

**Introduction:**

The Pacific Invasives Initiative (PII) recognised the need for effective data management as part of successful project management and initiated planning for this workshop in 2006. Demand for training in data management was identified during a skill-sharing survey undertaken by PII later in 2006. Subsequent discussions with David Moverley (Technical Officer and Contract Manager for Te Ngahere, a New Zealand ecological restoration company) led to planning for a training workshop based on rodent eradication projects.

At the Pacific Invasives Learning Network (PILN) 2007 Meeting, attendees identified a broad need to strengthen monitoring and evaluation of invasive species management projects. Following a monitoring, evaluation and data management technical session led by PII, some of the PILN partners (Palau OERC, TNC, US Forest Service) agreed to pilot a workshop to address this need as long as the workshop focused on weed management projects. PII agreed to coordinate and lead the workshop.

Invasive species management projects are usually complex and long-term. As planning for the workshop proceeded, it became apparent that a workshop addressing project management processes would be more helpful than one based solely on data management. Effective project design and implementation is essential to assist managers to monitor and evaluate the effectiveness, efficiency and accountability of a project. Accurate and well-supported evaluations can help funding agencies decide which projects are worthy of ongoing support.

**Workshop partners:**

Bureau of Agriculture, Republic of Palau (BoA)  
Division of Agriculture and Forestry, Yap, Federated States of Micronesia (YapDAF)  
Office of Environmental Response and Coordination, Republic of Palau (OERC)  
Pacific Invasives Initiative (PII)  
Pacific Invasives Learning Network (PILN)  
Palau Automated Land and Resource Information System (PALARIS)  
The Nature Conservancy (TNC)

**Workshop leaders:**

Bill Nagle, Facilitator  
David Moverley, Technical Instructor

**Workshop purpose:**

The pilot training workshop focused on planning priority weed eradication projects in Palau and Yap; designing, implementing, monitoring and evaluating to ensure success of the projects. A rodent eradication project was also covered during the workshop. The lessons learned from the workshop will provide a model for other invasive species management projects in the Pacific.

**Workshop outcomes:**

The workshop was designed to -

- Give weed control personnel the skills and confidence necessary to collect and manage data for project planning, implementing, monitoring, evaluating and accountability purposes.
- Provide an efficient and effective data collection and management system that is easy to use and maintain and is adaptable to similar projects across the Pacific.

**Workshop content:**

The workshop reviewed and revised two of Palau’s eradication projects on weeds (*Mikania micrantha* and *Imperata cylindrica*) that are also being eradicated in Yap. Management of other weeds (Chain-of-love (*Antigonon leptopus*), *Merremia peltata*, African tulip (*Spathodea campamulata*)) was also addressed, as was a rodent eradication project in Kayangel State. Local knowledge and experience combined with specialist experience to strengthen effectiveness, efficiency and accountability through improved project design, data collection, monitoring, evaluation, and reporting.

Weed eradication projects vary depending on resources, plant demography, and many other factors. All successful eradication projects are dependent on the classification of objectives, a sound ecological base, the application of suitable technology and the skill, local knowledge, and motivation of staff.



The workshop had 4 main components -

1) The Palau and Yap weed management teams presented work on their projects to provide a thorough understanding of the projects for all attendees. This included a field visit to *Mikania* and *Imperata* infestations. A team from the Palau Division of Environmental Health presented their work on a rodent eradication attempt in the State of Kayangel.

2) David Moverley presented examples of “old school” and “new school” weed control projects. The examples demonstrated how and why different approaches are used, how they are recorded, how success is measured and the advantages that “new school” methods offer.

3) The workshop then revised the *Mikania*, *Imperata* and rodent eradication projects using a three-pronged approach (see below and Appendix 1) and guided by the workbook developed for the workshop:

<u>Planning:</u>	<u>Implementation:</u>	<u>Monitoring and Evaluation (M&amp;E):</u>
Objectives	Methods	Success Measures
Target characteristics	Mapping	Evaluation
Project site characteristics	Human Resources	Reporting
Timing	Recording	

4) A reporting session on the final day gave attendees the opportunity to present to stakeholders (members of the Palau National Invasive Species Committee, the Invasive Weeds Committee, and supervisory personnel for the Palau weeds and rodent projects - see Appendix 2 for attendees) the main changes to their projects that will result from the workshop. A discussion on the suitability of the system developed during the workshop for other Pacific nations was held (see Lessons Learned - Appendix 3).

**Workshop programme:**

Days	Component	Personnel
Day One	Introductions/Expectations/Rules of Engagement Component one	Facilitator: Bill Nagle  Instructor: David Moverley Presenters: Pua Michael, Dino Mesubed (Palau BOA), Francis Liyeg, Francis Ruegorong (YapDAF), Rosemary Kiep, Oshiro Lorin (Palau DEH)
Day Two	Components two and three	Facilitator: Bill Nagle Instructor: David Moverley
Days Three - Six	Component three	Facilitator: Bill Nagle Instructor: David Moverley
Day Seven	Component four	Facilitator: Bill Nagle Instructor: David Moverley Presenters: all teams



**Workshop attendance:**

Six people attended all 7 days of the workshop –

<b>Name</b>	<b>Agency</b>	<b>Contact</b>
Dino Mesubed	BOA	488-8171 <a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Francis Liyeg	Yap DAF	961-350-2183 <a href="mailto:ucfyap@mail.fm">ucfyap@mail.fm</a>
Francis Ruegorong	Yap DAF	961-350-2183 <a href="mailto:ucfyap@mail.fm">ucfyap@mail.fm</a>
Oshiro Lorin	DEH/MOH	488-6073
Pua Michael	BOA	488-8171 <a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Rosemary M. Kiep	DEH/MOH	488-6073 <a href="mailto:Rm_kiep@palau-health.net">Rm_kiep@palau-health.net</a>

