

Details of Schatz's LIP Evaluation Model

	What Is It	What to measure	Who to measure	How to measure	When
L	Learner				
		G et it	Learner	Test/Self report	At training
		U se it	Learner, Co workers, Supervisor	Test/Self report, survey, observation	1-6 months
		T ransfer it	Learner, Co workers, Supervisor	Test/Self report, Data, survey, observation	1-6 months
I	Intervention				
		Things			
	Instructor	Place	Learner	Self Report, survey	At training
		Materials	Learner	Self Report, survey	At training
		Content			
		Pace	Learner	Self Report, survey	At training
		Quantity	Learner	Self Report, survey	At training & 1 month
		Clarity	Learner, Co workers, Supervisor	Self Report, survey, data	At training
		Quality	Learner, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	At training & 1-6 months
		Applicability	Learner, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	At training & 1-6 months
	Instructor				
		Explanations	Learner	Self Report, Observation	At training
		Presentation	Learner	Self Report, Observation	At training
		Listening/ Answering	Learner	Self Report, Observation	At training
P	Package				
		Impact	Learner, Org, Co workers, Supervisor	Data, Observation, survey, interview	3-6 months
		Implementation	Learner, Org, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	3-8 months
		What to add	Learner, Org, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	3-8 months
		What to cut	Learner, Org, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	3-8 months
		What to change	Learner, Org, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	3-8 months
		Meet Performance Goal	Learner, Org, Co workers, Supervisor	Self Report, Data, Observation, survey, interview	1-6 months