

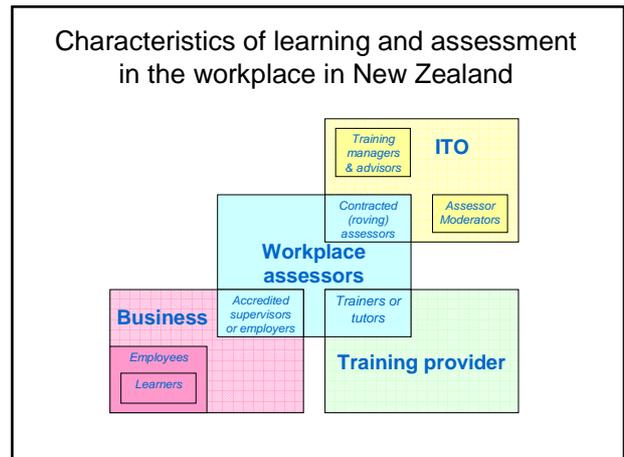

 Supporting Education in New Zealand for 75 years

Structuring Assessment in New Zealand Workplaces

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Research: explored structures and systems used by ITOs to support and manage assessment and assessors

1	Background paper based on review of most relevant literature	<i>Assessment of Learning in the Workplace: A Background Paper.</i>
2 (a)	Survey of ITO staff	<i>ITO Workplace Assessment Structures and Systems: Survey and Focus Group Findings.</i>
(b)	Focus groups with ITO staff and assessors	
3	Focus groups with ITO staff and assessors	<i>A Guide to Good Practice in Industry Training Organisation Structures and Systems for On-Job Assessment.</i>

- ### Good assessment requires appropriately recruited, trained and professionally developed people
- Assessors need commitment to learning & other attributes
 - Assessment requires additional expertise to training
 - Validity is strengthened with several sources of evidence
 - Multiple roles (especially WPB) demand understanding
 - Assessors require professional development after training
 - Verifiers can be a "weak link" in the system
 - Verifier work is critical and ITOs need to invest in verifiers

- ### Moderation contributes to the validity and reliability of assessment decisions
- Moderation is not straightforward because assessment is not a self-evident process
 - Assessors need appropriate accreditation scope
 - Take care if limiting moderation to workbook checks
 - Moderation has greater value when a collective exercise
 - Pre-moderation of assessment materials is useful
 - Moderation with assessors *before* assessment improves consistency
 - Moderation can improve the standards

- ### The ITO's assessment structures and systems must support the learning process
- Assessment and learning are linked
 - Assessment is an on-going process, not a one-off event
- ### ITO's and workplaces have a clear purpose for assessment and they work together
- Start with good standards
 - Communicate with, and help, workplaces to support learning and assessment
 - Develop quality resources