

K-12 Continuing Ed (KCE) Evaluation Blueprint

Level 1- Engagement

- KCE currently collects extensive data on learner engagement and satisfaction
- For this project I added some questions to KCE's current survey to get more specific data on the attitude, commitment, and confidence aspects of Kirkpatrick's Four Levels (Kirkpatrick & Kirkpatrick, 2016) see **Appendix A**.

Level 2- Knowledge

- KCE currently measures if teachers learn the information in the course by providing training activities and final knowledge checks
- To add to this, I created an assignment where teachers write action plans on how they will implement the teaching strategies learned from KCE courses. See **Appendix B** for an example of an action plan based on the Vocab Instruction course.

Level 3- Behavior

- This is considered one of the most important aspects of Kirkpatrick's Four Levels because it ensures that the required drivers are in place to turn training into actionable, measurable results. This is challenging to implement across many teachers and schools but for my project I created a system where a manager (school superintendent or support staff) was responsible for overseeing the action plans that teachers created. I created surveys for the managers to review the action plans and check in with teachers during the year. This creates accountability, encouragement, and assurance that the teachers have necessary resources. **Appendixes C and D** show the action plan surveys.
- **Appendix E** shows an example of the data analysis that can be done with the data collected for Levels 1-3. For this project, I used the success criteria of 80% of respondents selecting "Excellent" or "Good" responses. Anything lower than this would flag for a review.

Level 4- Results

- KCE currently tracks this through the State

- Report Card. Any way to link the courses more directly to changes in the report card would help see the impact of continuing education. This could be done by tracking and reporting preliminary results such as recertification results or changes in unit tests after implementing strategies.

Appendix A- Revised Engagement Survey

1. Overall, how satisfied are you with this course?
 - Completely satisfied, Satisfied, Somewhat dissatisfied, or Completely dissatisfied
2. Rate the content in this course.
 - Excellent, Good, Fair, Poor
3. Rate the course teaching methods and activities.
 - Excellent, Good, Fair, Poor
4. How engaged were you during the course?
 - Very, Quite, Somewhat, Not at all
5. Which is the closest percentile of information in the course that was new to you?
 - 75%, 50%, 25%, 0%
6. How confident are you with the material learned in the course?
 - Very confident, Somewhat confident, Somewhat not confident, Not confident
7. How important do you think it is to implement the strategies learned in this course
 - Very important, Somewhat important, Somewhat unimportant, Unimportant
8. What aspects of the course did you find helpful?
9. How would you improve the course?

Appendix B- Example Action Plan

Course: Vocab Instruction

Unit vocab word lists 1-5

- Adding “example charades” activity using the 4 Step Process strategy where students are each assigned a word and must share an example of that word with the class. They may choose to use verbal, visual, or action examples and the rest of the class must guess which vocabulary word it is. Following each student’s presentation, the other students

raise their hands to share a related nonexample. For example, if the word is “speech”, a student might draw a picture of someone standing at a podium talking to a crowd. The class will guess vocab words until someone gets the correct answer. Then a student will be called on to provide a nonexample. A nonexample of “speech” could be movie, book, or song.

Reading comprehension units 1-3

- Replacing the current review of the list of vocab words for reading comprehension examples with a “discover new words” activity using the Five Step Vocabulary strategy. Students will work in groups to highlight five words they do not know the meanings of in the reading passage. They will then use context clues, word parts, and trying the meaning in the sentence to guess the word’s meaning. Students will swap guesses between groups. The groups will check one another’s guesses by looking up the words in the dictionary.

Appendix C- Action Plan Quality Survey

1. What level of quality do you believe his or her action plan is?
 - Very high quality, somewhat high quality, somewhat low quality, very low quality
2. How much understanding do you believe this teacher has of the information taught in the continuing education courses?
 - Very high understanding, some understanding, minimal understanding, no understanding
3. How much of a positive impact do you believe this action plan will have on student learning?
 - Very positive impact, somewhat positive impact, no impact, negative impact
4. Do you believe this teacher has the resources necessary to implement this action plan?
 - Yes, No, Unsure

Appendix D- Action Plan Check In

1. How frequently do you check in with this teacher to see if he or she is using the new teaching strategies?
 - Weekly, monthly, seldom, never
2. How well do you believe this teacher is implementing the new teaching strategies?
 - Very well, somewhat well, neutral, not well

3. How much of an impact do you believe these strategies will have on students?
 - Very positive impact, somewhat positive impact, no impact, negative impact
4. Describe how the teacher has implemented the action plan/and or new teaching strategies:
5. Describe how you are recognizing and checking in with this teacher regarding this action plan:

Appendix E- Example Data Analysis

L	M	N	O	P	Q	R	S
			Total 1 & 2			Total 3 & 4	Total All
1	Overall, how satisfied are you with this course?						
	Completely Satisfied	Satisfied		Somewhat dissatisfied	Completely dissatisfied		
	70%	20%	90%	5%	5%	10%	100%
2	Rate the content in this course.						
	Excellent	Good		Fair	Poor		
	60%	25%	85%	14%	1%	15%	100%
3	Rate the course teaching methods and activities.						
	Excellent	Good		Fair	Poor		
	60%	25%	85%	15%	0%	15%	100%
4	How engaged were you during the course?						
	Very	Quite		Somewhat	Not at all		
	50%	30%	80%	10%	10%	20%	100%
5	Which is the closest percentile of information in the course that was new to you?						
	75%	50%		25%	0%		
	15%	15%	30%	50%	20%	70%	100%
6	How confident are you with the material learned in the course?						
	Very confident	Somewhat confident		Somewhat not confident	Not confident		
	90%	10%	100%	0%	0%	0%	100%
7	How important do you think it is to implement the strategies learned in this course						
	Very important	Somewhat important		Somewhat unimportant	Unimportant		
	20%	30%	50%	40%	10%	50%	100%

			Total 1 & 2			Total 3 & 4	Total All	
Action Plan Quality Survey	1	What level of quality do you believe his or her action plan is?						
		Very high quality	Somewhat high quality		Somewhat low quality	Very low quality		
		70%	25%	95%	5%	0%	5%	100%
	2	How much understanding do you believe this teacher has of the information taught in the continuing education courses?						
		Very high understanding	Some understanding		Minimal understanding	No understanding		
	70%	15%	85%	15%	0%	15%	100%	
Action Plan Check In	3	How much of a positive impact do you believe this action plan will have on student learning?						
		Very positive impact	Somewhat positive impact		No impact	Negative impact		
		40%	40%	80%	20%	0%	20%	100%
	4	Do you believe this teacher has the resources necessary to implement this action plan?						
		Yes			Unsure	No		
	80%		80%	10%	10%	20%	100%	
Final Teacher Survey	1	How frequently do you check in with this teacher to see if he or she is using the new teaching strategies?						
		Weekly	Monthly		Seldom	Never		
		70%	20%	90%	5%	5%	10%	100%
	2	How well do you believe this teacher is implementing the new teaching strategies?						
		Very well	Somewhat well		Neutral	Unwell		
	75%	10%	85%	2%	13%	15%	100%	
Action Plan Quality Survey	3	How much of an impact do you believe these strategies will have on students?						
		Significant positive impact	Slight positive impact		No impact	Negative impact		
		30%	15%	45%	35%	20%	55%	100%
	1	Overall how impactful did you find the strategies implemented from the continuing education course?						
		Significant positive impact	Slight positive impact		No impact	Negative impact		
	15%	50%	65%	15%	20%	35%	100%	