Outcome Innovation

Our objectives
- Develop and pilot new evaluation methodologies
- Incorporate successful pilots into activities

What worked
- 2-Factor Self-Assessment
- 3-Factor Self-Assessment
- Multiple practice points subservient to each learning objective

Why An Expanded Methodology?

- Typical Likert methodology assessment allows little differentiation between learning objectives
- More importantly, does not address skills, attitudes and behavior of learners, the usual...

Beta Test Design: Competency Factors

- Evaluated 4 different CPD formats
  - Small professional conference (live), state chapter meetings (live), expert-in-residence (ESI), and web-based (enduring material)
  - Evaluated learner participation levels and potential survey barriers
- 2- and 3-factor study types
  - 2-Factor Beta Test (How Successful, How Efficient)
  - 3-Factor Beta Test (How Important, How Proficient, and How Motivated)

Activity Format Aligned with Evaluation Methodologies

Three self-assessment methods were selected for use across different formats
- Live state chapters, live expert-in-residence (how proficient)
- Live small professional conference (how successful and how efficient)
- Web-based (how important, how proficient and how motivated)

Need Gap

Need Gap = Importance - Proficiency

Motivation Gap

Motivation Gap = Motivation - Proficiency