Others were able to attend parts of the workshop –

Ebais Sadang	BOA	<a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Eden R. Uchel	DEH	<a href="mailto:er_uchel@palau-health.net">er_uchel@palau-health.net</a>
Phoebe Sengebau	PALARIS	<a href="mailto:sengebau@palaugis.org">sengebau@palaugis.org</a>
Sean Austin	TNC	<a href="mailto:saustin@tnc.org">saustin@tnc.org</a>
Tamdad Sulog	Yap DAF	<a href="mailto:agricultureyap@mail.fm">agricultureyap@mail.fm</a>

Several key people did not attend the workshop –

Joel Miles, OERC – on sick leave  
Fred Sengebau, BOA – in Samoa  
Joe Tiobech, BOA – in Samoa  
Yalap Yalap, PCS  
Lukes Isechal, PCS

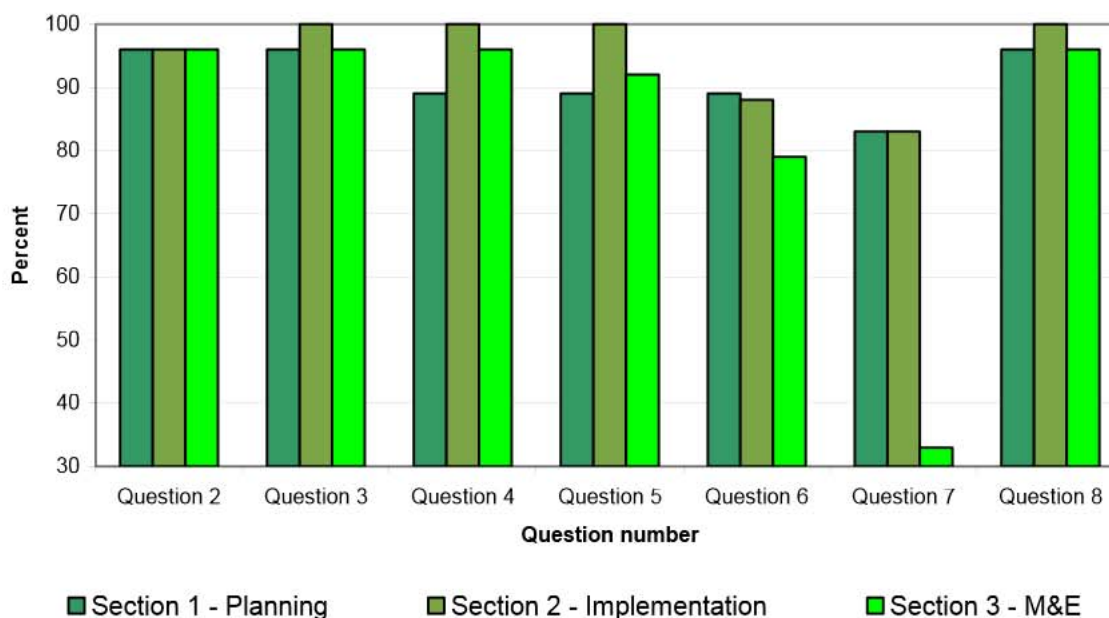
### Workshop evaluation:

Questionnaires were sent to all identified participants prior to the workshop, but only 30% were returned. The reasons for the low response were not clear, but time, reliable computers and internet connections were cited as issues. Some attendees said that they had not received any information about the workshop and were not prepared for it.

At the start of the workshop, attendees were asked to write down what they hoped to get from the workshop in both professional and personal benefits (see Appendix 4). Each major section (Planning, Implementation, M&E) of the workshop was evaluated by questionnaire at the end of each section (see Appendix 5) and a final evaluation by questionnaire and discussion was also held (see Appendices 6 and 7).

Each participant was asked to score (1 = No, not at all; 4 = Yes, completely) some questions and provide a written response to others for each of the sections and the final evaluation (average scores presented in the figure and tables below and full responses, including written responses, can be seen in Appendices 5, 6 and 7).

Figure 1: Weed project management pilot workshop - Palau, April 2008:  
average evaluation scores for each section



Seven questions were common to each of the first 3 evaluations:

2. Did this section of the workshop meet your expectations?
3. Did this section help your knowledge of the (current section) process?
4. Did the presentations help you in working through the (current section) process?
5. Did the explanations help you in working through the (current section) process?
6. Was there enough time to cover all the issues?
7. Have you been involved in (current section) before?
8. Will the questions used in this section (of the workshop) help you in your work?

In general (and perhaps as expected), participants scored most parts of the workshop very highly. Section 2 (Implementation) received the highest (4 perfect) scores which may reflect the applied work that participants do. Scores for Section 1 (Planning) indicate some difficulty with the presentations and explanations (Questions 4 and 5). Time (Question 6) was seen as too short in all sections, but especially for the M&E section.

Question 7 (Prior involvement) had lower scores than any other questions across the sections with only 33% of the participants having prior involvement in M&E. This response, in particular, emphasised the need for this type of training workshop with an applied planning focus and tools that get clear results.

**Achievement of component objectives** (Scores - 1 = No, not at all; 4 = Yes, completely):

1) The objective of the PLANNING session was to thoroughly acknowledge and understand projects as they currently stood. The evaluation shows the objective was successfully met.

