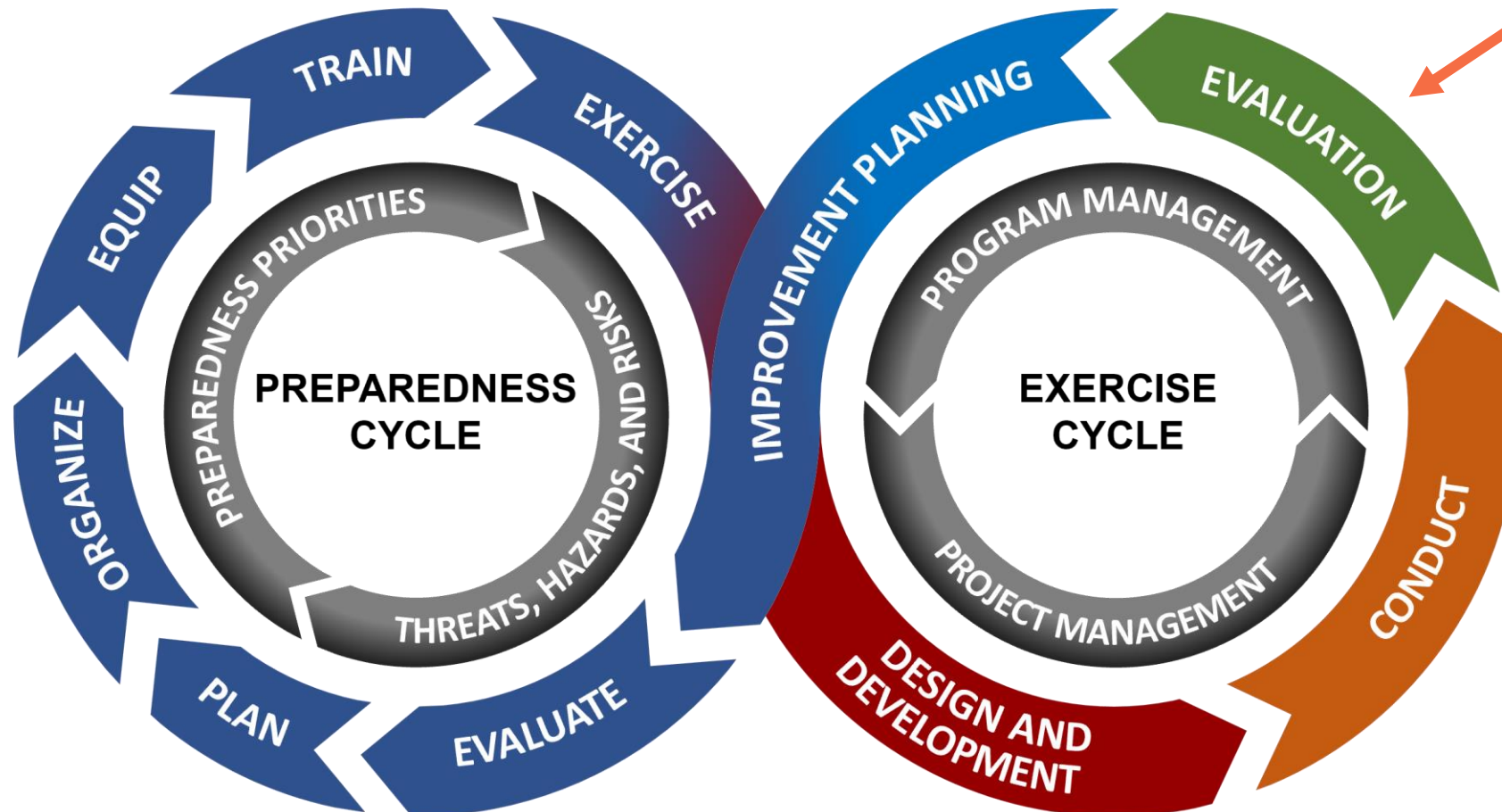




Evaluation approaches



Evaluation is
Critical!



