




IZSAM G.CAPORALE
TERAMO

The evaluation process



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Learning evaluation is a very difficult process. It is successful only when learning objectives have been clearly stated at the beginning of the course planning.

Clearly stated objectives allow to define proper criteria and appropriate learning evaluation methods.

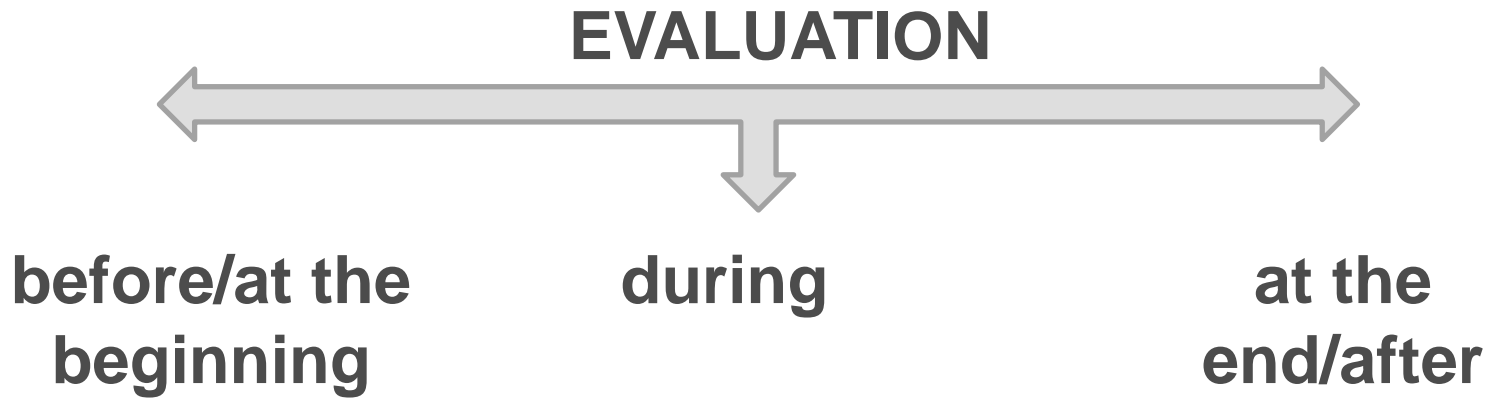


What evaluating?

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- Needs ?
 - Learning ?
 - Satisfaction ?
 - Return on investment ?
 - Impact..... At what level ?



Evaluation: when?



Evaluation: when?



Initial evaluation

It allows to better define the learning activity, evaluating the context and the real learning needs and the participants' background.

Intermediate evaluation

It is useful to evaluate the learning activity effectiveness during the delivery phase.


Final evaluation

It is the last activity of every training activity and it is referred to the whole course

Self evaluation ?




How evaluating?

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- Formative evaluation
 - Summative evaluation



Why evaluating?

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- to improve the training plan and activity
 - to assess the results achievement
 - development effectiveness
 - impact and sustainability

