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Future Faculty Development Program

DAY 3 Assessment & feedback

Dr. Gabriel Hervas (lecturer) Ms. Airi Kawakami (support) Center for Research and Development of Higher Education The University of Tokyo This course is recorded to be published online as review and teaching material, and to be used for research purposes with the aim of improving the course itself.

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Teaching Development in Higher Education in English/ UTokyo Global Future Faculty Development Program (UTokyo Global FFDP)





Suggestions & class policies

Please, reach us out if there is a circumstance that you feel will affect your **participation**, if you find yourself **overwhelmed**, if we can do **anything** to make this course more **accessible and inclusive**, etc. Do not hesitate. Let's talk!





We shall address each other using the **name** and gender **pronouns** they told us. Stay **positive** and keen to learn. Show interest in what others say and listen **actively**. Respectfully "**interrupt**" the facilitators as much as necessary. **Share** thoughts and ideas actively. Be **respectful**, **constructive**, and **speak** without reserve. In online communication, overreactions are welcome.

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Please, include before your name your group (G1, G2, G3, G4)

Ex. G1 Calvin Hobbes (he/him)

Group 1 Group 2 Group 3 Group 4





- Following the previous session
- Formulating questions
- Assessment
- Feedback
- Rubrics
- Following next week

Main activities

Responding/reviewing your own questions, review of video, challenges of peer-/self- assessment, rubric creation with "speed dating"





This session: Under its skin and why

Time to learn, think and discuss about how to assess and offer feedback to our students.

At a fundamental level!



Why is it important?

Assessing student learning outcomes is perceived as one of the top three challenges that faculty and institutions face.

Sorcinelli, M.D. (2007). Faculty Development: The Challenge Going Forward. *Peer Review*, *9*(4), 4-9.

They respond to what we learnt about learning (remember, feedback)

Assessment is one of the first aspects that students check/use to value a course

"Investing" in assessment offers dual benefits: for teachers and students.

We will GO THROUGH the experience of designing.

CATs are useful in class instruction/design (Days 5 to 7)



Goals (of the session)

- To promote scholarly knowledge and educational reflection regarding assessment techniques and quality feedback and the differences and purposes of evaluating and assessing.
- To generate experiential learning opportunities about the use of rubrics for assessment and feedback and T-L techniques such as "speed dating".
- To stimulate reflection, ownership and responsibility over groupwork.







At the end of the session (including feedforward, tasks, etc.), participants would be able to (at a fundamental level):

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- Recognize and argue regarding the nature, purposes, agents involved and value of assessment, evaluation, and feedback.
- Design assessment schemes including feedback and attending to the different purposes of assessing, the different potential agents involved, and the features of quality feedback.
- Design T-L sequences using "speed dating" as a technique.
- Create rubrics and multiple-choice questions, and pedagogically argue in relation to their merits, challenges and use.
- Critically approach and take ownership of their group contributions through selfassessment.



FOLLOWING THE PREVIOUS SESSION...



Synthesis of the previous session

- Student-centered and active learning.
- Groupwork.
- Methods, strategies, techniques for AL.

 You also watched video about assessment & feedback, discussed criteria for groupwork, practice the jigsaw technique, participated in the forum, etc.

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In relation to what you learnt and wrote

1. Review last class (with your own questions) & today's videos (some aspects).

https://forms.office.com/r/WdCxiqyR6i









Some ideas about questions and tests

- Feedback & ideas for MCQ:
- 1. Avoiding double negatives
- 2. Avoiding **unnecessary** text
- 3. Distractors clearly different and distractors plausible
- 4. Carefully use of "all answers"
- 5. Carefully arrange the **order** of the questions and answers
- 6. Carefully use terms such as "potential", "possible", etc.
- 7. Consider the **number** of **answers** (3/4)
- 8. Not just remembering. Application of knowledge/skills/values/attitudes
- 9. Open & close questions? Intermediate-constrained questions?

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Later task: redo questions with previous feedback, these ideas, literature, etc.



Intermediate-constrained questions

- Alternative to open and close questions
 (less restrictive, time to assess, etc.)
- Explore for **automatic** feedback and gather more **information** about students' learning.
- An alternative? Ramifications in Microsoft Forms.

