

FIGURE 1

Five Levels of Professional Development Evaluation (Thomas Guskey)

Evaluation Level	What Questions Are Addressed?	How Will Information Be Gathered?	What is Measured or Assessed?	How Will Information Be Used?
1. Participants' Reactions	<p>Did they like it? Was their time well spent? Did the material make sense? Will it be useful? Were the refreshments fresh and tasty? Was the room the right temperature?</p>	<p>Questionnaires administered at the end of the session</p>	<p>Initial satisfaction with the experience</p>	<p>To improve program design and delivery</p>
2. Participants' Learning	<p>Did participants acquire the intended knowledge and skills?</p>	<p>Paper-and-pencil instruments Simulations Demonstrations Participant reflections (oral and/or written) Participant portfolios</p>	<p>New knowledge and skills of participants</p>	<p>To improve program content, format, and organization</p>
3. Organization Support & Change	<p>Was implementation advocated, facilitated, and supported? Was the support public and overt? Were the problems addressed quickly and 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 and school records Minutes from follow-up meetings Questionnaires Structured interviews with participants and district or school administrators Participant portfolios</p>	<p>The organization's advocacy, support, accommodation, facilitation and recognition</p>	<p>To document and improve organization support To inform future change efforts</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) Participant portfolios Direct observation</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? Are students more confident as learners? Is student attendance improving? Are dropouts decreasing?</p>	<p>Student records School records Questionnaires Structured interviews with students, parents, teachers, and/or administrators Participant portfolios</p>	<p>Student learning outcomes: Cognitive (Performance & Achievement) Affective (Attitudes & Dispositions) Psychomotor (Skills & Behaviors)</p>	<p>To focus and improve all aspects of program design, implementation, and follow-up To demonstrate the overall impact of professional development</p>