Table 1: Average scores from the Planning evaluation -

2. Did this section of the workshop meet your expectations?	<b>Average score = 3.9</b>
3. Did this section help your knowledge of the planning process?	<b>Average score = 3.9</b>
4. Did the presentations help you in working through the planning process?	<b>Average score = 3.6</b>
5. Did the explanations help you in working through the planning process?	<b>Average score = 3.6</b>
6. Was there enough time to cover all the issues?	<b>Average score = 3.6</b>
7. Have you been involved in project planning before?	Yes = 5, No = 2
8. Will the questions used in this section help you in your work?	<b>Average score = 3.9</b>

2) The objective of the IMPLEMENTATION session was to broaden the planning experience of weed management staff from Palau and Yap. The evaluation shows the objective was successfully met.

Table 2: Average scores from the Implementation evaluation -

2. Did this section of the workshop meet your expectations?	<b>Average score = 3.8</b>
3. Did this section help your knowledge of the project planning process?	<b>Average score = 4</b>
4. Did the presentations help you in working through the implementation process?	<b>Average score = 4</b>
5. Did the explanations help you in working through the implementation process?	<b>Average score = 4</b>
6. Was there enough time to cover all the issues?	<b>Average score = 3.5</b>
7. Have you been involved in implementation planning before?	Yes = 5, No = 2
8. Will the questions used in this section help you in your work?	<b>Average score = 4</b>

3) The objective of the MONITORING and EVALUATION session was to ensure that eradication projects in Palau and Yap are successful, measurable and reportable. The evaluation shows the objective was successfully met.

Table 3: Average scores from the M&E evaluation -

2. Did this section of the workshop meet your expectations?	<b>Average score = 3.8</b>
3. Did this section help your knowledge of the M&E process?	<b>Average score = 3.8</b>
4. Did the presentations help you in working through the M&E process?	<b>Average score = 3.8</b>
5. Did the explanations help you in working through the M&E process?	<b>Average score = 3.7</b>
6. Was there enough time to cover all the issues?	<b>Average score = 3.2</b>
7. Have you been involved in M&E before?	Yes = 2, No = 4
8. Will the questions used in this section help you in your work?	<b>Average score = 3.8</b>

4) The objective of the REPORTING session was to evaluate the success of the workshop for weed eradication projects in Palau and Yap and to provide feedback to attendees, contributors and Stakeholders (members of the Palau National Invasive Species Committee, the Invasive Weeds Committee, and supervisory personnel for the Palau weeds and rodent projects). Palau

and Yap staff also commented on each component as to its suitability in a workshop for other Pacific nations. The evaluation of this section was included in the Final evaluation.

Table 4: Average scores from the Final evaluation -

2.	Did the workshop meet your expectations?	<b>Average score = 4.0</b>	
3.	Do you have an understanding of the need for Agencies to cooperate in biosecurity or invasive species management work?	Yes <b>6</b>	No <b>0</b>
5.	Did you have the opportunity to contribute your knowledge and skills to the workshop?	Yes <b>6</b>	No <b>0</b>
6.	Did the Workbook presented at the workshop help you in working through the design process?	<b>Average score = 3.8</b>	
7.	Which invasive species management strategy do you think is the most important for Palau or Yap? (Please choose one and explain your choice.) <input type="checkbox"/> Prevention = 0 <input type="checkbox"/> Eradication = 4 <input type="checkbox"/> Control = 1		
8.	Did the explanations of the presenting team help you in working through the process?	<b>Average score = 3.8</b>	
10.	Was there enough time to cover all the issues?	<b>Average score = 3.2</b>	
11.	Do you think that invasive species can have effects on livelihoods as well as biodiversity?	Yes <b>6</b>	No <b>0</b>
12.	Did the Presenters give clear explanations and instructions for all topics without using too much technical language?	Yes <b>6</b>	No <b>0</b>
13.	How useful was this workshop for improving your knowledge and skills? (Please circle one)  <b>Knowledge:</b> Not useful       Useful       Quite useful       Very useful = 6  <b>Skills:</b> Not useful       Useful       Quite useful       Very useful = 6		
14.	Will the methods used in this workshop help you in your work?	<b>Average score = 3.8</b>	

The FINAL evaluation, both written and verbal, clearly shows that the workshop was successful. The time available was regarded as too short, but 100% of participants reported that the workshop met their expectations and that the knowledge and skills learned would help them in their work.

The major learning for the Palau team was that even though the area treated appeared to have been reduced, their data was incomplete and without good data it is impossible to make good management decisions. The Yap team found that they had successfully reduced the area of infestation, but the time taken and the volume of herbicide used had stayed the same. The rodent team found the method of evaluating the staff resource was most helpful to the planning of their project.

It is not possible in a short workshop like this to address the more complex issues of eradications, such as decision theory and economic factors involved in deciding when to stop looking for the invasive, but the tools provided to evaluate each eradication programme are a major step forward.



#### **Achievement of outcomes:**

The workshop was designed to provide -

- Weed control personnel confident in data collection and management for project planning, implementing, monitoring, evaluating and accountability purposes.
- An efficient and effective data collection and management system that is easy to use and maintain and is adaptable to similar projects across the Pacific.

