

# Addie model evaluate essays example

[Profession](#), [Student](#)



## **" Mentoring and Orienting High School Students before they Join Colleges and Universities"**

### **EVALUATION**

The aim of this report is essentially to evaluate the training on the topic, " Mentoring and Orienting High School Students before they Join Colleges and Universities." The report also evaluates the abilities of the trainees through the evaluation methods, and the suggested improvements for the training. The text below examines evaluation tools utilized as well as the form of model.

### **Evaluation instruments**

The training evaluation model used for this training is Kirkpatrick's Four-Level Training Evaluation model. However, the only evaluation instruments used for this training are level one (reaction) and level three (behavior) tools. We modified these evaluation tools to appropriately assess the effectiveness of the training and the trainees' level of understanding of the topic. Evaluating the level of trainees understanding of the topic will be measured against the training requirements. The trainees will be required to do a test that will be used to determine the effectiveness of training and their level of their understanding.

### **Rationale**

The goal of the training is to equip the trainees with the skills and knowledge important in helping them tackle reality beyond the high school life. To measure the effectiveness of the training, the participants will be required to perform a test that will be used to determine their level of understanding of

the topic. Therefore, this necessitated selection of evaluation instruments that would directly determine the effectiveness as well as the impact of training that is, if the trainees would acquire the crucial skills and knowledge to face the reality beyond high school life.

The basis for selecting level 1 (reaction) tool was to measure how the trainees reacted to the entire training. We wanted them to feel that the entire training offered to them is a valuable experience, and all of them to feel good about the topic, trainers, the venues, material and its presentation. We selected this tool as it helps trainers understand how well the trainees received the training, including the identification of important areas or sub-topics that miss from the training.

The goal of the training that is, equipping the trainees with skills and knowledge, which will help them tackle reality beyond the high school life, is about changing the trainees' decision-making and behaviors. The basis for selecting level three (behavior) tool was to evaluate or measure how far the trainees would change their behavior grounded on the training. Specifically, we selected this tool to look at how the trainees will apply the information, which they will acquire from the training.

## **Evaluation Tools**

### SUMMARATIVE

" Mentoring and Orienting High School Students before they Join Colleges and Universities"

## **Evaluation model**

### Training Program Assessment

#### Training Changes/Revisions

- After watchful consideration regarding design and development of "Mentoring and Orienting High School Students before they Join Colleges and Universities," it has been determined that corrections are necessary to ensure that the trainees acquire the knowledge and skills, which will help them tackle reality beyond the high school life. We realized that the number of facilitators was not enough due to the importance of the training program. For this reason, during the entire ADDIE process, we first increased the number of trainers/facilitators so that we would achieve all the training objectives. These trainers included councilors, professors, and additional students from the higher institutions of learning. This was important, as it will make our work become easier and make the trainees who are not serious become serious due to the presence of influential individuals in the training.
- In terms of assessment, we realized that the test we were to use in the training was not enough to determine whether the students understand the topic. Therefore, to ensure that all the students would fully understand the information presented in the training by various trainees, we added the number of tests to examine the communication skills possessed by the trainees and their decision-making skills.
- In addition, to make the students fully cooperate throughout the training, we had to include benefits and certificates for those students who would perform better in the tests. This is important because it will raise the morale

of the trainees and help us achieve our goal during the training.

- In terms of career choices issues, we ensured that among the trainers we added are professionals from various fields of study. Their presence will make the students become dedicated to the training program and eventually the success of the training program. The importance of this is that it will make it easier for all the trainers to provide their lectures without difficulties. The overall result of this change is that the trainers will acquire all the necessary information about careers, as we believe that the included experts will offer good advice concerning various career choices.

The table below presents information about Who, What, When, Where, Why, and How for every level of evaluation for the instructional design.