Images from:

Meir, E., Wendel, D., Pope, D. S., Hsiao, L., Chen, D., & Kim, K. J. (2019). Are intermediate constraint question formats useful for evaluating student thinking and promoting learning in formative assessments?. *Computers & Education, 141.*



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Q3.10

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ASSESSMENT/EVALUATION



• In groups, fulfill the following table with very brief responses (18 min) ("in-class task" slide 1)

	Diagnostic	Formative	Summative
Main purpose			
What we determine with it			
When we use it			
Who could assess			
Feedback needed (yes or no)			
Grading ^(yes or no)			





Video review – Self-review

13. In relation to teaching and learning, is there are any difference between assessment and evaluation?

- Yes, there are differences 12 🗸
- No, they are synonims 2
- I don't know/ I don't have a cl... 10



	Diagnostic	Formative	Summative	
Purpose	Diagnosing previous knowledge (skills, values, attitudes, etc.) to adjust the T&L process	Improving the T&L process contributing to further learning	Measuring achievement to grade/accredit	
What we determine with it	Previous knowledge (etc.), learning needs, etc. Do they know what they need to know to begin to learn?	Learning progress & learning needs. Are they learning what/how we expect them to be learning?	Learning achievement. Have they (and at what degree) achieved the expected learning?	
When we use it	Before (course, class, task, etc.)	Across/continuously (course, class, task, etc.)	End (course, class, task, etc.)	
Who could assess (in general)	Self- & teacher	Self-, peer-, teacher	Teacher (also peer-, self-)	
Feedback needed (yes or no)	Possible, not "necessary" explicitly. Feedback as the adjustment to the T-L process	Most necessary and qualitative	No "mandatory" feedback (unless combined with formative)	
Grading (yes or no)	Not involved	Not involved (unless combined with summative)	Involved	
Others	Useful to uncover interests, etc.	Low stakes	"Traditional" idea of evaluation. High stakes	





Who. Self- and peer- assessment

- Why? Contribution to learning (approach to learning, through offering feedback, etc.). Not only transversal skills.
- Issues? Arbitrariness/lack of argumentation, lack of honesty, non-commitment, non-constructive, etc.
 - Subjectivity ≠ arbitrarity
 - Lack of know-how? Necessary knowledge/skills to assess?
- Ideas:
 - Criteria: known, relevant, not overlapping, and connected to learning outcomes.
 - Involvement of students in the design of assessment. Ownership can lead to reliability.
 - Assessing assessment and opportunities to discuss procedures and practice.
 - Qualitative feedback vs grades. Seeking explicit argumentation.
 - Blind assessment (anonymous).
 - Different students/groups assessing each task (trios over pairs).

Some "issues" with assessment

• Addressing/avoiding **complains** (in general, about grades)

• **Misconduct** (cheating, plagiarism)

• "Online" context for **traditional** tests/exams

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FEEDBACK (STUDENTS & PEERS!)

(Formative) feedback

• Which do you consider to be the feature of quality feedback?

Ideas for quality formative feedback

- 1) Connected to learning outcomes (of this and future tasks)
- 2) Addresses task/learning (result/task level, process level, self-regulation level) rather than the individual (self-level). Avoids halo/horn effect (impression of the person affecting the assessment).

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- 3) Timely, but sustainable.
- 4) Responsive and "user-friendly": specific, clear, personal.
- 5) Mentions strengths but can be corrective (aspects to improve; questions rather than assertions as an option).
- 6) Open to interaction and a degree of reciprocity.
- 7) Looks to the future (feedforward). Actionable.
 - 1) Offers connections with subsequent practices and learning.
 - 2) Focus on improvement (future) not only in performance (past)
 - 3) Encourages self-regulation and is **suggestive**, allowing students to **take actions** on it.

Feedback in class about MCQ, at the end, action with it

(Formative) Feedback

Looks "**back**" (until now)

Contributes to confirm, adjust, restructure (knowledge, skills, ways of doing/learning, etc.)

AND

Looks "forward" (from now on)

Provides ideas to continue learning, connections with future learning... (ideas for students to take actions on it)

More ideas for feedback

- Group feedback (with anonymous examples)
- Multi-source feedback
- Feedback culture and networks through feedback workshops to practice providing AND receiving
 - <u>Ideas also for when receiving feedback</u>: taking time, reviewing attentively, place in the position of the provider, separate feedback and relationship, balance self-confidence and humility, remember goals, discuss feedback (see van der Leeuw & Slootweg, 2013).
- Exemplar assignments (offer a "correct response/procedure") so that students review their work
- Further actions from feedback (respond, redo, elaborate further actions plan, etc.)
- Tutorship session on drafts with **agreements** on future improvements
- Tailored. Students decide an aspect for which they need feedback

PRACTICE WITH RUBRICS

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- 1. GROUPS: Create a rubric to assess groupwork (slide 2 "in-class task") (17min)
 - Decide the most relevant criteria (less than 5), and the standards/levels of achievement. 1.
 - Create a description for two consecutive standard of one criterion (the top two). 2.

