



Organizational Development

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Pre-Test, Post-Test, Post-Test Only Evaluation Design

Pre- and post-testing are standard methods used in extension program evaluation to assess the effectiveness of a program. It involves measuring participants' knowledge, attitudes, or behaviors before and after the program to determine if there has been a change.

Pre and post-testing is used to evaluate the effectiveness of a program by comparing the results of the pre-test and post-test. The pre-test results are used as a baseline to measure the change in knowledge, attitudes, or behaviors after the program. The benefits of pre and post-testing include measuring the program's effectiveness, identifying improvement areas, and demonstrating the program's impact to stakeholders. However, there are also some limitations to this method. For example, it can be difficult to measure long-term outcomes, and participants may not always be honest in their responses.

Post-testing is another method used in extension program evaluation to assess the effectiveness of a program. It involves measuring participants' knowledge, attitudes, or behaviors several months after the program to determine if there has been a change. This method is used to evaluate a program's long-term outcomes, such as behavior changes. The benefits of post-testing include the ability to measure the long-term effectiveness of a program, identify areas for improvement, and demonstrate the program's impact to stakeholders. However, there are also some limitations to this method. For example, it can be difficult to measure short-term outcomes, and participants may not always be honest in their responses.

Here are some examples of pre and post-testing in extension program evaluation:

1. A nutrition education program that measures participants' knowledge of healthy eating habits before and after the program to determine if there has been an increase in knowledge. Example questions could include:
 - What are the five food groups?
 - How many servings of fruits and vegetables should you eat each day?
2. A pesticide safety program that measures participants' attitudes towards pesticide use before and after the program to determine if there has been a change in attitude. Example questions could include:
 - Do you think pesticides are harmful to the environment?
 - Do you think pesticides are necessary for crop production?



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3. A financial literacy program that measures participants' behaviors related to saving and investing before and after the program to determine if there has been a behavior change. Example questions could include:

- How much money do you save each month?
- Do you have an emergency fund?

Here are some examples of post-testing in extension program evaluation:

1. A nutrition education program that measures participants' eating habits six months after the program to determine if there has been a behavior change. Example questions could include:
 - How often do you eat fruits and vegetables?
 - How often do you eat fast food?
2. A pesticide safety program that measures participants' use of personal protective equipment (PPE) one year after the program to determine if there has been a behavior change. Example questions could include:
 - Do you wear gloves when handling pesticides?
 - Do you wear a respirator when handling pesticides?
3. A financial literacy program that measures participants' savings habits two years after the program to determine if there has been a behavior change. Example questions could include:
 - How much money do you save each month?
 - Do you have an emergency fund?

It is vital to choose the appropriate method based on the goals of the program and the outcomes being measured. Pre and post-testing is helpful in evaluating short-term outcomes, while post-testing is useful for evaluating medium or long-term outcomes. By using both methods, extension professionals can better understand their programs' effectiveness and make data-driven decisions to improve them.