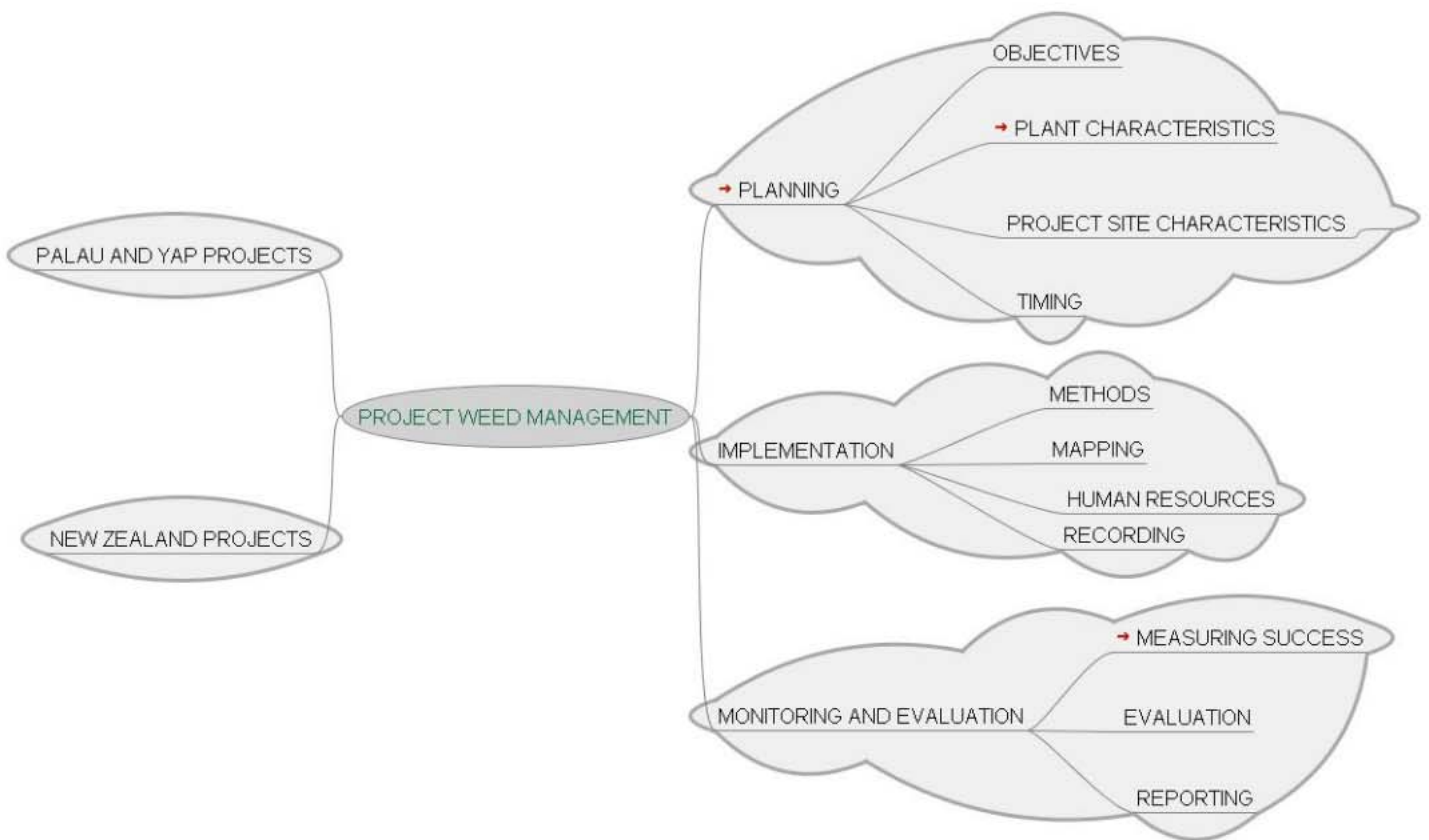
As described above, evaluation of all workshop components was favourable and usefulness of the system for other Pacific nations was affirmed. What is required now is follow-up action.

#### **ACKNOWLEDGEMENTS:**

Many people contributed to the success of this pilot training workshop. It was a cooperative effort and I would like to thank Dino, Francis L, Francis R, Oshiro, Rosemary and Pua for their active participation (and Ebais and Hilda (Palau BOA) for hospitality); David Moverley for donating a considerable amount of his time in planning and delivering the material; Joel Miles (OERC) for commitment and persistence; Sean Austin (TNC) for commitment, funding and encouragement; Jill Key (PILN) for contributing to Yap participant attendance; Andrea Vereen (OERC) for arrangements; Phoebe Sengebau (PALARIS) for GIS input; members of the Palau National Invasive Species Committee, the Invasive Weeds Committee, and supervisory personnel for the Palau weeds and rodent projects who attended the Reporting/Feedback seminar; and my Pacific Invasives Initiative colleagues for agreeing to fund my travel and time and contribute to Yap participant attendance. Special thanks to Pua and Dino for easing our time on Malakal.

