

# Logic and Creative Evaluation that Embraces our Young People - Measuring Personal Growth, Aspirations, Dreams and Commitment?

Wurrumiyanga Women's Centre - Tiwi  
Islands Training And Employment (TITEB)  
Evaluation Learnings From  
Rise Up 2 Lead Program



We wish to acknowledge the traditional owners of this land - the Gadigal people, and pay our respects to their Elders past, present and future.

We thank you for having us here.

Please note that the actual presentation that took place at the AES19 conference was more of an interactive session where copies of the evaluative tools were circulated and information about the program and evaluation were verbally provided, as per the photo here. A PowerPoint was not provided but there was a video where Tanyah Nasir describes the Rise Up 2 Lead program and has the participants of the workshop talk about what they have learnt and how they have changed.

An important point is that these women were very shy and not confident to speak up. However, these workshops changed that and created a sense of pride and confidence.

This PowerPoint has been provided because we think it is important to share our findings about how evaluation can be flexible, adaptable, contextual and can sometimes look and feel quite different to commonly used evaluative techniques.



# Logic and Creative Evaluation that Embraces our Young People - Measuring Personal Growth, Aspirations, Dreams and Commitment?

The Women's Centre in the Tiwi Islands introduced a program for young Tiwi women to 'find themselves' so they may commence their own unique journey of aspirational development and self-belief to build foundation life-skills. Evaluation of this program requires a balance of logic and creativity. Logic to give structure and creativity to measure the almost unmeasurable - progressions in one's thinking and the realisation of possibility and opportunity to achieve.

These young women need support to grow and develop as leaders of change and potentially follow in the footsteps of their senior and strong cultural leaders. The issue is that being a community leader is not necessarily an aspiration for many young people. Changes relating to westernisation are coming at a fast rate and attitudes of young people are not as focused on retention of culture for future generations and the sustainability of one's community. We need to embrace this contemporary moment towards understanding what it is that young people want so they can develop as leaders of change and achieve in their own way.

# ABOUT TITEB



The TITEB Board of Directors is made up of eight representatives from the skin and clan groups across both Islands, with long-term vision and passion for the Tiwi.



# TITEB

# Tiwi Islands Training & Employment Board

## Mission

*Building education and employment capacity for all Tiwi through dedicated program delivery.*

## Vision

*A prosperous future for all Tiwi through lifelong learning and skills development.*

## Purpose

*Changing Tiwi lives for the better, through strong local employment, training, school attendance and school meals programs.*



**CDP**  
Community Development Program

**RSAS**  
Remote Schools Attendance Strategy

**GTO**  
Group Training Organisation

**RTO**  
Registered Training Organisation

**SNP**  
School Nutrition Program

## CDP

- Employment
- Recruitment
- Casework
- Job search
- Referrals

## RSAS

- School attendance
- Family wellbeing
- Education advocacy

## GTO

- Apprentices
- Trainees
- Employer services
- Mentoring

## RTO

- Training services
- SEE
- Adult Education
- Vocational education & training



# Wurrumiyanga Women's Centre

TITEB runs three Women's Centres across the islands providing work for the dole activities including training and development. The Wurrumiyanga Women's Centre provides activities such as cultural activities like hunting, weaving and bush medicine as well as cooking, sewing, women's health, first aid training and many other activities. Some of the staff are strong, young leaders who are gaining skills and experience through the centre. The participants attending the centre engage in the activities to learn new skills that are transferable to the workforce and other aspects of community life.

# RISE UP 2 LEAD

The 'Rise Up 2 Lead Program' is a collaboration between TITEB and Tanyah Nasir Consulting. This collaboration utilises the founding concepts from the Rise Up – Be Your Best, Own Your Future program which is the flagship program created by Tanyah Nasir Consulting and is a transformational Aboriginal leadership program. The Rise Up 2 Lead Program is aimed at adding value to existing employment based programs currently run in the Wurrumiyanga Women's Centre for young Tiwi women to build knowledge, skills, values and confidence as well as strengthening relationships, trust and friendship. The program outcomes are geared towards young Tiwi women seeing themselves as leaders and change makers for their family and the community.



