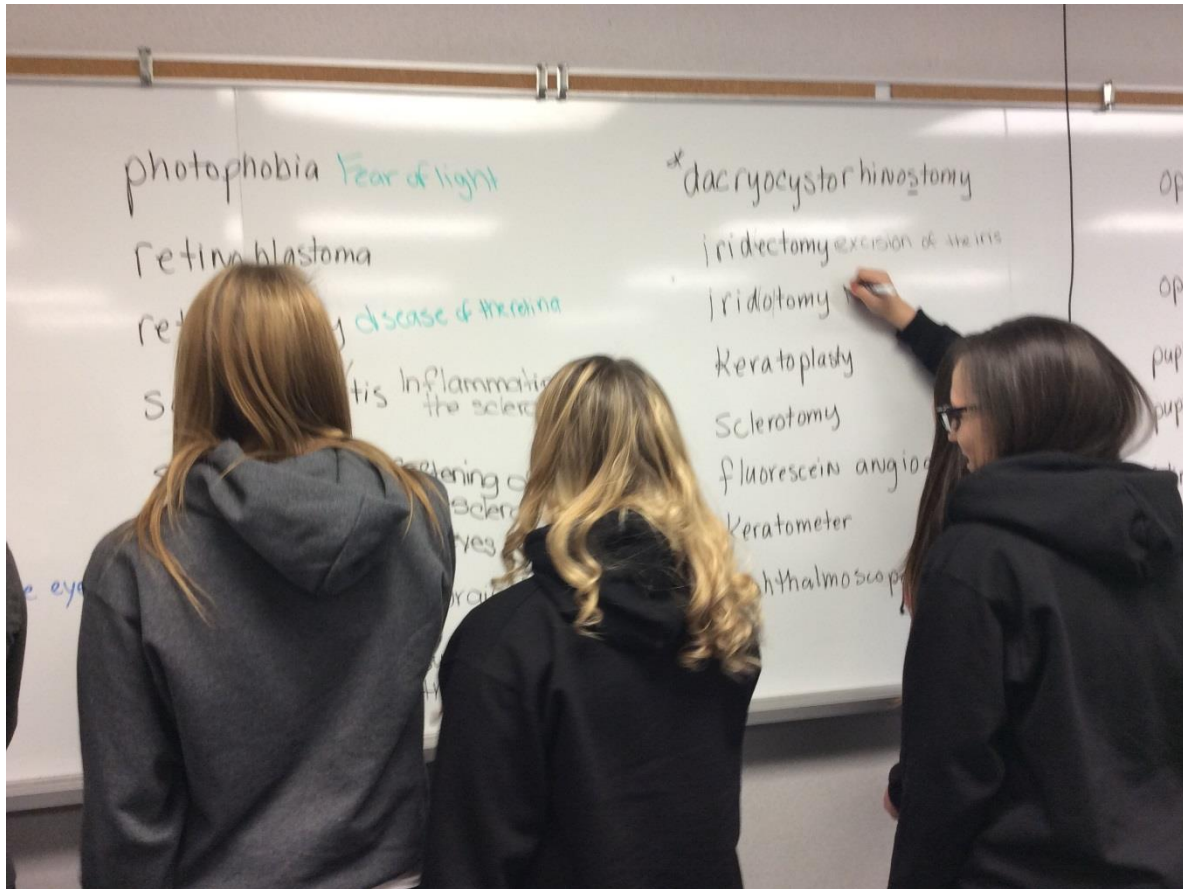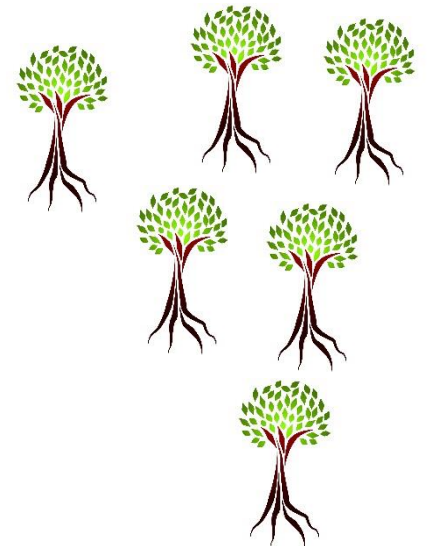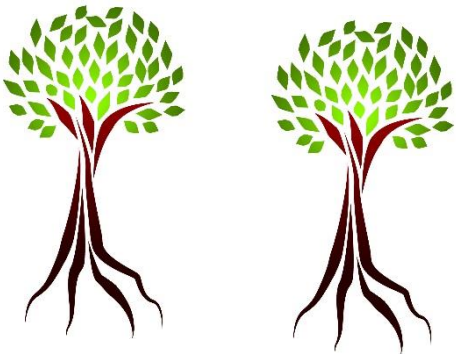# How authentic is your assessment?

