Using Rubrics for Education and Evaluation

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Session Outcomes
- Articulate the steps in developing rubrics
- Develop a rubric
- Describe the educational benefits of using rubrics
- Describe the evaluation benefits of rubrics
- Explain how the AAC&U VALUE rubrics can be used

Session Source

What is a rubric?
- A rubric is a scoring tool that is used to evaluate student work or performance
- Can be used to evaluate AND educate

Rubric Components
1. Task description
2. Scale for each level of achievement
3. Dimensions of the activity
4. Descriptions of each level
- Usually doesn’t exceed five levels and six dimensions

Teamwork Rubric Example

<table>
<thead>
<tr>
<th align="left">Task Description: Students will effectively work as a team in their student organization.</th>
<th>Excellent</th>
<th>Competent</th>
<th>Developing</th>
</tr>
</thead>
<tbody>
<tr>
<td align="left">Collaboration</td>
<td>Effectively works with 1-2 members of team but does not work with others.</td>
<td></td>
<td></td>
</tr>
<tr>
<td align="left">Effective communication</td>
<td>Clearly articulates what she wishes to express.</td>
<td></td>
<td></td>
</tr>
<tr>
<td align="left">Effective reasoning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td align="left">Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td align="left">Self-knowledge</td>
<td>Lacks awareness of own values and beliefs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td align="left">Principled action</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Why Use Rubrics?

Rubric Components: The Shell

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Scale level 1</th>
<th>Scale level 2</th>
<th>Scale level 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dimension 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dimension 2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dimension 3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dimension 4</td>
<td></td>
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</tbody>
</table>

Rubric Components: Task Description

- Describes what the task or activity is
- Is almost always originally framed by the instructor and involves a “performance” of some sort.
- Useful to use outcome language

Rubric Components: Dimensions

- Dimensions describe the parts of the task simply and completely
- This helps clarify the task to students breaking it into its component parts

Rubric Components: Scale

- Scale describes how well or poorly any given task in the activity has been performed
- Begin by using three levels since they are easier to delineate
- You can expand after the three levels are drafted.

Rubric Development Steps

- Reflecting
- Listing
- Grouping and labeling
- Application
Rubric Development: Reflecting
- Reflect on the outcomes of the activity
  - How does the activity relate to what you want students to learn?
  - What skills, knowledge, or attitudes will students need to develop to accomplish the activity well?
  - What evidence would students need to provide to complete the rubric?
  - What are your highest/lowest expectations?

Rubric Development: Listing
- List the outcomes that this activity should foster
  - This is a brainstorm, you can evaluate the items later

Rubric Development: Grouping and Labeling Dimensions
- Group similar or related performance outcomes to create dimensions
- Develop a label for each dimensions

Rubric Development: Grouping and Labeling Levels
- Then, draft a description of each level of performance you expect for each group of outcomes
  - Start with the highest level, then lowest level, and then middle level(s)
  - Label the levels for your scale

Rubric Components: Scale Levels
- Exemplary, proficient, marginal, unacceptable
- Advanced, intermediate high, intermediate, novice
- Distinguished, proficient, intermediate, novice
- Accomplished, average, developing, beginning
- Excellent, good, developing
- 1, 2, 3,

Rubric Development: Application
- Transfer the list and groupings to the grid
- Revise as needed
Variations on a Themes

- Use check boxes for elements of levels to speed process
- Circle applicable elements in the description
- Rubric with check boxes
- Rubric with circled elements
- Scoring rubric

AAC&U VALUE Project

- Association of American Colleges and Universities
- Valid Assessment of Learning in Undergraduate Education (VALUE)
  - http://www.aacu.org/value/
- Part of Liberal Education and American’s Promise (LEAP)

AAC&U VALUE Rubric Examples

- VALUE Critical Thinking Rubric
- VALUE Teamwork Rubric

Educating with Rubrics

- How can rubrics be used to educate?

Evaluation with Rubrics

- What benefits do rubrics provide for assessment and evaluation?
Discussion

- Any new ideas as to how you could use rubrics in your work?

Conclusion

“Thats all Folks!”