Agenda

- What is performance assessment?
- Why do we do it?
- What methods do we use?
- Designing performance assessment instruments
- Current trends
- Sample Rubrics
- Common mistakes
We LOVE Teaching

Because
We Evaluating Students

Because
What is Assessment?

• ...is a method of acquiring and processing the information needed to improve an individual’s performance and accomplishments.

• It is the process of evaluating performance ... sharing that information with them and searching for ways to improve their performance.
Why do we do it?

• Evaluation
  – reward high performance
  – punish poor performance
  – differentiate level of mastery
  – official reporting

• Development
  – identify problems
  – correct mistakes
  – motivation and interest
  – improve learning
  – improve performance
What methods do we use?

• Traditional methods
  – Written Exams
  – Oral Exams
  – Research papers
  – Written case analyses
  – Essays
  – Attendance

• Participative techniques
  – Case Discussions
  – Class (topic) discussions
  – Individual or Team Presentations
  – Projects or Exercises
  – Peer evaluations
Designing an Assessment System

• **What is the goal of the assessment?**
  – What do you want students to learn?
  – What evidence do you need to evaluate learning?

• Communication is essential: matching expectations, goal setting
  – Set expectations early

– collaborative approaches:
  • self-evaluation
  • team evaluation
Designing a performance appraisal system

• Set Learning Objectives
• Link objectives to behaviors and/or skills
• Develop Rubrics for measurement
• Give Meaningful Feedback
• Work toward Mastery
Current Trends

• Short Quizzes & “Prep” Tests
• Narrative essays or Journals
• Minute Paper
• Application card
• Chain Notes
• Class Discussion
• Team Projects
• Peer Evaluations
• Experiential exercises
• Games/simulations/role-plays
Common Mistakes

• Inconsistency/ambiguity
• Trying to grade *everything*
• Valuing quantity over quality
• Valuing facts over analysis
• Halo effect
• First impression
• Leniency/stringency
• Contrast effect (“curve”)
• Similar-to-me effect
• Central tendency error
Sources of Information

- Sandifer, Everette Jr.; *Evaluating and Recording Student Achievement in Education*; Appalachian Regional Commission; May 1981.