



HAMMER Evaluation Program

New Way of Doing Business

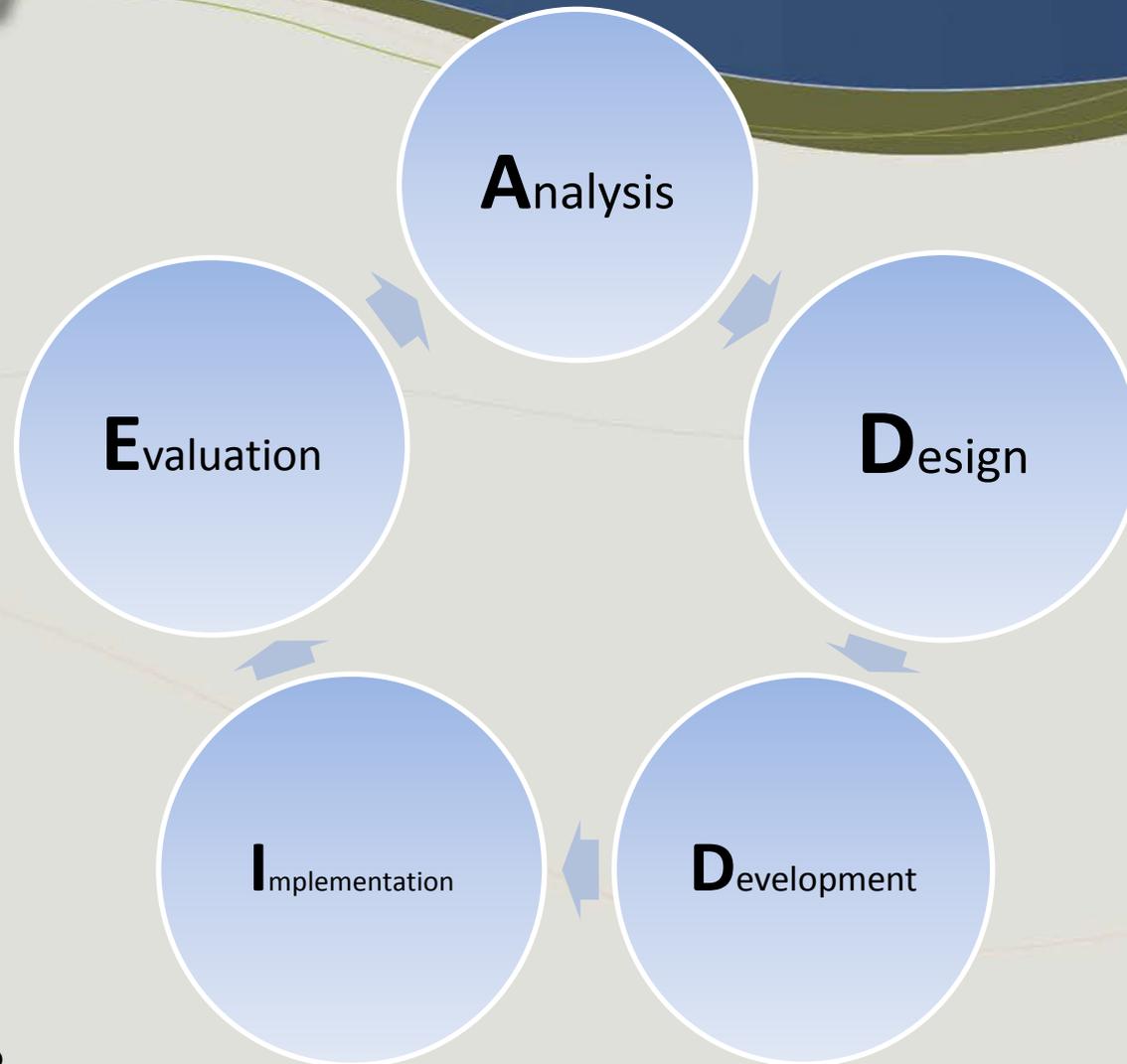
Michelle Edwards
Achieving Excellence in Training Program Manager



— Training as Real as it Gets! —



ADDIE





Kirkpatrick Evaluation Model

- **Level I Evaluations**
 - Handed out at beginning of class
 - Revised biennially
 - Delivery mode change in FY14
- **Level II Evaluations**
 - Major focus FY13
- **Level III Evaluations**
 - Three per year
 - Tracking of information





Expansion of the Program

- **Current Program**

- Instructional Designers (IDs) complete evaluations
- Instructor technical qualification evaluations
- Informal evaluations
- Hazardous Waste curriculum evaluations

- **New Program**

- Multiple evaluators
- 197 evaluations





Types of Evaluations for FY13

- Instructor Evaluations
- Course Evaluations
- Course File Content Evaluations





Communication is Key

- **Communicate, Communicate, Communicate**
 - Interviews with identified evaluators
 - Pre-interviews with instructors
 - Follow-up interviews with instructors





Peer Observation Program

- Owned by the instructor
- Not documented





Tracking of Information

- Evaluation Action Tracking System (EATS)
- Trends
- Training Center of Expertise (TCOE)





Hazardous Waste Evaluations

- **Minimum NIEHS Health and Safety Training Criteria 2006**
- **29 CFR 1910.120 Criteria**
- **DOE Handbook for Occupational Health and Safety During Hazardous Waste Activities (Chapter 4)**



ADDIE

