



Exit Interview (EN)

ISCP: step 7 – Exit Report

Objectives

- ☁ The organization presents the results of the evaluation scan.
- ☁ The school reflects upon the results of the evaluation scan.
- ☁ The school and the organization collectively formulate new objectives that are not (yet) met. (Optional)
- ☁ The organization creates a proposal concerning the new implementation stage. (Optional)

Duration

90 minutes (maximum)

Required attendees

School:

- ☁ Delegation of the teachers
- ☁ Delegation of the management
- ☁ Care coordinator
- ☁ Delegation of the student council (optional)
- ☁ Delegation of the supporting staff (optional)
- ☁ Delegation of CLB (optional)
- ☁ Delegation of the educational support services (optional)

LGBTI-rights organization

- ☁ Moderator
- ☁ Minute taker

Introduction

The exit interview consists of three parts and is similar to the feedback conversation. The purpose of this conversation is to discuss the results of the evaluation scan and to determine if the school has reached her goals.



First, the results of the evaluation scan are presented. Based on the results of the evaluation scan, it will be determined whether the school has reached her goals. A school can choose to formulate new objectives, when the original goals are not achieved, or if the school wants to continue to work on creating an inclusive school climate. If a school chooses to do so, the school can participate in more training modules. If the school chooses not to do so, this conversation will be an exit interview, to end the program.

1). The results

In this first part, the organization will present the results of the evaluation scan. The goal is not to present the complete report, but to emphasize the most important findings. Keep this presentation concise, around 15 to 20 minutes.

Focus mainly on the changes between the inclusion scan and the evaluation scan. Emphasize the positive changes and the working points.

After the results of the evaluation scan are presented, the project team can ask questions. If there are no questions, the following questions can be used to start the conversation, such as:

- ☁ What do you think are the most striking finds from the report?
- ☁ Are there findings that are surprising, or not at all?
- ☁ Are you pleased with the result of the evaluation scan?
- ☁ Did the strengths of the school change compared to the first feedback conversation?
- ☁ What are you most proud of when looking back at the whole program?
- ☁ Do you notice new or remaining working points based on the evaluation scan?
- ☁ How are we going to celebrate these positive changes within the school?

2). Evaluation

Once the results of the evaluation scan have been discussed, it is useful to evaluate the program and the progress the school has made. Has the school reached her goals? Are the results what was expected and what was hoped for?

If not, new goals can be set – see step 3 and 4.

3). New goals (optional)

[Priority list]

If the school wishes to formulate new objectives, you can do so. If the school does not wish to do this, this step can be skipped.

The new objectives have to be linked to the working points from the final report.

Review the remaining working points and ask the following questions:



- What do we need in order to improve the working points?
- Which training modules are relevant? How can they be implemented?
- What are realistic objectives?

Make sure that the objectives are formulated according to the SMART system: Specific, Measurable, Acceptable, Realistic and Timely.

Once the objectives are formulated, it can be decided who is going to ensure that these objectives are met. This can be the project team, but this can also be a task for specific individuals within the project team

4). (Preliminary) Timeline (optional)

Once the objectives are formulated, it is important to discuss what the next steps will be. Clarify anything that might be left unclear.

Let the project team think about which training modules they think are relevant and what a realistic timeline with regard to participating in the training modules would be.

Note: The timeline can be finalized after the meeting.

