

Evaluation

Adoption Competency Curriculum

National Resource Center for Adoption

“A Service of the Children’s Bureau & Member of the T/TA Network”

Evaluation strategies for the *Adoption Competency Curriculum* include Pre-tests and Post Tests for measurement of knowledge and Training Reflection Feedback Forms (TRF) for gathering information about participant’s satisfaction with the training. Each of the modules, except Compassion Fatigue which does not have an evaluation, includes a 10-item Pre-test, Post Test and a competency specific feedback form. Each Pre-test and Post Test has the same questions. Furthermore, these tests have been developed as a means of identifying entry and post training knowledge.

The use of these forms is at the discretion of the trainer. However, the National Resource Center for Adoption has found these strategies useful for determining training effectiveness and targeting efforts.

The National Resource Center for Adoption is interested in supporting your evaluation efforts for the *Adoption Competency Curriculum*. To that end, we invite you to submit your data to Public Research and Evaluation Services (PRES) for analysis and summary. This firm is the evaluation subcontractor for the National Resource Center for Adoption (NRCA). The data from the Pre-tests and Post Tests will be useful to the NRCA as they ensure a high-quality training curriculum. PRES will analyze participants’ scores within three weeks of receipt and will provide scores and a summary of feedback (Data Brief) to your agency designee.

The evaluation strategies are flexible and adaptable and can be used in the following two ways:

1. The Pre-test, Post Test and Training Reflection Feedback forms may be administered as each module is presented; for example, Family Assessment and Preparation’s Pre-test is administered before that module begins and the Family Assessment and Preparation’s Post Test is administered after the module is completed. There is also a Training Reflection Feedback Form (TRF) for each module which should be administered after the specific module is completed; for example, Family Assessment and Preparation’s TRF is administered after the Post Test. The evaluation protocols are used in this way when the entire curriculum is presented or when selected modules are presented.
2. Questions may be selected from each of the module tests and feedback forms to develop tailored protocols. This option is useful when the training includes some *but not all* of the modules or when segments from the individual modules are used. The developed Pre-test is administered before the first module and the Post Test is administered after the last module. With this option, the developed Training Reflection Feedback Form is also administered after the last module. It is recommended that the test be comprised of at least 20 questions and cover all relevant topic areas. Revisions to tests questions may also be required so that response options align with state-specific language/laws/ requirements. There are no specific recommendations regarding the length of the Training Feedback Form, but keeping it as brief as possible will facilitate respondent completion. Also the tailored TRF should include both closed (quantitative) and open-ended (qualitative) items.

Directions for submitting data to PRES are as follows:

1. Complete Pre-tests according to the selected option; for example, using the *Adoption Competency Curriculum* (ACC) tests as developed before each module or using your tailored test before training the first module or segment you've selected.
2. Instruct participants to complete the test and provide their complete name on both documents. This ensures that PRES is able to conduct comparative analyses of the tests. Participants are to select the best answer for each question by circling the letter next to it.
3. Instruct participants to complete the Training Feedback Form after the module is completed (if using ACC tests or at the end of the entire training if using the tailored TRF).
4. Allow 10 minutes for the completion of the Pre-tests and Post Tests (ACC version) and 5 minutes for the Training Reflection Feedback Forms (ACC version). You will need to determine completion time allocation for the tailored forms.
5. Collect the tests after the completion of each test.
6. Mail Pre-tests, Post Tests and Training Reflection Feedback Forms to:

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Please provide contact information of the individual designated to receive the *Data Brief* analysis of the training.

If you have any questions regarding the tests, please contact Dr. Sharonlyn Harrison at: Harrison@pres-online.com, or by telephone at (866) 945-1590.