

Evaluating Training & Education Programs 101



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Objectives for Today

- Explore three training evaluation frameworks.
- Share three tips for developing or building on evaluations of education/training programs.
- Provide opportunity for questions and discussion of evaluation challenges you are encountering.

"Start where you are. Use what you have. Do what you can."

-Arthur Ashe

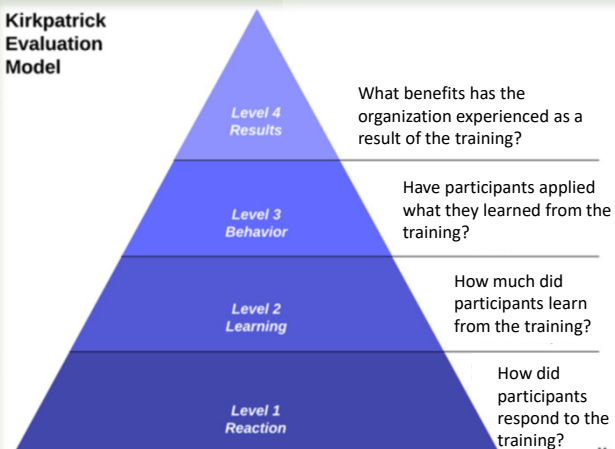
Why Use An Evaluation Framework?

- Visual that creates shared understanding
- Strategic planning
- Use with program theories of change/logic models
- Development of new evaluations



Evaluation Frameworks – 1 of 3

Kirkpatrick Evaluation Model



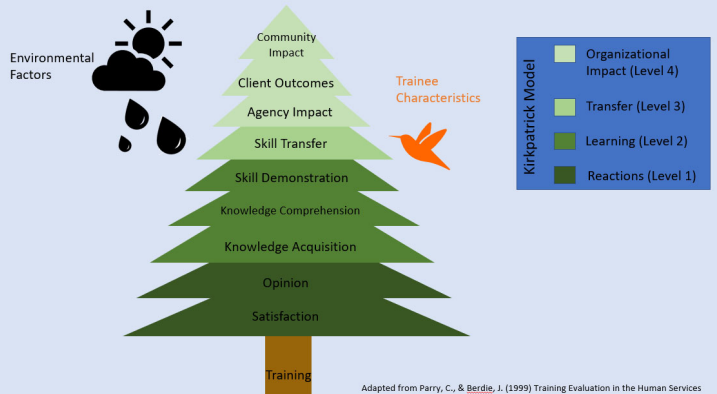
Made in
Lucidchart

Evaluation Frameworks – 2 of 3

American Humane Association Training Evaluation Model



Evaluation Frameworks – 3 of 3



Oregon's Child Welfare Partnership Training Evaluation Model

Tip #1 – Meet People Where They Are

“Meeting someone where they are means bridging the gap between your own expectations and where the other person is coming from. It means intentionally listening to understand their values, needs, desires, and even their trauma-responses.” – Dawn Perez



Participatory Evaluation

Tip #2 – Only Collect What You Will Use

- Identify the goal(s)
- How will the data be used?
- What is the capacity for analysis?
- It's OK to start small
- Set up feedback loops



Utilization-Focused Evaluation

Tip #3 – Use a Growth Mindset Approach

For yourself

- Avoids Challenges
- Ignores Useful Feedback
- Feels Threatened by Others

For others



Dr. Carol Dweck

In How You Use Evaluations

- Embrace Challenges
- Learn from criticism
- Inspired by other's success

Basic Training Evaluation Form - An Example

Quantitative Measures (Scales)

- Overall, how would you rate this training? *Excellent, Very Good, Good, Fair, Needs Improvement*
- How useful was the content overall? *Very Useful, Mostly Useful, Somewhat Useful, Slightly Useful, Not At All Useful*
- Self-Assess your knowledge, skills, abilities Before & After Training *Very Good, Good, Fair, Minimal, None*
- Agreement Scale Items *Agree, Somewhat Agree, Neutral, Somewhat Disagree, Disagree*
 - Trainer demonstrated knowledge in content presented
 - Learning Objectives were covered
 - There was a sufficient amount of interaction to keep me engaged

Qualitative Measures (Open-Ended)

- What did you like best about this training? (content, training environment, activities, etc.)
- What could be improved in this training?
- [for virtual trainings] Please describe any challenges you experienced related to technology.

Let's Discuss!

What questions do you have?
What challenges are you facing
with evaluation?



Thank you for your time & attention!