

# Evaluation Meta-Analysis Report

February 3, 2021-November 14, 2022  
(22 Months)

## Introduction

This report is designed to illuminate evaluation results across 10 randomly selected Transition To Success (TTS) certification trainings over the course of **22 months (February 3, 2020-November 14, 2022)**. **Results are available to stakeholders, potential adopters and anyone interested. Results will also be shared with the TTS Architects of Change Leadership** in an effort to improve our overall understanding of our customer training experience.

The 10 organizations randomly selected and represented in this analysis are:

1. ACCESS Dearborn, MI
2. Forward Service Corporation, WI
3. Heart Mountain Free Clinic, WY
4. Maricopa County Human Services Department, AZ
5. Neighborhood Christian Center, TN
6. Next Memphis, TN
7. Orange County Head Start, CA
8. Tennessee Department of Human Services, TN
9. United Way of the Mid-South, TN
10. Wisconsin Department of Children & Families, WI

## TTS Training

This analysis includes **10** unique organizations across **18** trainings representing **251** attendees (not all attendees responded to all questions) with **10** unique Certified TTS Trainers/Instructors. (Instructor Certification requires a higher degree of experience and education.)

Attendees completing 22.5 hours of TTS training (in person &/or virtual) receive a 2-year Coach Certification. This certification authorizes the TTS Coach unlimited printing authority of TTS materials for their use in practice. This includes the Map of My Dreams Workbook and Guide in multiple languages, all TTS screening tools and the TTS Community portal.

Attendee training evaluation feedback is gathered at the completion of the training experience. Individual participants respond to 20 questions (see pages 5-8) assessing 4 categories.

1. Evaluation of pre-reading, power point and student materials
2. Evaluation of class and group exercises
3. Evaluation of transition of TTS into practice, organization, and community
4. Evaluation of Trainer
5. Comments are welcomed, including the response to, "Training can be improved by?"

All attendee responses are confidential. The training purchaser and TTS trainer receive the comprehensive, blinded evaluation Executive Summary. Attendees can also request blinded training evaluation results.

## Meta-Analysis

This analysis compiles the responses of 20 unique questions for **10** organizations offering training between **February 3, 2021-November 14, 2022**, with **10** unique TTS Certified Trainers/Instructors. The analysis follows the same format as individual training evaluation summaries.

Due to the volume, blinded, specific comments made by attendees are available upon request. All TTS Training Summaries are also available upon request.

### **Transition to Success Training Evaluation Analysis:**

This analysis represents attendees' evaluations of the TTS Training. This training requires 22.5 hours of instruction that includes developing an understanding of poverty as an environmentally based condition, not a character flaw with a demonstrated, evidence-based approach to treat the condition. Attendees are trained to be TTS Coaches, teaching clients root causes, how to assess their challenges and priorities, how to identify, access and hold the

funded delivery system accountable. They are also taught the importance of peer mentoring, financial literacy and volunteerism in improving health and economic outcomes.

Certified TTS Coaches have unlimited printing authority of all TTS Map of My Dreams Workbooks for use in practice, supportive materials, screening tools and access to a nationwide TTS portal for engagement with the TTS community of practitioners.

Training attendees in any given cohort can include representatives from health, human services, government, education, and faith-based organizations. The level of education ranges from high school graduate to MD and PhDs.

Attendees were overwhelmingly positive about their overall learning experience, the ease of understanding materials, their ability to integrate TTS into practice (91% of attendees agreed or strongly agreed that the training prepared them for planning integration into practice), implement in organizations (93%) and ability to implement TTS in the community (91%). The willingness and ability to implement TTS into practice, organization and community is key to system wide promotion and adoption of the TTS paradigm and methodology.

99% of all attendees agreed or strongly agreed that their Trainer was well prepared. TTS Trainers go beyond “teaching” and embrace their role as Champions in a social transformation movement. They inspire this same vision and role of “Champion” for their attendees. This is the foundation of TTS, changing attitudes and culture to directly confront social injustice.

