

DATA COLLECTION PLAN

Purpose of This Evaluation: _____

Program/Project: _____ Responsibility: _____ Date: _____

Level	Broad Program Objective(s)	Measures	Data Collection Method/Instruments	Data Sources	Timing	Responsibilities
1	<p>REACTION & PLANNED ACTION</p> <ul style="list-style-type: none"> After exposure to the virtual recruiting fair, the participants should find the program is relevant to their pursuit of a teacher, school counselor, or paraprofessional position within Lee County schools. 	<ul style="list-style-type: none"> 4 out of 5 on a 5-point scale 	<ul style="list-style-type: none"> Survey 	<ul style="list-style-type: none"> participants 	<ul style="list-style-type: none"> following the event, participants will submit response within a week 	<ul style="list-style-type: none"> Is there any survey currently capturing this data? What data does she see about participants? What is the intent behind utilizing the external platform? ROI Cohort 2
2	<p>LEARNING & CONFIDENCE</p> <ul style="list-style-type: none"> After completing the virtual recruiting fair, participants should understand the next steps in their individual hiring plan. 	<ul style="list-style-type: none"> 4 out of 5 on a 5-point scale 	<ul style="list-style-type: none"> Survey 	<ul style="list-style-type: none"> participants 	<ul style="list-style-type: none"> following the event, participants will submit response within a week 	<ul style="list-style-type: none"> Is there any survey currently capturing this data? ROI Cohort 2
3	<p>APPLICATION & IMPLEMENTATION</p> <ul style="list-style-type: none"> Within a quarter of completing the virtual recruiting fair, participants should have completed the hiring documents and/or be actively employed within the Lee County teacher workforce. 	<ul style="list-style-type: none"> 4 out of 5 on a 5-point scale 	<ul style="list-style-type: none"> Questionnaires 	<ul style="list-style-type: none"> participants 	<ul style="list-style-type: none"> follow-up with, participants after one quarter - will submit response within a week 	<ul style="list-style-type: none"> Is there any survey currently capturing this data? ROI Cohort 2
4	<p>BUSINESS IMPACT</p> <ul style="list-style-type: none"> The virtual recruiting fair should increase the number of new hires The virtual recruiting fair should decrease the average time to fill an active vacancy 	<ul style="list-style-type: none"> A decrease in vacancies # of participation # of scheduled # of interview # of hire Time to fill the job 	<ul style="list-style-type: none"> Performance monitoring 	<ul style="list-style-type: none"> HR department 	<ul style="list-style-type: none"> ongoing data from HR 	<ul style="list-style-type: none"> Recruitment department ROI Cohort 2
5	<p>ROI</p> <ul style="list-style-type: none"> The initial ROI will be set at 0% (break even). 	<p>Comments: The Recruitment Dept is committed to producing the data, survey, questionnaires, and performance monitoring. They fully understand all data collection issues prior to engaging in the virtual recruiting fairs.</p>				

Phone: 205-678-8101
Email: info@roiinstitute.net

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ROI Analysis Plan

Data Items (Usually Level 4)	Methods for Isolating the Effects of the Program/ Process	Methods of Converting Data to Monetary Values	Cost Categories	Intangible Benefits	Communication Targets for Final Report	Other Influences/ Issues During Application	Comments
Number of new hires	<ul style="list-style-type: none"> • Cross reference those that registered/attended the virtual fair(s) • Use of user confidence ratings across multiple treatments • 	<ul style="list-style-type: none"> • Industry standard of value per each new hire • Estimate of cost savings from reducing time vacant (8k times average class size divided by instructional days) • Consider cost savings by not having subs 	<ul style="list-style-type: none"> • platform • personnel • marketing • time for evals 	<ul style="list-style-type: none"> • Capacity • collaboration and communication • culture • employee attitude • image • stress • timelines • team effectiveness • 	<ul style="list-style-type: none"> • recruit,HR, Chiefs leads • 	a variety of initiatives will influence the impact measures	this will require close collaboration with HR, Recruitment

<p>Decreasing the average time to fill an active vacancy</p>	<ul style="list-style-type: none"> ● This may be a challenge to capture ● Does this vary throughout the year ● Loss of learning due to vacancy 						