Using a theory of change to evaluate the impact of a conservation training programme: a practitioner's perspective

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SUPPLEMENTARY MATERIAL 1 Pre-training survey

1. Please enter your Alumni ID (this can be found in the email you received about this survey, it consists of two letters and three numbers, e.g. AB123)

2. Are you currently employed in a conservation related role?

☐ Yes   *[If Yes, skip to Q5]*

☐ No

3. Which of the following best describes your current status:

☐ Student

☐ Volunteer

☐ Unemployed

☐ Working in a non-conservation related role

☐ Other (please specify)

4. Please provide more information about your current status (e.g. your profession or subject of study)

[Skip to Q7]

5. What is your current job title?

6. Which of the following best describes your career level?

☐ First-level

☐ Mid-level

☐ Senior-level

☐ Executive/Director

☐ Other (please specify)

7. How motivated do you feel to..

	Not at all	A little	Moderately	Very	Extremely
Overcome challenges in conservation	☐	☐	☐	☐	☐
Achieve positive results in conservation	☐	☐	☐	☐	☐
Make a difference in conservation	☐	☐	☐	☐	☐

8. How confident are you in your ability to..

	Not at all	A little	Moderately	Very	Extremely
Overcome challenges in conservation	☐	☐	☐	☐	☐
Achieve positive results in conservation	☐	☐	☐	☐	☐
Make a difference in conservation	☐	☐	☐	☐	☐

9. How capable do you feel of..

	Not at all	A little	Moderately	Very	Extremely
Working effectively in conservation	☐	☐	☐	☐	☐
Achieving your goals in conservation	☐	☐	☐	☐	☐

Below if a list of some of the competencies covered during the course. Before it starts, we would like you to rate your current level of knowledge for each and how confident you feel to apply them. Please answer honestly, it is not a test and your responses will be kept anonymous.

10. Please rate your knowledge of the following competencies (i.e. how much do you know about them?)

	No knowledge	Low level of knowledge	Some knowledge	Good level of knowledge	High level of knowledge
How to conduct an animal behaviour study	☐	☐	☐	☐	☐
How to design a population monitoring survey	☐	☐	☐	☐	☐
How to identify a suitable population monitoring technique	☐	☐	☐	☐	☐
How to plan a species recovery project using an adaptive management approach	☐	☐	☐	☐	☐
How to raise public awareness of endangered species recovery	☐	☐	☐	☐	☐
How to use ex situ management techniques in the recovery of wild populations	☐	☐	☐	☐	☐
How to use geographic information systems (GIS) to prepare maps	☐	☐	☐	☐	☐

11. Please rate your confidence to apply the following competencies (i.e. how confident do you feel doing them?)

	No confidence	Low level of confidence	Some confidence	Good level of confidence	High level of confidence
How to conduct an animal behaviour study	☐	☐	☐	☐	☐
How to design a population monitoring survey	☐	☐	☐	☐	☐
How to identify a suitable population monitoring technique	☐	☐	☐	☐	☐
How to plan a species recovery project using an adaptive management approach	☐	☐	☐	☐	☐
How to raise public awareness of endangered species recovery	☐	☐	☐	☐	☐
How to use ex situ management techniques in the recovery of wild populations	☐	☐	☐	☐	☐
How to use geographic information systems (GIS) to prepare maps	☐	☐	☐	☐	☐

1. Please enter your Alumni ID (this can be found in the email you received about this survey, it consists of two letters and three numbers, e.g. AB123)

2. Now that you have completed the course, how motivated do you feel to..

	Not at all	A little	Moderately	Very	Extremely
Overcome challenges in conservation	☐	☐	☐	☐	☐
Achieve positive results in conservation	☐	☐	☐	☐	☐
Make a difference in conservation	☐	☐	☐	☐	☐

3. Now that you have completed the course, how confident are you in your ability to..

	Not at all	A little	Moderately	Very	Extremely
Overcome challenges in conservation	☐	☐	☐	☐	☐
Achieve positive results in conservation	☐	☐	☐	☐	☐
Make a difference in conservation	☐	☐	☐	☐	☐

4. Now that you have completed the course, how capable do you feel of..

	Not at all	A little	Moderately	Very	Extremely
Working effectively in conservation	☐	☐	☐	☐	☐
Achieving your goals in conservation	☐	☐	☐	☐	☐

Before the course started, we asked you to rate your level of knowledge and confidence for each of the competencies below. Now that you have completed the course, we would like you to rate your knowledge and confidence for each again. Please answer honestly, it is not a test and your responses will be kept anonymous.

