

2. Evaluate learning objectives

Importance

The impact of mastering these competencies is that you:

- Determine whether participants have achieved the learning objectives, individually and collectively.
- Provide certification of learning, where required.
- Identify opportunities for improving the design and facilitation of the learning experience.

Supporting competencies and tasks






These tasks contribute to mastery of the supporting competencies (in bold). Put a check mark next to each task or subtask within the supporting competency as you complete it:

2a Write learning objectives

See *Designing Curricula 3a*

2b Design evaluation of learning objectives

See *Designing learning experiences 2b* and the following:

- ▶ Determine viability of data collection methods including digital  
- ▶ Collect gender-disaggregated data in a gender-inclusive and culturally appropriate manner 
- ▶ If not all data can be collected during the learning experience, arrange for safe venues and transport during post-program data collection  



2c Develop materials to evaluate learning objectives

See *Designing learning experiences 2c*


2d Assess individual achievement of learning objectives

See *Facilitating Learning 5b*

2e Assess aggregate achievement of learning objectives

- ▶ Compile data on individual achievement of learning objectives
- ▶ Analyze aggregate data on achievement of learning objectives
- ▶ Identify patterns and trends in achievement of learning objectives
- ▶ Identify factors that affect achievement of learning objectives  
 - ▶ Evaluate quality of venue and update security information for future programs in the region
 - ▶ Identify any issues of sexual harassment that occurred in your program
 - ▶ Document legal learnings and share lessons learned about addressing legal needs
 - ▶ Evaluate the digital solutions used in the program
 - ▶ Establish baseline economic data and identify macro-economic issues that affected program results

2f Recommend changes based on evaluation of learning objectives

- ▶ Identify potential changes to design and facilitation based on evaluation of learning objectives
- ▶ Determine feasibility of identified changes
- ▶ Recommend changes to improve design and facilitation
- ▶ Plan for implementing changes and for providing updates and refreshers to participants
- ▶ Communicate program results in a gender-inclusive and culturally appropriate manner 

Key outputs and assessment criteria

Mastering these competencies typically involves the following outputs. The assessment criteria indicate what would make the output appear to be high in quality.

KEY OUTPUTS	ASSESSMENT CRITERIA
Evaluation methods for learning objectives	Design of evaluation is appropriate to the levels of learning objectives
	Design of evaluation ensures that the outcome is observable
	Design of evaluation identifies assessment and administration procedures (for example, scoring, opportunity to retry)
	Design of evaluation is consistent with project constraints
Materials to evaluate learning objectives	Materials to evaluate learning are appropriate to the levels of learning objectives
	Materials to evaluate learning enable observation of achievement of learning objectives
Assessment of individual participant performance	Individual participant performance is assessed against each learning objective
	Individual participant performance is assessed as designed
Assessment of aggregate participant performance	Patterns and trends in achievement of learning objectives are identified
	Factors are identified that affect the achievement of learning objectives
Recommended changes to design and facilitation	Recommendations are based on assessment of aggregate data about participant performance
	Recommended changes support the achievement of learning objectives