

Kirkpatrick's Four-Level Training Evaluation Model

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Abstract- The study aims to analyze the utilization of the Kirkpatrick's Four-Level Training Evaluation Model for a student-teacher. There are several keywords that are noted in this paper. The model was created by Donald Kirkpatrick while being a professor at the University of Wisconsin. The model is adaptive and adds value to the traditional learning model. Besides, there are techniques which I used as a student-teacher and my contribution in the education system and the model itself. The results of using the model are positive both in teachers and the learners.

Key Words

There are several keywords in this study. These keywords are terms under the key words under the Kirkpatrick's Four-Level Training Evaluation Model and would enable readers understand their meaning before he or she digs deeper in the study (Mindtools, 2016). Below are the words and their stipulated meanings according to this study:

- Reaction-what the students thought and their feeling about the training.
- Learning- this is the product boost of capability or knowledge.
- Behavior- the behavior of the student, ability for perfection and application.
- Results- the effects towards the business arena as a consequence of the student's qualification.
- Training- practical learning
- Evaluation- assessing the effects of something
- Technique- skill

Introduction

In life, people always desire to undergo training or have certain skills that

could help them develop socially, politically and economically. Training provides one with skills and people often seek training which could provide them with good returns in future. Imagine you apply for a certain course and in the middle of the training you find out that the course is meaningless to you and won't be of great help to you in life! Here, the Kirkpatrick's Four-Level Training Evaluation Model can assist one in evaluating his or her training considering its impact and effectiveness so that you can progress in future. This model was modeled by Donald Kirkpatrick, who was a professor at the University of Wisconsin and published these ideas in 1959 (Tennill, 2011). He had various academic qualifications such as BBA, MBA as well as Ph.D. Later his ideas were compiled in 1994. These four levels include learning, behavior and results, behavior, learning and reaction and each of them is directed towards students. I'm a student pursuing

teaching career and would like to become a teacher one day. This assignment will base on the current techniques, my contributions and results as a student while evaluating my training.

Existing Techniques

Being a student, I have learned a lot since the time I entered the class. I have been able to measure the effects of the education that have been fed to me and found out that there are some tangible results. I can't say I have no skills in evaluating myself because I have employed he model in evaluating myself and others. During my teaching practice, I happened to employ the four models which are reaction, behavior, learning and results towards my students. I happened to undergo testing periods when teaching since my skills were still juvenile and I needed a progressive rise of these skills so that I can tally with other teachers. I employed these techniques and ensured I better every activity I perform for

the sake of the learners and myself
(Businessballs.com, 2016).

My Contribution

This model is very accommodative in schools and if its utilized well can contribute to the development of the teacher and the student. The teacher acts as the assessor and the assessed (Kirkpatrick & Kirkpatrick, 2007). The reaction of the learners determines how the teacher has instilled the information to them. Besides, if the learners show understanding of the content means that the teacher has been effective. Besides understanding this, I have come to make sure that I spread these ideas throughout the school. The other teachers who did not use the requirements of the model were amused to see how good it was. I encouraged them to adopt it and measure themselves which would help the learners progress systematically and would create a better space to improve their performance (Kirkpatrick & Kirkpatrick, 2015).

Results

In my class, after using the model, there was a great deal of improvement in performance. The students improved their performance in mathematics subject by ten percent (Kirkpatrick & Kirkpatrick, 2015). This depicts how the model is effective if it's used effectively. Once the other teachers adopted the model, there was applause on the results obtained in overall. The school saw an improvement of fifteen percent. If the trend continues, the school will set records which it will have to break itself. The competition amongst students increases whenever they know that the teachers have their interests first. They always study hard and smart to impress the teacher's efforts.

Conclusion

In conclusion, the Kirkpatrick's Four-Level Training Evaluation Model is effective towards self and students once utilized well. As a student-teacher, I have improved my teaching skills basing my few

skills I learned from college. I long forward towards ensuring that I obtain maximum results from the profession I pursue.

References

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