5. Please rate your knowledge of the following competencies (i.e. how much do you know about them?)

	No knowledge	Low level of knowledge	Some knowledge	Good level of knowledge	High level of knowledge
How to conduct an animal behaviour study	☐	☐	☐	☐	☐
How to design a population monitoring survey	☐	☐	☐	☐	☐
How to identify a suitable population monitoring technique	☐	☐	☐	☐	☐

How to plan a species recovery project using an adaptive management approach	☐	☐	☐	☐	☐
How to raise public awareness of endangered species recovery	☐	☐	☐	☐	☐
How to use ex situ management techniques in the recovery of wild populations	☐	☐	☐	☐	☐
How to use geographic information systems (GIS) to prepare maps	☐	☐	☐	☐	☐

6. Please rate your confidence to apply the following competencies (i.e. how confident do you feel doing them?)

	No confidence	Low level of confidence	Some confidence	Good level of confidence	High level of confidence
How to conduct an animal behaviour study	☐	☐	☐	☐	☐
How to design a population monitoring survey	☐	☐	☐	☐	☐
How to identify a suitable population monitoring technique	☐	☐	☐	☐	☐
How to plan a species recovery project using an adaptive management approach	☐	☐	☐	☐	☐
How to raise public awareness of endangered species recovery	☐	☐	☐	☐	☐
How to use ex situ management techniques in the recovery of wild populations	☐	☐	☐	☐	☐
How to use geographic information systems (GIS) to prepare maps	☐	☐	☐	☐	☐

This final question is an opportunity for you to tell us about the most significant change you have experienced as a result of this course. It is your story and can be positive or negative. Please provide as much detail as possible.

7. What is the most significant change you have experienced as a result of this course?

[_____]

8. Are you happy for us to use your story for communication purposes? (e.g. in reports and/or marketing material)

☐ Yes – and I am happy to include my name with my story

☐ Yes – and I would like to remain anonymous

☐ No – I would like my story and name to remain confidential

1. Please enter your Alumni ID (this can be found in the email you received about this survey, it consists of two letters and three numbers, e.g. AB123)

[   ]

2. Are you currently employed in a conservation related role?

☐ Yes   *[If Yes, skip to Q5]*

☐ No

3. Which of the following best describes your current status:

☐ Student

☐ Volunteer

☐ Unemployed

☐ Working in a non-conservation related role

☐ Other (please specify)

4. Please provide more information about your current status (e.g. your profession or subject of study)

[   ]

[Skip to Q12]

5. What is your current job title?

[   ]

6. Which of the following best describes your career level?

☐ First-level

☐ Mid-level

☐ Senior-level

☐ Executive/Director

☐ Other (please specify)

7. In the past 12 months, which of the following conservation actions have you been most involved with? (please select up to 3 actions)

☐ Habitat management (e.g. managing and restoring habitats)

☐ Species management (e.g. managing and restoring species)

☐ Awareness raising (e.g. making people aware of key issues)

☐ Law enforcement & prosecution (e.g. monitoring and enforcing compliance with law)

☐ Livelihood, economic & other incentives (e.g. promoting livelihood alternatives and opportunities)

☐ Conservation designation & planning (e.g. designating protected areas, developing management plans)

☐ Legal & policy frameworks (e.g. developing and influencing laws, policies and/or guidelines)

☐ Research & monitoring (e.g. collecting, managing and analysing data)

☐ Education & training (e.g. developing learning materials, providing training)

☐ Institutional development (e.g. organisational management, partnership development, fundraising)

8. Please provide an example of a conservation action that you have been involved with in the past 12 months

☐

9. To what extent was your ability to do this action influenced by training with Durrell?

Not at all influenced	Somewhat influenced	Significantly influenced
☐	☐	☐

10. In the past 12 months, to what extent have the following barriers affected your work?

	Not a barrier	A minor barrier	Somewhat a barrier	A major barrier	A complete barrier
Political (e.g. corruption, lack of political will)	☐	☐	☐	☐	☐
Environmental (e.g. natural disasters, logistical challenges)	☐	☐	☐	☐	☐
Social/cultural (e.g. lack of public support, local conflict)	☐	☐	☐	☐	☐
Ethical (e.g. ethical dilemmas/disagreements)	☐	☐	☐	☐	☐
Funding (e.g. limited or delayed funding)	☐	☐	☐	☐	☐
Institutional (e.g. lack of coordination between stakeholders)	☐	☐	☐	☐	☐
Knowledge/technical (e.g. lack of expertise or resources)	☐	☐	☐	☐	☐
Organisational (e.g. issues with programme design and/or delivery)	☐	☐	☐	☐	☐

11. If applicable, please describe a major or complete barrier you faced

☐

12. Below is a list of some of the competencies covered during the course. Which of these, if any, have you applied in the past 12 months? (please select all that apply)

- [ ] How to conduct an animal behaviour study
- [ ] How to design a population monitoring survey
- [ ] How to identify a suitable population monitoring technique
- [ ] How to plan a species recovery project using an adaptive management approach
- [ ] How to raise public awareness of endangered species recovery
- [ ] How to use ex situ management techniques in the recovery of wild populations
- [ ] How to use geographic information systems (GIS) to prepare maps
- [ ] None of the above

13. If applicable, please provide an example of when you applied one of the competencies gained

[   ]

This final question is an opportunity for you to tell us about the most significant change you have experienced in the past 12 months. It is your story and can be positive or negative. Please provide as much detail as possible.

14. What is the most significant change you have experienced in the past 12 months?

[   ]

15. To what extent was this change influenced by training with Durrell?

Not at all influenced	Somewhat influenced	Significantly influenced
[ ]	[ ]	[ ]

16. Are you happy for us to use your story for communication purposes? (e.g. in reports and/or marketing material)

- [ ] Yes – and I am happy to include my name with my story
- [ ] Yes – and I would like to remain anonymous
- [ ] No – I would like my story and name to remain confidential