
Discussion to establish training evaluation measures for fairness & equity

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GOALS

- To identify the critical competencies and behaviors that culturally competent/sensitive workers would exhibit related to issues of fairness and equity.
 - To identify specific, measurable knowledge and skills learning objectives that can be used to develop curriculum on fairness and equity issues.
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COMPETENCIES

- Competencies are defined as broad descriptions of competent practice. Typically, several Learning Objectives support the development of each Competency.
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LEARNING OBJECTIVES, 1

- Learning Objectives are more specific than the Competencies, and usually provide measurable indicators of learning.
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LEARNING OBJECTIVES, 2

- Knowledge learning objectives entail the acquisition of new information and often require the ability to recognize or recall that information.
- Skill learning objectives involve the application of knowledge and frequently require the demonstration of such application.
- Values learning objectives concern attitudes, ethics, and desired goals and outcomes for practice. Generally, values learning objectives do not easily lend themselves to measurement, although values acquisition may sometimes be inferred through other responses solicited during the training process.

LEVELS OF EVALUATION, (KIRKPATRICK'S)

- COURSE/EVALUATION
 - KNOWLEDGE
 - SKILLS
 - OUTCOMES
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EXERCISE 1

- Think about a time when you saw a CWW or Supervisor doing something in practice that was culturally competent/sensitive. What do you recall observing in that moment?
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EXERCISE 2A

- Review current CalSWEC competencies.
 - Does a given competency reflect current thinking on F&E issues?
 - How, if at all, could the competency be improved?
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EXERCISE 2B

- What specific pieces of knowledge undergird a given competency? (*Think about items that have right/wrong answers on a paper test.*)
 - What behaviors would demonstrate integration of this competency? (*Think about behaviors that you could observe & document.*)
 - (If there's time) Draft one or two learning objectives for your assigned competency.
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