Kathryn Brillinger

Teaching and Learning Consultant

Conestoga College

CEDP Phase 2, 2016

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

What qualifies as an authentic assessment?

❑ involves meaningful application of learning

❑ **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
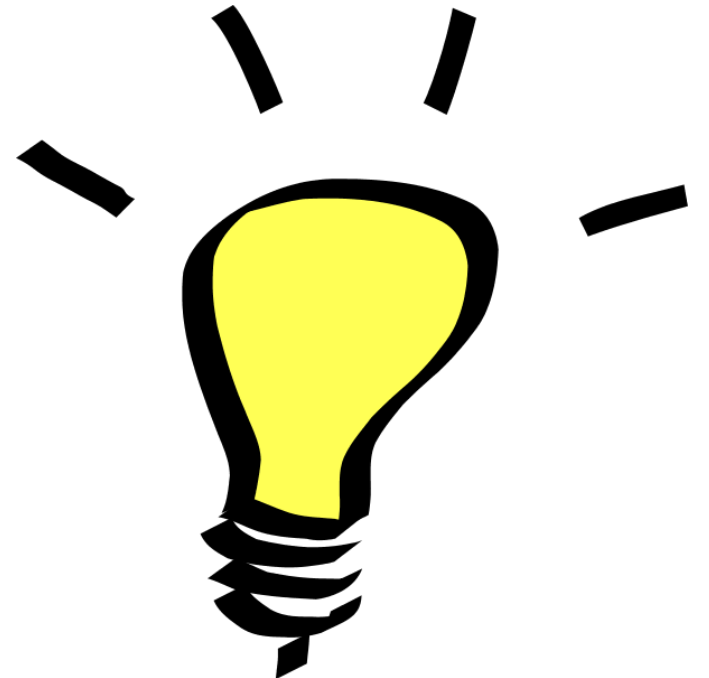
- participated in a focus group

"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)

What qualifies as an authentic assessment?

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❑ mirrors the work of professionals in the field

❑ aligns to course outcomes
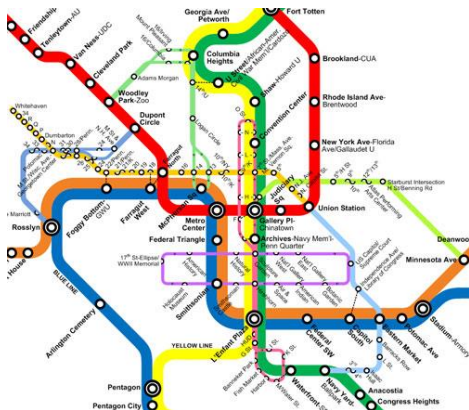
What qualifies as an authentic assessment?

- ❑ involves meaningful application of learning
- ❑ mirrors the work of professionals in the field
- ❑ aligns to course outcomes

❑ aligns with active learning opportunities that develop knowledge, skills, and attitudes

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❑ aligns to course outcomes

❑ aligns with active learning opportunities that develop knowledge, skills, and attitudes

