

1. Evaluate participant reactions

Importance





The impact of mastering these competencies is that you:

- Identify opportunities for improving the facilitation and design 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:



1a **Develop materials to evaluate participant reactions** See *Designing learning experiences 4g* and the following:

- ▶ Develop material that is gender-inclusive and culturally appropriate  
- ▶ Determine viability of data collection methods including digital  

1b **Assess participant reactions**

- ▶ Collect and aggregate data to assess participant reaction
- ▶ Identify patterns and trends in participant reactions
- ▶ Identify factors other than learning that might affect participant reactions
- ▶ Document learnings related to technology and logistics
 - ▶ Determine how access or lack of access to technology has supported and hindered learning  
- ▶ Evaluate effectiveness of using women role models in registration, attendance, and active engagement in the program, as well as program completion 
- ▶ Document participants' psycho-emotional learning needs 

1c **Recommend changes based on participant reactions**

- ▶ Identify potential changes to design and facilitation, based on assessment of participant reactions
- ▶ Determine the feasibility of identified changes
- ▶ Recommend changes to improve design and facilitation
- ▶ Decide how responses to the program and training should be communicated, taking into account cultural and religious norms, political circumstances, and gender norms and behaviors  

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
Materials to evaluate participant reactions	Evaluation method is clear and easy to complete
	Evaluation method captures relevant data (for example, confidence in applying new skills on the job, effectiveness of instructional methods and materials)
	Evaluation method uses technology (where possible) to simplify data collection and reporting
Assessment of aggregate participant reaction	Results identify patterns and trends in participant reactions
	Results should reflect areas for improvement, as well as areas that worked well
	Results should include both quantitative and qualitative results (for example, answers that can be averaged and individual comments)
	Results identify factors that affect participant reactions
Recommended changes to design and facilitation	Recommendations are based on valid and reliable data
	Recommended changes support achievement of learning objectives
	Recommendations are feasible given budget, timing, resource, and other project constraints