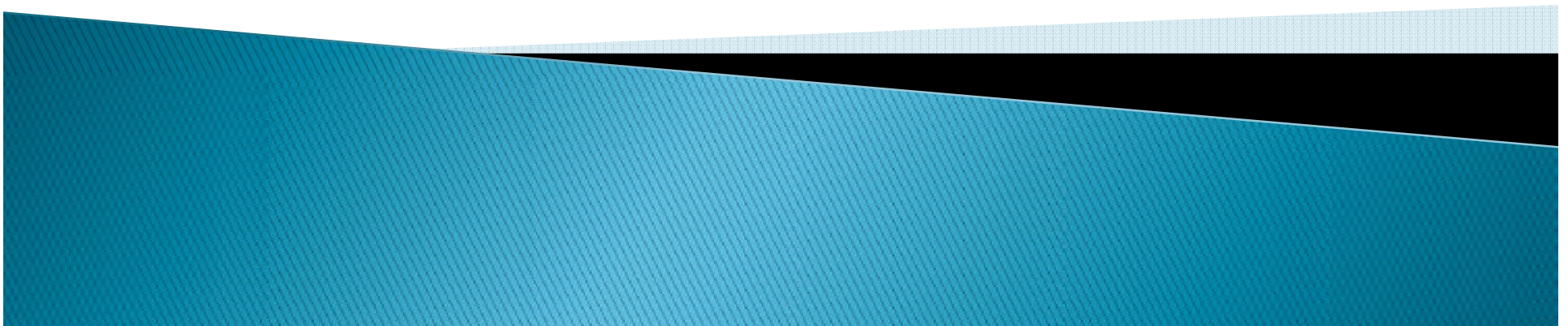


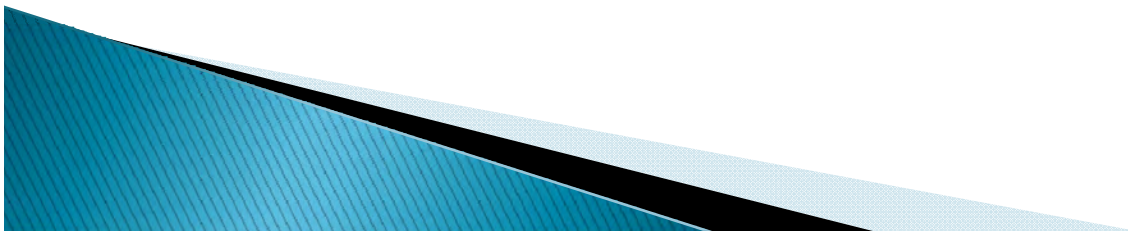
How Do We KNOW They Know?

Building Evaluation into Orientation & Training



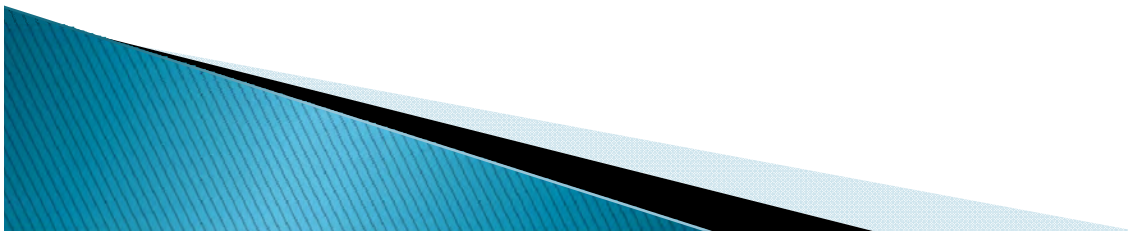
Session Agenda:

- ▶ Strategies & Tools for Evaluation
- ▶ Describe Evaluation Used by *Teen Success*
- ▶ Demonstrate Sample Tools



Training & Orientation Tasks:

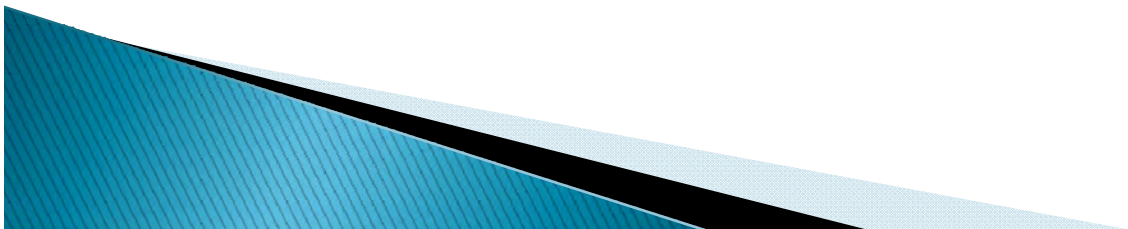
- ▶ Info Provided to Audience
- ▶ Audience: Understand, Integrate, Skills
- ▶ Desired Behaviors Appear & Used Correctly



