

Three Levels of Evaluation

Using a Dialogue Education Approach

1.

Learning Evaluation

Involves informally or formally testing, surveying, or observing participants to determine the degree to which they acquired new skills, knowledge or attitudes during the program. Selected key products are analyzed for evidence of learning.

In order to be accountable in a learning-centered approach, be attentive to three levels of evaluation: learning, transfer and impact. Design for learning during the event so that it is transferred into participants' real life situations (transfer to participants' workplaces, communities, or families).

While each level of evaluation is separate and reveals distinctly different information, they are congruent and even sequential; that is, without learning there will be no transfer, and without transfer there will be no impact.

2.

Transfer Evaluation

Identifies how participants apply their learning beyond the program. However, it also observes participants' actions during the program that suggest they are likely to transfer the key elements of the program.

3.

Impact Evaluation

Focuses on what happens in an organization or to a person over time as a result of a particular event. Unfortunately this end of accountability and evaluation often goes un-evaluated as it requires careful design and implementation strategies.



Global Learning Partners