






How satisfied were you with this course?

#	Answer	Bar	Response	%
45	Extremely satisfied		7	77.78%
46	Moderately satisfied		2	22.22%
47	Slightly satisfied		0	0.00%
48	Neither satisfied nor dissatisfied		0	0.00%
49	Slightly dissatisfied		0	0.00%
50	Moderately dissatisfied		0	0.00%
51	Extremely dissatisfied		0	0.00%
	Total		9	100.00%

Please explain your dissatisfaction with this course:

Text Entry

If you work for a Tribal VR program, how well has the information in this course improved your effectiveness as an employee?

#	Answer	Bar	Response	%
11	Extremely well		2	22.22%
12	Very well		6	66.67%
13	Moderately well		1	11.11%
14	Not well		0	0.00%
15	Not well at all		0	0.00%
	Total		9	100.00%

In what ways has this course influenced your work or studies so far?

Text Entry

This course of Communication has taught me a great respect for our consumers and their families. I've learned to be "Silent" and "Listen" better, to look outside the box and give our consumer the understanding and compassion they need.

It made me aware of different variables that contribute to the way of communicating with the consumer with disabilities. There are a lot of differences in the way to counsel and guide the individuals that come into the Blackfeet VR office. The resources that were given to communicate with will be very much used in my office setting.

Offered personal perspectives that help me understand different facets of my job.

I like that I can be able to share my work with others who can use it for their programs as well.

This course has helped me better understand the process for communicating to consumer about how the TVR program works. It has also helped me learn new ways to network with community resources.

It influenced me to try to understand each individual that apply VR services as they are and to see where they are coming from. To be in their shoes to sort of speak. To have positive unconditional regard for each individual I see.

The TVR institute classes have helped me to gain knowledge about my work, it has helped me put information to use in my work, and it has helped to boost my confidence in the work that I already do. When I started in my job I jumped in with both feet. There is a lot of information thrown at you on many different levels. History of TVR, WIOA changes, program requirements, as well as tribal preferences for program nuances. These classes have helped me to connect the dots so to speak, integrating all aspects to my job.

This course reinforced my current knowledge of our Tribal VR process. Continued acknowledgement of our historical trauma as well as the recent toxic trauma that is being experienced by tribal members gives our staff an ongoing practice of treating our consumers with unconditional positive regard.

building a rapport with consumers and how I act and dress towards my consumers.

Please share how well course outcomes were met by rating your areas knowledge both before and after completion of the course.

Before the Course								
#	Question	No Knowledge	Little Knowledge	Moderate Knowledge	High Degree of Knowledge	Very High Degree of Knowledge	Response	Average Value
1	Defining why an application form for VR should be a comprehensive document.	-	1	4	3	1	9	3.44
2	Key purposes for an intake interview as well as the kind of information that should not be included.	-	1	4	4	-	9	3.33
3	Characteristics of motivational interviewing and its use within the VR process.	-	3	5	1	-	9	2.78
4	Points in the VR process when a client should be notified of their rights and responsibilities.	-	-	5	2	2	9	3.67
5	Purpose and value of "informed choice" in the VR process.	-	-	5	3	1	9	3.56
6	Effectiveness and practice of confidentiality policies in a TVR agency.	-	-	2	7	-	9	3.78
7	Options an applicant or participant has in selecting the administrative review process.	-	1	3	5	-	9	3.44
8	Key roles the Governing Body (e.g., Tribal Council) has related to the VR grant.	-	2	3	4	-	9	3.22
9	Essential partnerships your TVR agency has within your community.	-	-	4	4	1	9	3.67
After the Course								
#	Question	No Knowledge	Little Knowledge	Moderate Knowledge	High Degree of Knowledge	Very High Degree of Knowledge	Response	Average Value
1	Defining why an application form for VR should be a comprehensive document.	-	-	-	6	3	9	4.33
2	Key purposes for an intake interview as well as the kind of information that should not be included.	-	-	-	6	3	9	4.33
3	Characteristics of motivational interviewing and its use within the VR process.	-	-	2	5	2	9	4.00
4	Points in the VR process when a client should be notified of their rights and responsibilities.	-	-	-	5	4	9	4.44
5	Purpose and value of "informed choice" in the VR process.	-	-	-	4	5	9	4.56
6	Effectiveness and practice of confidentiality policies in a TVR agency.	-	-	-	4	5	9	4.56
7	Options an applicant or participant has in selecting the administrative review process.	-	-	1	4	4	9	4.33
8	Key roles the Governing Body (e.g., Tribal Council) has related to the VR grant.	-	-	1	3	5	9	4.44
9	Essential partnerships your TVR agency has within your community.	-	-	-	5	4	9	4.44

