

## EVALUATING TRAINING INTERVENTIONS

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OCWTP evaluation activities are designed to provide both formative evaluation data to improve the program and summative evaluation data to assess learning that occurs. OCWTP evaluation data, always reported in the aggregate, is collected from:

- Learning participants through evaluation surveys and informal feedback
- Trainers and coaches through feedback forms
- Observers through observation forms
- Supervisors of staff who participate in a coaching event through evaluation surveys
- County agency training liaisons through informal discussions with RTC staff

OCWTP evaluation data is used to improve the training system by:

- **Regional Training Centers** to monitor participants' experiences with the intervention, including reaction to content, the trainer/coach, and the facilities
- **IHS** to monitor trainer/coach performance, and to provide feedback to developers of standardized curricula on learning measures
- **ODJFS** to respond to the federal Child and Family Services Review (CFSR) training measures
- **Trainers/coaches** to assess response to their performance and content
- **Key stakeholders** to determine satisfaction with OCWTP training interventions and perception of learning

The OCWTP uses many different evaluation surveys to collect data, including:

- 27 different surveys for Caseworker Core, Caseworker Core Learning Labs, Supervisor Core, and Adoption Assessor
- One survey for caregiver training
- One survey for specialized and related training
- One survey for staff who participate in a coaching intervention
- One survey for the supervisor of staff who participate in a coaching intervention

The OCWTP continues to collect data using hardcopy evaluation surveys completed at the end of a training/coaching session. However, when E-Track is functioning, evaluation surveys and feedback forms will not be completed as hard copy. Rather, evaluation data will be collected online through E-Track. When the OCWTP moves to online evaluations, trainers and coaches will have access to evaluation data approximately seven days after the training or coaching intervention is completed.