



Learning as we go...

What makes for effective evaluation

Discussion Touchstones

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The Edge Effect

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The PeakPerformance Centre

<https://thepeakperformancecenter.com/business/learning/business-training/types-of-evaluations/>
accessed February 25, 2025

Types of Evaluations

Formative	Summative	Process	Outcomes	Impact
Evaluates a training program during its development stage in order to make modifications early on to help improve the program	Conducted after the training program has been design in order to provide information on its effectiveness	Focuses on the implementation of a training program to determine if specific strategies and activities were implemented as intended	Focuses on the changes in knowledge, attitudes, and behaviors that resulted from training activities	Focuses on long term, sustained changes on the job performance as a result of the delivery of a training program

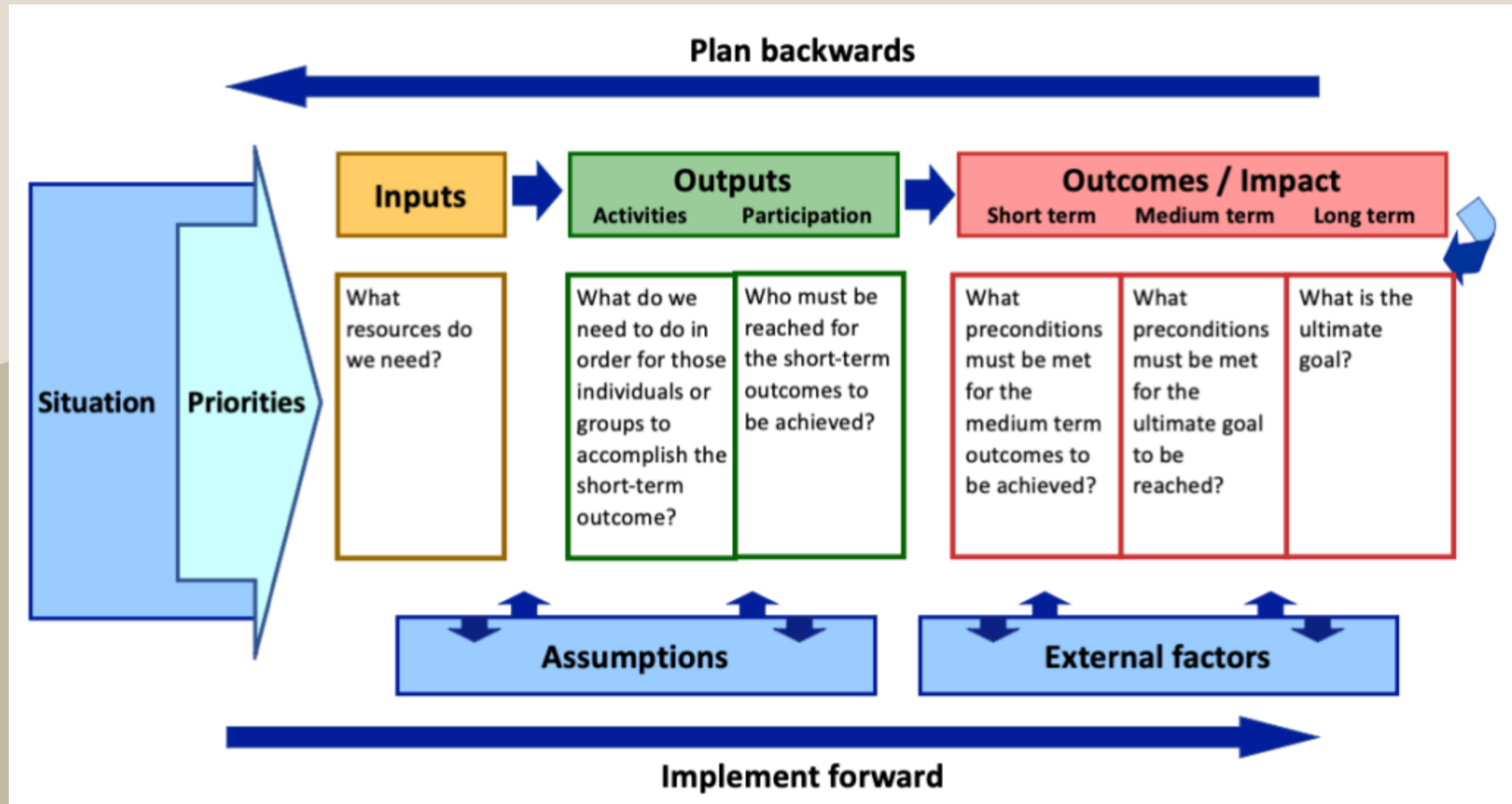
Developmental Evaluation

