Evaluation Tools

Logic Models, Success Indicators, and Standards of Performance

Evalu*a|t|e*
Evaluation Resource Center for advanced technological education

January 20, 2010

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Introductions

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Presenter	Presenter	Moderator	Host & Technical Coordinator

Evalu*a|t|e*
Evaluation Resource Center for advanced technological education

Western Michigan University

Maricopa Community Colleges

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Objectives

1. Increase your understanding of logic models and how to use them for project planning and evaluation
2. Engage you in thinking about how to demonstrate success in your project
3. Orient you to the use of performance standards for a systematic evaluation process
4. Inspire you to join us in our efforts to develop an ATE evaluation community of practice

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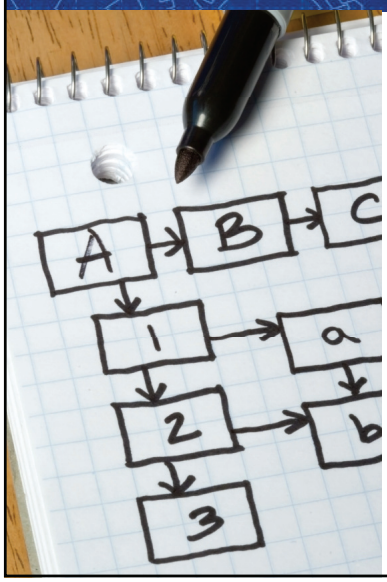
Logic Models



- Visual, one-page, depiction of program
- Roadmap to impacts
- Testable
- Communication tool

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The Green Energy Technology (GET) Institute at Midwest Community College

The GET Institute provides training for local college faculty and supports them in implementing a green energy technology module in their classrooms.

This project addresses regional workforce needs for green energy technology-related skills. Through the GET Institute, faculty are (1) trained in how to use basic green energy applications and receive support in designing and delivering instructional modules and (2) learn about green energy technology jobs in the region through guest lectures and industry field trips.

Several hundred students are using the green energy technology modules in classes taught by the faculty and are becoming aware of green energy career opportunities. Green energy technology occupational information and learning experiences are also being included in a variety of campus-wide student activities, thus impacting the entire college.

The GET Institute also contributes to ongoing national efforts to develop models for incorporating green energy technology into existing community college curricula. In coordination with the ATE Green Center, this project is disseminating its findings to the broader academic community working to address the challenge of increasing knowledge of and interest in green energy technology occupations.

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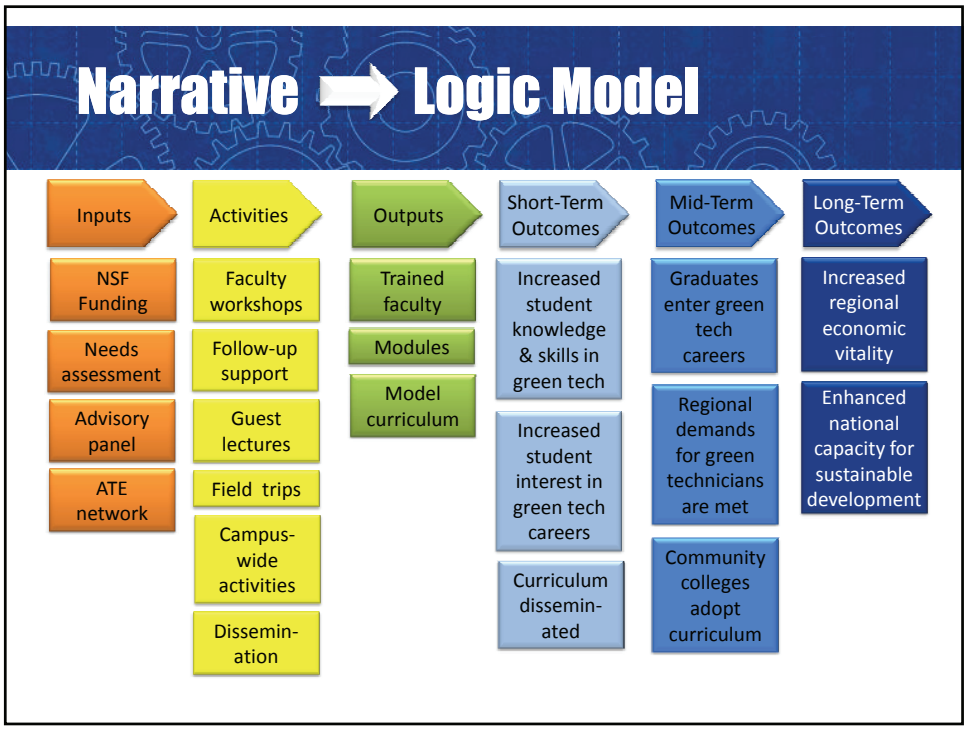

