Template: Build your own evaluation framework

This template provides the basic structure of an evaluation for you to customise for your own initiative.

# To use this template:

* Edit the key evaluation questions so that it reads: “Did [initiative name] achieve [intended initiative objective(s)]?”
* List the measures you want to include under each component of the evaluation framework (use the examples on the pages below as a starter)
* Remove types of measures where they are not used (e.g. if it is not useful to capture “measures for time spent”, then remove this category)

## Key evaluation question: Did the initiative achieve its intended objective(s)?

## Objective: Did the initiative achieve its intended objective(s)?

### Design

| **Question** | Potential measures for design |
| --- | --- |
| Does the initiative design set it up for success? | * Potential measures for design
 |

### Implementation

| **Question** | **Potential measures for rollout** | **Generic program measures** |
| --- | --- | --- |
| How has the initiative been implemented in practice? | * Did the initiative try to engage the target population?
* Was rollout carried out in a way to get best uptake/ deliver best quality of initiative?
* Did the initiative deliver on its intentions to:
	+ Develop x many resources
	+ Host x man visits
	+ Deliver the number and type of experts or providers planned (e.g. PhD science students or experienced teacher professional learning mentors)
	+ Deliver professional learning as part of initiative?
 | Did the initiative:* Get developed and delivered on time
* Get developed and delivered on budget
* Comply with appropriate probity/ process
* Establish appropriate governance structures
* Complete/ monitoring/ reporting

Communicate and engage with stakeholders (e.g. other year level or subject teachers, parents) |

### Outputs

| **Question** | **Potential measures for things produced** | **Potential measures for people reached** | **Potential measures for time spent** | **Potential measures about who received the initiative** |
| --- | --- | --- | --- | --- |
| What impacts or consequences did the initiative have for students? | How many of the following did the initiative produce, e.g.:* Teaching/ student resources
* Products or resources delivered to schools
* Experts for visiting schools
* Experts for coaching/ mentoring teachers
* Events or expos held or visited
* Teacher professional learning sessions

Lessons observed/ led by experts or other teachers | How many of the following did the initiative reach, e.g.:* Student attendees
* Teacher attendees
* Parent attendees

Page visits on a website | How much time spent doing initiative activities, e.g.: * Student hours in activity/ using resources/ equipment
* Teacher hours spent in professional learning

Hours spent mentoring other teachers or observing their lessons | Who received the initiative in practice?**For students, by:*** Student year level
* Student ability
* Demographics, e.g. SES, gender, ethnicity, geographic location

**For teachers, by:*** Year level they teach
* Subjects they teach
* Years of experience teaching (in general, and for specific subjects)
* In- field/ out-of-field experience
 |

### Outcomes

| **Question** | **Direct measures of engagement and achievement** | **Proxies to measure engagement and achievement** |
| --- | --- | --- |
| What impacts or consequences did the initiative have for students? | Direct measures of engagement* Are students more engaged and attentive in class?
	+ Particularly students in the target population?
* Are enrolments in STEM subjects increasing?
	+ In short term?
	+ In long term?

Direct measures for achievement?* Are students’ results improving?
* Are students’ skills improving (e.g. through critical thinking skills test)?
* Do teachers/ employers have positive feedback on achievement/ performance of students?
* Depth of understanding in subjects
* Retentions of concepts
 | Potential behaviours to use as proxies**Are students or teachers demonstrating best practice behaviours or actions, e.g.:*** Teachers integrating technology in the classroom?
* Teachers adapting material/ resources/ skills from professional learning for their classes’ abilities
* Teachers enabling inquiry- based learning?
* Students asking and answering questions that demonstrate a deeper understanding and interest

Potential beliefs to use as proxies **Are students or teachers demonstrating beliefs that indicate engagement or achievement outcomes e.g.:*** Do teachers feel more confident since PD?
* Are students less anxious about certain topics or subjects?
* Teachers believe students’ proficiency has developed

Students have aspirations for taking STEM subjects later in their education or for STEM careers |
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	+ Particularly students in the target population?
* Are enrolments in STEM subjects increasing?
	+ In short term?
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