



TERRA D'ORTO - ONLUS
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EVALUATION FORM

HORTICULTURAL ACTIVITIES

AS

VOCATIONAL TRAINING

By Giovanna Lenzo



AIMS AND OBJECTIVES:

The Horticultural activity can be considered not only as a therapeutic tool for people who suffered severe mental and physical disabilities, but it can be seen also as a vocational training pathway for those people at risk of marginalization and social exclusion that have less acute diseases and disabilities.

To take care to a garden envisages a series of activity characterized by clear and defined phases and timing: preparing the heart, seeding, planting, transplanting, harvesting are in effect work activities.

It's considered worthwhile to evaluate the competences related to the work in a garden and to monitor the acquisition and the improvement of these competences and skills acquired by the users in order to create vocational training projects with specific and qualifying purposes related to the job insertion of people with disabilities.

INSTRUCTIONS:

Two distinct categories of competences will be evaluated:

Technical competences: related to the work and the practical activities carried on in the garden

Training to work: Attitudes, skills and abilities related to the relational sphere, important for the insertion in a work environment.

You can find two evaluation forms, one for the technical competences acquired for any activity carried on in the garden, and one for the relational attitudes and competences required in a work environment.

Regarding the Technical competences the following activities are considered, from the ones that requires simple abilities to the ones more complex::

1. ORIENTATION IN THE GARDEN
2. CARRIAGE OF ORGANIC RESTS
3. CLEANING THE HEART FROM STONES
4. UPROOTING THE WEED
5. FERTILIZING
6. WATERING
7. HARVESTING
8. PLANTING
9. MAKE FURROWS FOR THE PLANTS
10. CARE OF THE PLANTS (RETAINING STRUCTURES, LIGATURES...)

Regarding the relational attitudes and competences required in a work environment, we considered abilities as time management, respect of the time and work times, team work and collaboration, capacity to adaption to work rules, to the space required, etc...



Each activity or competence gets a score from 0 to 3 based on the degree of mastery of the skill observed.

The score of 0 corresponds to a not possessed skill; the score of 1 corresponds to a partially possessed skill; the score 3 corresponds to a possessed skill and well mastered.

After having assigned to each item its score, calculate the percentage of the competences considered by dividing the sum of the obtained scores for the sum of the maximum score (30)

Sum of obtained scores x 100 = percentage of acquired competences

30

For reach the overall sufficiency the percentage should be at least of 60%.

Percentage between 75% and 90% correspond to an overall good evaluation.

To 100% the overall evaluation is considered excellent

For each activity or competences, there is a column where the operators can add reflections and/or comments related to improvement or partially acquired competences, by further spelling out eventual difficulties or useful information on the user.

The evaluation form is handed out by the responsible operators trough individual meetings, the first at an intermediate period and the second one at the end of the vocational training. Each operator can be autonomous in deciding when handing out the form.

At the end of the vocational training it's possible to issue a diploma or certificate from the organization and the user can present it to the possible employers.



EVALUATION FORM

TECHNICAL COMPETENCES

| | Intermediate | Final | Comments |
|---|----------------------------|----------------------------|----------|
| ORIENTATION IN THE GARDEN | | | |
| CARRIAGE OF ORGANIC RESTS | | | |
| CLEANING THE HEART FROM STONES | | | |
| UPROOTING THE WEED | | | |
| FERTILIZING | | | |
| WATERING | | | |
| HARVESTING | | | |
| PLANTING | | | |
| MAKE FURROWS FOR THE PLANTS | | | |
| CARE OF THE PLANTS (RETAINING STRUCTURES, LIGATURES...) | | | |
| | Acquired Competences: % | Acquired Competences: % | |



EVALUATION FORM

TRAINING TO WORK

| | Intermediate | Final | Comments |
|--|----------------------------|----------------------------|----------|
| He/ She is attentive during a work | | | |
| He/ She respects the times imposed | | | |
| He/ She is punctual / constant in a work | | | |
| He/ She emits a behavior appropriate to the circumstances (to arrive, to leave...) | | | |
| He/ She finishes a work in an independent way | | | |
| He/ She adequately accepts changes in the environment (position, tools ...) | | | |
| He/ She recognizes the right tools to the type of work | | | |
| He/ She uses different types of tools depending on the tasks | | | |
| He/ She asks instructions when he/ she is in difficulty | | | |
| He/ She carefully manipulates delicate and dangerous materials | | | |
| | Acquired Competences: % | Acquired Competences: % | |



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OVERALL EVALUATION OF THE VOCATIONAL TRAINING:

INSUFFICIENT

SUFFICIENT

GOOD

EXCELLENT

COMMENTS OF THE OPERATORS:

TECHNICAL COMPETENCES:

TRAINING TO WORK: