

**DIRECT MEASURES**

These assess performance/standards of performance, efficiency of processes, program effectiveness, etc.

**EXAMPLES:**

- Pre/post test
- Participation numbers and/or percentages
- Rating of skills by a supervisor
- Portfolio evaluation
- Presentation/project

**INDIRECT MEASURES:**

These study individuals' perceptions, opinions, and feelings, such as satisfaction with a department or program, impact and value, etc.

**EXAMPLES:**

- Satisfaction surveys
- Focus groups
- Interviews
- Program evaluations
- Honor/award