

Kirkpatrick four level evaluation checklist

A measure, a timing and an owner for each level. Go past reaction or you have not evaluated.

Programme or module evaluated		Owner of the evaluation	
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Level	Question	Measure	Timing	Who collects	Who receives	Result
1 Reaction	Relevant, engaging, useful?	Five item survey	End of module			
2 Learning	Knowledge, skills, attitude, confidence gained?	Pre and post test, OSCE, DOPS	End of module			
3 Behaviour	Applied on the job? Two target behaviours	Supervisor checklist, self report, documents	Three months later			
4 Results	Targeted outcomes achieved?	Institutional indicator (exit exam pass rate, attrition, standard met)	One year			

Level 3 target behaviours for this course

- An exam blueprint written for at least one paper and reviewed by the exam committee (blueprint and minutes on file).
- The curriculum monitoring tool completed for the module and presented at a department meeting (tool and minutes on file).

Based on the EAA Competency Based Curriculum Implementation Training manual (June 2023, HWIP/USAID) and the ERAS Africa CBC course, 2026. Free to copy and adapt with attribution.