Developing Professional Practice  
(Program logic model)  
Pilot Evaluation Outline

<table>
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<th>Stage and Purpose</th>
<th>What do we want to know</th>
<th>Instruments</th>
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| **Pre-course evaluation** | • Demographic information  
  • Participants’ perceptions of their level of confidence with regard to  
    ○ Employability skills  
    ○ Recruitment process  
  • Main concerns/issues related to their professional practice  
  • Expectations?  | • Baseline survey                                                                   |
|                         | Collect relevant data for the course implementation  
  Collect baseline data to evaluate changes at the end of the course  
  Main users of this data: programme team (facilitators and course coordinator) |                                                                 |
| **Process evaluation**  | In each session  
  • What is helping participants to learn and develop their professional practice?  
  • Any gaps between sessions planning and participants’ needs and/or emerging issues?  
  • Changes needed in contents/activities?  | Course co-ordinator or facilitators  
  • Minute paper\(^1\) at the end of each session  
  • Mid-course evaluation  
  • Record of spontaneous comments (journal by course co-ordinator)  
  Course co-ordinator  
  • Journal |
|                         | Collect relevant data for decision making during the course, aiming to improve its effectiveness  
  Main users of this data: programme team (facilitators and course coordinator) |                                                                 |
| **Post-course evaluation** | • Participants’ perception of their level of confidence with regard to  
    ○ Finding a placement  
    ○ Work place skills  
  • Achievement of learning outcomes  
  • What are they able to apply in their placement?  
  • Impact of the course in other dimensions of their development as professionals  | • Survey (monitoring changes in relation to baseline survey)  
  • CATEI  
  • Semi-structured interview following completion of placement |
|                         | Evaluate the outcomes of the course and –if possible- its impact on participants’ professional practice and capability development  
  Main users of this data: programme team and key stakeholders |                                                                 |