# APPENDIX 1

## WORKSHOP APPROACH



## APPENDIX 2

### Stakeholder Reporting Session - ATTENDEES

<b>Name</b>	<b>Agency</b>	<b>Telephone</b>	<b>Email</b>
Dino Mesubed	BOA	488-8171	<a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Eden R. Uchel	DEH	488-6073	<a href="mailto:lead@palaunet.com">lead@palaunet.com</a> <a href="mailto:er_uchel@palau-health.net">er_uchel@palau-health.net</a>
Francesca Sungino	EQPB	488-1639	
Francis Liyeg	Yap DAF	961-350-2183	<a href="mailto:ucfyap@mail.fm">ucfyap@mail.fm</a>
Francis Ruegorong	Yap DAF	961-350-2183	<a href="mailto:ucfyap@mail.fm">ucfyap@mail.fm</a>
Fred Sengebau	BOA	488-8171	<a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Joe Tiobech	BOA	488-8171	<a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Lily Milong	KSG	775-1202	<a href="mailto:sanitation@kororstate.org">sanitation@kororstate.org</a>
Oshiro Lorin	DEH/MOH	488-6073	
Phoebe Sengebau	PALARIS	488-6654	<a href="mailto:sengebau@palaugis.org">sengebau@palaugis.org</a>
Pua Michael	BOA	488-8171	<a href="mailto:palauforestry@palaunet.com">palauforestry@palaunet.com</a>
Rosemary M. Kiep	DEH/MOH	488-6073	<a href="mailto:Rm_kiep@palau-health.net">Rm_kiep@palau-health.net</a>
Sean Austin	TNC		<a href="mailto:saustin@tnc.org">saustin@tnc.org</a>
Yalap P. Yalap	PCS		<a href="mailto:pcs@palaunet.com">pcs@palaunet.com</a>

## APPENDIX 3

### LESSONS LEARNED

#### **Organisation**

Cooperation: Many people were involved in this project and the success of the workshop is a credit to them.

Scheduling: Original plans and dates were changed but still not all invitees, including key staff, attended. A clear Calendar of Events for each organisation and a firm commitment to the workshop was not evident.

Preparation: Some participants were not fully prepared with historical data, current maps etc. Some participants did not receive pre-workshop questionnaires and requests for information.

#### **Pre-knowledge**

Participants were from different organisations with different skill levels and issues and it was an extremely challenging and intensive workshop. The result was that, for some participants, there was not time to cover each module in enough depth.

The pre-workshop questionnaire was not successful as a means of determining knowledge and skills prior to planning the workshop. Participants should have returned pre-workshop questionnaires at least two weeks before the workshop.

If a questionnaire is not suitable, another method is needed.

More questions directly relating to the modules of the workshop should be included in any form of pre-knowledge determination. Computer skills should be included in any pre-workshop assessment.

#### **Eradication**

It is vital that a project is managed properly at all levels if data is to be of any use at all in evaluation. There is nothing more frustrating for field staff and management than collecting data that is difficult to interpret.

#### **The next steps**

There is a clear need for this type of training workshop with an applied planning focus, tools that get results and M&E that can be applied to project decision-making.

Differences in project management experience mean that successful weed management may be difficult to achieve without further customised training.

Opportunities to improve and update skills in all areas of project management and implementation are difficult to access and maintain

To leverage this basic workshop, the needs of each organisation need to be determined so that any residual problems can be resolved. The optimum time to do this is as soon as possible and the best way would be to work in the field with each organisation. It is very important that such training be institutionalised rather than individualised.

## APPENDIX 4

### EXPECTATIONS

#### PROFESSIONAL

Weed management  
Weed eradication  
Monitoring and evaluation

Process of accessing weed and resources available to determine if it is feasible to tackle it.  
When do you know if a species can not be eradicated.

How to manage weeds on eradicating weeds in a small island

How to use the data we collect from our daily activities and make it presentable to raise the public's awareness of what we are doing and what needs to be done.

New techniques on data management.  
Capacity building on invasive species management.

More on rat eradication  
Effective ways or techniques  
Cheaper techniques

---

#### PERSONAL

Best management and plan on how to eradicate invasive species.

Learn about weed management

Learn new things and skills

Look what Palau is doing and what Bill and Dave have been doing

Gain more knowledge on data management and learn whatever I can

Learn more about invasive species/how to deal with it

## APPENDIX 5

### SUMMARY OF SECTION QUESTIONNAIRES



## Pacific Invasives Initiative

**Pilot training workshop on  
weed management project design and implementation**  
Palau, 22 - 30 April, 2008

### Evaluation of - Section 1: PLANNING

PII is constantly improving its documents and processes. Any feedback you can give on this workshop will be appreciated (please continue on back of page if necessary). Thank you for your participation!

1. What is your Agency's main role in biosecurity or invasive species management work?				
Decision making and project management. We are responsible for control efforts that have been established on the ground. Health issues, vector issues. Our main program is a Forest Health Program, mainly trying to keep invasives out of our forests. Division of Agriculture and Forestry (Yap) invasive species management work. Health issues and vector control and prevention. To manage/control them into a manageable measure.				
2. Did this section of the workshop meet your expectations?	1	2	3	4
Please circle one (1 = No, not at all; 4 = Yes, completely)				Avg=3.9
Please explain your answer - Yes, very helpful, there is a lot that needs to be covered. The GIS system used to manage weeds. We went step by step through the process and was able to do some sample questions. Yes, by answering the questions in the booklet. I was not participating in the first session.				
3. Did this section help your knowledge of the planning process?	1	2	3	4
Please circle one (1 = No, not at all; 4 = Yes, a lot)				Avg=3.9
Please explain your answer - Yes, it gives me the idea that in the planning process, most to the least. It leads you through a process which helps you think and plan. I've learned some new things in the planning process. By answering the questions in the booklet. Mainly step by step.				
4. Did the presentations help you in working through the planning process?	1	2	3	4
Please circle one (1 = No, not at all; 4 = Yes, a lot)				Avg=3.6
Please explain your answer - The presentation is very helpful for the planning process, because it gives everyone's idea of the project. Shows examples and gives you ideas. It was good to see the presentations because it helped me understand the process better. By David's presentation by using the GPS and recording. Need more time.				
5. Did the explanations help you in working through the planning process?	1	2	3	4
Please circle one (1 = No, not at all; 4 = Yes, a lot)				Avg=3.4
Please explain your answer - Not sure. It clarifies and supports the presentations.				

