



Formative

Summative

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:

| | |
|---|---|
| <ul style="list-style-type: none"> • Measures attitude • Measure feelings • Usually uses liekert scale • Can be used for process improvement • Dialogue vs. discussion • Andragogy principles | <ul style="list-style-type: none"> • Relevancy of material • Affective changes • Appropriate environment for learning • Trainer/learner relationship • Opinions • Demographics |
| <ul style="list-style-type: none"> • Quantifiable • Reliability • Adaptability • Validity | <ul style="list-style-type: none"> • KSAs <ul style="list-style-type: none"> —Pretesting —Before Work —After-work —During Work —When Exiting Work • Cognitive Learning • Many levels of Bloom's Taxonomy |
| <ul style="list-style-type: none"> • Measures behavioral changes • Can be conducted by outside professional • Answers question, "Did learning affect performance?" | <ul style="list-style-type: none"> • Competency • Performance reviews (SOPs) • Independence at the workplace |