Evita  
Puruntameri -  
TITEB



Sophia  
Tipuamantumirri  
TITEB



Bronwyn Rossingh  
TITEB



Moya Perry  
TITEB



Tanyah Nasir



Joanne Nasir



**Tanyah Nasir  
Consulting Service**



Tanyah Nasir  
Consulting Service

## Tiwi Women's Rise UP 2 Lead Program 2019

**Vision** To develop the confidence and leadership skills of young Tiwi women in Wurrumiyanga, Milikapiti and Pirlangimpi.

*To build confidence, capacity, ownership of decision making and problem solving for positive community outcomes and for young Tiwi women to see themselves as leaders and change makers for their family and community.*

May 2019

June 2019

June 2019

July 2019

Phase 1  
3 Days

**Getting to know  
You and Your  
community**

Deliver TNCS' Empowerment program Rise UP, Be Your Best, Own Your Future©

Phase 2  
2 days

**Our Future in our Home**  
Our Aspirations & Dreams Workshop

- *Becoming a positive & encouraging community member*
- *Is this important? Is this for me?*
- *How can I contribute positively to my community?*
- *Identify community concerns and practical solutions*
- *Individual project*

Phase 3  
2 days

**Leadership in Action**

- What role can I play?
- Am I responsible for building a happy, safe and peaceful community?
- How can I do this?
- Who can Help? What is in my community?
- Lets take stock?
- What have we learnt?
- Is this important?
- How does it relate to your reality?
- How well am I doing ... managing my emotions?

Phase 4  
2 days

**Leadership Commitment**  
**Where to from here?**

- Celebration of growth and achievements
- Share their projects/initiatives with community
- How will we continue? Who can help us?
- Where to from here?
- What is my plan?

**TNCS deliverables include the following:**

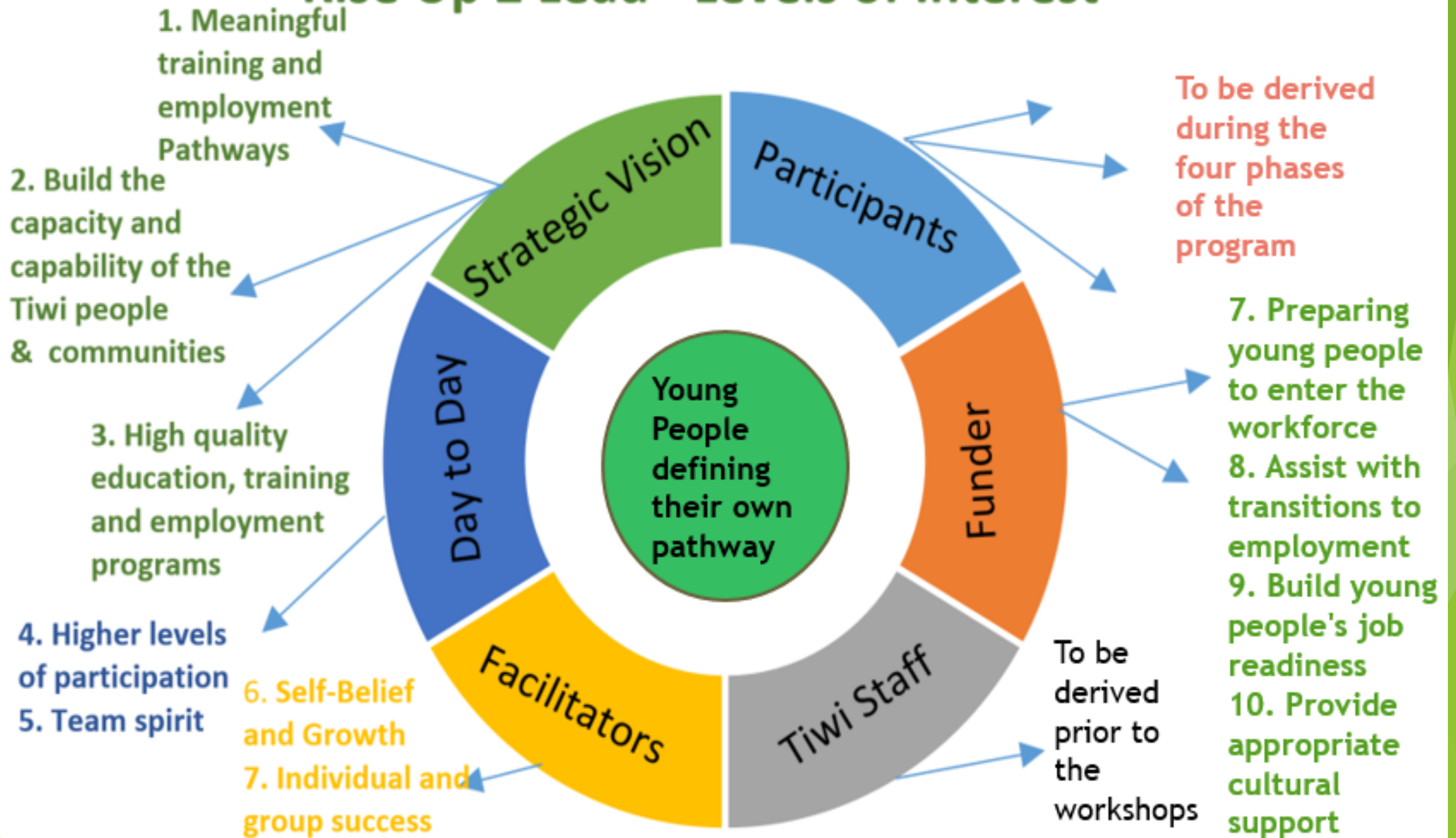
- In collaboration with TITEB, connect with cultural elders and leaders for advice and guidance
- Informal written self assessments (pre and post)
- Individual evaluations
- Individual personal development plan
- Group presentation to celebrate achievements and learning



