Research Scholars Poster Presentation

Development of an E-learning Module on Evaluation Best Practices

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Development of an E-learning Module on Evaluation Best Practices

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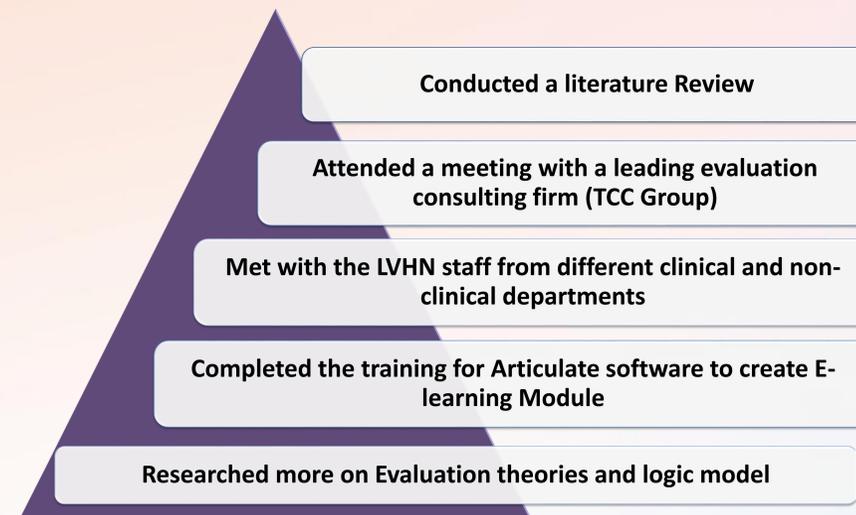Lehigh Valley Health Network, Allentown, Pennsylvania

INTRODUCTION/BACKGROUND

- Evaluation has grown dramatically in past decade in the United States. Major government institutions have established policies on evaluation, including those in health care and education.
- LVHN believes evaluation is an important part of performance assessment and for best practices.
- However, there are many myths about program evaluation. People believe it is a useless or expensive activity
- Based on the research, most people are not trained and do not have the capability to evaluate their own programs.
- It is important to demonstarte the value and improve the quality of programs.

PURPOSE

- Develop user-directed E-learning module for LVHN colleagues using Articulate software.
- Teach the learners how to apply evaluative thinking to their program/project and how to determine the impact and value of their program.
- Support the integration of evaluation as a routine practice.
- Determine how well the resources have been invested.
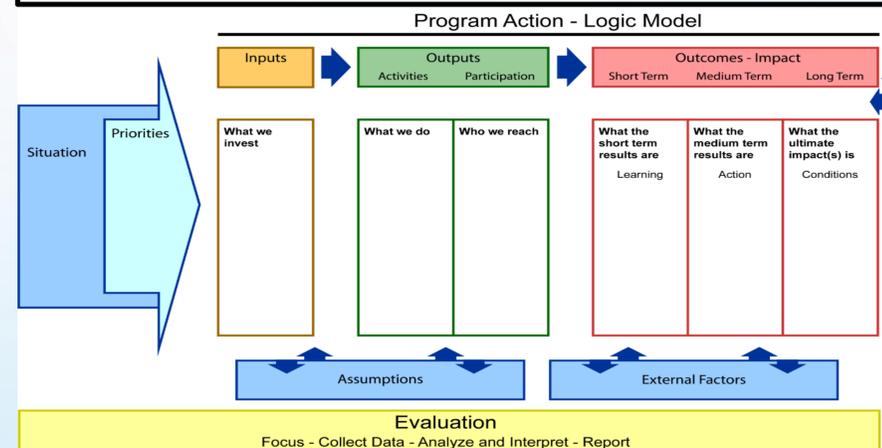- Teach the audience on how to plan an evaluation.

Bloom's Taxonomy

- create — Produce new or original work — *Design, assemble, construct, conjecture, develop, formulate, author, investigate*
- evaluate — Justify a stand or decision — *appraise, argue, defend, judge, select, support, value, critique, weigh*
- analyze — Draw connections among ideas — *differentiate, organize, relate, compare, contrast, distinguish, examine, experiment, question, test*
- apply — Use information in new situations — *execute, implement, solve, use, demonstrate, interpret, operate, schedule, sketch*
- understand — Explain ideas or concepts — *classify, describe, discuss, explain, identify, locate, recognize, report, select, translate*
- remember — Recall facts and basic concepts — *define, duplicate, list, memorize, repeat, state*

Vanderbilt University Center for Teaching

METHODS

- Conducted a literature Review
- Attended a meeting with a leading evaluation consulting firm (TCC Group)
- Met with the LVHN staff from different clinical and non-clinical departments
- Completed the training for Articulate software to create E-learning Module
- Researched more on Evaluation theories and logic model

THE LOGIC BEHIND THE LOGIC MODEL

Program Action - Logic Model

| | | Inputs | Outputs (Activities, Participation) | | | Outcomes - Impact (Short Term, Medium Term, Long Term) | | |

Situation | Priorities | What we invest | What we do | Who we reach | What the short term results are (Learning) | What the medium term results are (Action) | What the ultimate impact(s) is (Conditions)

Assumptions | External Factors

Evaluation
Focus - Collect Data - Analyze and Interpret - Report

- A Logic model is a picture of how your organization does its work.
- This model is the foundation of using evaluative thinking to evaluate a program.
- It is a systematic and visual way to present your understanding of the relationships among the resources needed to operate a program, the activities planned, and the changes or results you hope to achieve.

RESULTS/ FUTURE PLAN

- Pilot by minimum 10 people
- Gather feedback from learners using the module.
- Make revisions based on the feedback.
- Create a companion learning module presentation for live training and deliver the training.
- Present it to the Department of Education staff at the department meeting in August.
- Collect feedback from the live audience and modify the training as needed.
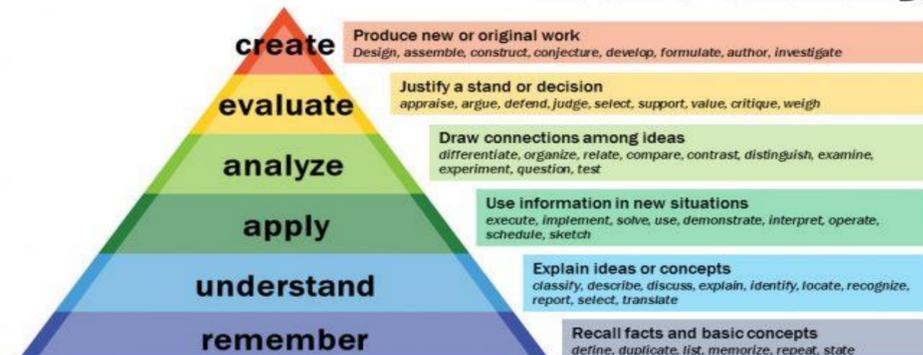- Work with the Department of Education to publish the e-learning module.

CONCLUSION

- Program evaluation is critical for both ensuring quality of programs and communicating program value.
- A combination of e-learning and live deliveries is expected to meet the needs of a wide variety of learners.
- Evaluation should be used as an ongoing management and learning tool to improve the effectiveness of the programs at LVHN.
- Hope to see program evaluation practice done more frequently using the e-learning module
- Continued knowledge of program evaluation will lead to consistent quality improvement at LVHN.

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