

Program Evaluation Scorecard

Indicators				
	Program 1	Program 2	Program 3	Program 4
Number of Participants				
Number of Offerings				
Motivation to Participate				
Influence to Participate				
Previous Programs Attended				
Cost Per Participant				

Level 1: Reaction, Satisfaction, and Planned Actions				
Percent of Programs Evaluated at this Level _____ %				
	Program 1	Program 2	Program 3	Program 4
Data Collection Method				
Response Rate				
Adjective Best Describing Program				
Relevance to Job/Role				
Importance to Job/Role				
Intent to Use				
Recommend to Others				
Good Investment of Participant's Time				
Good Investment of Organization Resources				
Good Investment of Taxpayer Funds <for public sector use>				
Forecasting ROI at Level 1 (Optional)				
	Program 1	Program 2	Program 3	Program 4
Specific actions to be taken as a result of the program				
Specific measure, outcomes, or projects that will change as a result of the program				
Monetary value of anticipated changes over a one year period (to key stakeholders)				
Basis for the estimate				
Level of confidence in estimate (0% = No Confidence; 100% = Certainty)				

Level 2: Learning				
Percent of Programs Evaluated at this Level _____ %				
	Program 1	Program 2	Program 3	Program 4
Data Collection Method				
Response Rate				
Understanding of Skills and/or Knowledge				
Ability to Use Skills and/or Knowledge				
Confidence in the Use of Skills and/or Knowledge				
Level 3: Application and Implementation				
Percent of Programs Evaluated at this Level _____ %				
	Program 1	Program 2	Program 3	Program 4
Data Collection Method				
Response Rate				
Timing After Program				
Effectiveness of Use of Skills and/or Knowledge				
Frequency of Use of Skills and/or Knowledge				
Importance of Skills and/or Knowledge in Work (after applied on job)				
Top Five Barriers to Application and Implementation				
Top Five Enablers to Application and Implementation				

Level 4: Impact				
Percent of Programs Evaluated at this Level _____ %				
	Program 1	Program 2	Program 3	Program 4
Data Collection Method				
Response Rate				
Timing After Program				
Method Used to Isolate the Effects of the Program				
Top Five Measures Directly Linked to the Program				
Level 5: ROI				
Percent of Programs Evaluated at this Level _____ %				
	Program 1	Program 2	Program 3	Program 4
Method Used to Convert Data to Monetary Benefits				
Monetary Benefits of Program				
Cost Per Participant				
ROI				
Intangible Benefits				
	Program 1	Program 2	Program 3	Program 4
Data Collection Method				
Top Five Intangible Measures				