Friesen, Kaye and Associates

Developing Level 2 Learning Assessments

When developing and delivering workplace learning, it is critical to analyze its effectiveness. One of the most commonly used methods to evaluate learning solutions identifies four levels:

1. Reaction
2. Learning
3. Performance
4. Results

Level 1 assessment—the questionnaires we all use at the end of the learning program only capture the learners' feelings about the learning. FKA's Developing Level 2 Learning Assessment focuses on level 2 assessment that confirms learning has actually taken place. Using your real-world content and FKA's powerful guidelines and checklists, you will create assessment questions that are reliable, valid, fair, and defensible for your learning solutions.

The program also examines the actions required to ensure the learning transfers back to the job so that level 3 assessments will show the desired performance improvement

Who Should Attend?

- Course designers and developers charged with implementing Level 2 evaluation.

- Learning professionals who need to design effective higher level assessment questions.

- Learning Managers who must develop a rationale for level 2 and 3 assessment.

Key Benefits

1. Use examples, guidelines, and checklists to create a variety of effective questions for your own program assessments.

2. Facilitator feedback lets you build your skills quickly as you practice writing test items.

3. Collaborate with other learners to build a portfolio of great questions and Best Practices.

4. Incorporate test for understanding questions that keep learners engaged and assess accomplishment of learning objectives.

5. Find out what it takes to create reliable, valid, and defensible tests.

Post-Learning Sustainment

As a participant in an FKA program, you are entitled to complimentary Post-Learning Sustainment:

- Transfer Strategy: one-hour online, live-facilitated coaching session (2-3 weeks post program) to maximize and reinforce learning.

- One-Year Hotline: connect with our experts to discuss your learning initiatives, lessons learned, successes, challenges and best practices.

"I liked the natural progression through the topic agenda and how each new understanding was continuously used to develop a new concept. The session maintained a high level of interactivity which kept participants involved and interested. D Watson, Unica Insurance

Objectives

Upon successful completion of this program, you will be able to:

- Identify the five criteria for "good" tests.

- Relate "assessment" and "evaluation".

- Discuss how the Model of Performance (MoP) defines the required performance.

- Write effective objectives for formal learning initiatives.

- Create effective test for understanding questions for ongoing learner assessment.

- Develop true/false, multiple-choice, matching, short answer, essay, and scenario-based test questions for Level 2 assessments.

- Develop questions that assess learners' ability to remember, understand, apply, analyze, evaluate, and create.

- Write effective feedback for online questions.

- Use checklists to validate your own questions.

- Align test questions with the learning objectives.

- Incorporate processing questions when debriefing an application.

- Develop strategies for transfer of learning back to the job.

- Describe a process to create reliable, valid, and defensible assessments/tests

Agenda

Day One

- Introductions, Purpose, Objectives and Ground Rules

- "Good" Tests

- Effective Instructional Design
  - Instructional Systems Design Methodology
  - Test Design Process
  - Levels of Evaluation
  - Adult Learning Principles

- Model of Performance

- Objectives and Tests

- Types of Questions

- Systematic Learning Process

- Assignment 1: Creating Different Types of Questions

- Using Questions Effectively

- Higher-Level Questions

- Assignment 2: Creating Six Levels of Questions

Day Two

- Review of Day 1

- Transfer of Learning: Level 3 Evaluation

- Facilitating a Leader-led Application

- Scenario-Based Questions (SBQs)

- Assignment 3: Creating SBQs

- Reliability and Test Length

- Legal Defensibility

- Assignment 4: Assessing an Existing Program

- Achieving Performance and Results from a Learning Program

- Summary and a Look Forward