# Levels of Evaluation

<table>
<thead>
<tr>
<th>Evaluation Level</th>
<th>Questions to address</th>
<th>Indicators</th>
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| 1. Participant Satisfaction             | • Were participants satisfied with the quality of the topic, presenter, facility, and food?  
• Were the information and materials useful?  
• Were the information and materials relevant? | Participants indicate initial satisfaction of the quality, usefulness, and relevance of professional development |
| 2. Participant Learning                  | • Did participants learn what they were intended to learn?                             | Acquired knowledge and skills of participants                                |
| 3. Organizational Support and Change    | • Was implementation advocated, facilitated and supported?  
• Was support public and overt?  
• Were problems addressed quickly and efficiently?  
• Were sufficient resources available?  
• Was success recognized and shared?  
• Was the organization impacted? | Organizational advocacy, support, accommodation, facilitation, and recognition |
| 4. Participant Implementation           | • Did participants effectively implement new knowledge and skills?                    | Degree and quality of implementation                                         |
| 5. Student Learning Outcomes            | • What was the impact on student cognitive outcomes (performance or achievement)?  
• What was the impact on student affective outcomes (physical or emotional well-being)?  
• What was the impact on student psychomotor outcomes (skills and behaviours)  
• Is student attendance improving?  
• Are graduation rates increasing, dropouts decreasing?  
• Are student post school outcomes improving? | Increased student learning outcomes |