- Developmental evaluation refers to long-term, partnering relationships between evaluators and those engaged in innovative initiatives and development.
- Processes include asking evaluative questions and gathering information to provide feedback and support developmental decision-making and course corrections along the emergent path.
- The evaluator is part of a team whose members collaborate to conceptualize, design and test new approaches in a long-term, on-going process of continuous improvement, adaptation, and intentional change.
- The evaluator's primary function in the team is to elucidate team discussions with evaluative questions, data and logic, and to facilitate data-based assessments and decision-making in the unfolding and developmental processes of innovation.

Logic Model

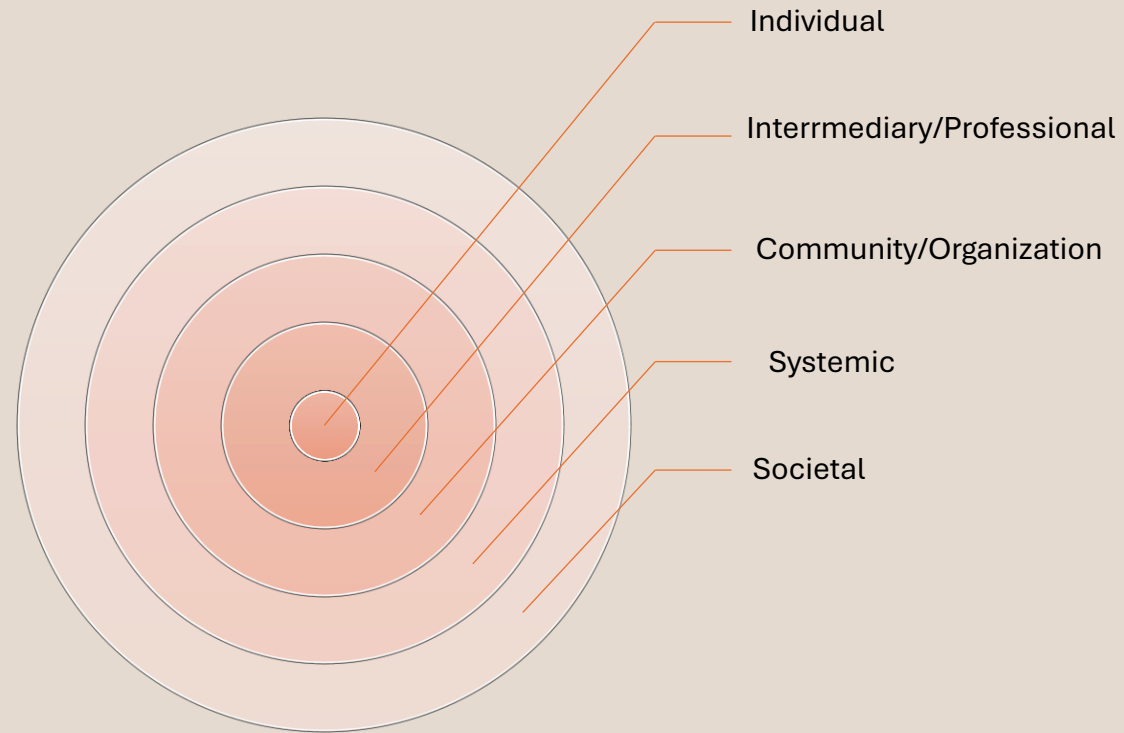
University of Wisconsin-Madison Division of Extension: Enhancing Program Performance with Logic Models

<https://logicmodel.extension.wisc.edu/> retrieved February 25, 2025



EVALUATING PUBLIC LEGAL EDUCATION

SPHERES OF INFLUENCE AND IMPACT





thank you

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