What It Takes to Soundly Assess Student Work in a Competency-Based Graduate Management Program

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Vista al Norte de la Casa del Prof. Stewart y Sra.
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Presentation Outline

- Six Essential Factors
- Two Other Important Factors

In the Sound Assessment of Student Work in a Competency-Based Graduate Management Program
Definition

Competency:

*A skill needed in the graduate’s workplace*
First Essential Factor: Adequate Preparatory Instruction

- Lectures, readings, multimedia, simulations, role plays, apps, etc. on the learning of the course
- Preferably, after the first session, students elect which learning sessions to attend
Example, Using Project Management

• What Is Project Management? – *Discussion*
• How Not to Manage a Project – *Case study*
• Preparation of an International Project Management Plan – *Written report using apps and including a classroom presentation*
Second Essential Factor: Assessments Based on Workplace Needs

- How to determine current workplace needs?
  - Faculty experience, especially adjunct professors’
  - Advisory boards and/or committees
  - Surveys, to include of students
Example, Using Project Management

- Results of surveys, boards/committees, and faculty experience – workplace needs include:
  - Formation of project teams
  - Ability to use project management software
  - Understanding of projects vs. programs vs. portfolios
  - etc.
Third Essential Factor: 
Well-Selected Assignable Grades

- Satisfactory, Superior, Unsatisfactory
- Proficient, Highly Proficient, Not (Yet) Proficient

Avoidance of further granularity – covered in rating comments
Example, Using Project Management

“You were able to create an international project management plan supported by use of MS-Project software.

However, your project critical path was partially incomplete due to your not connecting all tasks …

**Rating**: Proficient”
Fourth Essential Factor:  
Path to Improve “Not Proficient” Assessments

- Required to motivate
- Take over, take new ...
- One try
- Time limit: Current course
Example, Using Project Management

“You were rated not yet proficient in this assessment.

At your choice:

– You may take the assessment over next week, or

– You may take a new assessment of your learning, also next week

In the meantime, you will continue in the course”
Fifth Essential Factor: 
Qualified Professors

- Relevant degrees and experience
- Willingness to keep learning
- Motivated to help students achieve
Sixth Essential Factor: 
A Sound Program Business Model

- Priced to be profitable or not loss-making
- Professors paid per course
- Limited tuition rebates for early achievers
First Other Important Factor: Modifications for Teamwork

- Provision for team assessments per institution desires
- Opportunity for team presentations
Second Other Important Factor: A Student-Selectable Early Assessment Option

- Available after second week
- No pre-course validation
- What to do with early proficiency achievers
  - Ideally, start next course immediately
  - Realistically …
  - Limited tuition rebates help
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Conclusion

I have shown one approach to the Sound Assessment of Student Work in a Competency-Based Graduate Management Program.
Questions?

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