Evaluating a Sim-Ex?



Two levels:

1) Were the Sim-Ex aims/objectives achieved?

- Yes/no/in-part?
- Identify strengths, weaknesses and opportunities
- Document lessons learnt
- Support evidence-based improvement

2) Evaluation of the Sim-Ex ‘itself’:

- How did it go?
- What went well/what didn't/what needs to be improved
- Identify strengths, gaps, lessons
- Assess exercise scope, type, management, participants, injects...etc!



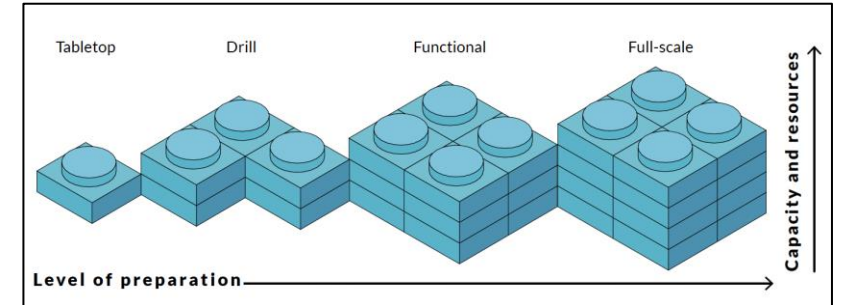
Why Evaluate a Sim-Ex?



- Verify whether exercise objectives were met
- Identify strengths, gaps and lessons in capability
- Assess plans, ToRs, SOPs, communication and decision-making
- Provide evidence-based improvements to preparedness
- Support training, policy change, and resource allocation



What should be evaluated?



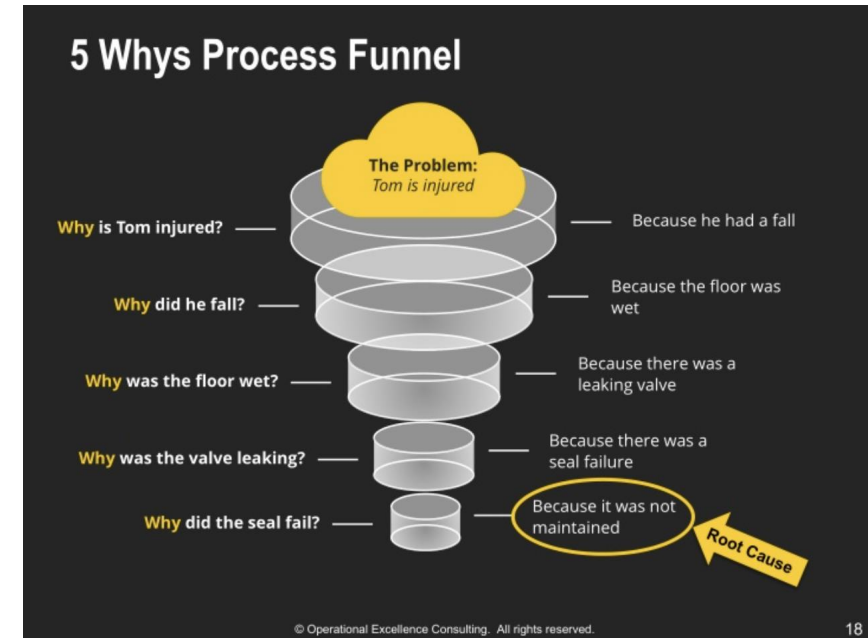
The ‘whole exercise’ (pre-, during and post-exercise):

- Preparation, design/planning, implementation and review
- Performance against aims and objectives
- Response management, decision making and timeliness
- Accuracy and completeness of documentation and information exchange
- Chain-of-command, roles, delegation and accountability
- Use of tools (ICS forms, COP, SOPs, lab systems, etc.)
- Interagency coordination, stakeholder engagement
- Resources, logistics, and constraints handling

