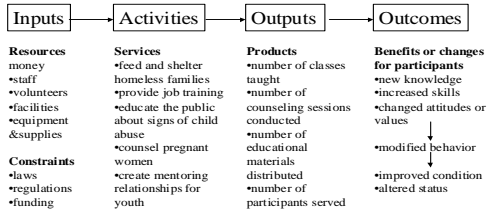


Evaluation Notes

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Program Logic Model



Logic Model

Expanded Example

Inputs	Activities	Outputs	Prox. Outcomes	Intermed.	Distal
Funds Staff Texts	Select teachers Provide training	N classes trained	KSA	Referrals followed through	Rates

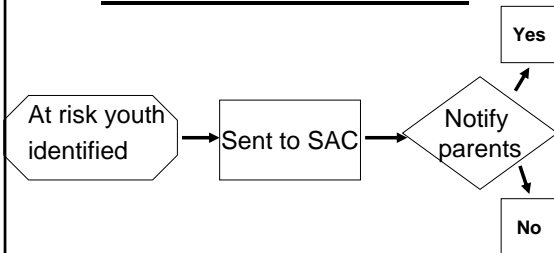
Training Levels

- Entertainment
- Information/knowledge
- Skills -----
 - Demonstration, practice, feedback, practice
- Performance on the job ----
 - Ongoing TA, remove barriers

Levels of Training Evaluation

- Reaction
 - Participant feedback
- Learning
 - Tests, questionnaires, analog demonstrations
- Behavior
 - On the job assessment, tasks accomplished
- Results
 - Productivity, client outcomes

Flowchart the Process



Flowchart the Process

- Assemble those involved in the work process
- Describe the process as *is*, not the ideal
- Develop the flowchart
- Identify problem areas
- Redo the flowchart

Tips from Trenches

- Establish a complementary team
- Establish a database that yields needed reports efficiently
- Collect data yourself if at all possible
- WIIFM: if program personnel collect data, find out how it will benefit them

Tips from Trenches

- Existing program data may be useful or not
- Try data collection yourself to identify problems and strategies
- Track ongoing data collection to identify problems and strategies
- Obtaining consents: success depends on how and when it is done
