

Meet the Presenters



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Session Overview

Evaluation Tools



VIEW >

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Find a variety of surveys, observation forms, self-evaluation worksheets, and more that you can use “as is” or adapt for your own evaluation purposes. There are instruments that can be used to help you evaluate K-12, workplace, and post-secondary interventions.

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Release Date: May 14, 2016

Audience(s): K-12, Higher Education, Workforce

Short URL: www.ncwit.org/evaluation

Type(s): Toolkit

ncwit.org/evaluation

Session Objectives

Importance of evaluation

Which type of evaluation is right for individual projects

NCWIT resources – connecting the right resource to a project

Why Use Evaluation?

To improve a project

To find out if you are achieving your goals

To secure funding

To make a case

Evaluation

How can I improve my program?



Evaluation Questions



Program Improvement

- How well is the program being delivered?
- What strategies can we use to improve this program?

Evaluation Questions



Program Improvement

- How well is the program being delivered?

Ask questions to participants such as:

1. What was your favorite part of this program?
2. What was your least favorite part of this program?
3. Would you like to come back to this program next year? (Yes, No, Not sure)

Evaluation Questions



Program Improvement

- What strategies can we use to improve this program?

Ask questions to program leaders such as:

1. Do you have any suggestions for improvements to the program?
2. What challenges, if any, did you encounter in running the program?

Do my program processes need to be changed?



Evaluation Questions



Process Improvement

- Did your program meet its goals for recruitment of program participants?
- Was the program delivered according to plan?

Evaluation Questions



Process Improvement

- Did your program meet its goals for recruitment of program participants?

Compare projected and actual counts – create spreadsheet to collect the data and compare results.

Evaluation Questions



Process Improvement

- Was the program delivered according to plan?

Collect observational data; survey data; and/or interview data.

Did my program make an impact?



change ⇒

Evaluation Questions



Impact Information

- What changes in your program participants' behaviors are attributable to your program?
- What are the short or long term results observed among (or reported by) participants?

Evaluation Questions



Impact Information

- What changes in your program participants' behaviors are attributable to your program?

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
As a result of this program, my level of confidence in my computing skills has increased.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Evaluation Questions



Impact Information

- What are the short or long term results observed among (or reported by) participants?

Collect data through observation, interviews, or survey items.

Brainstorm



Questions?



NCWIT Evaluation Tools

Evaluation Tools



Find a variety of surveys, observation forms, self-evaluation worksheets, and more that you can use “as is” or adapt for your own evaluation purposes. There are instruments that can be used to help you evaluate K-12, workplace, and post-secondary interventions.

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For K-12 students:

A computing activity:

a workshop, classroom unit, after-school program, summer camp etc...

An outreach presentation or event

New software

For K-12 teachers:

A workshop or professional development activity

For employees:

Job engagement and satisfaction

Supervisors' use of inclusive management practices

Employee mentoring program

For managers:

Use of fair recruiting and hiring practices

Use of promising employee development practices

Reduction of bias in performance reviews and promotions

Use of inclusive team management practices

For undergraduates:

Research Experiences for Undergraduates (REUs)

Pair programming experience

Path to a computing course/program/major

For undergraduates:

Experience of the computing major

Overall satisfaction

Meaningful assignments

Faculty-Student interaction

Classroom climate

And many more...

*See also **Survey-In-A-Box***

For event attendees:

International Women's Day or other event

Regional Celebration of Women in Computing or other conference for students

Awards event

What are you evaluating?

A Workplace Intervention

From whom are you getting data?

Choose one:

- Managers/ Supervisors
- Employees

What do we have available?

Worksheets:

- Employee Development: Supervisor Checklist
- Employee Recruitment and Selection: Supervisor Checklist
- Team Management: Supervisor Self-Assessment
- Performance Review Bias Reduction: Supervisor Self-Assessment
- Performance Review: Reducing Unconscious Bias Checklist
- Tracking Job Candidate Demographics

Surveys:

- Employee Recruitment and Selection: Supervisor Pre-Post Survey

Surveys:

- Mentoring Program Evaluation Survey
- Employee Engagement Survey
- Supervisor Team Management: Employee Survey

A K-12 Example: Robotics Workshop



A K-12 Example: Robotics Workshop

Participant Survey

Parent Survey

Observation Protocol

Process evaluation:

Was the goal of 30 participants met?

Did they attend 4 sessions/receive 16 hours of instruction?

Etc...

Survey: Pre- and Post- Measurement

Grade 4-12 Computing Program Participant Survey

Pre

Your thoughtful answers here will help us to improve and sustain programs like this for girls like you next year.

Your survey responses will be confidential. No one but the research team will know who said what. So, please be honest. This should take you about 10 minutes.

1. Please provide the name of your program:

2. Please enter your first name and last initial (for example, I would be Lyn S.) so we can match this survey with your end of program survey.

