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Rubrics

Developing a Rubric as a Tool in the Assessment Process



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Rubrics



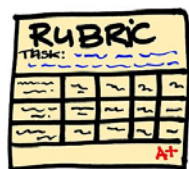
Overview of Session:

- Definition of rubric
- Purpose of rubrics in an assessment plan
- Setting up a rubric
 - Criterion points
 - Levels of performance
 - Descriptors
 - Evaluators
- Types of Rubrics
- Time to work- Developing a rubric using a template
- Sharing with the group, questions

Rubrics

Definition of a rubric:

This is not a rubric...



... This is a rubric

Rubrics

Definition of a rubric:



A guide listing specific criteria for grading or scoring academic papers, projects, or tests
 -<http://www.merriam-webster.com/dictionary>

A scoring scale used to assess student performance along a task-specific set of criteria
 - Mueller

Rubrics



Definition of a rubric for assessment of advising:

A rubric is a scoring scale utilized to measure a student's or advisor's performance against a predetermined set of criteria.

ie: If assessing a student learning outcome, a rubric can be used to measure student learning of individual students on a performance scale, based on predetermined criteria.

Rubrics



Purpose of a rubric in assessment of advising

Additional direct measure

Various points of view

Immediate feedback

Opportunity for dialogue

Rubrics



Setting up a rubric: Criterion points

The first element of the rubric is the criterion points.

Criterion Point 1				
Criterion Point 2				
Criterion Point 3				

Rubrics



Setting up a rubric: Criterion points

Minimum of 2, but don't overdo it

Each criterion point aligns with one specific outcome

One option: Select affective, behavioral and cognitive aspects of a similar outcome/theme

Another option: Identify outcomes as knowledge, understanding, and behavior

Rubrics



Setting up a rubric: Criterion points

For example, let's say you want to know about your students' preparedness for the advising appointment.

Student knows how to prepare for advising appointment				
Student prepared for advising appointment				
Student understands the importance of preparing for the appointment.				

Rubrics



Setting up a rubric: Levels of performance

	Perfect	Good	Okay	Not good
Criterion Point 1				
Criterion Point 2				
Criterion Point 3				

Rubrics



Setting up a rubric: Levels of performance

Need descriptors to clarify evidence the evaluator is looking for

Descriptors can start out vague and general, but clarify as you go.

Most rubrics will have at least two levels of performance, but can have more.

Start with the fewest possible levels of performance, add if necessary

Rubrics



Setting up a rubric: Levels of performance

-Start out general, with four levels of performance.

-You will eventually need descriptors to get more specific.

	Excellent	Good	Fair	Poor
Student knows how to prepare for advising appointment				
Student prepared for advising appointment				
Student understands the importance of preparing for the appointment.				

Rubrics

Setting up a rubric: Descriptors



- Once you have criterion points and levels of performance, descriptors must be written.
- Descriptors spell out exactly what is expected for each performance criterion to achieve each level of performance.
- They do not need to be written out on every rubric.
 - Should be determined before the rubric is used and shared with everyone who will be using the rubric.

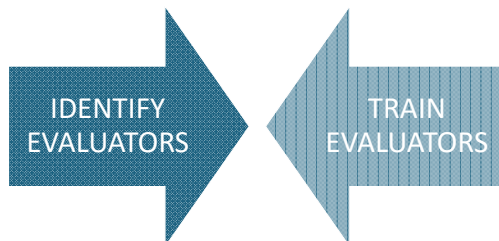
Rubrics: Descriptors



	Excellent	Good	Fair	Poor
Student knows how to prepare for advising appointment.	Student has read the email that explains how to prepare for the advising appointment and is able to rectify all of the items he/she is expected to bring and how expected to prepare.	The student remembers reading an email about preparing for the appointment and is able to rectify some of the items he/she is expected to bring and how expected to prepare.	Student knows he/she is expected to prepare for the appointment, but does not know what is expected to do to prepare.	Student does not realize that he/she is expected to prepare for the appointment.
Student prepared for advising appointment.	Student comes to advising appointment with list of courses, graduation audit, and a list of questions.	Student comes to appointment with a few courses he/she would like to take and a few questions, but does not bring all documents.	Student comes to appointment with a few questions but does not bring audit or list of questions.	Student does not bring anything to the advising appointment.
Student understands the importance of preparing for the appointment.	Student can describe the reason why it is important to come to the appointment prepared.	Student knows that it is important to prepare for the appointment and is able to articulate some reasons.	Student has some understanding of why he/she should prepare, but it is very limited.	Student does not know why he/she is expected to be prepared for the appointment.

Rubrics

Setting up a rubric: Evaluators



Rubrics Types of rubrics



Analytic	Holistic	Checklist
<ul style="list-style-type: none"> • used when one wants to evaluate specific levels of performance for multiple criterion points • want to evaluate each item individually and not collectively • example above is an analytic rubric 	<ul style="list-style-type: none"> • does not separate degrees of performance for each criterion • used to evaluate performance across multiple criteria overall. • warranted when the criterion overlap and it is hard to distinguish performance on one criteria from performance on another 	<ul style="list-style-type: none"> • can be used in a rubric to simply describe whether someone attended or didn't • uses 'yes/no' options or other similar performance measures • used when you want to have data whether a behavior happened or not and there is no in between

Rubric: How might you use a rubric in your advising plan?

- Advisors fill out rubric after an advising session
- Student fills out rubric after an advising session
- Advisor/supervisor observation as part of new advisor training
- Administrator/supervisor completes rubric as part of advisor performance evaluation
- Other


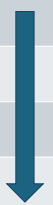
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Rubrics

Time to work on your own rubric

Criterion Points	Levels of Performance				
	Descriptor	Descriptor	Descriptor	Descriptor	Descriptor
	Descriptor	Descriptor	Descriptor	Descriptor	Descriptor
	Descriptor	Descriptor	Descriptor	Descriptor	Descriptor
	Descriptor	Descriptor	Descriptor	Descriptor	Descriptor


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Rubrics

Time to work on your own rubric 

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Rubrics



Reporting Out

Questions and Discussion

Rubrics



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Rubrics

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