Using Rubrics

Considerations for Choosing a Rubric Model:
- Consider the purpose of the assessment
- Consider the type of data you need
- Consider the assessment level (program or individual)
- Consider the stakeholders
- Consider the timeline for the assessment project
- Consider the number of participants
- Consider the lifespan of the program being assessed

Reference Guide for Choosing a Rubric Model:

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<th>High Involvement</th>
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<th>Individual Level</th>
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Improving Inter-rater Reliability:
1. Review the rubric with all raters
   i. Define the purpose of the assessment
   ii. Review learning and development outcomes
   iii. Define key terms in the rubric

2. Facilitate a practice opportunity with all raters
   i. Include students from the population of interest if possible

3. Calculate agreement scores

4. Facilitate debriefing session with all raters
   i. Reveal any areas of significant variation among raters
   ii. Work toward consensus in areas of significant variance
   iii. Revise rubric as necessary

5. Repeat steps 2 through 4

6. Publish final rubric