Evaluation and Accountability

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Organization of the Presentation

- Evaluation
- Evidence-Based Practice
- Accountability
Evaluation

• **Formative evaluation** provides information to improve resources, service-delivery tools, and services as they are developed

• **Summative evaluation** examines the degree to which intended outcomes are achieved
Sources of Evaluation Data

• Diagnostic assessment readiness for career decision making
• Questionnaires examining adolescents’ and adults’ perceptions of resources and services
• Interviews of adults who have located and used resources while receiving self-help services
• Focus groups obtaining data on the effectiveness of various services
• Observations of individuals’ use of resources
Evidence-Based Practice

• Involves selecting career resources, service-delivery tools, and services that have been shown to be effective

• Summative evaluations can contribute to evidence-based practice
Accountability

• Provides evidence of the responsible use of funding to deliver cost-effective career resources and services
Five-Step Model of Accountability

- Diagnosis
- Prescription
- Process
- Outputs
- Outcomes
Five-Step Model of Accountability

• Diagnosis - provides evidence that individual needs have been accurately diagnosed prior to recommending specific career resources and services

• Prescription - provides evidence that recommended career resources and services are appropriate given the needs of individuals
Five-Step Model of Accountability

• **Process** - provides evidence that recommendations for the use of career resources and services by individuals were actually delivered

• **Outputs** - provides evidence that the career resources and services used by individuals resulted in obtaining new knowledge and skills that addressed needs identified during diagnosis
Five-Step Model of Accountability

• Outcomes – provides evidence that the new knowledge and skills gained from using career resources and services helped individuals to reach the goals that were identified during diagnosis
Sources of Accountability Data

- Diagnostic measures, as well as other outcome measures
- Demographic data from student, client, or customer records
- Individual learning plans
- Practitioner case notes from individual case-managed services
Sources of Accountability Data

- Follow-up data
- Interviews
- Focus groups
- Participant observation
References

For more information

www.career.fsu.edu/techcenter