Information

- ▶ Auditory, Visual, Kinesthetic, Multi-media
- ▶ Engaging
 - Seek participation
 - Personalize
- ▶ Relevant
- ▶ Application & Practice

- ▶ Information **does NOT** = Behaviors



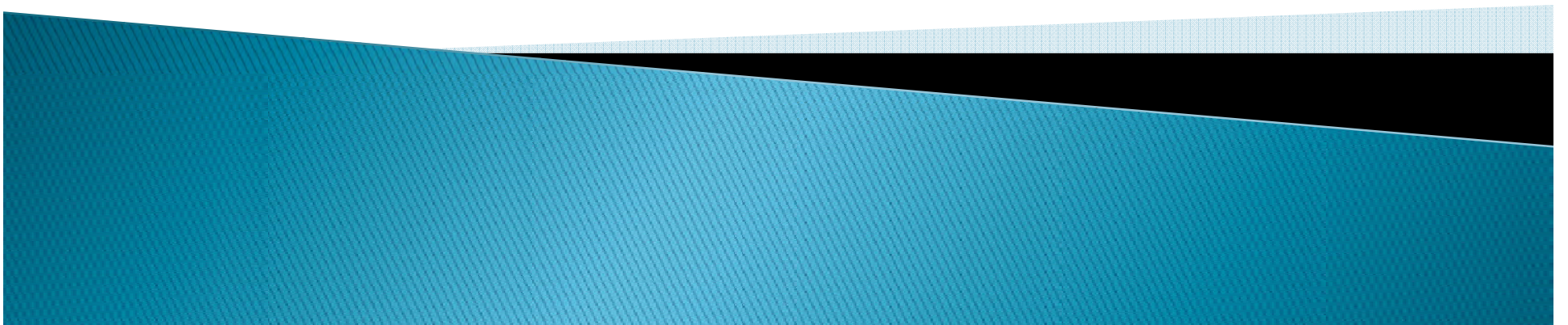
- ▶ Ability, Talent, Capacity
- ▶ From Knowledge
- ▶ Developed from Practice
- ▶ Multiple Skills
- ▶ Group of Responses to Internal & External
- ▶ Usually Measured by Commonly Accepted Standards

A Skill

A Behavior

Evaluation

Helps Us Know If the Audience Understands
& Can DEMONSTRATE



Informal Evaluation

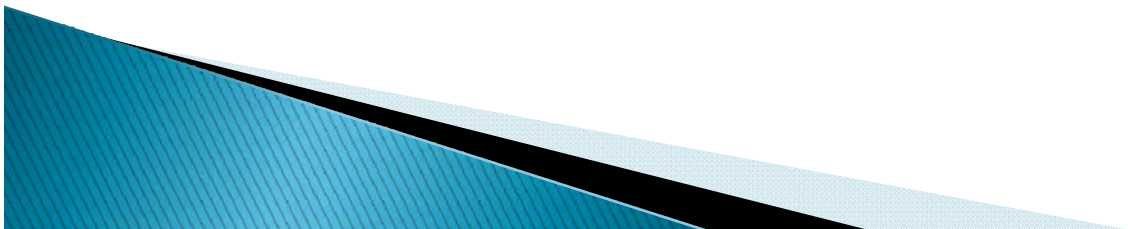
- Determine audience “KAB”
 - Knowledge
 - Attitudes
 - Behaviors
 - Modify training
 - Achieve desired outcomes
- ▶ Tools:
 - Pre/Post Tests
 - Surveys
 - Demonstrations
 - **Role Plays**
 - **Perceived Intent Ratings**
 - **Likert Scales**

Why Measure?

