

Module 7: Evaluation

1. Understand the four levels for evaluating training programs.
2. Be aware of the challenges that trainers face in effectively evaluating their programs.
3. Demonstrate the ability to develop evaluation instruments.

Discussion Module 7 Week 1 : *After reading the Nickols article, you should develop an evaluation instrument for your proposed training to be used "after training is complete." Be sure to include all four elements of Kirkpatrick's approach. Try to develop an instrument that you can actually use. Post your instrument to the discussion board before the end of the week. Review the instruments of at least two classmates, and provide a bounty of constructive criticism as well as praise.*

Topic: Discussion Module 7 Week 1 Date: May 31, 2008 5:18 PM
Subject: Workshop Evaluation Survey Author: Burnham, Colleen

This was drawn from an old survey that I gave out after the first workshops I ran at Thomas. I've revamped it based on comments and readings in this "class". I don't think I'd want to call it done...

It's worth mentioning that I can get away with "personalizing" it with my first name because we're such a small campus -- respondents like to know that their thoughts are going to me (or Lisa) rather than "Chris" or "Tom" :-)

Also... You may be wondering about the "why" for all of my "paper" ending up as online material -- our campus really prefers to be surveyed either in person as a conversation, or online, in the privacy of their own space. And, it's "way easier" for me to receive their thoughts at home via the internet than to try to schedule meetings and or collect "paper and pencil" surveys.

cjb

[I don't think the old survey is live, or I'd offer it to you for the comparison value :-)]

[Workshop Evaluation -- online version](#)

Topic: Discussion Module 7 Week 1 Date: June 1, 2008 10:07 AM
Subject: Thoughts re: Nickols' #4 (results) Author: Burnham, Colleen

I've just reread the Nickols article to be sure I did the assignment correctly and realized two "things" about the evaluation that I created:

- the evaluation is a self-report instrument -- the data is inherently not objective for the purpose of evaluating the effectiveness of the training session
- built-in to my own responsibilities is a variety such that I'd have to create dozens of individual instruments if I wanted to test the participants on the actual skills they gleaned from the workshop event.

Generally, I am able to determine "at a gut level", based on "fuzzy stats" (my outlook calendar, equipment use, etc), whether or not a workshop or training session was effective. For example, I was "pinged" by each member of a workshop on Office Communicator this past spring immediately following the workshop, and at the same time, my calendar filled up with requests for "private lessons" from those who did not attend the workshop. I suspect the workshop was successful. [Does that make sense?]

cjb

Topic: Discussion Module 7 Week 1 Date: June 9, 2008 4:50 PM
Subject: Re:Workshop Evaluation Survey Author: Clay, Melanie

I LOVE your survey!

The question "Did the presented topics "match" the advertised topic?" is really well-written and useful.

Big pat on the back.

Topic: Discussion Module 7 Week 1 Date: June 7, 2008 9:06 AM
Subject: f2f Workshop Self Assessment (check-list) Author: Burnham, Colleen

Partly as a result of Meribeth's questions in the 7B discussion board :-) and partly because I'm coming up on some hard deadlines that can't be ignored, I've jumped forward to start working on the final project "piece" of this course.

The final project feels like an e-portfolio to me -- and because a predictable function of e-port building is reflection, it's forced me to almost obsessively review the purpose of this course, my own philosophy(s) of learning, and the "artifacts" that I've produced as a result of my own participation.

From all of the above, I've decided to add the "test" of a participant self assessment to my f2f workshop (creating a video) -- this may be in place of an objective test of actual skills - I haven't decided yet :-) I do know that it will be a piece of paper instead of something that is completed online :-)

<http://www.schoolstreetwest.com/OnlineTeaching/WorkshopSelfAssessment.pdf>

Topic: Discussion Module 7 Week 1 Date: June 9, 2008 4:59 PM

Subject: Re:f2f Workshop Self Assessment (check-list) Author: Clay, Melanie

wow - this is awesome! thanks for sharing this now