# About the Evaluation?

This evaluation uses a mixed-methods approach that has been shaped by the very nature of the flow of the program which is a series of workshops aimed at supporting young people to be the best they can be. The senior cultural women partake in each workshop to guide and advise from a cultural and encouraging perspective that helps the young women to feel supported. A series of self-evaluation assessments, observations, informal feedback, photos/videos and debriefing sessions took place. This feedback/data collection involved the young women, senior women, facilitators and other staff and stakeholders. This data will be collated as part of the evaluation to assess the growth and development outcomes in line with the aims of the program and used for the purposes of improving the flow of the subsequent workshops and training staff at the Women's Centre. This evaluation is designed to commence an approach that embeds evaluation in their everyday work activities to ensure engagement and empowerment of young people is taking place.

# Rise Up 2 Lead - Levels of Interest



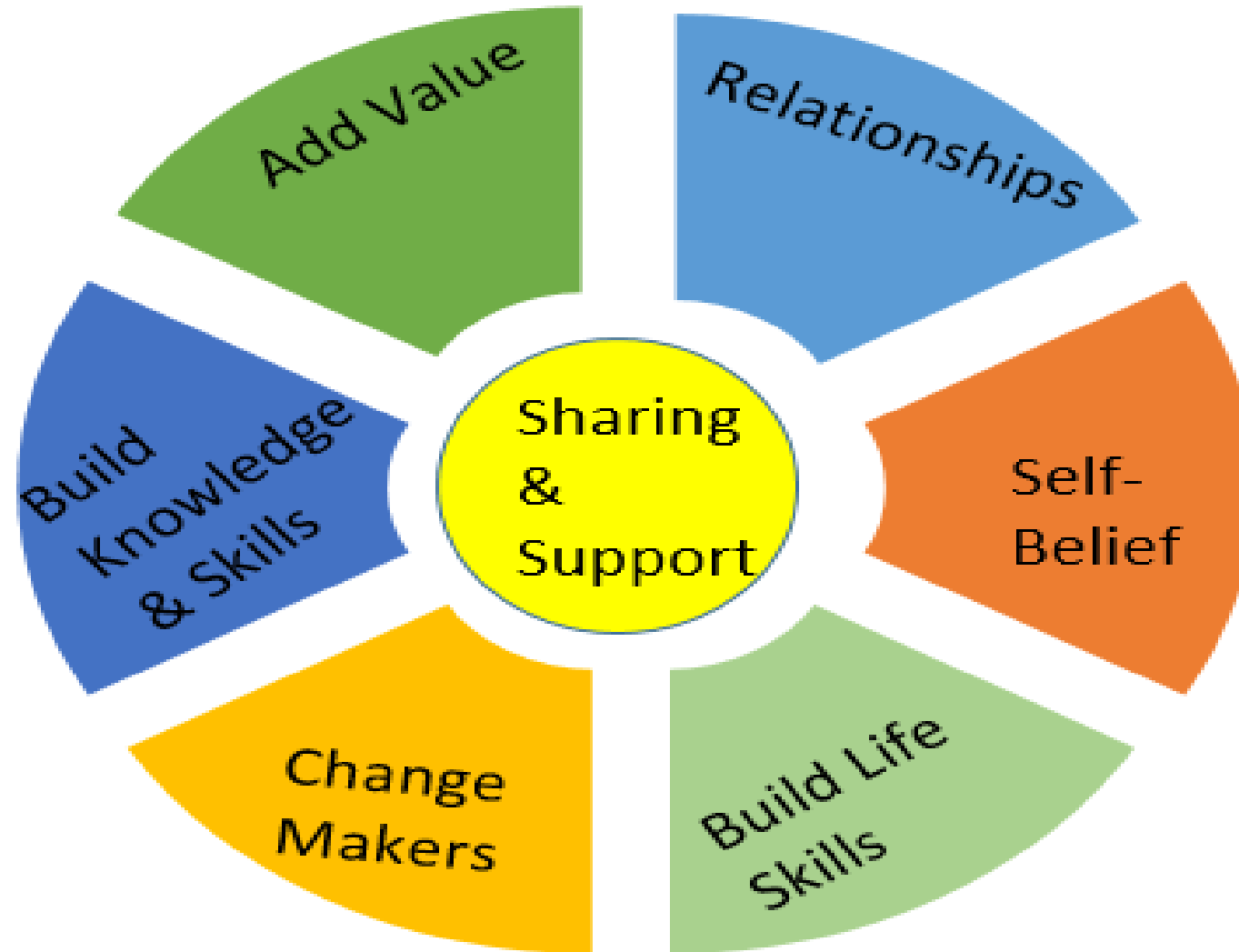
## Indicators of Change

Record changes to the day to day responsiveness within activities and differences in attitudes

Observe pro-activeness and confidence in using resources and mentoring others

Communicate with family and staff to determine participant interest in leadership

# Program Aims - Rise Up 2 Lead



## Indicators of Change

Record changes in behaviour towards one another and confidence to approach others

Record changes in self-confidence levels and positive outlook

Record changes to their ideas and articulation of what their future could entail

## Evidence

Debrief session -  
recorded or noted  
Participants sticky  
notes  
photos of  
interaction

Observe new skills  
