

Attachment 29: Professional Development Evaluation, Guskey Model

Evaluation Level	What Questions are addressed?	How will information be gathered?	What is measure or assessed?	How will information be used?
1. Participants Reactions	Did they like it? Was their time well spent? Did the material make sense? Will it be useful? Was the leader knowledgeable and helpful? Was the room the right temperature? Were the chairs comfortable?	Questionnaires administered at the end of the session	Initial satisfaction with the experience	To improve program design and delivery
2. Participants Learning	Did participants acquire the intended knowledge and skills?	Paper and pencil instruments Simulations Demonstrations Participants reflections(oral and/or written) Participant portfolios	New knowledge and skills of participants	To improve program content, format and organization
3. Organization Support and Change	Was implementation advocated, facilitated, and supported? Was the support public and overt? Were problems addressed quickly and	District and school records Minutes from follow-up meetings Questionnaires Structured interviews with participants and	The organization's advocacy, support, accommodation, facilitation and recognition	To document and improve organization support To inform future change efforts

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	<p>efficiently? Were sufficient resources made available? Were successes recognized and shared? What was the impact on the organization? Did it affect the organization's climate and procedures?</p>	<p>district or school administrators Participants Portfolios</p>		
4. Participants' Use of New Knowledge and Skills	<p>Did participants effectively apply the new knowledge and skills?</p>	<p>Questionnaires Structured interviews with participants and their supervisors Participant reflections (oral and/or written) Participants portfolios Direct Observations Video or audio tapes</p>	<p>Degree and quality of implementation</p>	<p>To document and improve the implementation of program content</p>
5. Student Learning Outcomes	<p>What was the impact on students? Did it affect student performance or achievement? Did it influence students' physical or emotional well being?</p>	<p>Student records School records Questionnaires Structured Interviews with students, parents, teachers and/or participants Participant Portfolios</p>	<p>Student learning outcomes: Cognitive (Performance and Achievement) Affective (Attitudes & Dispositions) Psychomotor (Skills &</p>	<p>To focus and improve all aspects of program design, implementation and follow up To demonstrate the overall impact of professional</p>

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	Are students more confident as learners? Is students' attendance improving?		Behaviors)	development
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