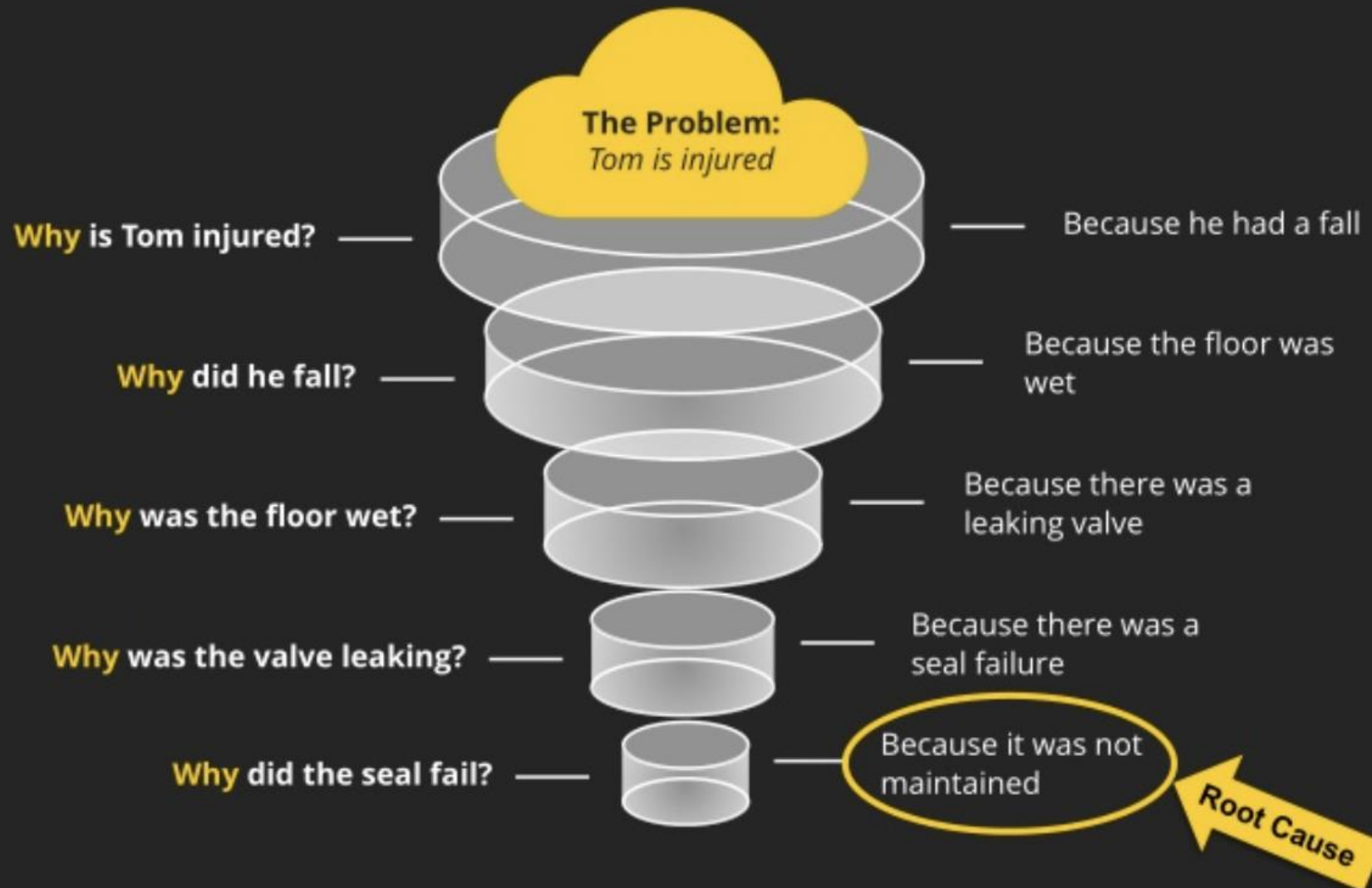


Evaluation Methods & Tools

- Checklists & rating scales aligned with objectives
- Behavioural observation sheets
- Time-stamped communication logs
- Inject-outcome tracking sheets (MSEL links)
- Hot-debrief templates
- Survey/feedback forms
- Root-cause analysis frameworks (e.g., 5-Whys, Fishbone)



