

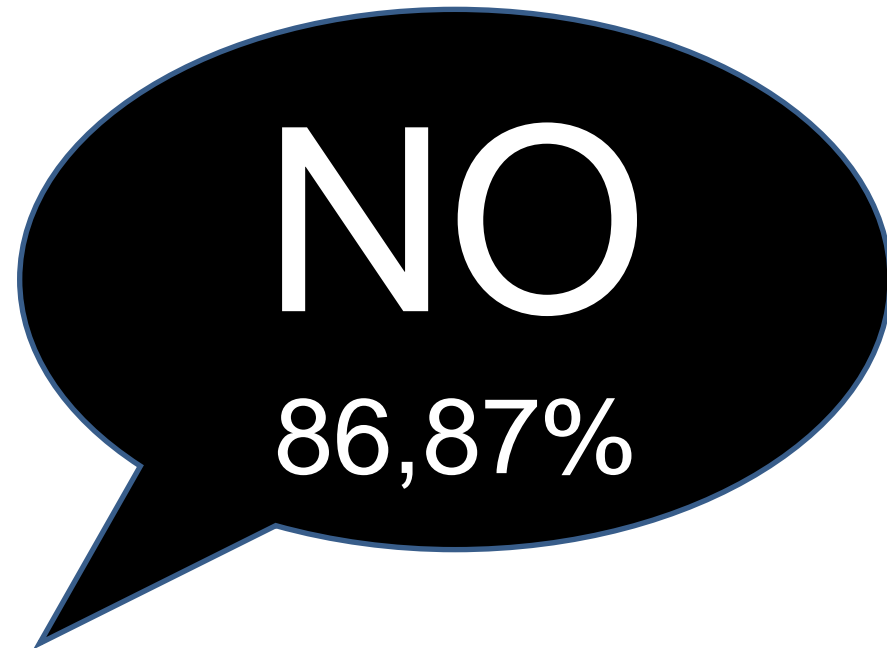
# Theory input #2, discussion and **action!**

---

How to **assess** competences and competence developments?

# Evaluation of competence development

Have you ever evaluated individual competence development of team members of European education projects?



