

Levels of Evaluation

Evaluation Level	Questions to address	Indicators
1. Participant Satisfaction	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Did participants learn what they were intended to learn? 	Acquired knowledge and skills of participants
3. Organizational Support and Change	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Did participants effectively implement new knowledge and skills? 	Degree and quality of implementation
5. Student Learning Outcomes	<ul style="list-style-type: none"> • 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

Guskey, T. R. (2000). *Evaluating Professional Development*. Thousand Oaks, CA: Corwin Press.

NSTTAC (2011). *Evaluation Toolkit*. Retrieved from <http://www.nsttac.org/content/evaluation-toolkit-table-contents>.