

TRAINING —EVALUATION—

IN NEW JERSEY'S 360 DEGREE TRAINING EVALUATION SYSTEM, WE LOOK AT HOW NEW KNOWLEDGE AND SKILLS ARE IMPACTING EARLY CHILD CARE AND EDUCATION LEARNERS FROM A VARIETY OF PERSPECTIVES.

Training evaluation data can be used to measure the effectiveness of training, bridge training to technical assistance, and reveal opportunities for coaching.

Participant

Same Day Satisfaction Survey

Measure satisfaction of the training experience, course materials, and assigned facilitator

- ADMINISTERED IN-PERSON
- ONE PAGE, PAPER FORMAT
- 10 QUESTIONS ON 4-POINT, LIKERT-TYPE SCALE
- ONE OPEN-ENDED QUESTION
- VOLUNTARY AND ANONYMOUS



Post-Training Follow-Up Email Survey

Assess overall reaction, learning, transfer of learning, and professional development needs

- ADMINISTERED ONLINE
- SURVEY EMAILED ONE WEEK AFTER TRAINING
- DUE WITHIN TWO WEEKS OF RECEIPT
- OPEN, CLOSED, AND CONDITIONAL QUESTIONS
- VOLUNTARY AND ANONYMOUS



TURN OVER FOR MORE



Instructor

Post-Training Feedback Report

Provide information from the instructor's perspective in order to improve the quality of learning experiences for participants



COURSE MATERIALS



VENUE DETAILS



CLASSROOM CHALLENGES

- ADMINISTERED ONLINE
- MANDATORY COMPLETION WITHIN 48 HOURS
- OPEN, CLOSED, AND CONDITIONAL QUESTIONS

Observer

Instructor Observation Tool

Assess instructors on key competencies for effective facilitation and group learning to reinforce strengths and identify areas for continuous quality improvement

INSTRUCTOR COMPETENCIES

- PRESENTATION SKILLS
- VERBAL COMMUNICATION
- INTERPERSONAL COMMUNICATION
- NON-VERBAL COMMUNICATION
- CULTURAL SENSITIVITY
- PROBLEM ANALYSIS
- JUDGMENT & OBJECTIVITY
- CONCEPTUAL THINKING

LEVELS OF PERFORMANCE

Each competency specifies performance indicators that are rated on a scale

HIGHLY EFFECTIVE
EFFECTIVE
NEEDS STRENGTHENING
NOT APPLICABLE

The competency areas and performance indicators were derived from the National Staff Development and Training Association (NSDTA) Instructor Competency Model