being utilised  
videos of  
testimonials  
sticky notes on  
posters of variable  
outcomes

video family  
members or staff  
talking about  
participant  
changes  
Participant stories

# Collecting Evidence- Rise Up 2 Lead



## Evidence

Observe  
behaviour and  
writeup  
photos/videos

Gauge from  
participant  
behaviour - write  
up  
photos/videos  
sticky notes on  
posters

videos/testimoni  
als  
opportunities  
being pursued  
debrief - writeup  
or video



## Evaluating:

It was important to evaluate the Rise Up 2 Lead program to ensure that it was achieving the aims outlined in the 'Levels of Interest' slide above, i.e. for the women - participants and staff, organisation, funders, facilitators and other stakeholders. The program was funded by the Prime Minister and Cabinet (now the National Indigenous Australians Agency) under the Youth Engagement Strategy.

For the first couple of workshops surveys were used at the end of the workshop but it was found that the program already embedded so many evaluative activities that the surveys were surplus to the need and not particularly useful

# Examples of Evaluative Tools



This picture was drawn by Marissa, a participant in the Rise Up 2 Lead series of workshops at Wurrumiyanga. She drew this picture after the first workshop to describe her hope for the future.

*Marissa talked about how Rise Up changed her life - she feels confident and strong to provide a future for her son.*

This picture represents many things:

- The story about a baby dugong and how it is nurtured by its mother so it can develop and grow learning its culture and feeling safe and supported.
- The baby flaps his tail when he is happy and looking for his Mum.
- He grows and develops within his culture feeling safe and nurtured so he can grow up and lead his own life one day.


