

FIVE LEVELS OF PROFESSIONAL LEARNING EVALUATION				
Level	What questions are addressed?	How will information be gathered?	What is measured 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? Were the refreshments fresh and tasty? Was the room the right temperature? Were the chairs comfortable?	Online questionnaires and surveys.	Initial satisfaction with the experience.	To improve the design and format of the experience.
2. Participant learning	Did participants acquire the intended knowledge and skills?	Questionnaires and surveys. Performance tasks or assessments. Simulations or demonstrations. Participant reflections (oral or written).	<i>New</i> knowledge and skills of participants.	To improve the content, format, and design of the experience.
3. Organization support and change	Was implementation advocated, supported, and facilitated? Was the support public and overt? Were sufficient resources made available? Were problems addressed quickly and efficiently? Were successes recognized and shared? What was the impact on the organization? Did it affect organizational procedures, climate, and culture?	Minutes from follow-up meetings. Questionnaires and surveys. Interviews with participants and leaders. Participant reflections (oral or written).	The leaders' and organization's advocacy, support, accommodation, facilitation, and recognition.	To document and improve leader and organization support. To inform future improvement efforts.
4. Participant use of new knowledge and skills	Did participants effectively apply or implement the new knowledge and skills?	Direct observations. Interviews with participants, leaders, and students. Questionnaires and surveys. Focus groups. Implementation records and reflective journals.	<i>Degree and quality</i> of participants' implementation of new practices, knowledge, and skills (i.e., fidelity).	To document and improve implementation of new knowledge and skills.
5. Impact on student learning outcomes	What was the impact on students? Did it affect student performance or achievement? Did it influence students' attitudes, dispositions, or behaviors? Are students more confident as learners? Is student attendance improving? Are graduation rates increasing?	Student data. School/district data. Questionnaires and surveys. Interviews with students, parents, teachers, and school leaders. Participant reflections.	Student learning outcomes: a. Cognitive (performance and achievement). b. Affective (attitudes and dispositions). c. Psychomotor (skills and behaviors)	To focus and improve all aspects of activity design, implementation, and follow-up. To demonstrate the overall impact of professional learning.

Source: Thomas R. Guskey via Learning Forward