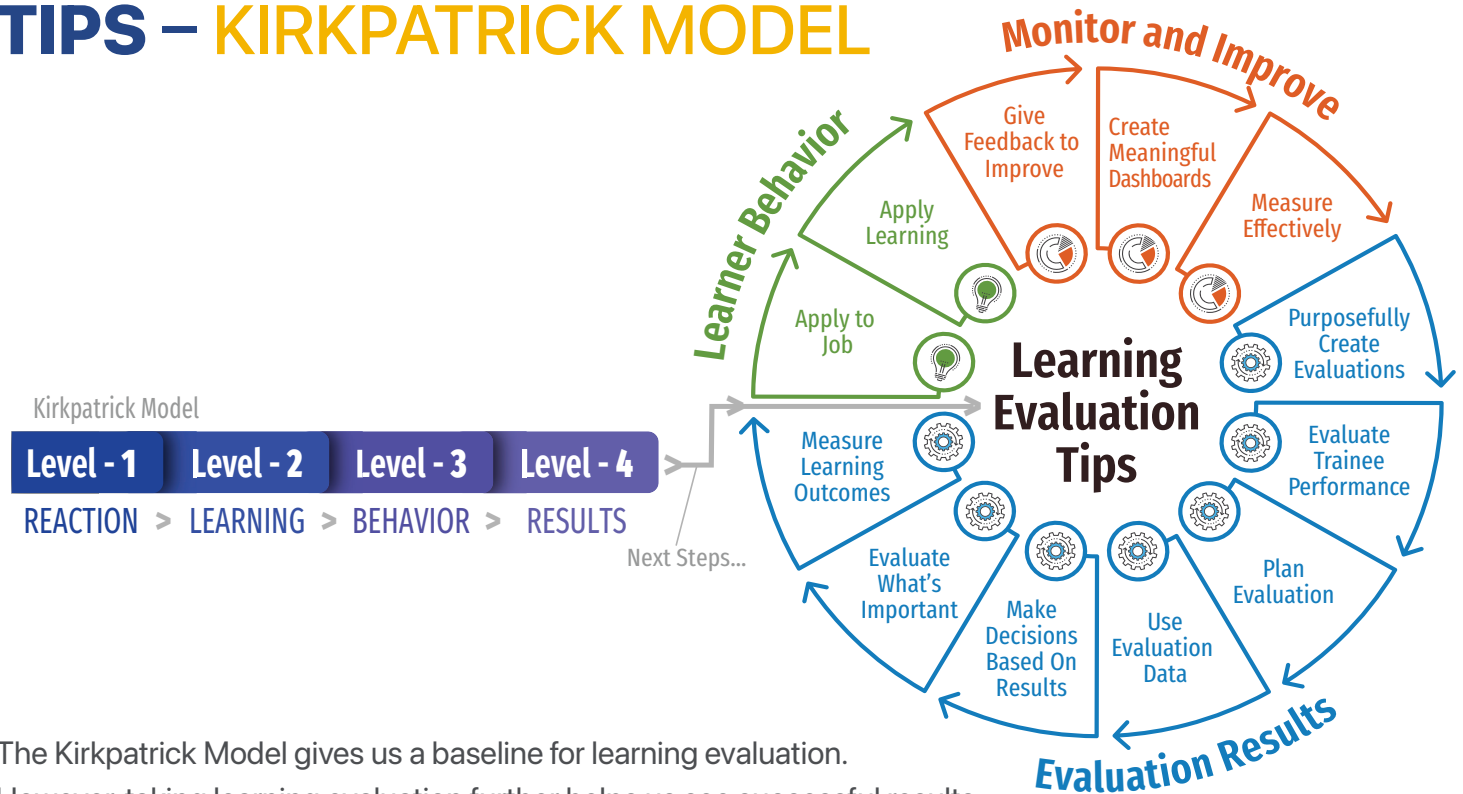


LEARNING EVALUATION TIPS – KIRKPATRICK MODEL



The Kirkpatrick Model gives us a baseline for learning evaluation. However, taking learning evaluation further helps us see successful results.

After completing the steps of the Kirkpatrick Model for reaction and learning, HSI recommends the below steps for a deeper perspective to enhance your program's performance and evaluation:

1. **Remember, smile sheets give us learner satisfaction** – they do not tell us about learning effectiveness. It is important to measure learning outcomes (ie: comprehension, memory, and motivation)
2. **Don't ask learners if they're planning to apply the content to their job immediately after training** – it's a satisfaction level evaluation. To assess behavior, measure whether job performance changed, not whether the trainee expected it to change
3. **Follow up with the learners** and let them know what changes or improvements were made to the training based on their feedback
4. **Evaluate what's important**, not what's easy to measure
5. **Measure the right information.** Dashboards can be a great snapshot, but just because it looks awesome does not mean the information is important
6. **Leverage managers and experienced operators** in creating effective ways to measure training
7. **Get the data needed** for decisions regarding trainee performance from your evaluation results
8. **Create evaluations** to have meaningful conversations with stakeholders about the role of learning in helping to achieve performance goals. Ask questions about the support training can provide. Training can evolve to be a performance partner in addition to a learning partner
9. **Move to evaluate decisions and tasks** in contexts rather than leaning on Bloom's taxonomy (ie: describe, list, explain)
10. **Decide what decisions you will make** based on evaluations before you create them, not after
11. **Know that remembering is important.** Learners must remember the training to apply it
12. **Use evaluation data that validates successful training outcomes.** (For example: attendance and learner participation may not indicate successful application of training to the work)

<https://www.kirkpatrickpartners.com>