

RATING THE QUALITY OF A STAFF DEVELOPMENT PROGRAM

Each of the following six (6) questions about any staff development program can be answered by personal inspection, interview, staff report, or firsthand knowledge. Use the guidelines that follow to clarify and justify the answers.

QUESTIONS	YES	SOME WHAT	NO
1. Is the outcome clear? ..Has the end result the individuals (team) are to achieve upon completion of the program been described precisely, completely, and at desired standards?			
2. Does the program provide for all of the relevant, knowledge, attitudes, procedures, and/or teamwork skills that the individuals (team) have to learn in order to consistently produce the desired end-result?			
3. Is the program organized/sequenced to best ensure that each individual (team) not only learns the specified content <u>cumulatively</u> but also will be able to apply it <u>properly</u> after completion of program?			
4. Can the instructors demonstrate all of the knowledge, attitudes, and/or skills which are needed to help each individual (team) achieve the stated outcome?			
5. Are the training materials/environment designed and organized in ways that are most conducive for individuals (team) to achieve the needed learning?			
6. Does the end-of-program evaluation provide <u>valid</u> evidence that individuals (teams) have <u>fused</u> the knowledge, attitudes, procedures, and/or teamwork skills, as well as learning-transfer strategies well enough to produce the desired end-result?			

COMMENTS