

# Stages of Assessment and Evaluation

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## Stage 1. Evaluability

- a. Clarity of goals and objectives
- b. Fit of materials to goals and sectors/audiences/delivery strategy
- c. Adequacy of staff training/support for goals, tools, sectors, audiences, and delivery strategies

## Stage 2. Patterns of Program/Material Use and Delivery

- a. How are program/instructor trainings set up/run, and what is modeled in each?
- b. Which materials are and are not used after a training?
- c. How are programs delivered and materials used?

## Stage 3. Initial ID and Assessment of Participant Outcomes

- a. What kind(s) of participant outcomes can be anticipated in light of program goals and objectives (Purposes)?
- b. What kind(s) of participant outcomes have been observed by program staff (e.g., directly, as feedback, in anecdotes)?
- c. Which program outcomes are self-reported by participants?
- d. What are the major participant outcomes (POs) for this (type of) program?

## Stage 4. Initial/Trial Outcome Evaluations (Pilot, Field Tests)

- a. How can we best measure or assess each major PO for this program in a valid and reliable manner?
- b. When and how regularly do we need to assess POs?
- c. Which features of this program appear to have the greatest impact on these POs?
- d. In what way(s) is this impact apparent, how is this determined, and how can this be confirmed?

## Stage 5. In-Depth Outcome Evaluations

- a. What is the decision setting for subsequent evaluations (e.g., validate, install, quality control, improve, etc.)?
- b. What cause-and-effect claims do we seek/need to support?
- c. What kinds of designs and analysis methods are best suited to our data collection and claims (e.g., experimental designs for cause-and-effect claims, and MANCOVA for multiple pre/post measures)?

## Stage 6. Impact Evaluations

- a. What are our sought and probable impacts?
- b. To what extent and in what ways do delivery & outputs/outcomes serve as indicators for/evidence of impacts?
- c. How and when can we best measure or assess each impact?

## Stage 7. Cost-Benefit Analyses

- a. What are the total costs of each programs or program components under consideration?
- b. What are the outcomes and, if appropriate, impacts of each program or program component?
- c. How to total costs and outcomes/impacts of each compare?