It made our task clearer. Need more time.				
6. Was there enough time to cover all the issues?	1	2	3	4
Please circle one (1 = No, not at all; 4 = Yes, a lot)				Avg=3.6
Please explain your answer – We need more time. Yes, heaps of time. I think the time was enough. Not enough time.				
7. Have you been involved in project planning before?	Yes = 5, No = 2			
8. Will the questions used in this section help you in your work?	1	2	3	4
Please circle one (1 = No, not at all; 4 = Yes, a lot)				Avg=3.9
Please explain your answer – Yes, very helpful, especially the field work, it gives you the idea of how to plan for the next step. It is a simple process. It will help us ask the right questions in order to make the right planning choices. The questions really help me on how to plan and design the work I have to do.				
What was the most memorable part (good or bad) of the section for you? (If you have any ideas for improving the section, please continue here and over the page.) Good. Learn new measuring performance species. I think the workbook idea is great because it helps us practice some of the skills and ask questions while the instructors are still here. David's presentation and how he records his work. Measuring performance for vector species eradication efforts. Planning process.				

**THANK YOU for helping to improve this and future training workshops!**



# Pacific Invasives Initiative

## Pilot training workshop on weed management project design and implementation Palau, 22 - 30 April, 2008

### Evaluation of - Section 2: IMPLEMENTATION

PII is constantly improving its documents and processes. Any feedback you can give on this workshop will be appreciated (please continue on back of page if necessary). Thank you for your participation!

1. What is <u>your</u> main role in biosecurity or invasive species management work?				
Controlling and eradication.				
Assist with any effort.				
Invasive species vector control.				
Support and data management.				
To protect and eradicate (killing), recording, keeping.				
Vector control and prevention/health issues.				
2. Did this section of the workshop meet your expectations? <span style="float: right;">1      2      3      4</span>				
				Avg=3.8
Please explain your answer -				
Yes, I learned lots of new things, like how to.				
Yes, and it clarifies many things.				
Learned things that can be applied to our daily work.				
Yes, it makes me think of better ways to record other things.				
Even though discussion was for weeds, the aspect was relevant to any invasive species management.				
3. Did this section help your knowledge of the project planning process? <span style="float: right;">1      2      3      4</span>				
				Avg=4
Please explain your answer -				
Yes, I learned that in the planning process we have to be broad and decisive.				
Get into the planning and thinking process.				
It can improve our implementation or planning process for the next project. More knowledge on planning process.				
We can go step by step through the process to make sure our work is efficient.				
How to manage hours/person and to enter database.				
There's more to planning than implementation. Need to plan carefully - addressing all areas.				
4. Did the presentations help you in working through the implementation process? <span style="float: right;">1      2      3      4</span>				
				Avg=4
Please explain your answer -				
The presentation process is very helpful for the planning and implementation.				
Actually, it helps me see the work done in other places and it is an example.				
It gives me more ideas or better knowledge for implementation processes and applying or conducting rodent eradication.				
Explaining is always good before you start.				
From the presentation we discuss and go into the implementation.				
The simpler the better.				
5. Did the explanations help you in working through the implementation process? <span style="float: right;">1      2      3      4</span>				
				Avg=4
Please explain your answer -				
Yes, but we need more time for implementation.				
Further clarify ideas.				
I think most of the explanations on invasive weeds can be applied to rat eradication implementation processes.				
Same as #4.				

6. Was there enough time to cover all the issues?	1	2	3	4
	Please circle one (1 = No, not at all; 4 = Yes, a lot) Avg=3.5			
Please explain your answer –				
No, this is a very intense training and we need more time.				
Plenty.				
Suggested more time.				
Maybe a little more time would've been better.				
More than enough time.				
7. Have you been involved in implementation planning before?	Yes = 5, No = 2			
8. Will the questions used in this section help you in your work?	1	2	3	4
	Please circle one (1 = No, not at all; 4 = Yes, a lot) Avg=4			
Please explain your answer –				
Yes, the questions are very helpful.				
I got examples and forms which I can bring home and modify to fit my agency's goals.				
Great process that will make our work more efficient.				
Back to the database and do some remodel.				
To better plan, before implementation.				
What was the most memorable part (good or bad) of the Implementation section for you? (If you have any ideas for improving the section, please continue here and over the page.)				
This workshop is very good because it will make our work easier in the coming future.				
I like the whole thing.				
Learn new things (ex. exotic plants).				
Good. None so far.				
The site visit – learned of new invasive plants. Learned of exotic/invasive plants (Taro).				

**THANK YOU for helping to improve this and future training workshops!**



# Pacific Invasives Initiative

## Pilot training workshop on weed management project design and implementation

Palau, 22 - 30 April, 2008

### Evaluation of - Section 3: MONITORING & EVALUATION (M&E)

PII is constantly improving its documents and processes. Any feedback you can give on this workshop will be appreciated (please continue on back of page if necessary). Thank you for your participation!

