

Evaluation Report Tzahali Academy Year 13 5779 – 2018-19

The Tzahali evaluation is conducted by the Tzahali Academy senior staff (Head of Tzahali, Administrative Director, and Director of curriculum) along with the coordinators of the two branches of the Mechina. It is overseen by the Executive Director of the Yaacov Herzog Center with input from our consultant for evaluation.

Key components of the process are:

1. Staff develops personal relationships with each student, receive oral and written feedback from the participants and follow up with all of them.
2. Participants complete a questionnaire at the beginning of the year. At the midway point the staff spends two days with the participants for an in depth evaluation of the Program; learning what is going well, what needs improvement, and what is unnecessary. This is done through both group discussions and a questionnaire. At the end of the year participants answer an online survey and have exit interviews.
3. The staff reviews the information and learns how and where to improve the program.

In addition, we measure success through:

- A. Program alumni testify to the transformative value of the program.
- B. Increased numbers of women in the Academy along with the tremendous increase in the number who apply to be accepted into the program.
- C. Recognition of Tzahali alumni as outstanding soldiers by the IDF and that the alumni serve in all types of units
- D. The change in the discourse within the religious Zionist community regarding army service for religious women. For most, it is now an educational choice not a religious question
- E. Staying in touch with the alumni and developing programs with and for them.
- F. Alumni will also stay in touch with the Mechina, sharing their experience with the current students.

Important findings from this year's evaluation:

- 1) The need for personal attention to each participant is growing. We have been very proud of our abilities here and have learned that this is an area of increased concern for the students as we help them prepare for the army, while also strengthening their religious identity, enhancing their empowerment as women, and enhance their leadership skills. We likely will need to increase our staffing to meet all the needs and excel in this area,
- 2) We are interested in increasing the numbers of participants at the Mechina, and now understand that this will take longer than anticipated. Slow, but steady growth, is the best way to assure continued quality.