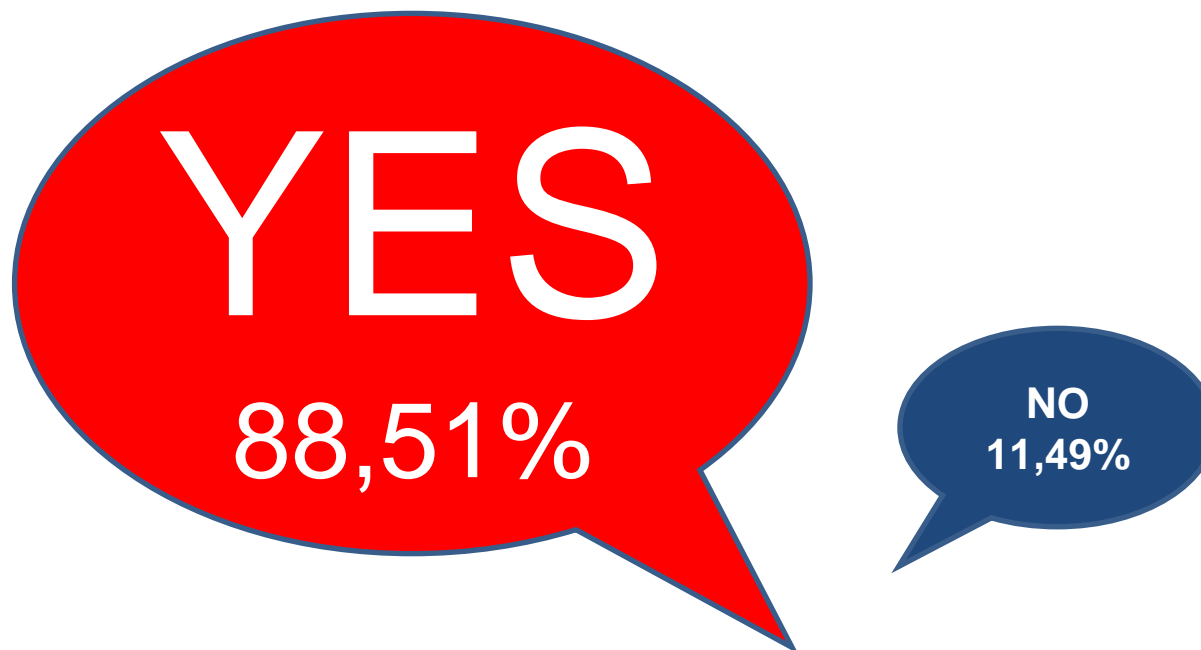
# Evaluation of competence development

Have you come across any tools to evaluate experiences gathered or competences developed by working in an EU-funded education project or partnership?



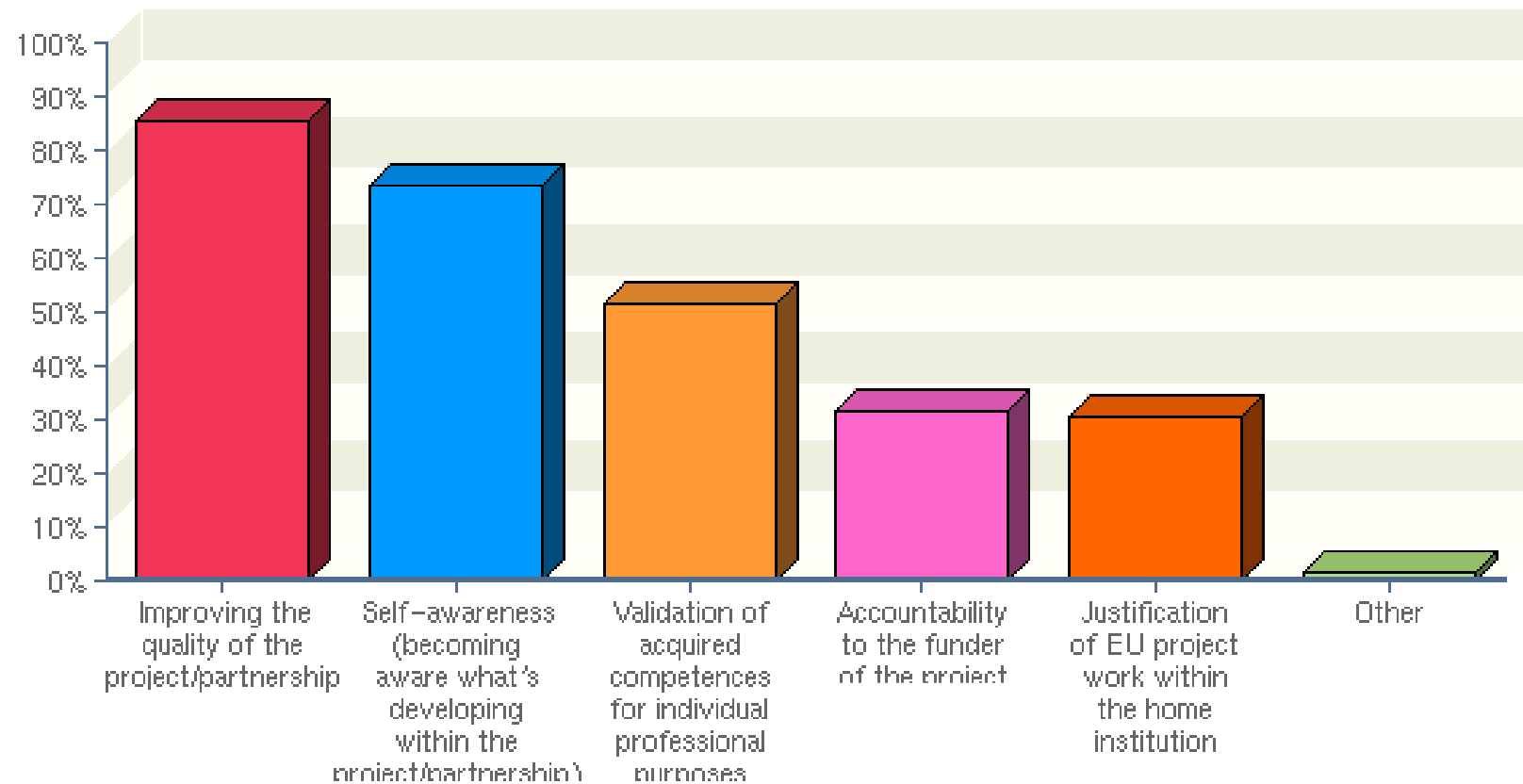
# Evaluation of competence development

Would you be ready to dedicate a specific part of your project evaluation to the assessment of individual learning and competence development within your partnership?



