

# Evaluation Plan

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## Chapter 4: Evaluation Plan

### *Objectives*

The objectives for this research include: (a) participants will have accessed the social learning network system at least once, (b) participants will have joined the corresponding learning group to their assigned training, (c) the participants will be posting “conversations” (informal information sharing), (d) participants will be collaborating with peers in their group, (e) participants will regularly check their social learning network and give input, and (f) participants will create a learning group as a subject matter expert.

### *Data Collection and Analysis*

The methods for data collection and analysis will include: (a) reviewing the data collected and comparing it with participant’s achievement of each individual objective, and (b) pre-test and post-test data analysis and comparisons. The pre-test will measure the participant’s level of knowledge about social networking and knowledge sharing before the social network was implemented. The post-test will measure and evaluate the participant’s level of knowledge in how to use social networking with peers and the transfer of knowledge that occurred as a result of the social network implementation. By comparing the pre-tests and post-tests the results will illustrate whether the participant’s competency and knowledge about leadership issues increases. If the results show the objectives were met and an increase in the participant’s competency and knowledge transfer occurs (pre-test and post-test), the implementation plan will have reached its goal of increasing the participant’s competency with an alternative learning method for the target group to an achievable level.

The data will be collected and analyzed by the Professional and Development and Training Office. The data will be used as a basis for reasoning whether the implementation plan

has increased participant's knowledge in leadership and/or competency. This data will also help show which activities had the greatest impact or least impact on the participant's ability to transfer and gain knowledge. By collecting this information, the activities can then be modified in order to increase knowledge transfer and information sharing among university leaders. Also the data will show if the length of the implementation plan was sufficient or needs to be changed in order to reach the desired goal.

#### *Plan for Use of Data*

The results of this action research will be submitted to the Professional Development and Training Office at the university. The evaluation will assist in creating a social learning network for leaders and managers at the university. The social learning network will promote collaboration, knowledge sharing, networking, and an increase in leadership competencies. The university's human resources leadership team may choose for this researcher to also have this work presented to the human resources departmental meeting and/or a university leadership meeting. This researcher also reserves the right to submit this work for presentation at a local and/or national conference.