

NTACT's Six Critical Levels of Evaluation

Evaluation Level	Questions to address	Data sources	Indicators
1. Quality, Usefulness, and Relevance	<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? 	Participant survey or questionnaire	Participants indicate satisfaction of the quality, usefulness, and relevance of professional development
2. Participant Learning Outcomes	<ul style="list-style-type: none"> • Did participants meet the intended outcomes? • Did participants gain content knowledge? • Did participants gain the skills needed for implementation? • Did participants gain confidence or make needed attitudinal changes? 	Pre- and post-test Post-then-pre test Demonstration Reflections Portfolios	Acquired knowledge and skills of participants
3. Organizational Policies, Procedures, and Support	<ul style="list-style-type: none"> • Were barriers addressed quickly and efficiently? • Was implementation advocated, facilitated and supported? • Was support public and overt? • Were sufficient resources available including time to plan, reflect, and improve programs? • Was success recognized and shared? • Was the organization impacted? 	Organizational policies, documents, and records Meeting minutes Surveys Interviews Focus groups	Organizational advocacy, support, accommodation, facilitation, and recognition
4. Program Implementation	<ul style="list-style-type: none"> • Did participants effectively implement new knowledge and skills? • What is the degree and quality of implementation? 	Direct observation Audio or video observation Portfolios or reflections Surveys Interviews or focus groups	Degree and quality of implementation
5. In-school and Post-school Outcomes	<ul style="list-style-type: none"> • What was the impact on student: <ul style="list-style-type: none"> ○ cognitive outcomes (performance or achievement)? ○ affective outcomes (physical or emotional well-being)? ○ psychomotor outcomes (skills and behaviours)? • Is student decision-making increasing? • Are graduation rates increasing? • Are dropouts decreasing? • Are student post school outcomes improving in the areas of education, employment, and independent living? 	School and student records Questionnaires Structured interviews with students, parents, teachers or administrators Participant portfolios	Increased student learning outcomes Increased student in-school outcomes Increased student post-school outcomes
6. Evaluation Use and Dissemination	<ul style="list-style-type: none"> • Were results disseminated to all interested stakeholders? • Did stakeholders understand the findings? • Were evaluation results used to make decisions? 	Surveys Organizational records	Data-based decision making Data sharing