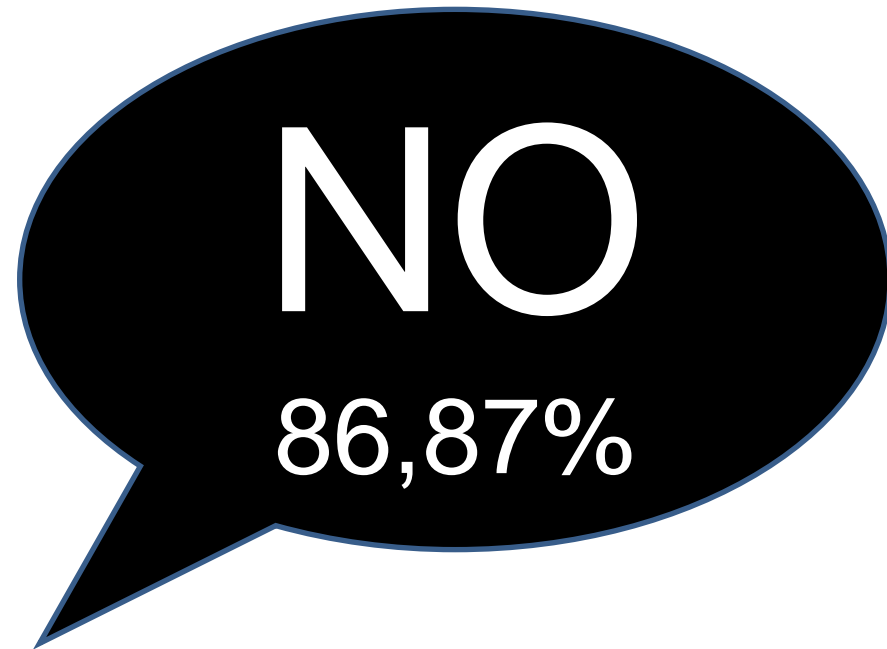# Theory input #2, discussion and action!

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

VITA   reveal

Evaluation of competence development

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

NO
86,87%

YES
13,13%

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?
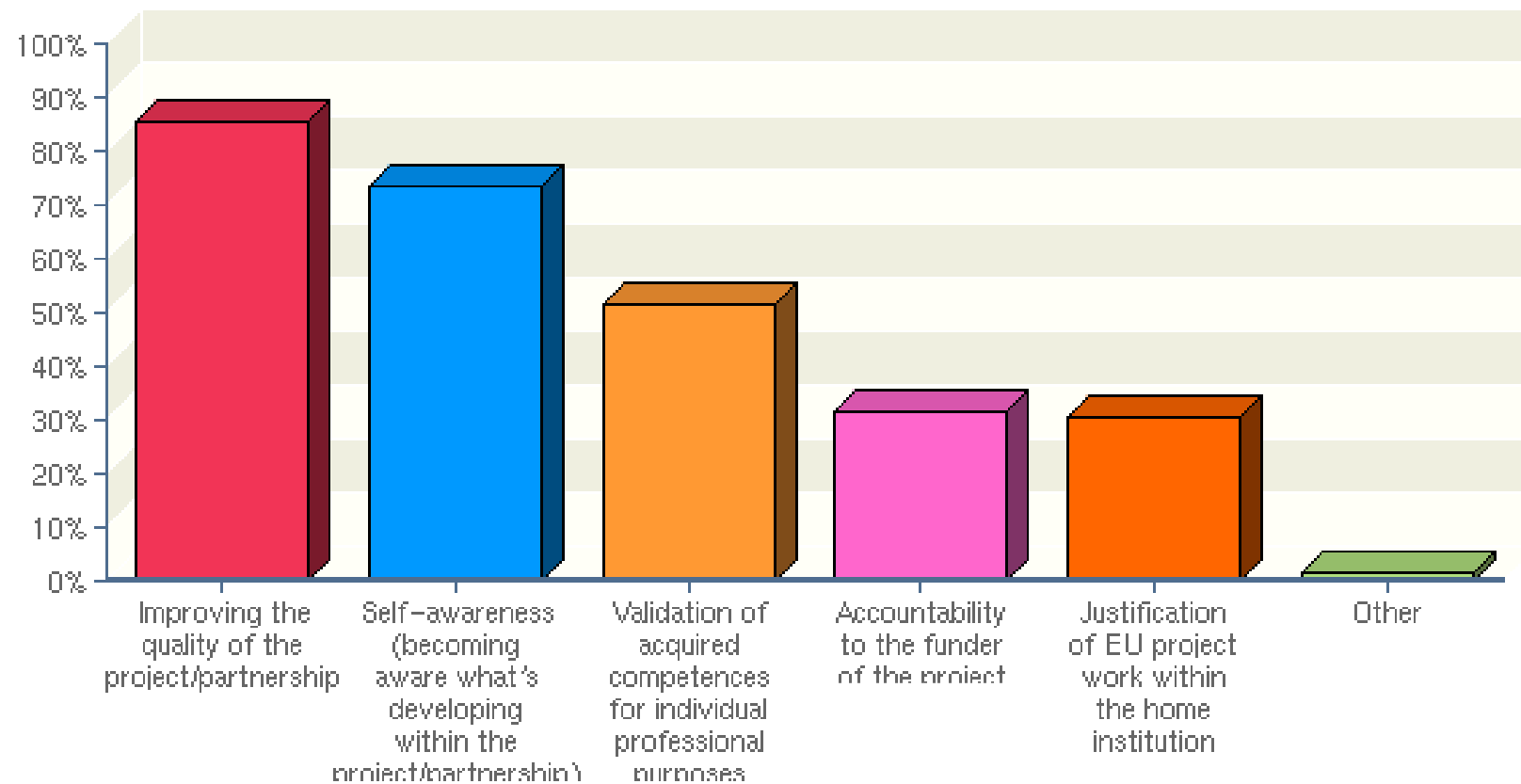
YES
26,04%

NO
73,96%

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?

