

Policies, Procedures and Practices to Ensure Fairness, Accuracy, Consistency and Lack of Bias

The PEU takes steps to ensure key assessment fairness. These include the spring trimester professional development days, when changes were proposed and made to the Teacher Work Sample rubric in order to increase scorer reliability. Accuracy is ensured through faculty involvement in the development process of directions and the rubric for each key assessment. To ensure the consistency of key assessments, each is scored by a single rubric on Tk20 across all sections of each course. Changes to key assessment rubrics or assignments are only made due to standards changes or if the faculty member requests a change from the Assessment Coordinator. In order to achieve lack of bias, portfolio assignments can be sent through Tk20 using an option that maintains student anonymity, so that faculty do not know whose work they are scoring.

In order to ensure fairness at the program and unit levels, each program is evaluated using the same surveys, such as the Content Methods Course Evaluation (Ex 2.4.a.9). To ensure accuracy of program- and unit-level data, the data are analyzed by the Assessment Coordinator and the Assessment System and Unit Evaluation Team (ASET) (Ex 2.4.d.1). All program and unit level data are collected consistently each trimester, from student-level key assessment data that can be aggregated, to evaluation data regarding how well each program's University Supervisors performed during student teaching (Ex 2.4.a.8). Also, the ASET committee consistently reviews program and unit data during each scheduled meeting (Ex 2.4.d.1). Finally, to ensure that these assessments are free from bias, all program and unit-level data are reviewed by the Assessment Coordinator.