Success Indicators

Observable, measurable information that tells us about the status or quality of something

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Success Indicators

- Operationalize logic model elements
- Identify signals of performance
- Guide data collection for evaluation

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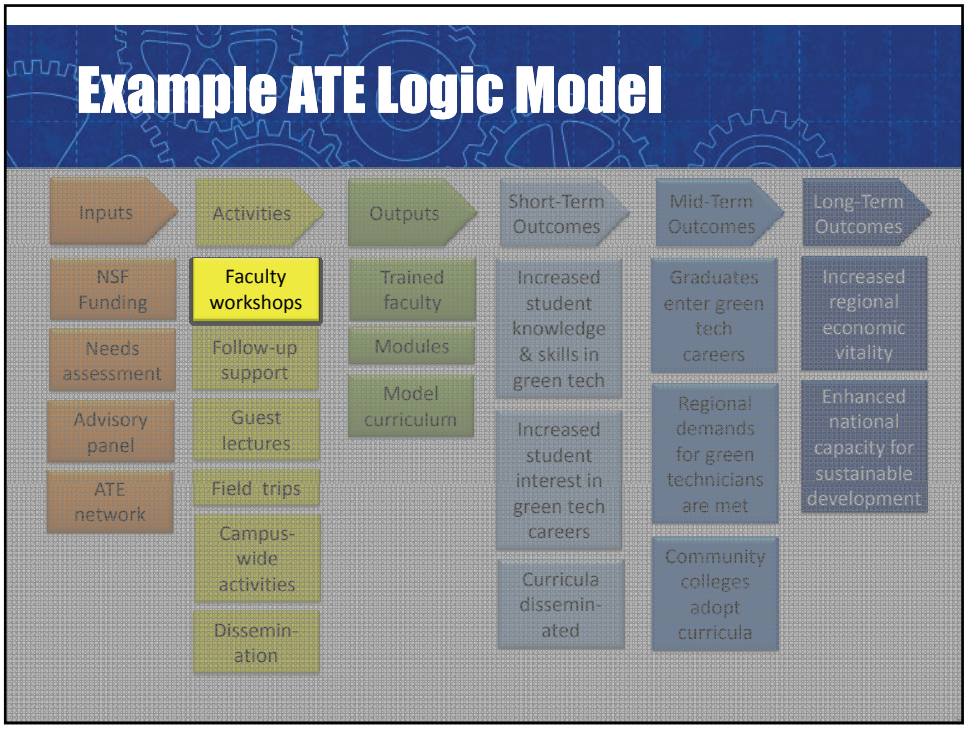
Example ATE Logic Model
Inputs
Activities
Outputs
Short-Term Outcomes
Mid-Term Outcomes
Long-Term Outcomes
NSF Funding
Needs assessment
Advisory panel
ATE network
Faculty workshops
Follow-up support
Guest lectures
Field trips
Campus-wide activities
Dissemin-ation
Trained faculty
Modules
Model curriculum
Increased student knowledge & skills in green tech
Increased student interest in green tech careers
Curricula dissemin-ated
Graduates enter green tech careers
Regional demands for green technicians are met
Community colleges adopt curricula
Increased regional economic vitality
Enhanced national capacity for sustainable development