The picture is culturally and metaphorically significant - the long shapes on the outside are like the gentle sea plants at the bottom of the ocean covered in snake skin design that represents culture and the squiggles surrounding the baby dugong are little pieces of seaweed for the baby to eat - food provided by the mother. This picture has many dimensions but due to having it translated into English are not able to be articulated to the extent of the true, deep and rich meaning that inspired the picture.



# Examples of Evaluative Tools/workshop1

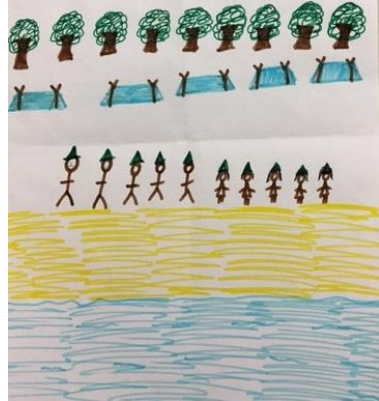
What is your hope for your community in the future?

In the next 10 years time I would like our people to run our community. Kids getting educated so they can run our community and be strong for Our Tiwi People.



What is your hope for your community in the future?

teaching the children to go to the secondary school, fishing, hunting, culture our Country



I worry about... Day 2.

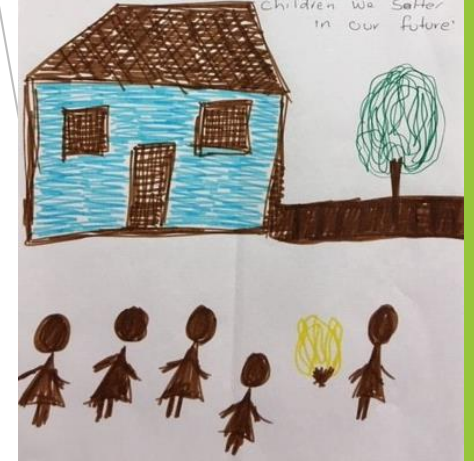
- my family
- Families fighting in our community
- Children not going to school
- my Grandmother and my family
- Spots
- my health and wellbeing
- fighting
- People fighting each other

What is your hope for your community in the future?

- 1 Hope to become a better person in the future
- 2 Hoping to be a Good person to make our Family Proud
- 3 Help other so they can step up.
- 4 Help our little brothers so they can be smart in the future.

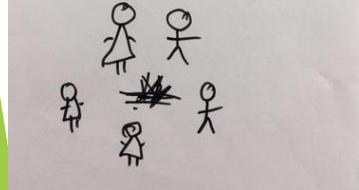
KANTILLA What is your hope for your Community in the future?

Sitting around the fire children we safer in our future.



What is your hope for your community in the future?

After 5 or 10 year time this place we be change, its will have lots of thing like looking after each other our family and friend



what makes me proud? Day 1.

- Hunting
- My children
- daughter Family
- Everything
- our Community
- Pract of MS S-C.
- Pract of my Family
- 4
- Telling stories with my Families
- Helping Others and Myself
- Hunting with my families

What makes you proud as a woman? Day 2.

- I feel Proud of my self for working hard
- To be a grandparent
- my children
- Looking after Myself
- I'm Proud to be a young woman and Proud to be the first girl

What makes me happy? Day 1.

- Family Friends
- grand Kids
- Working
- Hunting
- Being with families and friends
- Family
- Friends, Family
- WORKING
- Good
- FAMILIES

What Is You Hope for you Community In the Future

- 1 - Help others so they can step up.
- 2 - for us two people to take over our Country.
- 3 - for everyone to look after each other.
- 4 - Help others and ourself to became a better person/leader.
- 5 - look after our Community and keep it nice and Clean everyday.
- 6 - for everyone to have a better life and future.
- 7 - everyone to have love and Respect for each other.

Shayna



# Examples of Evaluative Tools/workshop 2 & 4

26/5/19 Day 2

We can support + encourage each other by...

- We can support + encourage each other by:
  - Show them the good things like doing shopping right way for the shop
  - Helping each other
  - Helping hand support and encourage our community.
- Being there when someone needs help
  - and carry loving for others
- Talking to each other & give each other a good advice

26/5/19 Day 2

The first workshop made me think about...