YES
88,51%

NO
11,49%
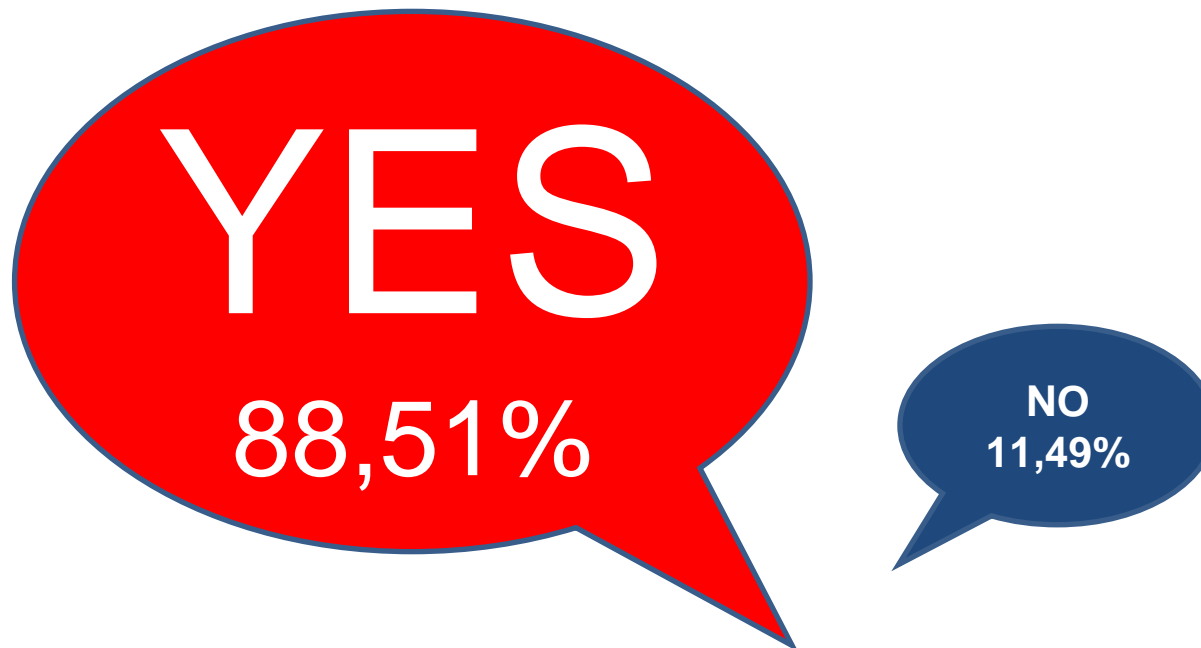
Evaluation of competence development

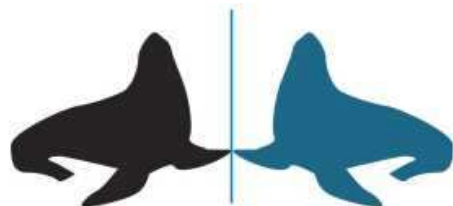**If yes, for what purpose would you use that tool?**

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

Evaluation and reflection

Networking

Virtual communication

Diversity management

Project management

Intercultural communication

Advocacy

Leadership

Teamwork

European scope

VIP

Validation of Informal Learning in European Projects

Tools for assessment

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

Responsive	Productive
Interview	Emoticons: colour your mind
Questionnaire	Telling a story
Self-evaluation profile	Mental map
SWOT analysis	Flow-charting
Observation and recording	Presentation
Analysis of documents	Letter addressed to yourself
Learning questions related to personal	Writing an article
development plans	Creating a website
	Reflective silence STAR
	Serving as a consultant in other similar
	projects

Responsive   **Productive**

Group interview	Atmosphere cards (card based reflection)
Choosing positions on a line	Play
Delphi rounds	A group painting
Sparring partner / critical friend	Presentation
360° feedback	Working with scenarios
Thermometer with immediate feedback	Critical incidents method
Four corner exercise	Debate
	Prioritizing with tokens
	Bulls eye
	Sculptures
	Body sculptures
	Using objects as symbols
	Systemic Representation

Collective

Instrument	COMPETENCE
• **Interviews and Questionnaires**	*CULTURAL AWARENESS*
• **SWOT analysis**	*LEADERSHIP*
• **Observation and recording**	*TEAM WORK NETWORKING*
• **Analysis of documents, Mind map**	
• **Presentation**	*ADVOCACY*
• **Reflective silence STARR**	*PROJECT MANAGEMENT*
• **Group interview**	*TEAM WORK / INTERCULTURAL COMP.*
• **Choosing positions on a line**	*TEAM WORK ....*
• **360°feedback**	
• **Cards based reflection**	
• **Bulls eye**	