UWW Flipped Workshop – Participant Evaluation Highlights
June 2016

Background

We *flipped* the traditional, compressed (and expensive) in-person, two-day workshop, offered in one physical location that imparts one set of contents to individual representatives from organizations or students. Instead, teams learned about Program Science, implementation research and community based research (CBR) in the HIV sector by working on something they were already doing in their home context.

We added a slight edge by requiring collaborative work and by making the flipped workshop competitive, there would be a reward for the most innovative idea (and not necessarily the most complete idea), a small amount of funding to jumpstart a key portion of the idea.

The goal of the flipped workshop was to introduce teams to the key components of program science and CBR, and help them use those concepts to develop a practical intervention in their local community.

The UWW Flipped Workshop was launched in February 2016 with 11 community-academic research teams from across the country. It lasted until June 2016. Using all kinds of media, the teams worked with Program Science and CBR mentors to refine their ideas, developed tools such as a one pager written explanation, a visual mindmap and a three-minute video pitching their idea.

All seven teams that completed the workshop presented in a live online "Community Conversation" at the end of the workshop to a general audience. A selection committee of community, evaluators and academics also recommended up to four most innovative ideas.

To review the contents of the seven completed ideas, please go to:
http://bit.ly/UWWFlippedWorkshop

Key Evaluation Findings

- 11 participants completed the survey (almost 75% of participants)
- The flipped approach was very popular with participants. The most common reasons participants stated liking the approach were:
  - Time to develop their ideas
  - Opportunity to learn from others/ here about projects from across the country
  - Opportunity to work with organizers/ experts
  - Creative process that pushed them to think about things differently
- In terms of challenges with the approach, participants most frequently cited a perceived lack of clarity around the timelines and scheduling of key events, and challenges with using certain types of technology/media for the first time

- Participants identified the mind map and one pager as the two tools they found most useful (90% of respondents rated them "very useful")
- The key learnings identified by participants were:
    - The importance of including community
    - Thinking critically through how a project will be implemented and the context in which the project will be implemented
- In comparison to a traditional workshop participants cited the Flipped workshop as:
    - Giving them more time to develop/refine their idea and think more deeply about it
    - Allowing them for a more focused use of their time
    - Providing them with a more in-depth and personalized process than the traditional workshop approach
    - Allowing them to participate in the workshop that wouldn't have been able to otherwise

Highlights of Participants' Responses

What they liked best about participating in a flipped workshop extended over three months and at a distance.

Participants mentioned: more time and flexibility to develop their idea, an approach that pushed them to think differently about their work, and an opportunity to learn from others around the country.

"*I liked the freedom within the structure we were given. We were able to decide many of the factors involved in the process, and we were able to do it with guidance from the experts, but without feeling invaded*"

What they found most challenging:

Getting used to the new format, the requested use of technology (e.g., recordings, mindmaps, web conferencing, etc.), and lack of clarity around timelines and due dates of some key components in the workshop.

To address these in the future the Flipped workshop team will:

- Ensure the timelines and steps are clearly laid out from the start of the workshop and that all participants are aware of them and yet that distance delivery also requires some changes over time that do not happen in one physical location over two or three-day workshops.

- Offer more support with producing recordings, visuals, online presentations, etc.

What they learned about community based research (CBR), Program Science and intervention research

Participants generally identified being more familiar with CBR than Program Science before the workshop, however in both cases they identified the value in approaching and thinking about research differently. Specifically, they talked about gaining an increased understanding of the value of engaging with community and thinking about an issue from multiple angles.

"It was great to think critically about the difference between doing research and specifically applying Program Science to our research. It led to many fruitful conversations"

"Community based research is a great approach to answer research questions as it considers not only theory behind the issue, but the real word situation, which sometimes is the most important thing to understand an issue."

Participants' rating of the usefulness of the workshop's tools/supports
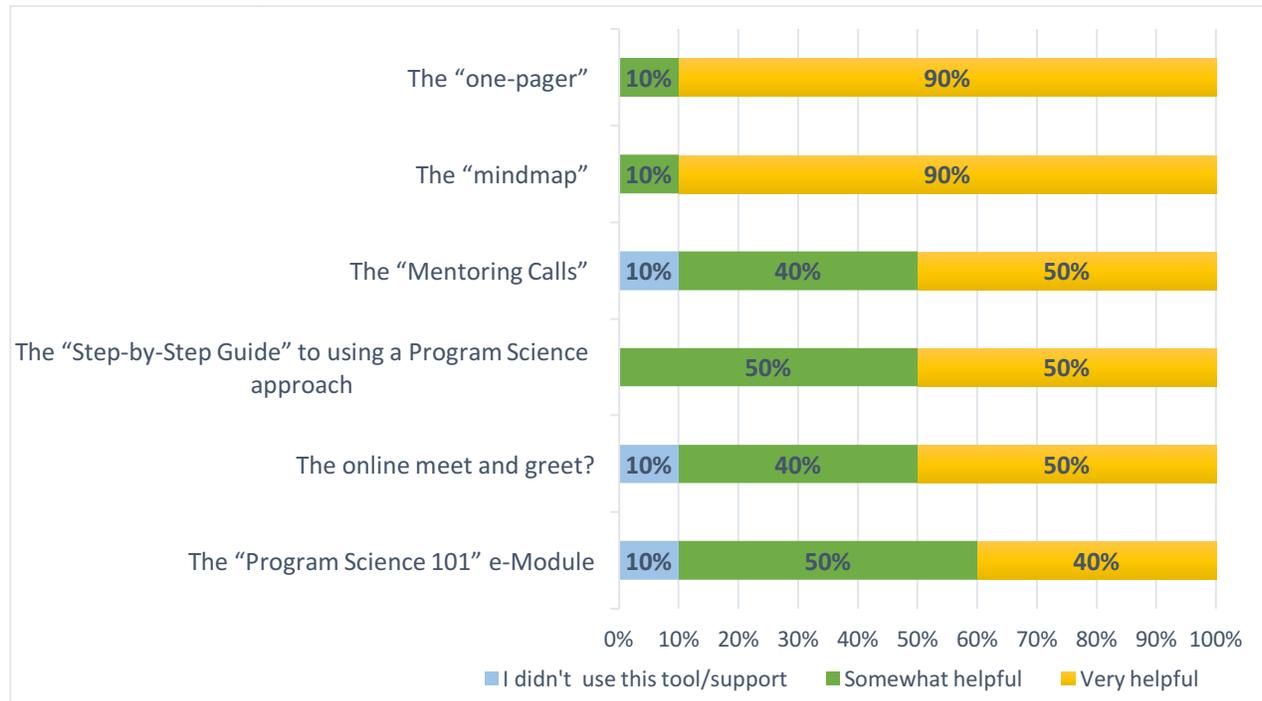
By and large participants commented that the tools were helpful and would not change them. There were suggestions to increase the opportunity for interaction between the teams and a suggestion to increase the emphasis on the importance of being responsive to the community in the step-by-step guide.

In the future the Flipped workshop team will:

- Review the structure of the course to look for more opportunities to for the teams to interact

- Review the step-by-step guide to determine how to increase the emphasis on community responsiveness

When asked how the UWW flipped workshop helped them develop their idea and how this compares to their experience in traditional workshops, participants expressed a great deal of satisfaction.

"It allowed us to look at our project from a new direction, and a way we may not have looked at it otherwise."

"This [workshop] was more in depth and more "personalized". I felt I had put more of myself in it, I tailored the process"

"The value was great because we were able to take time over the three month rather than forcing an idea or activity in an artificial context of a workshop."