- Doing action and filming things
- The first workshop made me think about:
  - Life and future, specially for our young ones, future generations
  - Life future
- what I need to change in my life - save money

23/5/19

- Not much sleep Card game Facebook drinking hangover
- Assumpta Joanne Salomera Dimasena
- A schooling - Kids don't go to school Kids not learning They tired
- Work - don't go to work Can't get up for work Feel lazy no Energy
- Learning to lazy Can't think straight
- get grumpy They brain not working
- meeting feeling tired Can not make good decisions for the future
- for change to happen we need to get more sleep
- go to sleep early Stop wasting time Stop being on the phone all night

Rise UP has taught me to think about my life and to think about change.

I need to get work and show other family - how to stay away from drugs, alcohol, gambling and fighting.

I need to be strong for my kids and the future generations to be strong, respectful and strong in Tivi Culture.

To be brave

Be brave When you Boss tells you to do this job you have to talk back to them

Be brave around friends and family

happy with my family & friends

This makes me happy

This make me happy is active and he course.

being this make up course make me happy and how I've been using this course

family friends share sharing & loving fun

This make me happy friend and family

what makes me happy everyday is being with families and friends caring and sharing

- Rise Up has made me think about:
  - learn how to know all the new activity
  - Rise up made me think about how I will try take that back to the community and help others
- Rise Up has made me feel:
  - Happy, engaging this training has made me feel of learning more skills that I've never done before.
- The Trainers were:
  - Good
- This learning is import for Tivi because:
  - they need more new skill and learning in Training so in the future they will be confident for our young ones.
- The change I have made since Rise Up,
  - improve my skill and learn more in this training

- Rise up has made me think about:
  - Rise up made me think of everything to learn more about our community and our self.
- Rise up has made me feel:
  - Rise up made me feel so active and bright strong, happy
- The trainer were:
  - So excited and makes up strong people
- This learning is important for Tivi because:
  - Because Tivi people we keep our culture strong
- The changes I have made:
  - Made me to keep our community
  - The Rise up course made me change

Supra 1

- The Rise Up Program as had made me think about how I can gonna be a good role model for my community and my people
- Rise Up Program as made me feel strong and proud
- The Trainers were happier how the program is going
- It's important because we can teaching children in the future and have a better education
- Respecting others, shop up coming

I am good at...

- Respect others and friends
- I feel good with my family
- working with other teaching showing respect for others
- I am good at always respecting others
- helping others and always helping my grand-mother
- Be confident
- Do be shy when people are talking to you Don't be shy talk back to them
- I am good at looking after kids and old people
- Sharing and taking care but the most is respecting others
- I am good at myself talking to other people, this makes me happy

I show respect by...

- We should speak up think about others respect each others
- Helping others sharing and caring
- helping others working among with others respect others
- I show respect by respecting our workplace and our community
- I show respect by being kind always and also respect each other
- I show respect my self and people from Tivi
- Respect to my friends and family
- I always show my respect to people by being kind always and also respect each other
- Respect to my elders and our family and friends



# What the group found overall

The program really connected with the participants and staff and offered a shared learning for all including the facilitators and observers. There were many participants over the four workshops - in the vicinity of 40, however not all attended each workshop. This is the nature of Aboriginal Communities. This makes it hard for the facilitators and for assessment and tracking, however it gives the program credibility as it accommodates new participants who seem to instantly grow and develop. The engagement level of the women is testimony not only to the facilitators and managing staff members who encourage the participants to attend, but it is testimony to the participants who worked so hard for the two days of the workshops they attended. The core group who consistently attended really benefited from the program in accordance with their development and shared sentiments.

The group in the photo spoke about how they know:- that it is okay to speak up and that they now feel confident to do so, 'no shame job', work together, support one another, be strong leaders for their community and support the young people in their community.



# Senior women supporting the younger women - finding their voices together



It is a team-like program where everybody supports one another and everyone is so proud of each other. This sense of pride really showed even with women who found it hard to talk in public or share their feelings and stories.

From the outside one might think that not much was achieved but this would be an incorrect assessment. This is why evaluation needs to be contextual and in some cases internal and adaptable to really understand what is happening and what changes are taking place. The very nature of the Rise Up 2 Lead was flexible and adaptable but keeping to its prime purpose and aims which were achieved.





Thank you for listening and questions

