

5 Levels of Professional Development

Evaluation Level	What questions are addressed	How will information be gathered?	What is measured or assessed?	How will information be used?
1. Participants' Reactions	<ul style="list-style-type: none"> ✓ Did they like it? ✓ Was their time well spent? ✓ Did the material make sense? ✓ Will it be useful? ✓ Was the leader knowledgeable and helpful? ✓ Were the refreshments fresh and tasty? ✓ Was the room the right temperature? ✓ Were the chairs comfortable? 	<ul style="list-style-type: none"> ✓ Questionnaires administered at the end of the session 	<ul style="list-style-type: none"> ✓ Initial satisfaction with the experience 	<ul style="list-style-type: none"> ✓ To improve program design and delivery
2. Participants' Learning	<ul style="list-style-type: none"> ✓ Did participants acquire the intended knowledge and skills? 	<ul style="list-style-type: none"> ✓ Paper and Pencil ✓ Simulations ✓ Demonstrations ✓ Participant reflections (oral and/or written) ✓ Participant portfolios 	<ul style="list-style-type: none"> ✓ New knowledge and skills of participants 	<ul style="list-style-type: none"> ✓ To improve program content, format, and organization
3. Organization Support & Change	<ul style="list-style-type: none"> ✓ What was the impact on the organization? ✓ Did it affect organizational climate and procedures? ✓ Was the support public and overt? ✓ Were problems addressed quickly and efficiently? ✓ Were sufficient resources made available? ✓ Were successes recognized and shared? 	<ul style="list-style-type: none"> ✓ District and school records ✓ Minutes from follow-up meetings ✓ Questionnaires ✓ Structured interview with participants and district or school administrators ✓ Participant portfolios 	<ul style="list-style-type: none"> ✓ The organization's advocacy, support, accommodation, facilitation, and recognition 	<ul style="list-style-type: none"> ✓ To document and improve organizational support ✓ To inform future change efforts
4. Participant use of new Knowledge & Skills	<ul style="list-style-type: none"> ✓ Did participants effectively apply the new knowledge and skills? 	<ul style="list-style-type: none"> ✓ Questionnaires ✓ Structured interviews with participants and their supervisors ✓ Participant reflections (oral and/or written) ✓ Participant portfolios ✓ Direct observations ✓ Video or audio tapes 	<ul style="list-style-type: none"> ✓ Degree and quality of implementation 	<ul style="list-style-type: none"> ✓ To document and improve the implementation of program content
5. Student Learning Outcomes	<ul style="list-style-type: none"> ✓ What was the impact on students? ✓ Did it affect student performance or achievement? ✓ Are students more confident as learners? ✓ Is student attendance improving? ✓ Are dropouts decreasing? 	<ul style="list-style-type: none"> ✓ Student records ✓ School records ✓ Questionnaires ✓ Structured interviews with students, parents, teachers, and/or administrators ✓ Participant portfolios 	Student learning outcomes: <ul style="list-style-type: none"> ✓ Cognitive (Performance and Achievement) ✓ Affective (Attitudes and Dispositions) ✓ Psychomotor (Skills and Behaviors) 	<ul style="list-style-type: none"> ✓ To focus and improve all aspects of program design, implementation, and follow-up ✓ To demonstrate the overall impact of professional development