# Evaluation of competence development

If yes, for what purpose would you use that tool?



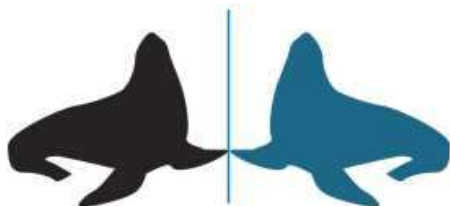
# Competence areas

- Cultural awareness
- Dealing with diversity
- Problem solving
- Communication
- Conflict solving
- Team work
- Analytical competences
- Autonomy
- Empathy, personal competences
- Self confidence
- Advocacy
- Language competences
- Learning to learn
- Sociability
- Readiness to be mobile
- Intercultural communication
- Language awareness
- Open mindedness
- Financial management
- Self management
- Adaptability / flexibility

# Possible competence areas



# Tools for assessment





Project / Activity	Project title <i>Context</i>	
	Activities <i>-Project activities</i> <i>-Learning activities</i>	
Competences	<i>What competences can be acquired in this project/activity/learning context?</i>	
	<i>What competence do you want to assess?</i>	
Evidence	<i>What indicators can make clear whether a specific competence level has been reached?</i>	Cognitive Active Affective
How?	<i>What method would be appropriate to measure the competence level you choose?</i> <i>How can you make the indicators visible?</i> <i>What does the instrument or method look like?</i>	Preparation:
		Instrument:

# INSTRUMENTS FOR ASSESSMENT

- In this context instruments or tools are instruments for collecting or gathering the necessary information.
- To assess the quality of a performance in a certain context. This performance is the result of a certain level of knowledge, attitude, activity.
- No matter which tool one wishes to choose, the underlying thought should be a series of things one wishes to know. This implies that there always will be a list of questions behind any evaluation activity.

# INSTRUMENTS FOR ASSESSMENT

- Assessment activities may be either individual or collective or a mixture.
- They may be responsive. This means that the respondent is answering questions.
- They may be productive: the people involved produce their own views, comments or explanations.
- 3D view
- Triggering self reflection
- Asking the right questions
- Observation

## Individual

Interview  
Questionnaire  
Self-evaluation profile  
SWOT analysis  
Observation and recording  
Analysis of documents  
Learning questions related to personal development plans

Emoticons: colour your mind  
Telling a story  
Mental map  
Flow-charting  
Presentation  
Letter addressed to yourself  
Writing an article  
Creating a website  
Reflective silence STAR  
Serving as a consultant in other similar projects

## **Responsive**

Group interview  
Choosing positions on a line  
Delphi rounds  
Sparring partner / critical friend  
360° feedback  
Thermometer with immediate feedback  
Four corner exercise

## **Productive**

Atmosphere cards (card based reflection)  
Play  
A group painting  
Presentation  
Working with scenarios  
Critical incidents method  
Debate  
Prioritizing with tokens  
Bulls eye  
Sculptures  
Body sculptures  
Using objects as symbols  
Systemic Representation

---

## Collective

## ***Instrument***

- ***Interviews and Questionnaires***
- ***SWOT analysis***
  
- ***Observation and recording***
- ***Analysis of documents, Mind map***
- ***Presentation***
  
- ***Reflective silence STARR***
- ***Group interview***
  
- ***Choosing positions on a line***
- ***360 °feedback***
- ***Cards based reflection***
- ***Bulls eye***

## COMPETENCE

*CULTURAL AWARENESS*

*LEADERSHIP*

*TEAM WORK    NETWORKING*

*ADVOCACY*

*PROJECT MANAGEMENT*

*TEAM WORK / INTERCULTURAL  
COMP.*

*TEAM WORK ....*

