

Procedures for Accurate, Fair, and Consistent Assessment in Unit

Saint Mary's College is committed to upholding standards that promote an environment that fosters academic excellence and professionalism. In that spirit, and in its commitment to ensure accuracy in assessment, the unit:

- (1) reviews each assessment tool to determine if the assessment measure is still an accurate measure of the student content knowledge, pedagogical knowledge and skills, and dispositions. This is visually presented in the Assessment Schematic.
- (2) makes revisions to assessment tools and identify additional areas where assessment measures are not sufficiently appropriate to assess the learning outcome.
- (3) ensures that each assessment is appropriate to the curricular level of the courses and to the candidates' field experiences.

Additionally, the unit has focused significant effort to promote consistency and eliminate bias in its assessment system.

- (4) Assessments will utilize two or evaluators where possible to help ensure consistency in assessment.
- (5) The unit will hold norming sessions for all new assessments and if inter-rater reliability declines.
- (6) All data reports from assessments, when possible, include inter-rater reliability statistics.
- (7) Both the Office of Institutional Research & Assessment and the unit will review all assessments for face validity and the potential of bias at both the question and instrument level.
- (8) All efforts are made to reduce bias by using multiple assessment measures and multiple reviewers.
- (9) We acknowledge in many cases, it is not possible to eliminate all bias, since on some measures the unit does not use a blind-assessment process, and some national standard measures such as aptitude tests have documented some test bias. In these cases, the unit strives to both be aware of this potential for bias and to minimize it however possible.