Activity Success Indicators
Faculty workshops
How can we measure
our performance on this activity?
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Activity Success Indicators

Faculty workshops

- Awareness of green energy technology
- Green energy technology knowledge increase
- Satisfaction with workshop
- Likelihood of use
- Number and percent complete
- Cost per participant

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Activity Success Indicators

Indicator	Measure	Data Source
Green Energy Technology awareness	Survey	Participant self-report
Number and percent complete	Attendance & Invitation counts	Project records

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Name of Indicator:
Description
Precise definition(s):
Unit of measure:
Disaggregated by:
Plan for Data Acquisition
Data collection method and timing:
Original data source:
Estimated cost of data acquisition:
Plan for Data Analysis, Review, and Reporting
Data analysis and reporting:
Data Quality Issues
Known data limitations and significance:
Actions taken or planned to address data limitations:
Other Notes
Notes on baselines/targets:
Other notes:
This sheet last updated on:

Indicator Protocol Reference Sheet

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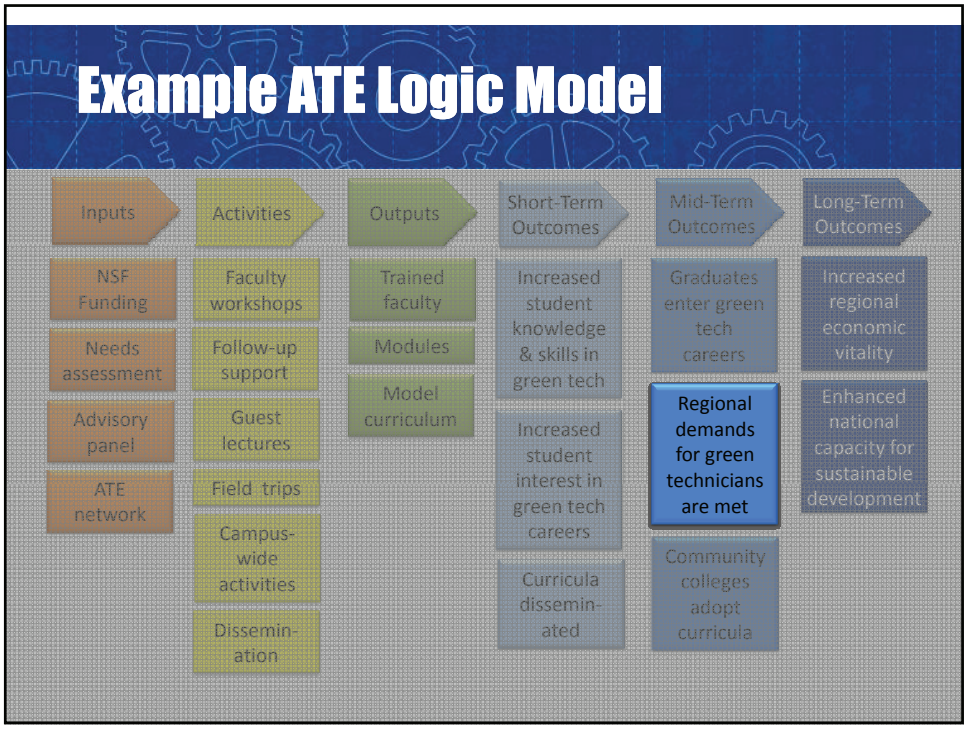
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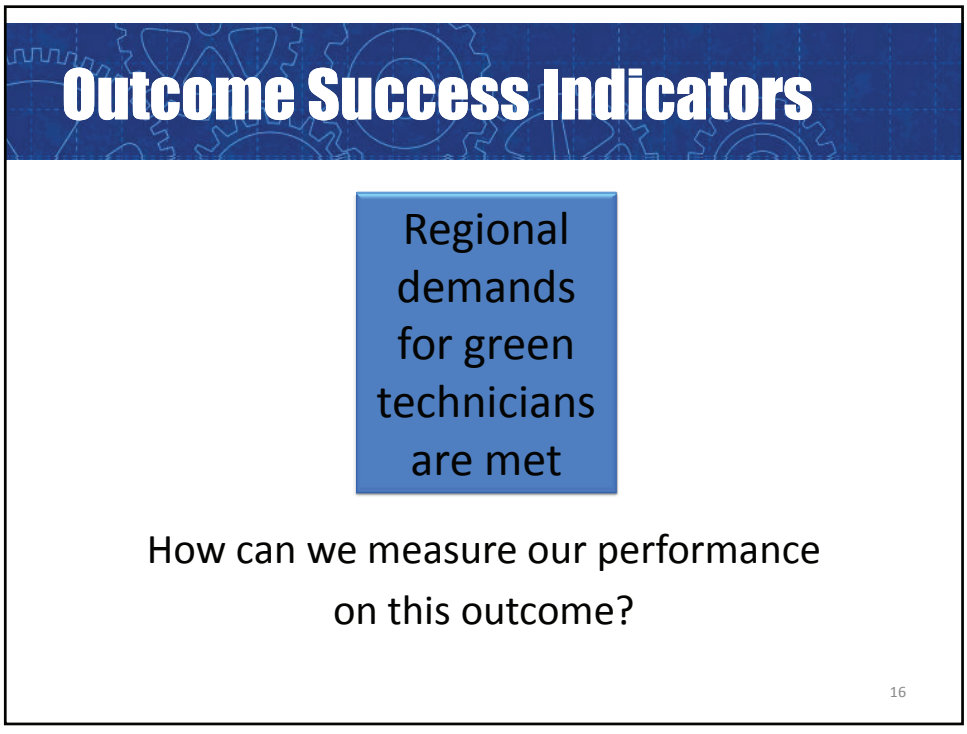
Outcome Success Indicators
Regional demands for green technicians are met
How can we measure our performance on this outcome?
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Outcome Success Indicators

