I-TECH TECHNICAL IMPLEMENTATION GUIDE #2

Guidelines for Pre- and Post-Testing

I-TECH's Technical Implementation Guides are a series of practical and instructional papers designed to support staff and partners in their efforts to create and maintain quality programs worldwide.

Pre- and post-tests are used to measure knowledge gained from participating in a training course. The pre-test is a set of questions given to participants before the training begins in order to determine their knowledge level of the course content. After the completion of the course, participants are given a post-test to answer the same set of questions, or a set of questions of comparable difficulty. Comparing participants' post-test scores to their pre-test scores enables you to see whether the training was successful in increasing participant knowledge of the training content.

This guide will provide you with information on when and how to use pre- and post-tests, tips for developing good questions, instructions for how to validate and administer pre- and post-tests, and a description of how to analyze results.

Using Pre- and Post-Tests

Pre- and post-test scores provide information on whether or not participants have learned from the training. In addition, a well-designed pre- and post-test can help trainers understand which concepts or competencies were well taught during the training and which ones need additional time, or need to be covered using alternative methods.

Pre- and post-tests may not be the best tools to use for every training. For example, if a course is highly interactive with ample opportunity to assess participants' knowledge and comfort with the training content, then pre- and post-tests may not be worth the time to administer and analyze. Very short courses, lasting a day or so, may not merit the time requirements of administering and analyzing pre- and post-test data. In addition, pre- and post-tests for trainings focused on relationship-building skills, e.g., a training on effective counseling skills, may be difficult to create and score. An alternate method of evaluating learning, such as the observation of skills demonstrated in a role play, might be more appropriate in this situation.

When deciding whether or not to take the time to do both a pre- and a post-test, consider first what you most want to learn about your training. If you want to understand exactly what knowledge can be credited to the training itself, using a pre- and post-test methodology is important. If, instead, you only need to know whether participants can demonstrate content knowledge or skills by the end of the training, a pre-test is not necessary. By administering a test only at the end of training, you will not be able to show knowledge gains, but you will be able to assess the extent to which participants understand the course material.

Remember, one of the limitations of any test of knowledge administered immediately after training is that it will not tell you what people will remember one week or one year after the training, nor whether they will apply what they learned in their work.

Developing a Pre- and Post-Test

Tests are instruments or tools used to measure change. If the instrument itself is faulty, it cannot accurately measure changes in knowledge. A valid and reliable pre- and post-test must be made up of well-written and clear questions. The following are some tips for creating good questions:

Create questions that focus on the primary course objectives. Try to develop at least one question for each course objective. This will ensure that you are asking participants to demon-

Guidelines For Pre And Post Testing

Lauren Gardner

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