

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:

	High Involvement	Program Level	Individual Level	New Program	Quantitative Data	Qualitative Data	High Efficiency
Structured Observation			X	X		X	
Holistic	X	X		X	X		X
Rating Scale	X	X		X	X		X
Analytic	X	X	X		X		

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