



SOTL Research in Faculty Development: Using the Kirkpatrick Model to Evaluate a Tablet PC Initiative

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Abstract

A university faculty course design program will be evaluated using the four levels of evaluation of the Kirkpatrick model (2006) during spring 2008. The levels include participant reaction; learning and transfer; behavior; and organizational results. Evaluative tools designed to measure each level and the data collected will be used to revise the program content, assess learning, and as part of annual reports.

Kirkpatrick Model: Four Levels of Evaluation

Research Questions:

- To what extent was the Faculty Computer Initiative successful?
- To what extent did learning and behavior change occur as a result of the faculty training?
- What effect does the program have on the organization

Level 1 — Reactions

—Measures participant reaction to training sessions and provides immediate data and feedback.

—Survey questionnaire (“smiley sheets”) will be administered through online web survey to participants.

Level 2 — Learning

—Measures if learning occurred as a result of the faculty training sessions.

—At the end of each training session, participants will be asked to complete a series of tasks to determine the effectiveness of the training session.

Level 3 — Behaviors

—Measures if there was a transfer of behavior from faculty training sessions at a given interval of time after the sessions.

—Classroom observations will be performed with participants as well as semi-structured interviews.

Level 4 — Organizational Impact

—Measures effectiveness of program to organizational goals (Strategic Plan and Center goals).

— Participants and administrators will be asked to complete a survey questionnaire to evaluate their perception of program effectiveness.

References

Kirkpatrick, D. L. & Kirkpatrick, J. D. (2006). *Evaluating training programs* (3rd ed.). San Francisco: Berrett-Koehler Publishers, Inc.

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