❑ provides scaffolding, formative feedback, and progressive challenge/rubrics

Progressive Rubrics

❑ Progressive rubrics are rubrics set up to allow self, peer, and professor feedback on the selected criteria <u>during the development</u> 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.
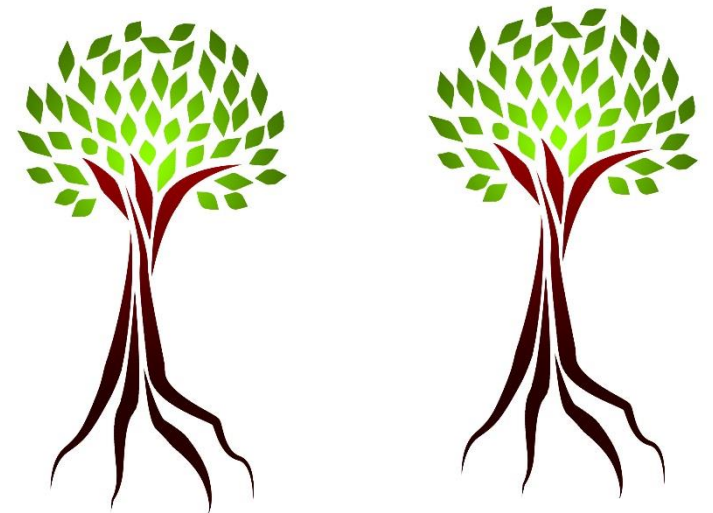
What qualifies as an authentic assessment?

❑ 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
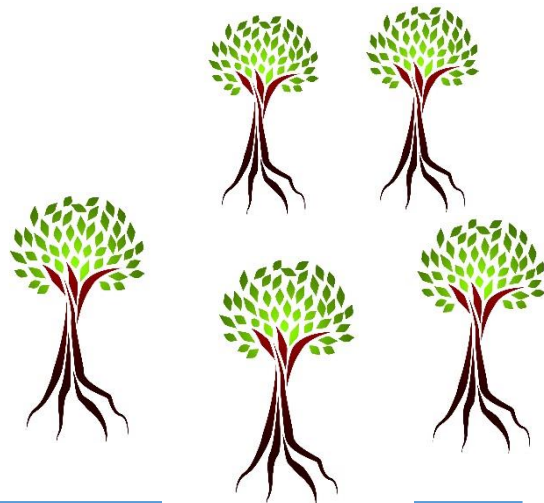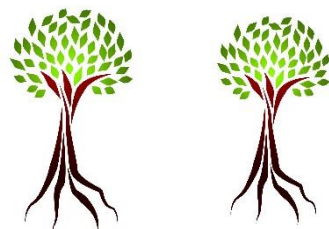
Assessment

- the single most powerful influence on learning
- a huge time investment for the student and the teacher
- <u>un</u>authentic assessment monitors but often does not enhance learning

Task Three: Think-Pair-Share
Three Reasons Authentic Assessment Is Not Easy for You

My Thoughts	My Partner's Thoughts	Group Share Highlights
1		
2		
3		

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❑ provides scaffolding, formative feedback, and progressive challenge/rubrics

❑ 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

❑ 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.

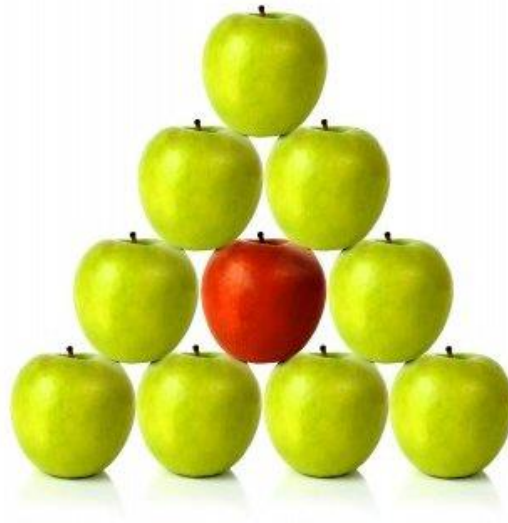- Works best in a program-wide plan: requires team meetings.

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!

Scary noise from box on wall + come in the hallway

The energy Group Work

Very inviting! and knowled-

Good
→ opportunity to brainstorm & share ideas worked really well
→ agenda on board was helpful
→ Definitions
→ Rules of Engagement

have icebreaker with more than 1 person to get to know a few others in the class

References and Resources

Raymond, J. E., Homer, C. E., Smith, R., & Gray, J. E. (2013). Learning through authentic assessment: An evaluation of a new development in the undergraduate midwifery curriculum. *Nurse Education In Practice*, *13*(5), 471-476.

Mueller's Authentic Assessment Toolbox

http://jfmueller.faculty.noctrl.edu/toolbox/

How Assignment Design Shapes Student Learning

http://www.facultyfocus.com/articles/teaching-professor-blog/how-assignment-design-shapes-student-learning/

Authentic Assessments and Philosophy

http://blogs.ubc.ca/chendricks/2015/02/05/authentic-assessment-philosophy/