

Implementation Process

Learning Assessment Phase

Good to Great Evaluation Model  
EDUC 524  
MAO18

Level 1: Reactions

Evaluation

Analysis

Design

Develop

Implement

Level 2: Learning

Evaluation

Analysis

Design

Develop

Implement

Level 3: Transfer

Evaluation

Analysis

Design

Develop

Implement

Level 4: Results

Analysis

Design

Develop

Implement

**Qualities of the Tool:** **Develop Tool which measures:**

- Measures attitude
- Measure feelings
- Usually uses liekert scale
- Can be used for process improvement
- Dialogue vs. discussion
- Andragogy principles

- Quantifiable
- Reliability
- Adaptability
- Validity

- Measures behavioral changes
- Can be conducted by outside processional
- Answers question, "Did learning affect performance?"

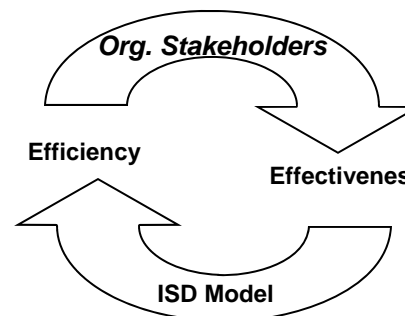
- Relevancy of material
- Affective changes
- Appropriate environment for learning
- Trainer/learner relationship
- Opinions
- Demographics

- KSAs
  - Pretesting
  - Before Work
  - After-work
  - During Work
  - When Exiting Work
- Cognitive Learning
- Many levels of Bloom's Taxonomy

- Competency
- Performance reviews (SOPs)
- Independence at the workplace

Formative

Summative



Back to Analysis Stage ISD

No  
Yes

Return on Investment (ROI)