

Evaluation from the beginning! – An introduction to evaluating researcher training and development

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Presentation Outline:

1. Overview of the Rugby Team Impact Framework
2. Why? - Drivers for evaluation
3. General evaluation issues
4. key starting points
5. Using the RTIF – some case study examples

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The Rugby Team Impact Framework is:

‘an evaluation model for training and development activity specifically tailored to the context of training and development of researchers in higher education (HE)’.

Available at www.vitae.ac.uk/rugbyteam

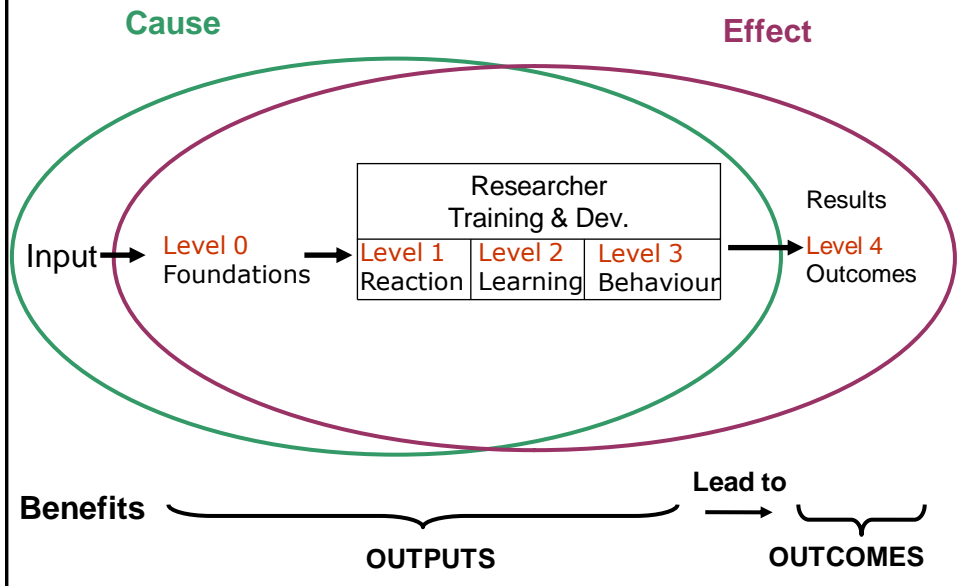
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The Purpose of the Rugby Team Impact Framework is to:

1. Foster, support and potentially guide existing and new ways of effectively evaluating
2. Encourage further engagement in the evaluation agenda by HEIs
3. Aid the HE sector in building a more comprehensive evidence base

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Rugby Team Impact Framework:
Logic Diagram - IMPACT levels (levels 0 - 4)



The Rugby Team Impact Framework is:

1. A methodology
2. A national evaluation framework – use supported by RCUK (but not a requirement)

Any Questions?

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Why? - Drivers for Evaluation

1. Demonstrate appropriateness of emphasis on skills development
2. Provide feedback to funding bodies to help them evaluate effectiveness and impact of investment
3. Inform enhancement of researcher experience
4. Assess impact of initiatives (esp. Roberts Funding) on employability of researchers
5. Why would we not want to evaluate what impact we are having!?

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General Evaluation Issues

1. The problem of attribution
2. The subjective nature of participant views
3. Metrics

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Evaluation Key Starting Points

1. Know what the aim of the training activity is at the outset. i.e. What is the identified training need that has led to the training activity taking place?
2. How will the activity contribute to the needs of stakeholders? (Particularly your institution)
3. Do a baseline assessment e.g. participants needs analysis

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Researcher Training and development activity: What potential outcomes are of interest? (Stakeholder interests)

HANDOUTS:

RTIF – Tables A3 – A6 – Potential outcomes by stakeholder interest

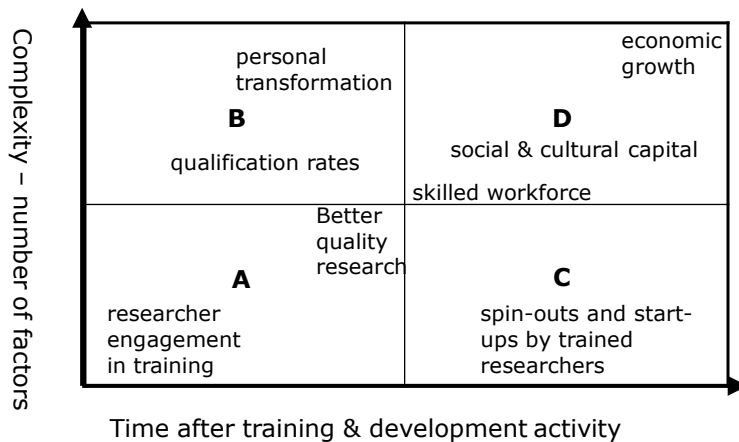
RTIF – Figure A1 – Factors to consider when evaluating at level 0

RTIF – Table A2 - Learning and Behaviour outcomes of interest

Go to www.vitae.ac.uk/rugbyteam

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IMPACT Level 4 - Potential outcomes - Final results of the training and development activity



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Resources:

- **The Rugby Team Impact Framework** – original document available at www.vitae.ac.uk/rugbyteam
- **‘How to?’ guide** - Evaluating Training and Development Programmes for Postgraduate and Newer Researchers' Society for Research into Higher Education - <http://www.srhe.ac.uk/publications.gpi.asp>
- **Evaluation ‘worked’ examples** – see conference update report
- **Questions/Sharing of practice** - JISCmail email network ‘Evaluating Impact’ email t.p.bromley@adm.leeds.ac.uk to join
- **Regular updates on evaluation** – see www.vitae.ac.uk/rugbyteam

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Any Questions?

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Using the RTIF as an evaluation method

Specific Activity Evaluation

Example Process – ‘Speed Reading’

Level 0 Foundation – Baseline looking at need and expectations of participants - Focus groups before session, discussion with facilitator re aims and views

Level 1 Reaction – ‘Happy Sheets’, email follow up one month later

Level 2 Learning - Speed Reading ‘tests’ at several points during session

Level 3 Behaviour – Final ‘test’ in session. Focus groups, email feedback post session.

Level 4 Outcomes – Focus Groups, Supervisor feedback

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Case study examples*

1. Skills perception/needs analysis – Imperial/Manchester/Sheffield (3, 4, 5)
2. University of Nottingham – Placements Programme (18)
3. University of Essex - ‘success stories’ (23)
4. University of Leeds - Grant Writing (25)
5. Newcastle University – Literature review and first year reports (27)

*see the conference report, ‘Rugby Team Impact Framework: One year on’
(Numbers in brackets refer to entry number in report)

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Neil Walford – Institute of Cancer Research

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Next issue: What do you evaluate?

Workshop Day Two Session D7:

‘What do you evaluate? – Techniques for
prioritising evaluation activity.

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Keep an eye on the Rugby Team website for evaluation
updates:

www.vitae.ac.uk/rugbyteam

*‘Evaluating Training and Development Programmes for
Postgraduate and Newer Researchers’*

author Tony Bromley

Available at the **SRHE** exhibition stand at a heavily
discounted **£5** (Normally £10!)

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