TTS Training requires Trainers to develop and speak to the dynamics and challenges of every community we serve. Over 92% of respondents reported that their TTS trainer understood the challenges facing their organization and community. The ability to relate directly to attendees’ challenges is key to inspiring confidence in adopting the standard of care in practice.

96% of TTS Training attendees indicated that they would recommend TTS Training. This overwhelming response speaks to an essential element of social transformation and the power of one.

This analysis reveals that respondents scored 90% or above in 19 of the 20 evaluation questions, clearly an overwhelmingly positive review.

Training attendees also have the opportunity to make comments regarding their training experience. The majority of these comments were very positive but do include critical feedback. Across these comments attendees consistently preferred in-person training over web-based training, requested additional time in group and experiential exercises and requested electronic training materials.



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A full review of blinded attendee comments is available upon request.

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### Participant Training Evaluation Data Results

1. The pre-reading requirement of “Diagnosis Poverty: A New Approach for Understanding and Responding to an Epidemic” helped me prepare for this training.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	2	17	97	132	249

Percentage Agreed and Strongly Agreed = 92%

2. The TTS PowerPoint presentation and materials were relevant and helpful in understanding the subject matter.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	3	4	83	158	249

Percentage Agreed and Strongly Agreed = 97%

3. The TTS training “class exercises” were relevant and helpful in my understanding the subject matter.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	3	6	88	151	249

Percentage Agreed and Strongly Agreed = 96%

4. The TTS training “group exercises” were relevant and helpful in understanding the subject matter.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	3	8	75	161	247

Percentage Agreed and Strongly Agreed = 96%

5. I am satisfied with the overall learning experience that I received from TTS training.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
2	4	7	83	151	247

Percentage Agreed and Strongly Agreed = 95%

6. The content of TTS training was appropriate for my position and responsibilities.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	5	7	88	151	251

Percentage Agreed and Strongly Agreed = 95%

7. Considering the complexity, the TTS training was clear and easy to follow.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	4	11	94	141	251

Percentage Agreed and Strongly Agreed = 94%

8. The TTS training content and MYPLAN exercises prepared me for planning integration into my practice.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	4	18	112	117	251

Percentage Agreed and Strongly Agreed = 91%

9. The TTS training content and MYPLAN exercises prepared me for planning integration into my organization.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	2	15	111	117	245

Percentage Agreed and Strongly Agreed = 93%

10. The TTS training content and MYPLAN exercises prepared me for planning integration into my community.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	3	19	112	115	250

Percentage Agreed and Strongly Agreed = 91%

11. The presenter was well prepared for TTS Training.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	1	2	58	190	251

Percentage Agreed and Strongly Agreed = 99%

12. The presenter demonstrated good subject matter expertise.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	3	4	57	186	251

Percentage Agreed and Strongly Agreed = 97%

13. The presenter was knowledgeable about the issues and challenges faced by my organization.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
2	3	14	61	171	251

Percentage Agreed and Strongly Agreed = 92%

14. The presenter was knowledgeable about the issues and challenges faced by my community.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
2	6	10	59	174	251

Percentage Agreed and Strongly Agreed = 93%

15. The presenter effectively engaged the audience.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	7	8	45	190	251

Percentage Agreed and Strongly Agreed = 94%

16. The presenter used the time allotted for the session effectively (e.g., presentation, discussion, and interaction).

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
1	1	7	74	168	251

Percentage Agreed and Strongly Agreed = 96%

17. I would recommend this presenter for future trainings.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	3	8	57	181	249

Percentage Agreed and Strongly Agreed = 96%

18. I would recommend TTS training.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
2	1	9	73	164	249

Percentage Agreed and Strongly Agreed = 95%

19. I will integrate TTS into practice.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
	2	4	80	162	248

Percentage Agreed and Strongly Agreed = 98%

20. I want additional training/involvement.

Strongly Disagree	Somewhat Disagree	Neither	Agree	Strongly Agree	# of respondents
3	6	30	100	108	247

Percentage Agreed and Strongly Agreed = 84%

**Overall Average - Percent Agreed & Disagreed = 94%**