3. Do you have a computer at home that you can use?
 Yes, most of the time No, I can't use it
 Yes, some of the time No computer at home
4. Do you have a tablet at home that you can use?
 Yes, most of the time No, I can't use it
 Yes, some of the time No tablet at home
5. Do you have a cell phone of your own?
 Yes, with a data plan No, but I can usually use someone else's phone
 Yes, but it does not have a data plan No cell phone
6. Do you have an email account of your own?
 Yes No
7. If yes, how often do you check your email?
 Daily Once a week
 4-6 times a week Hardly ever
 2-3 times a week Never

Post

Your thoughtful answers here will help us to improve and sustain programs like this for girls like you next year.

Your survey responses will be confidential. No one but the research team will know who said what. So, please be honest. This should take you about 10 minutes.

1. Please provide the name of your program:

2. Please enter your first name and last initial (for example I would be Lyn S.) so we can match your **presurvey** with this survey.

3. What was your favorite part of this program?
4. What was your least favorite part of this program?
5. Have you participated in any computer, technology, robotics, or programming clubs at school?
 Yes No

Comments

Survey: Pre- and Post- Measurement

Did you change what you wanted to change - i.e. meet your program objectives?

Statistical tests to compare pre- and post- data sets

More labor intensive

Identifier needed to match pre- and post-surveys

Survey fatigue

Ideally, several weeks or more between tests

Survey: Post- Measurement Only

Use if the intervention is short (e.g. a one-day workshop)

Less effort for you and participants

Participants may better understand your questions

Did you change what you wanted to change – i.e., meet program objectives?

Participants compare knowledge or feelings from before and after the intervention (Retrospective Pre-test)

But, potential for inaccurate recall

Survey: Close-Ended Questions

9. Please mark your level of agreement or disagreement with the following sentences.

	Strongly Agree	Agree	Disagree	Strongly Disagree
People like me can do well learning technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People like me can do well in technology jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People like me can create new technology inventions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Survey: Close-Ended Questions

	Strongly Agree	Agree	Disagree	Strongly Disagree
People like me can do well learning technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

“People like me can do well learning technology”

Prior to the workshop, only 25% of participants agreed or strongly agreed with this statement

After the workshop, 78% of participants agreed or strongly agreed with this statement.

Survey: Close-Ended Questions

	4	3	2	1
	Strongly Agree	Agree	Disagree	Strongly Disagree
People like me can do well learning technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

“People like me can do well learning technology”

Pre workshop mean = **2.2**

Post workshop mean = **3.4**

(Paired *t* test)

Survey: Close-Ended Questions

Employee Engagement Survey

(Pre- and Post-survey, or one-time administration)

A successful manager...	Strongly Disagree Strongly Agree					
1. I know the outcomes for which I am accountable.	1	2	3	4	5	NA
2. My immediate manager really knows me.	1	2	3	4	5	NA
3. My talents and abilities are fully utilized.	1	2	3	4	5	NA
4. Successes are recognized by my immediate manager and coworkers.	1	2	3	4	5	NA
5. My immediate manager does a good job of coaching me to build on my strengths.	1	2	3	4	5	NA

Survey: Close-Ended Questions, Post-Survey only

Student Computing Interest: Post Survey for an Outreach Program

7. Now that you have seen this roadshow, how did it change your interest in exploring computer science as a college major or job choice (if at all)? (Check your answer)

- No change — I was already interested
- No change — I am still not interested
- I am slightly more interested now
- I am very interested now
- I was interested, and now I am no longer interested

Survey: Open-Ended Questions

3. What was your favorite part of this program?

4. What was your least favorite part of this program?

Pretest Your Survey



PRE-TEST YOUR SURVEY QUESTIONS

Questions?



Your Turn

Workplace Scenario

Post-Secondary Scenario

K-12 Scenario

Opportunity for Real-Time Feedback

Mobile
Friendly

**Access a quick survey about this
workshop**

- » Use web browser on mobile device (case sensitive):
 - » bit.ly/summit2017wkshps
- » Access survey link through **Summit App**

For More Information

American Evaluation Association

www.eval.org

https://oqi.wisc.edu/resourcelibrary/uploads/resources/Survey_Guide.pdf

About Modifying Surveys...



Classroom Climate/Pedagogy Form
Download this form as a Word doc at www.ncwit.org/SEM, and customize it for your institution.

(University Name) is seeking your feedback to help us improve students' academic and computing program. This survey asks questions about the quality of your classroom instruction, and the level of comfort you feel in class. When answering these questions, consider your major or minor ONLY, not experiences in your classes outside of the major or minor. This survey, nor do you have to respond to any question you do not wish to address. You are encouraged to provide feedback. For each question, please choose the one answer that best represents your response.

How frequently do you provide feedback on assignments and tests?
 Never Rarely Sometimes Often I Don't Remember

How frequently do you ask questions during my computing classes?
 Never Rarely Sometimes Often I Don't Remember

How frequently do professors call on students in your computing classes by using their names?
 Never Rarely Sometimes Often I Don't Remember

8. The computing professors require students to talk with each other about course material DURING class time (e.g., in lecture, lab, or discussion)?
 Strongly Disagree Disagree Agree Strongly Agree