Possible Tools

Steps for Evaluation

- ▶ Step 1: Desired behaviors
 - Be specific
 - Focus on KEY skills
- ▶ Step 2: Design Training
 - “3 Points” Rule
 - Methodology
 - Think “outside the chair”
 - Practice is Preparation
- ▶ Step 3: Conduct
- ▶ Step 4: Assess & Re-assess



Goals:

- 1) Maintain Family Size*
- 2) Complete High School*
- 3) Learn Life Skills*



TEEN SUCCESS



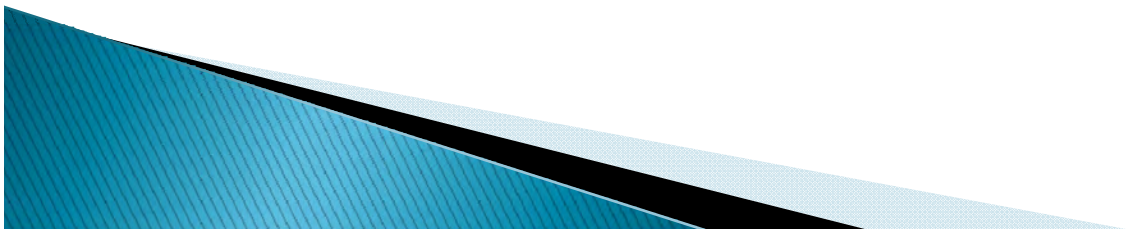
Tool: Skills Checklist

- Targets Key Behaviors
 - Listening
 - Communication
 - Conflict Resolution
 - Decision making/Problem solving
- Specific Skills
- Individual
- Observed during activities
- Periodic assessment



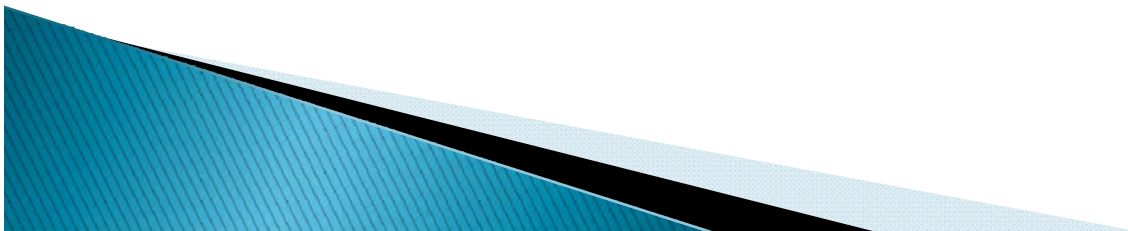
Let's Practice! – Role Play

- ▶ #1 Purpose: Recognize when one is being “pressured” to make a decision



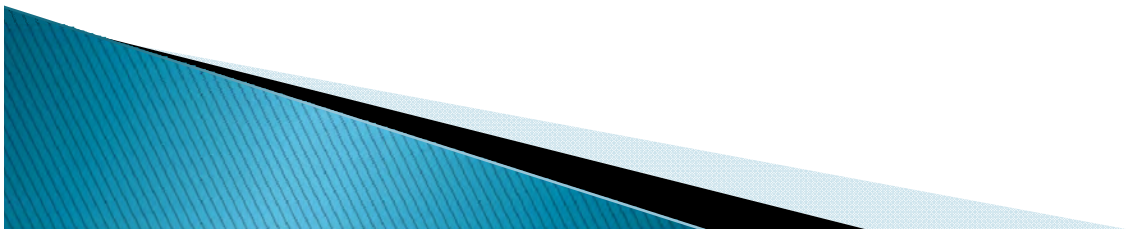
Let's Practice! – Weigh Options

- ▶ Purpose: Participant will weigh options and practice decision making.



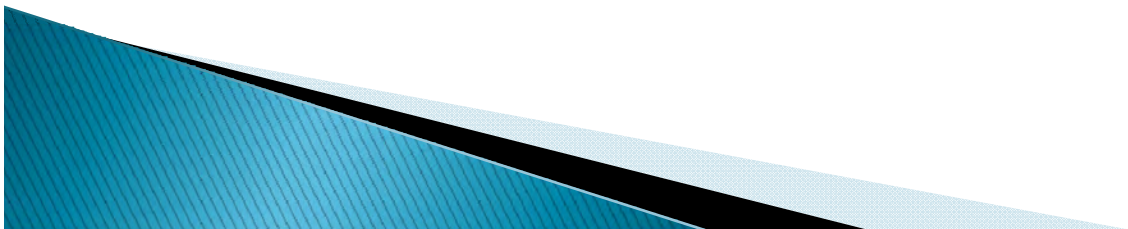
Let's Practice! – Likert Scale

- ▶ Purpose: A group of participants will explore their “perceived intent”.



Three Important Points:

- ▶ Information Does NOT = Behavior
- ▶ Evaluation Is an Important Guide
- ▶ Think Active



Questions?



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