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## Overview

This standard is about the expertise required to review and evaluate performance and practices. You will engage with participants and others to support and evaluate sessions and delivery using advanced techniques and strategies. Additionally, you will be able to monitor the participants performance and evaluate the impact. You will be able to benchmark your performance against comparable organisations, and professional standards and consider the future development of opportunities and threats in your work.

For purposes of this standard, an 'organisation' can mean a self-contained entity such as a private sector company, a charity or a local authority, a significant operating unit, with a relative degree of autonomy, within a larger organisation or as a freelance/sole trader.

This standard is for all advanced practitioners that have responsibility for participants performance.

## Performance criteria

### *You must be able to:*

1. engage your participants and other stakeholders to support effective evaluation of performance and practices and the impact this has on the outcomes.
2. ensure participants and stakeholders are aware of the intended outcomes
3. gather and analyse feedback and evidence in relation to the delivery and achievement of the intended outcomes.
4. demonstrate an unbiased approach to gain authentic evaluations from participants and others
5. monitor needs, behaviours and expectations of existing and potential participants and evaluate their impact on your organisation
6. measure the impact of the strategies you have employed with your participants through analysis of the data gathered
7. monitor the activities of existing and potential competitors and collaborators, and evaluate their impact on your organisation
8. benchmark performance and practices with comparable organisations nationally and internationally
9. compare the strengths and weaknesses of your organisation to respond to opportunities and threats in existing and future performance
10. organise information, knowledge and evidence from practice in a way that supports the strategic planning and decision-making for future performance
11. explore and assess innovations, developments and lessons learnt to improve future performance
12. follow current legislation, guidelines, policies, procedures and protocols which are relevant to your work practice and to which you must adhere

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## Knowledge and understanding

### *You need to know and understand:*

1. how to engage participants and programme stakeholders to support effective evaluation of performances and practices and the impact this has on the outcomes
2. your organisation's performance and the factors that influence this
3. the importance of participants and stakeholders understanding the intended outcomes that need to be evaluated
4. a range of appropriate methods to gather and analyse feedback, evidence and data
5. how to undertake an analysis of the political, economic, social, technological, pedagogic, legal, and environmental factors that may impact and inform future practice
6. how to measure and review your organisational performance
7. how to analyse data and understand how that may impact on performance within your organisation
8. a range of methods to measure the impact of the strategies and interventions through analysis of key indicators
9. theories of learning, teaching, coaching and reflective practice
10. how to carry out benchmarking and analysis to identify good practice
11. how to design and measure future performance goals and assess their implications
12. current legislation, guidelines, policies, procedures and protocols which are relevant to your work practice and to which you must adhere

SKAASPC4

Evaluate the outcomes and impact of performance and practices



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## Links to other NOS

This standard links to SKAASPC1, SKAASPC2 and SKAASPC3

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<b>Suite</b>	Advanced sports coach, Advanced personal trainer, Advanced outdoors, Working within the community
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