CPD IMPACT EVALUATION CYCLE

(a) Identification of Need
How: SWOT, GAP Analysis, Skill Mapping

(b) Identification of Anticipated Changes
What: changes will there be in knowledge, skills and behaviours (predictions/hypotheses)

(c) Participant Preparation
Question: KWL, expectations, ownership

LEVEL 1 : Initial Reactions to Training

What: Reaction to Training
How: Feedback, Scaling, Discussion
Measures: Initial satisfaction with course
Uses: informs course delivery, materials and

LEVEL 2 : Learning

What: What 'knowledge' has been acquired
How: KWL, Learning Logs, 'tests'
Measures: 'New' knowledge/understanding
Uses: Summarises learning

LEVEL 3 : Effect

What: Changes in behaviour
How: Coaching, Lesson Observations, Review Meetings
Measures: New behaviours, reflections and approaches
Uses: Explore 'deeper' reaction to training

LEVEL 4 : Change

What: Change in context of organisation
How: Review discussion with trainer, Caching, SEF
Measures: How organisation supports change
Uses: Explores reaction to change in context of setting.

LEVEL 5 : Transfer

What: Review of effect of CPD
How: Coaching discussion, feedback on lessons
Measures: Sustained changes in practice/approaches
Uses: Integration of skills set new targets

BACK TO (a)

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