	Standard 1 (grade)	Standard 2 (grade)	Standard 3 (grade)	Standard 4 (grade)	Standard 5 (grade)
Criteria 1 (points)	YES	YES	NO	NO	NO
Criteria 2 (points)	NO	NO	NO	NO	NO
Criteria 3 (points)	NO	NO	NO	NO	NO
Criteria 4 (points)	NO	NO	NO	NO	NO
Criteria 5 (points)	NO	NO	NO	NO	NO

Speed-dating

1. Individually, check the rubrics of the other 3 groups to offer them feedback (6 min) (just access the other groups' in-class task, slide 2). Select just 1/2 elements to refer.

2. "Speed dating": two groups meet and offer/receive quick feedback (2min/group). Sequence:

- 1. G1 meets G2 (G1 gives feedback first 2 minutes; then G2)
- 2. G1 meets G3 (G1 gives feedback first 2 minutes; then G3)
- 3. G4 meets G1 (G4 gives feedback first 2 minutes; then G1)

G3 meets G4 (G3 gives feedback first 2 minutes; then G4)
G2 meets G4 (G2 gives feedback first 2 minutes; then G4)
G2 meets G3 (G2 gives feedback first 2 minutes; then G3)

Multiple source feedback

(Select the most important element to refer. Questions at the end, if there is time)

Finally, you would ask the groups to adjust the rubrics with the feedback received

CLOSING UP & BEFORE NEXT WEEK

Synthesis of today

- Formulating questions
- Assessment, feedback, CATs, rubrics
- Responding your own questions, review of video, challenges of peer-/self- assessment, rubric creation with "speed dating"
- Design involving:
 - Flipped classroom; Materials with gaps.
 - Learning by doing: speed-dating, rubrics
 - Peer-discussion & feedback
 - Self-assess before assessing others (groupwork)
 - Connection between sessions.
 - Building on students' ideas.

Next session

Course & syllabus design (& improvement)

How can we design and improve our courses and syllabi to enhance students' learning?

Before next session (or later)...

Self-assess groupwork & propose ideas for rubric $\mathsf{June}\ 5^{th}$

Watch video (& voluntary forum participation)

Redo two MCQ and argue the changes: July 17th

Reflect about today's practices (rubrics & speed-dating): July 17th

Bring syllabus

Bring the syllabus of a course that you could think about teaching in the future (you should be familiar with some of the contents at a certain degree). We will work on it during the following sessions (enhancing it, using it to design a lesson, etc.)

Actionable feedback

Let's check it them together

Peer-observation & feedback opportunity (voluntary)

- June 9 (online)
 - 10:25 to 12:10: class observation
 - 12:20 to 13:50: peer-feedback
- Participants belonging to UTokyo with an interest in participating, please, share your interest in the following link (limit, June 3rd): <u>https://forms.office.com/r/VvBVqb9W28</u>

• Remember, we are <u>always open</u> for personal consultations. Contact us via e-mail: Gabriel Hervás - @ <u>utokyo_fd@he.u-tokyo.ac.jp</u>

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Thank you!

See you: June 7th

Dr. Gabriel Hervas

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"Just" talk 🕲

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Web-references/documents with ideas

• Classroom Assessment Activities (CATs):

https://facultyinnovate.utexas.edu/cats

https://facultyinnovate.utexas.edu/sites/default/files/ChecksforLearning-DuringInstruction.pdf

https://vcsa.ucsd.edu/_files/assessment/resources/50_cats.pdf

https://teaching.berkeley.edu/resources/course-design-guide/design-effective-assessments/alternatives-traditional-testing

https://www.cmu.edu/teaching/assessment/assesslearning/CATs.html

https://cft.vanderbilt.edu/guides-sub-pages/cats/

• Online exams:

https://academic-senate.berkeley.edu/issues/coronavirus/best-practices-remote-examinations

• Getting feedback from students

https://bokcenter.harvard.edu/getting-feedback

