VALUES OF NEEDS ASSESSMENT STRATEGY IN A PROGRAM OR PROJECT ALONG WITH THEIR EVALUATION

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Needs Assessment includes methodologies and tools to learn more about the needs and motivations of the users. Need evaluation will concentrate on those factors which can impact student achievement. The school must have contextual knowledge which is necessary for the needs to be framed. Many contextual considerations to consider include vision, mission, decision-making processes, central office support, and budgetary issues. Data is obtained from several sources in a thorough evaluation of the needs. A formal planning team is a vital part of an integrated evaluation of needs. A thorough evaluation of the needs would include stakeholders from any aspect of the framework. Superintendents, central office employees, administrators, teachers, paraprofessionals, school office workers, parents/guardians, members of the community, and students all have valuable program details. A thorough evaluation of needs leads to the implementation of goals and action plans. When quantitative and qualitative data have been evaluated, targets should be identified, and action plans should emerge from those targets. On the other hand, it is critical to analyze when defining requirements, professional development opportunities, professional development scores, and the overall quality of professional development offered by a school. The most common method of defining identified desires for professional development opportunities is through teacher surveys.

More importantly, there should be values of needs assessment strategy in program project and evaluation. These may include information gathering from multiple sources,
consistency with questions, best choice of method for collecting data, clear on what the ideal state is, solution should not be into rush.

It is easier to investigate all the underlying details, especially the root of the problem. Consult with stakeholders to minimize a mistake, include team members, review data on participation or attrition, and collect other available tools. Through collecting a range of information from different sources, a thorough picture of the circumstances would become apparent. To make sure you are gathering correct information, ask each person the same questions. The smallest language change could lead to different people interpreting the problem in opposing ways, giving you incorrect data. Be mindful of the transmission of questions and be pragmatic too. Should not use double-barred questions, be straightforward about what you are asking, and do not ask two separate ways of answering the same question. Consistency must be at its finest.

Consider the factors that play a role in selecting the best data collection method from your sources: climate, individuals involved, industry, timeline, cost, geographic location, etc. Keeping these considerations in mind, select from among the various ways in which data can be creatively gathered, including focus groups, one-on-one interviews, surveys, live polling, and shadowing workers. This approach to decision making lets you paint a full picture. You could be looking for the wrong problem by using the right data collection methods. Let the image be drawn by the experts and you can draw conclusions based on that. Make sure you spend a lot of time on these issues, so you and the client have a good picture of what it looks like to be successful. You are navigating without a diagram, without the ideal state. Once you engage in a needs review, don't jump into a training solution. The root cause may be as basic as vague expectations or inadequate resource use. Education isn't always the response to these problems, but an examination of good needs will decide which path to take.

A needs assessment may help enhance the consistency of policy or program decisions thus leading to continuous changes and the achievement of desired outcomes.
Improving results, that is, shifting from present to desired output is usually a valuable and worthwhile endeavor. The outcomes of an evaluation of needs will direct future decisions including planning, implementing, and reviewing projects and initiatives that will contribute to the desired outcomes. Evaluations of needs are only useful when based on ends and provide clear proof that can be used to assess which of the potential means to end our most successful and productive in achieving the desired result.

References:

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