5 Whys Process Funnel





Evaluation approaches

- Observation-based evaluation (live or remote observers)
- Performance measurement (timeliness, accuracy data)
- Document/artefact review (SitReps, logs, forms, lab requests)
- Participant self-assessment & debriefs
- Outcome-based assessment (capability change)
- Systems analysis (process, interoperability, escalation, bottlenecks)





Evaluation Methods & Tools

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Linking Evaluation to MSEL



- Each inject should link to observable behaviours
- Observers collect evidence at the moment of action/in real-time
- Identify missed actions as well as completed ones
- Track decision windows and timing (e.g., notification within 60 mins)
- Enable objective measurement through defined success indicators



Analysing Results

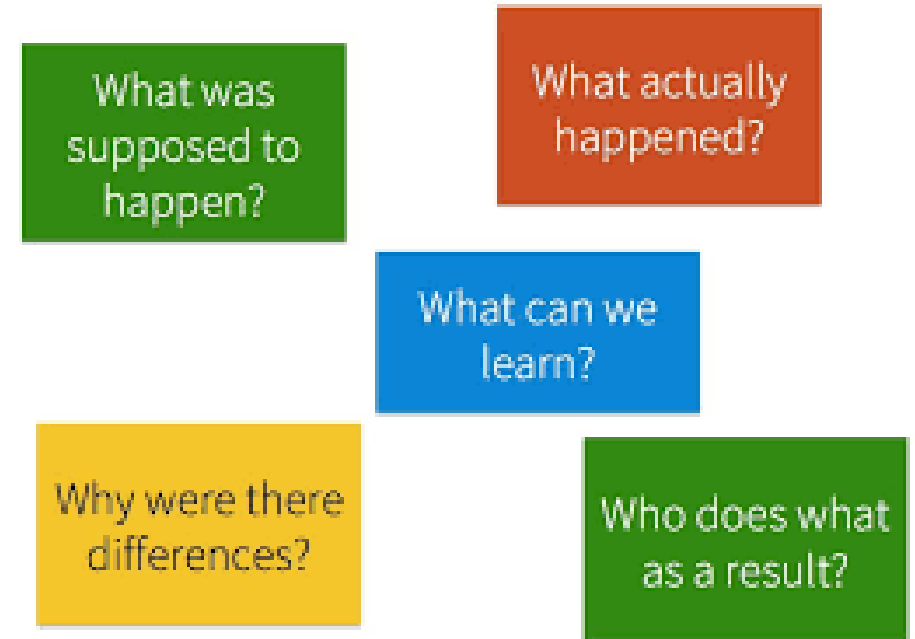


- Compare observed behaviours to expected ToRs, SOPs
- Categorise findings: Strengths, Weaknesses/gaps, Risks
- Identify root causes, not symptoms
- Distinguish between performance failure vs. planning gap
- Prioritise issues by impact on real emergency readiness



Reporting & After-Action Review (AAR)

- Provide clear, evidence-based observations
- Translate findings into corrective actions
- Assign ownership, resources and timelines
- Recommend policy/procedure amendments
- Ensure the AAR leads to capability improvement plan





Identifying Lessons Learnt

LESSONS
LEARNT

- Lessons learnt must be documented, assigned, tracked, implemented and validated!
- Develop an improvement action log
- Monitor progress through follow-up exercises/drills
- Incorporate changes into training, ToRs, SOPs, plans... policies, etc.
- Validate improvements via re-testing through further review and Sim-Ex's