# NTACT’s Six Critical Levels of Evaluation

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| 1. Quality, Usefulness, and Relevance        | • Were participants satisfied with the quality of the topic, presenter, facility, and food?  
• Were the information and materials useful?  
• Were the information and materials relevant? | Participant survey or questionnaire                 | Participants indicate satisfaction of the quality, usefulness, and relevance of professional development |
| 2. Participant Learning Outcomes              | • Did participants meet the intended outcomes?  
• Did participants gain content knowledge?  
• Did participants gain the skills needed for implementation?  
• Did participants gain confidence or make needed attitudinal changes? | Pre- and post-test  
Post-then-pre test  
Demonstration  
Reflections  
Portfolios | Acquired knowledge and skills of participants |
| 3. Organizational Policies, Procedures, and Support | • Were barriers addressed quickly and efficiently?  
• Was implementation advocated, facilitated and supported?  
• Was support public and overt?  
• Were sufficient resources available including time to plan, reflect, and improve programs?  
• Was success recognized and shared?  
• Was the organization impacted? | Organizational policies, documents, and records  
Meeting minutes  
Surveys  
Interviews  
Focus groups | Organizational advocacy, support, accommodation, facilitation, and recognition |
| 4. Program Implementation                     | • Did participants effectively implement new knowledge and skills?  
• What is the degree and quality of implementation? | Direct observation  
Audio or video observation  
Portfolios or reflections  
Surveys  
Interviews or focus groups | Degree and quality of implementation |
| 5. In-school and Post-school Outcomes         | • What was the impact on student:  
  o cognitive outcomes (performance or achievement)?  
  o affective outcomes (physical or emotional well-being)?  
  o psychomotor outcomes (skills and behaviours)?  
• Is student decision-making increasing?  
• Are graduation rates increasing?  
• Are dropouts decreasing?  
• Are student post school outcomes improving in the areas of education, employment, and independent living? | School and student records  
Questionnaires  
Structured interviews with students, parents, teachers or administrators  
Participant portfolios | Increased student learning outcomes  
Increased student in-school outcomes  
Increased student post-school outcomes |
| 6. Evaluation Use and Dissemination           | • Were results disseminated to all interested stakeholders?  
• Did stakeholders understand the findings?  
• Were evaluation results used to make decisions? | Surveys  
Organizational records | Data-based decision making  
Data sharing |