What topics do you feel you need additional knowledge about or skill development in?

Text Entry

Tribal Government and Tribal Administration? Although we have a collaboration with all tribal entities, we (or I) do not really know the what the depth of the relationship is with these two and/or what are the roles?

addictions (alcohol and/or drugs) as a disability; guidance and counselling

More education regarding the cultural factors of TVR

n/a

I would like to know more about the RSA and the grant writing process.

Motivational Interviewing

IPE goals and making sure they are directly related to the disability

Amendments

Grievances, communication on Informed Choice and working with difficult people.

Please describe how this course was relevant to your work or your educational goals:

Text Entry

I learned a lot from this course and the base of it's meaning; Communication, is an essential part of the relationship between consumer and counselor, as well as the overall program. How we first response is an "ever lasting impression we leave".

This course enhanced my knowledge of communication with the consumer with disabilities. It gave me resources that I can reference when I need to. This course was awesome, especially the part of historical trauma and intergenerational trauma, these are part of my personal recovery. Since I experienced this in my own personal journey, I try to remember all Tribes/Native Americans have some history that has been carried from generation to the next generation that has to be worked through.

I am a new director of a TVR program so this is very relevant.

This work was relevant because it has taught me how to better understand consumers as well as what strategies can be helpful when approaching or meeting with them.

This course was very relevant to my position as counselor assistant because I am the one responsible for most of the correspondence between the consumer and the program. I also help with the intakes so I am usually a consumers first impression. Learning better ways of communicating how our program works and describing consumer rights and responsibilities has been very helpful.

This course met expectations of what I wanted learn and more. It was a great class with great instructor.

My education goals are always to learn more so that I may better serve the participants of my program. I hope to earn my degree at some point. All aspects of this course are relevant to my TVR position. Communication is a must with serving people. You have to be able to talk about the program and what we can do and who we serve, but we must be able to listen to our participants to understand what they need and how best to assistl am them.

Extremely relevant since I have no educational background in vocational rehabilitation. I'm a counselor.

Based on the topics covered in the session, it was very educational for me as a new counselor working to help individuals with disabilities.

If you work for a Tribal VR program, how do you plan on applying to what you've learned in this course to your job?

Text Entry

Be Silent and Listen. Have compassion and empathy for your consumer at the point of walking through the door, among the important but there is much more I've learned and I'm very grateful for these course and opportunity.

I will use this in the guidance and counselling process, so I will better understand where the consumer is coming from and where the consumer wants to go. I will be able to better serve the consumer with disabilities for a successful employment outcome.

To provide more culturally sensitive services

A lot of what is talked about in class is relevant to applying it to my job. I like sharing information with other staff members in my program.

I plan to use the information I learned in this class to help me communicate better with consumers. I think the person centered theory was very helpful.


I plan to apply all that I can to do a better job in my role as the first person they see when they come in seeking VR services. I do the Intake and get needed documents and send file on to VR counselor.

I am working on updating forms for our program to simplify for use. I am always looking for better ways to interview and do intake with participants. To better help them share information without being intrusive or intimidating.

Policy and procedure review

I have been using this course as a reference for my IPE.

If you work for a Tribal VR program, do you share information you learn from the course with others you work with?

