Model for Evaluation of Training

Training meets criteria for standardized evaluation? •

Yes

CE offered

CE not offered

Required evaluation questions/data

Select methods/domains to match type of training

No

Instructor determined evaluation, if needed

Outputs:
- Location
- Trainer
- Description of training
- #/type participants

Demographic data:
- Gender
- Age
- Race/ethnicity
- Location/org.
- Position/role
- Discipline

Pre-assessment—baseline data:
- Experience
- Past training
- Self-reported competency
- Learning needs (knowledge/skills)
- Expected application
- Pre-test

Post assessment—reactions:
- Learning environment
- Format and methods
- Assessment of trainer
- Assessment of content and materials
- Content relevance
- General satisfaction
- Suggestions for improvements and future topics

Post assessment—learning:
- Self reported competency
- Quiz, post-test

Follow-up assessment:
- Utility
- Self-reported behavior/performance (application of learning)
- Observation
- Simulation
- Outcomes (results)
- Impact (agency capability)

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1 Criteria: a) training organized by NWCPHP, and b) expected to result in changes in knowledge, skills, or behavior. Standardized evaluation not required if training organized by an organization other than NWCPHP, and/or NWCPHP will not have access to data.

2 Determine if race/ethnicity data can/will be collected.

3 Pre-/post tests and quizzes to be designed for individual trainings based on content. [Note: NWCPHP may develop guidelines.]