1. Does your <u>main</u> role in biosecurity or invasive species management work relate to Planning or Implementation or M&E? Yes. Yes. Yes. Planning. Yes.					
2. Did this section of the workshop meet your expectations? Please circle one (1 = No, not at all; 4 = Yes, completely)	1	2	3	4	Avg=3.9
Please explain your answer - Yes, the database was what I expected, but now it's on track. I was expecting management and it is what was given at the workshop. Vector control program deals with invasive species. Learned a lot of helpful information. Yes, it gives me an idea on how to monitor the invasive plants. We spent most of the time preparing the report for presentation.					
3. Did this section help your knowledge of the M&E process? Please circle one (1 = No, not at all; 4 = Yes, a lot)	1	2	3	4	Avg=3.9
Please explain your answer - Yes, but we need more time for M&E process. The planning, implementation, evaluation and monitoring, reporting and analyzing is very important. More data collections techniques. Helped me understand the process and how to use it. Yes, because it helps us on how to evaluate the work we are doing.					
4. Did the presentations help you in working through the M&E process? Please circle one (1 = No, not at all; 4 = Yes, a lot)	1	2	3	4	Avg=3.8
Please explain your answer - The presentation is very plain and specific of the M&E process. It helps me think by looking at the examples and work done elsewhere. How to monitor and evaluate. It was good to see what the tasks were before we started. Yes, it helps us in monitoring the man hour per site. Now we have an idea for future M&E and other projects.					
5. Did the explanations help you in working through the M&E process? Please circle one (1 = No, not at all; 4 = Yes, a lot)	1	2	3	4	Avg=3.8
Please explain your answer - The explanations were very plain and simple after all the work was done. It helps support and explain the PowerPoint. Somehow can be applied to rodent eradication project. Helped in understanding. It shows us how to monitor/evaluate and report.					
6. Was there enough time to cover all the issues? Please circle one (1 = No, not at all; 4 = Yes, a lot)	1	2	3	4	Avg=3.2
Please explain your answer - I think the time was enough but it was very intense.					

Plenty of time. Need field demonstration more than presentations. More time would've been better. Yes, now we have a report that we can always refer to. Not really – worked on the report for presentation.					
7. Have you been involved in M&E before?		Yes = 2, No = 4			
8. Will the questions used in this section help you in your work?		1	2	3	4
		Please circle one (1 = No, not at all; 4 = Yes, a lot)			Avg=3.9
Please explain your answer – All the questions asked during the workshop were very helpful to the M&E process. Will help to improve our monitoring and evaluation questionnaire. Yes, by understanding the process better I am able to use it in my daily activities. Yes, most of it. We have a report to refer to. Do a better design for future projects.					
What was the most memorable part (good or bad) of the M&E section for you? (If you have any ideas for improving the section, please continue here and over the page.) Everything was good, but more time would have helped our M&E process. Data analysis. Measuring methods. Working on data sheets and finding out what we need to record. Good. So far, none. Measuring methods – good. Doing report for presentation.					

**THANK YOU for helping to improve this and future training workshops!**

## APPENDIX 6

### FINAL EVALUATION –Summary of Questionnaire



### Pacific Invasives Initiative

**FINAL evaluation of -  
Pilot training workshop on weed management  
project design and implementation  
Palau, 22 - 30 April, 2008**

We would like you to tell us about the changes in your weed/rodent management project design and implementation knowledge and experience as a result of the training workshop. Please complete this questionnaire.

1.	<p>What did you expect to gain from this workshop? I expected to learn something about database but on the other hand, I learned a lot about how to collect data for evaluation processes. Plant invasive management. To learn or gain more knowledge in eradication projects (ex. Planning/timing/evaluation/monitoring phase). Knowledge on data management. Weed management. In depth knowledge on invasive species management and eradication projects designs.</p>			
2.	<p>Did the workshop meet your expectations? <span style="float: right;">1    2    3    4    <b>avg=4</b></span> Please circle one (1 = No, not at all; 4 = Yes, completely)</p> <p>Please explain your answer – Learn more important techniques in management for invasive species (rat eradication). Found out that we lack in data collecting and will use information learned in this workshop to improve. Yes, weed management. Now I can better plan for future projects.</p>			
3.	<table border="1" style="width: 100%;"> <tr> <td style="width: 70%;">Do you have an understanding of the need for Agencies to cooperate in biosecurity or invasive species management work?</td> <td style="width: 15%; text-align: center;"><b>Yes</b> 6</td> <td style="width: 15%; text-align: center;"><b>No</b> 0</td> </tr> </table> <p>If 'Yes', what can you do to help that cooperation? The agencies need to be a part of everything that involve biosecurity, this is for a better future. I will talk to my boss and quarantine officer. Work together. Collaboration in all the invasive species management phases. We can offer technical assistance and any others. Work with the biosecurity people in Yap. Work with them by sharing data, knowledge, expertise and skills learned from the workshop.</p> <p>If 'No', why is it not necessary for agencies to cooperate?</p>	Do you have an understanding of the need for Agencies to cooperate in biosecurity or invasive species management work?	<b>Yes</b> 6	<b>No</b> 0
Do you have an understanding of the need for Agencies to cooperate in biosecurity or invasive species management work?	<b>Yes</b> 6	<b>No</b> 0		
4.	<p>What are the main things you learned from this workshop? Data recording, monitoring methods, evaluation, different techniques, time management, information sharing, meet new friends. Planning, implementation, working hours, staff development, monitoring and evaluation, reporting. *The few things about management (invasive species), planning (human resource), timing, evaluating, monitoring.</p>			