#	Answer	Bar	Response	%
23	Yes		9	100.00%
24	No		0	0.00%
	Total		9	100.00%

Please describe who you are able to share info from the course with and how it is shared (ex. with co-workers at a staff meeting):

Text Entry

Staff meetings, office counselors, and training's with State DVR as well as School Transition programs. As long as a site is affiliated with the process of Vocational Rehabilitation.

I share my learning of these courses with my Director and sometimes with the administrators of the Blackfeet Manpower Programs One-Stop Center as they are the advisory board for the Blackfeet VR program.

My co workers are taking classes also.

I share information at staff meetings with co-workers or on a regular day about what was learned or how they too can improve on some things. Sadly, there are some things I have learned and shared with them that has helped them as well, although they should've already known.

I can share this information with co-workers through email, staff meetings and in person.

co-workers, in staff meeting and as situation arise.

I am constantly discussing issues in class with my supervisor. I can also discuss options with my senior coworkers and feel more able to validate why I chose to change things.

Monthly staff meetings. Gain input on policy and procedure amendments

I share this information with other co workers and will be having staff meeting on our policy and procedure regarding Menominee Vocational Rehabilitation Program.

Please rank how your expectations were met for the following:

#	Question	Far exceeds expectations	Exceeds expectations	Equals expectations	Short of expectations	Far short of expectations	Response	Average Value
1	Course organization	1	3	5	-	-	9	2.44
2	Course materials	1	6	2	-	-	9	2.11
3	Course instructor	4	3	2	-	-	9	1.78

What is the average number of hours per week that you spend completing course requirements outside of the GoToTraining sessions?

Please share feedback about the course documents. Check all that apply:

#	Question	Always	Most of the time	About half the time	Sometimes	Never	Response	Average Value
1	The content in the documents relates to my work.	7	2	-	-	-	9	1.22
2	The content in the documents relates to my educational interests.	6	3	-	-	-	9	1.33
3	The documents were easy to read and understand.	7	2	-	-	-	9	1.22

Please rank how clear you found the following:

Which of the following would improve your experience with the course? Please check all that apply:

#	Answer	Bar	Response	%
1	More training on how to use Canvas before the start of the course.		0	0.00%
2	More visual material like videos or pictures.		2	22.22%
3	Simplified materials presented during class time (e.g., a PowerPoint presentation).		0	0.00%
4	More case studies or examples.		5	55.56%
5	Getting to know my classmates better.		1	11.11%
6	Better organization of course materials.		0	0.00%
7	Other (please explain):		4	44.44%
8	More training on how to use GoToTraining before the start of the course.		0	0.00%
	Total		12	100.00%

Other (please explain):




Sharing questions & answers and Ideas with class mates. (which we did very well in this course)

No improvement needed

did not have time for all material during class- some had to be on own.

materials available sooner, at least 2 weeks ahead for review.

Which of the following did you find challenging? Please check all that apply:

#	Answer	Bar	Response	%
1	Making sure I was on track with all my assignments.		6	66.67%
2	Communicating during GoToTraining sessions (chat box, phone, mic).		2	22.22%
3	Accessing course materials.		0	0.00%
4	Understanding the instructor's lectures.		0	0.00%
5	Understanding course materials.		0	0.00%
6	Posting on the discussion board in Canvas.		1	11.11%
7	Using the Canvas email.		0	0.00%
8	Knowing how to get technical support.		0	0.00%
9	Other (please explain):		4	44.44%
	Total		13	100.00%

Other (please explain):

None

Most of this was due to prolonged absence. issues with attaching doc in canvas

getting material in a timely manner to review for class

How likely are you to take future classes for credit?

#	Answer	Bar	Response	%
11	Extremely likely		9	100.00%
12	Moderately likely		0	0.00%
13	Slightly likely		0	0.00%
14	Neither likely nor unlikely		0	0.00%
15	Slightly unlikely		0	0.00%
16	Moderately unlikely		0	0.00%
17	Extremely unlikely		0	0.00%
	Total		9	100.00%