Regional demands for green technicians are met

- Employer opinions
- Media reports
- Number of placements with regional employers

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Outcome Success Indicators

Indicator	Measure	Data Source
Employer opinions	Interviews	HR managers
Number of job placements	Survey	Graduates

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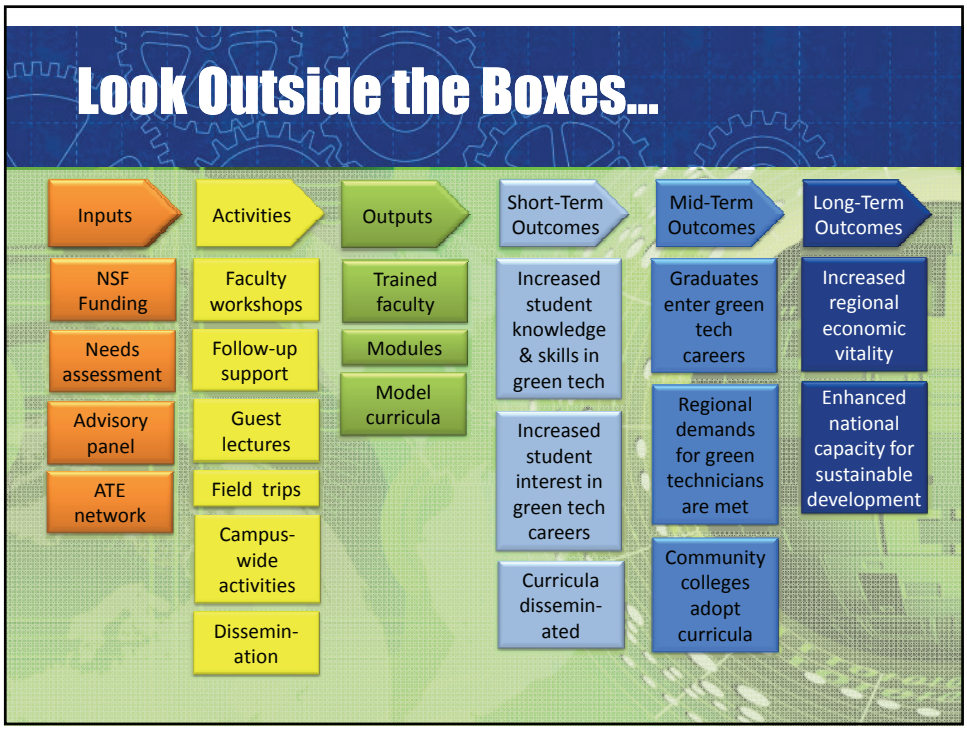
It's Not Just About Goals...