	<p>Planning is very important and proper data collection too.          Different chemicals that can be used to kill imperata/chain of love.          Better planning before implementation, examples of human resource and management operations.</p>		
5.	Did you have the opportunity to contribute your knowledge and skills to the workshop?	<b>Yes</b> <b>6</b>	<b>No</b> <b>6</b>
	If 'No', what was the reason?		
6.	<p>Did the Workbook presented at the workshop help you in working through the design process?          Please circle one (1 = No, not at all; 4 = Yes, a lot)    1    2    3    4    <b>avg=3.9</b></p> <p>Please explain your answer –          It was very practical and simple for me to go with, as long as we follow the rules and the objective of the subject.          Very helpful, it clarified and supported the topic presented.          It was very detailed/understandable/applicable).          It was good to record things as you go.          I will use it as a guideline for weed management. Future planning.          A tool that will be my reference for future project designs and managements.</p>		
7.	<p>Which invasive species management strategy do you think is the most important for Palau or Yap? (Please choose one and explain your choice.)</p> <p><input type="checkbox"/> Prevention = 0  <input type="checkbox"/> Eradication = 4          Cost-wise and effective as it has already been tested and done in other countries.          Prevention is done by the national government, control requires continuous support. Eradication, if done right, can be a one time investment.</p> <p><input type="checkbox"/> Control = 1          We need to control what is already threatening our environment.</p>		
8.	<p>Did the explanations of the presenting team help you in working through the process?          Please circle one (1 = No, not at all; 4 = Yes, a lot)    1    2    3    4    <b>avg=3.9</b></p> <p>Please explain your answer –          It was very satisfying from all the presenting. All the information sharing was very important.          The explanation and presentation supported the topic and clarified things.          Learning from mistakes can help improve future management design processes.          Made everything much more clearer.          Different way of killing weeds.          Data collection, if done correctly and analysed, will give the true picture of the project management.</p>		
9.	<p>What do you think are major future threats to successful weed (or rodent) management on Palau or Yap?          Politicians, donors.          Lack of knowledge and miscommunication between agencies.          Change in priority of upper management.          Killing weeds that you know you can kill.          Funders requirements and timing, political issues, may not be priority for politicians/law makers and funders.</p>		
10.	Was there enough time to cover all the issues?	1    2    3    4 <b>avg=3.2</b>	
	<p>Please explain your answer –          I think everybody was very satisfied with the time spent on the workshop.          Recording was rushed through.          Maybe a little short on time.          More time would've been better.          We answered all the questions in the booklet.</p>		
11.	Do you think that invasive species can have effects on livelihoods as well as biodiversity?	<b>Yes</b> <b>6</b>	<b>No</b> <b>6</b>
	<p>Please explain your choice (give examples if possible)          It will cost out country plenty, loss of our endemic plants and animals for future generations.</p>		

	<p>Island lifestyle has evolved around the local biodiversity.  Rats can affect our livelihoods/biodiversity by eating all the birds and other animals.  They can threaten our farming which will lead to less local staples.  These two have to work together.  Rats (disease carriers – leptospirosis).</p>		
12.	Did the Presenters give clear explanations and instructions for all topics without using too much technical language?	<b>Yes</b> <b>6</b>	<b>No</b> <b>6</b>
	<p>Any comments?  Perfect.  Everything was very understandable.  Technical terms were familiar for all participants.</p>		
13.	How useful was this workshop for improving your knowledge and skills? (Please circle one)		
	<b>Knowledge:</b>	Not useful      Useful      Quite useful      Very useful = 6	
	<b>Skills:</b>	Not useful      Useful      Quite useful      Very useful = 6	
14.	<p>Will the methods used in this workshop help you in your work?  1      2      3      4      <b>avg=3.9</b>  Please circle one (1 = No, not at all; 4 = Yes, a lot)</p> <p>Please explain your answer –  Keep track of everything we do, help us on our proposals.  Especially in the planning phase, human resource, management control.  We will apply what we learned starting tomorrow to better evaluate our progress.  Everything that was present was useful.  To better plan for a successful project in the future.</p>		
15.	<p>What ideas do you have for the next steps in weed/rodent project management training?  More time, more participants, more information sharing.  There should be staff development workshops like GIS/GPS data collection and wages.  Maybe, spend more time on “hands on” than lecturing.  Working on the database.  Training on planning (design project) with more hands-on activities and field visits.</p>		
16.	<p>Do you have any further comments or suggestions that may help us improve our support to you? (Continue over page if necessary.)  Thankyou for coming to Palau and sharing very important information that will help us in eradication processes.  Thankyou for a very useful workshop that met our needs.  More training on database management.  Follow-up with Kayangel project and update us. See if we can really undertake this project with PCS.</p>		

**THANK YOU for helping to improve this and future training workshops!**

## APPENDIX 7

### FINAL EVALUATION - Discussion

Summary of points contributed to discussion at end of workshop:

<b><u>Not So Good</u></b>	<b><u>Good</u></b>
Cramped space for activities	Refreshments
Absent friends – <ul style="list-style-type: none"><li>- Joel (sick)</li><li>- Joe away</li><li>- OERC not represented</li><li>- PCS not represented</li><li>- PALARIS not always present</li></ul>	Time management section
Confusing with plants and animals together	Staff development section
Time: not enough <ul style="list-style-type: none"><li>- tools (computer)</li><li>- preparation of data, etc</li><li>- reporting</li><li>- computer skills</li></ul>	Data recording/collection section
Comprehension <ul style="list-style-type: none"><li>- language</li><li>- complexity</li><li>- pre-information</li></ul>	Evaluation section – <ul style="list-style-type: none"><li>- monitoring</li><li>- reporting</li></ul>
Refreshments: <ul style="list-style-type: none"><li>- same menu everyday</li></ul>	Different techniques and products
Not enough field visits	Information sharing
Not enough 'hands-on' activities	Monitoring methods
	Few participants meant more time per person