How authentic is your assessment?

Kathryn Brillinger
Teaching and Learning Consultant
Conestoga College
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The Plan

• Define authentic assessment and its benefits
• Discuss examples of authentic assessment
• Look at some constraints
• Generate ideas for authentic assessment
• Share ideas and questions
What qualifies as an authentic assessment?

- involves meaningful application of learning: ideas, connections, and extensions
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- mirrors the work of professionals in the field
Task One: List five benefits to the assessment “Issues Facing Hospitals”

• Take 3 minutes to quietly review what you can see of this assessment and jot down 5 strengths in the space provided.

• We will share 7 benefits.
Examples of Authentic Assessment

• Completion of a real world task (information packages for clients, documentation, taking blood pressure, writing code, etc.)
• Posters for sharing in public areas
• Doing a role play or simulation
• Responding to role plays, simulations, case study – designing a solution, making predictions, applying theory
• Analysis, assessment, critique, deconstruction, etc.
Authentic Assessment for a Midwifery Keystone Students

• videoed a scenario
• co-developed marking criteria
• completed an online survey
• participated in a focus group

“The findings demonstrated that the students’ confidence, knowledge and skills improved as a result of participating in the assessment and they rated it positively.”

Raymond, Homer, Smith, & Gray (2013)
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Progressive Rubrics

- Progressive rubrics are rubrics set up to allow self, peer, and professor feedback on the selected criteria during the development of the item to be assessed. They balance process and product.

- May keep the same criteria throughout while increasing expectations as the assignment, course, and program advance.
What qualifies as an authentic assessment?

- opens up space for students to engage as a community of learners on real world problems
- develops interpersonal, problem-solving, teamwork, and oral communication skills
Many of you already do authentic assessment and we have all experienced it.

Task Two: Authentic Assessments in Your Life

Turn to a partner and share with each other an example of when a mentor, teacher, manager, or other individual helped you to learn something by providing authentic assessment opportunities. We will share 3 examples as a large group.
Not a new concept: carry over, washback, and assessment as a learning tool
Assessment

• the single most powerful influence on learning
• a huge time investment for the student and the teacher
• unauthentic assessment monitors but often does not enhance learning
Task Three: Think-Pair-Share
Three Reasons Authentic Assessment Is Not Easy for You

<table>
<thead>
<tr>
<th>My Thoughts</th>
<th>My Partner’s Thoughts</th>
<th>Group Share Highlights</th>
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- recognizes constraints
Four Challenges

• Time intensive: develop real-world, unique scenarios for each student/small group.

• Unpredictability of the “correct” solution: Do periodic ‘blind’ marking to prevent bias and drift in scoring and interpretation.

• Student workload: Limit the size of the deliverable - quality over length.

• Necessitates guidance: Provide process criteria as well as product criteria.

• Works best in a program-wide plan: requires team meetings.
Task Four: Refute an argument against authentic, individualized assessment

• Three people will each share a reason authentic assessment can’t work for their course(s). Three other people should be ready to refute their arguments kindly and helpfully.

• This is an authentic assessment. It mirrors discussions you may have with colleagues on your program team.

• Use phrases such as “I wonder if you have considered ...” and “Let me share an idea I have for your course...”
Academic Honesty and Originality

Authentic, individualized assessments are almost cheat and plagiarism proof. Each student/group has their own unique tasks and sub-tasks in order to complete the major course task. Process is monitored and measured as well as product.
Visible and Progressive

- Makes achievement visible through a product or performance.
- Other assessments may build towards authentic assessments. Not every assessment has to be authentic but many can/should be.
Stages of Authentic Evaluation Preparation

1. The **design** (faculty member(s), team lead, and/or experts)

2. The **learning opportunities** (faculty member)

3. The **implementation** (faculty member)

4. The **appraisal** (numerous stakeholders: student, faculty, divisions, institutions, employers)

5. Continuous **quality** improvement (design team)
Seven Benefits of Authentic Assessment

1. Evidence of achievement of the course outcomes as students construct unique responses.
2. Deeper learning via engagement with real world problems – dynamic not static, deep not broad.
3. Opportunity to use and develop HOTS (higher order thinking skills). Promote critical thinking, autonomy and thoughtfulness.
4. Engaged as a community of learners working on valid challenges/problems.
5. Responsibility for guided choices.
6. Cognitive demands similar to the workplace (uncertain and unpredictable circumstances).
7. Even if you prep the students heavily and directly, it’s ok. Rehearsing for and teaching to authentic tests does not undermine validity – think about real world training such as law, photography, military, sport, nursing, etc.

Adapted from Mueller’s Authentic Assessment Toolbox
Employers feel PSE is not preparing graduates for required roles

- Survey of more than 400 Canadian employers (2015)
- 62% of employers said there is too much emphasis on book learning and not enough on real-world learning
- 38% said there is a need for more workers with a blend of technical and soft skills
- Skills most lacking in recent graduates: 51% of respondents said interpersonal skills, 45% said problem-solving, 41% said teamwork, and 40% said oral communication
- See CareerBuilder.ca News Release
Demonstration of Non-Verbal Cues

Because I haven't done this in a while, I really enjoyed it!

Every inviting, ward, knowledgeable.

Good

Opportunity to brainstorm & share issues worked really well,

Agenda on board was helpful.

Definitions

Rules of Engagement

The energy - Group work.

Carmen is the hallway's scary noise from box on wall

Have volunteered to work more than I plan.

To get to know a few others in the class.
References and Resources


Mueller’s Authentic Assessment Toolbox
http://jfmueller.faculty.noctrl.edu/toolbox/

How Assignment Design Shapes Student Learning

Authentic Assessments and Philosophy
http://blogs.ubc.ca/chendricks/2015/02/05/authentic-assessment-philosophy/