Look Outside the Boxes...
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Look Outside the Boxes…

- Unanticipated impacts
- Side effects
- Unintended beneficiaries

Performance Standards

- Definition of performance quality
- May be articulated as
  - minimum level of acceptable performance
  - ratings, e.g., poor to excellent
  - grades

Performance Standards

Standard for "Normal"

Systolic <120
&
Diastolic <80

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Performance Standards Rubric

Activity: Faculty are trained

Success Indicator: Percentage of targeted faculty that completes training

Performance Standards Rubric

Excellent	Good	Fair	Poor
75% or more	50%-74%	25%-49%	Less than 25%

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Why Use Standards?

Aid in interpreting & reporting results

Fifteen science faculty at the college received training.

The project has done an admirable job of involving faculty.

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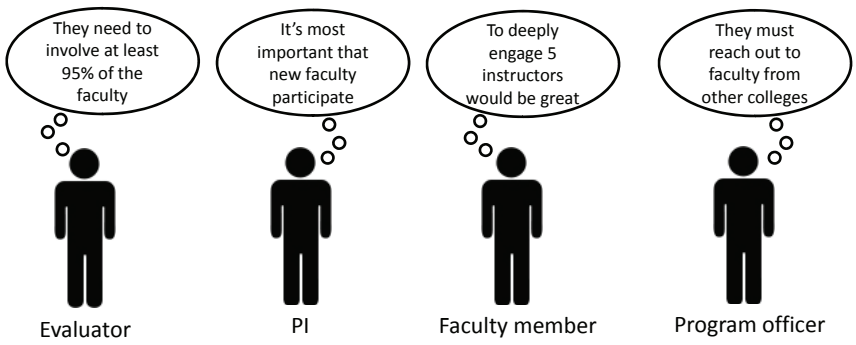
Why Use Standards?

Establish common and realistic understanding of what constitutes "success"



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Why Use Standards?

Track & compare progress across time and project components

	Year 1	Year 2	Year 3	Year 4
Excellent				
Good				
Fair				
Poor				

Faculty Training

Module Development

Curriculum Dissemination

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Sources for Standards

- National measures
- Research literature
- Staff experience, expertise, expectations
- Advisory board
- Funder
- Other grantees

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Standards: Annual ATE Survey

Survey results available from:
evalu-ate.org/reports

Good	Moderate	Poor
40% or higher female enrollment	25-39% female enrollment	Less than 25% female enrollment

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Changing Standards

- Verify with all involved
- Revisit after:
  - ATE annual survey findings are published
  - Each evaluation cycle
  - Major milestones

Archive

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Keyword search:
evaluation tools

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ATE Evaluation Community of Practice

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Upcoming Events

Evalua|t|e Workshop: February 4 & 5
Professional Development Impact Evaluation
Rio Salado Community College, Tempe, AZ
Joellen Killion, Presenter

MATEC Webinar: February 12
Evaluating Student Impact

Evalua|t|e Webinar: March 17
Evaluation Data

Register at ***www.evalu-ate.org/events***

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Thank You!

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