



# MEPI Community-Based Education Evaluation Workshop

Kampala, Uganda  
April 2, 2014

# + Yesterday and today

- Where we got and where we are going...
- What we learned in the evaluation...



# + End of day evaluation

## Worked well

- Opportunities to share experiences/practices – from facilitators AND between participants
- Different types of activities
- Content – theory, historical background, templates, resources
- Facilitation
- Flexibility with time

## Improve

- Time management
- Keeping focus



# Knowledge burst

Learning objectives

- Outline Kirkpatrick's model for evaluating training programs
- Discuss advantages and disadvantages of insider vs. outside evaluators



## Kirkpatrick's model for evaluating training programs

- **Best Evidence Medical Education (BEME)**
  - **Level 1 Participation:** covers learners' views on the learning experience, its organization, presentation, content, teaching methods, and aspects of the instructional organization, materials, quality of instruction
  - **Level 2a Modification of Attitudes/Perceptions:** outcomes relate to changes in the reciprocal attitudes or perceptions between participant groups towards the intervention/simulation
  - **Level 2b Modification of Knowledge/Skills:** for *knowledge*, this relates to the acquisition of concepts, procedures and principles; for *skills* this relates to the acquisition of thinking/problem-solving, psychomotor and social skills
  - **Level 3 Behavioral Change:** documents the transfer of learning to the workplace or willingness of learners to apply new knowledge and skills
  - **Level 4a Change in Organizational Practice:** wider changes in the organization or delivery of care, attributable to an educational program
  - **Level 4b Benefits to Patient/Clients:** any improvement in the health and well-being of patients/clients as a direct result of an educational program



# Insider vs. external evaluators



- What are the advantages and disadvantages of insider evaluators?
- What are the advantages and disadvantages of external evaluators?
- 8 minutes
- Share responses with large group

# + Advantages of internal and external evaluators

<b>Internal</b>	<b>External</b>
More familiar with organization and program history	Can bring credibility, perceived objectivity
Knows decision-making style of organization	Typically brings more breadth and depth of technical expertise for a particular evaluation
Is present to remind others of results now and in the future	Has knowledge of how other similar organizations and programs work
Can communicate technical results more frequently and clearly	



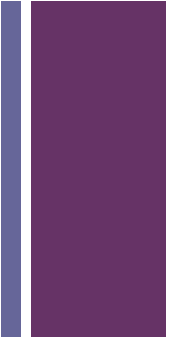
+ Trees as a metaphor for programs














# Developing a logic model

Session 4 continued...





# + Identifying evaluation barriers and facilitators

Session 5

To ensure that barriers and facilitators are considered before defining the scope of the evaluation and developing an evaluation plan

# + Barriers and facilitators in program evaluation



1. What are the barriers and facilitators in ***planning*** program evaluation?
2. What are the barriers and facilitators in ***implementing*** program evaluation?
3. What are the barriers and facilitators in ***using*** program evaluation outcomes/results?

10 minutes

Feedback responses to the large group

# + Summary of challenges



- Social, political, and economic climate
- Value laden
- Evaluator expertise
- Planning
  - (Evaluation often post hoc)
  - Practicality
  - Feasibility
  - Resources
  - Expertise
- Clarity over purpose
  - Justification
  - Decision-making
  - Utility
  - Outcome
  - If it works/how it works
- Framing of question(s)



# + Summary of challenges



- Inadequate scoping
- Unreasonable expectations
- Resources
  - Cost
  - Skills
- Temporality
  - Immediate > longitudinal
- Dissemination of outcomes
  - Feedback loop
  - Making recommendations
- Ethics
  - Competence, respect for stakeholders, integrity/honesty, dissemination



# Making use of evaluation...

(Worthen et al, 1977)



1. Identify the key evaluation issues
2. Be sensitive to the context
3. Be eclectic in the approach
4. Present information in a timely fashion
5. Make recommendations



# Drafting the evaluation plan

## Session 6

To define the scope, purpose, broad evaluation questions, measurements and measures of CBE program evaluations, including identification of data collection methods and evaluation design



+ Compendium of Evaluation  
Tools

# + Appendix III (SEP reference)



- Evaluation partnership
  - Evaluation champion
  - Evaluation working group
  
- Program Evaluation Capacity Survey for the Evaluation Partnership
  - I. Program information
    - i. Inputs
    - ii. Program Stage
    - iii. Participants
    - iv. Logic Model
    - v. Description
  - II. Preliminary Evaluation Information
    - i. Evaluation Training



# Summary of the day

Closing session



## Steps in program evaluation

1. Initiation/commissioning
2. Defining the evaluator's role
3. Planning the evaluation
4. Data collection
5. Data analysis and interpretation of the findings
6. Budgeting – costs of the evaluation activity
7. Meta evaluation
8. Reporting the findings
9. Evaluation use

(Goldie & Morrison, 2013)

# + Reflections...



- Prescriptive vs. personal objectives
- Any QUESTIONS?



# + Evaluation of the workshop

- Plus/Delta process

