



Professional Development Evaluation Framework

Evaluation Level	What Questions Are Addressed?	How Will Information Be Gathered?	What is Measured or Assessed?	How Will Information Be Used?
1. Participants' reactions	<p>Did they like it?</p> <p>Was their time well spent?</p> <p>Did the material make sense?</p> <p>Will it be useful?</p> <p>Was the leader knowledgeable and helpful?</p> <p>Were the refreshments fresh and tasty?</p> <p>Was the room the right temperature?</p> <p>Were the chairs comfortable?</p>	<p>Questionnaires administered at the end of the session</p> <p>Focus groups</p> <p>Interviews</p> <p>Personal learning logs</p>	Initial satisfaction with the experience	To improve program design and delivery
2. Participants' learning	<p>Did participants acquire the intended knowledge and skills?</p>	<p>Paper-and-pencil instruments</p> <p>Simulations and demonstrations</p> <p>Participant reflections (oral and/or written)</p> <p>Participant portfolios</p> <p>Case study analyses</p>	New knowledge and skills of participants	To improve program content, format, and organization



Training Cadre Resource Tool

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3. Organizational support and change	<p>What was the impact on the organization?</p> <p>Did it affect organizational climate and procedures?</p> <p>Was implementation advocated, facilitated, and supported?</p> <p>Was the support public and overt?</p> <p>Were problems addressed quickly and efficiently?</p> <p>Were sufficient resources made available?</p> <p>Were successes recognized and shared?</p>	<p>Organization records</p> <p>Minutes from follow-up meetings</p> <p>Questionnaires</p> <p>Focus groups</p> <p>Structured interviews with participants and/or organization leaders</p> <p>Participant portfolios</p>	<p>The organization's advocacy, support, accommodation, facilitation, and recognition</p>	<p>To document and improve organizational support</p> <p>To inform future change efforts</p>
4. Participants' use of new knowledge and skills	<p>Did participants effectively apply the new knowledge and skills?</p>	<p>Questionnaires</p> <p>Structured interviews with participants and their supervisors</p> <p>Participant reflections (oral and/or written)</p> <p>Participant portfolios</p> <p>Direct observations</p> <p>Video- or audiotapes</p>	<p>Degree and quality of implementation</p>	<p>To document and improve the implementation of program content</p>

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5. Outcomes	<p>What was the impact on the participants?</p> <p>Are participants more confident as learners?</p>	<p>Agency/organization records</p> <p>Questionnaires</p> <p>Structured interviews</p> <p>School records</p>	Participant learning and/or organizational outcomes	<p>To focus and improve all aspects of program design, implementation, and follow-up</p> <p>To demonstrate the overall impact of professional development</p>