



# SISEP

State Implementation and Scaling-up  
of Evidence-based Practices

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SISEP eNote

## Training Effectiveness Data

*How do you measure the knowledge and skills being gained through training or professional learning?*

### *Training is a purposeful endeavor*

Regardless of the form, training should be a purposeful endeavor for ensuring staff have the necessary knowledge and skills to use a practice successfully. Evaluating the training allows us to determine whether we are achieving these purposes and to inform our next steps.

### *Examine data across multiple levels*

Meaningful evaluation of training or professional learning requires examination of data across multiple levels (Kirkpatrick & Kirkpatrick, 2006; Guskey, 2002). For example, Guskey (2002) proposes the following five levels:



A best practice of the Training Implementation Driver is to collect and use training effectiveness data. Let's take a look at the two levels assessed during a professional learning event, Participants' Reactions and Learning.

# Participants' Reactions and Learning

Common methods for assessing these levels include:

Participants' Reactions	Participants' Learning
<ul style="list-style-type: none"><li>• Surveys</li><li>• Observations</li></ul>	<ul style="list-style-type: none"><li>• Knowledge Assessments (e.g., pre-post)</li><li>• Demonstrations/Simulations</li><li>• Reflections</li><li>• Portfolios</li></ul>

There are many aspects of a training for which you can assess participant reactions. Consider, at a minimum, including questions regarding the usefulness, quality, and relevance of the professional learning session on your evaluation form as seen in the example below. Including open-ended questions about what was most useful and what they think will make the session better can provide valuable data to inform continuous improvement of your professional learning sessions.

## MIBLSI Usability Testing of Training Evaluation

Professional Learning Evaluation Form				
	Strongly Agree	Agree	Disagree	Strongly Disagree
Today's session was a valuable use of my time	4	3	2	1
Today's session provided tools and strategies that I can apply in my setting	4	3	2	1
Today's session/content is of high quality	4	3	2	1

The most valuable part of today's session was....

This session could be improved if...

To assess participant learning, you may have participants answer knowledge questions or participate in demonstrations. The Michigan Integrated Behavior and Learning Support Initiative (MIBLSI) is currently undergoing usability testing to examine whether data gathered from inclusion of self-ratings of knowledge and confidence with use of content from professional learning sessions (as seen in these sample questions) will help inform their training evaluation and improvement process.

Please use the following scale to rate each item.

**4:** I am confident that I know it and can apply it to my context.

**3:** I am confident that I know it but am unclear how to apply it to my context.

**2:** I need more information and examples to know it better

**1:** I have more questions than answers

Item				
1. Brief description of School-wide Positive Behavioral Interventions and Supports (SWPBIS)	4	3	2	1
2. What a behavior matrix is and why it is a part of SWPBIS	4	3	2	1
3. Importance of teaching behavior expectations using lesson plans and a teaching schedule	4	3	2	1
4. Purpose of the acknowledgement system as a part of SWPBIS	4	3	2	1
5. Importance of the continuum of responses to behavior as a part of SWPBIS	4	3	2	1

(Sample questions adapted from event evaluation forms from the Michigan Department of Education and Michigan Integrated Behavior and Learning Supports Initiative)

We look forward to hearing about and sharing MIBLSI's learnings from this usability testing!

## Choosing an evaluation method for training effectiveness data

Ensure the evaluation method you choose for collecting training effectiveness data meets the following criteria:

- Accurate
- Feasible/Practical
- Low Cost
- Easy to Administer

Perhaps most importantly, ensure you are using the data you collect to celebrate training successes and improve your training sessions.

### Learn More:

- [AI Hub Implementation Drivers Module: Training](#)

### Resources:

- [SigNetwork: State Personnel Development Network Evaluation Resources](#)
- Guskey, T. R., (2002). Does it make a difference? Evaluating professional development. *Educational Leadership*, 59(6), 45-51.
- Kirkpatrick, D. & Kirkpatrick, J. (2006). *Evaluating training programs*. San Francisco, CA: Berrett-Koehler.





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