

Engaging in the IRU Academic Calibration Process for subject review and working towards utilising the Peer Review Portal to support program review

A/Prof Michelle Lasen, Head, Teaching Quality and Student Success, Learning, Teaching and Student Engagement
Mariana van Niekerk, JCU Coordinator, IRU Calibration Project, Quality Planning & Analytics
Glenn McMahon, Manager Quality, Standards and Policy, Quality Planning & Analytics
Prof Stephen Naylor, Chair, Academic Board

Assessment and Review Summit, 19 September, 2017



Promoting peer review processes at JCU

Peer review: Policy and practice

Learning, Teaching and Assessment Policy 5. 17

The Subject Co-ordinator must seek a biennial peer review of the subject's assessment plans and grading practices.

Peer Review of Teaching at JCU: Collaborative and focussed on student success



3 Step Guide and Forms

Reviewee: Review Plan

Step 1: Review Plan

To be completed by Reviewee on Form A, in consultation with Reviewer/s

- Describe context and aspect/s of teaching to be reviewed.
- State intended use/s of review (i.e. primarily for improvement of teaching and student success but perhaps also for promotion, publication or teaching award).
- 3. Identify connections to Core Principles of the JCU Learning. Teaching and Assessment Policy.
- Consult with peer/s, who will undertake review, to discuss all aspects of the review, including your reasons for it and what you hope to get out of it.
- 5. List agreed material/s, access and activities to inform the review.
- 6. Detail timelines and share and clarify expectations and responsibilities

Reviewer:

Step 2: Review

To be completed by Reviewer/s on Form B

- State name and connection to reviewee, and relevant experience and expertise regarding the subject, course, discipline or aspect of teaching under review.
- Wherever possible, discuss your feedback with the reviewee before commencing the written review. Check back with them for clarification.
- Write the review, including reference to Core Principles of the JCU Learning, Teaching and Assessment Policy or another appropriate frame of reference.
- Check that the review is written in ways that exemplify and model professional, collegial and ethical conduct. Wherever possible, keep the focus on improving teaching and student success.
- Check that the review is written in ways suitable for its agreed uses.
- Where possible, arrange a time to meet with reviewee and share your review with them.

Reviewee:

Reflection and Action

Step 3: Reflection and Action

To be completed by Reviewee on Form C

- Pool this feedback from your peer/s with feedback from other sources, e.g., Your CLL Subject and Teaching surveys, enrolments, retention, grades, informal surveys, Student Experience Survey (SES), Graduate Outcomes Survey (GOS), employer surveys.
- Connect to Core Principles of the JCU Learning, Teaching and Assessment Policy, College, Division and/or JCU directions; and relevant higher education literature.
- Decide if/how you will change your teaching practices in response to the feedback and your own teaching values.
- Wherever possible, contact your reviewer/s and discuss your decisions and actions with them.
- 5. Consider repeating the process with the same or different reviewer/s.

JCU Peer Review of Teaching documentation

Academic staff rubric to evaluate quality of assessment design

Criterion 1. Assessment tasks and criteria are aligned with subject learning outcomes (and relevant course learning outcomes), and across campuses, modes and/or study periods, of high cognitive order and weighted appropriately __

Criterion 2. Assessment tasks are authentic (see <u>JCU assessment list</u>), aligned with core learning activities and, where appropriate, stimulate a wide range of active responses

Criterion 3. Assessment tasks take into consideration student workload expectations, are distributed across the study period and allow opportunities for early, timely, consequential and multi-source feedback

Criterion 4. Assessment task specifications, criteria, standards and supporting resources are available, clearly articulated and aligned





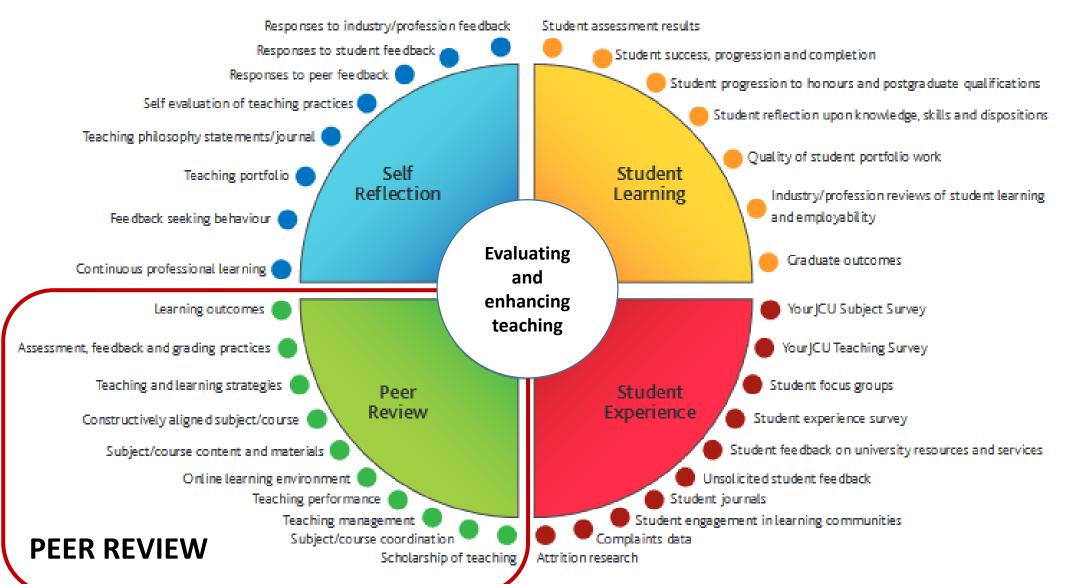
	Criteria	Good practice	Developing
>	Assessment tasks and criteria are aligned with subject learning outcomes (and relevant course learning outcomes), and across campuses, modes and/or study periods, of high cognitive order and weighted appropriately	 Assessment tasks and criteria are valid, evidencing student achievement of knowledge, skills and dispositions targeted in subject learning outcomes (and relevant course learning outcomes) Assessment tasks are of high cognitive order, as aligned with the Australian Qualifications Framework Assessment task weightings reflect relative importance of learning outcomes and anticipated student workload Assessment task types and weightings are aligned across campuses, modes and/or study periods 	Assessment tasks are not conducive to assessing the learning outcomes; or tasks and criteria are somewhat aligned with subject learning outcomes, however, there may be knowledge, skills and/or dispositions targeted in subject learning outcomes that are not assessed and/or unnecessary duplication Assessment tasks are of low cognitive order, lacking alignment with the Australian Qualifications framework Assessment task weightings do not best reflect relative importance of learning outcomes (i.e. demonstration of lower order outcomes weighted too highly or higher order applications not afforded adequate weighting) and/or anticipated student workload Assessment task types and weightings do not align across
	PRINCIPLE: VALIDITY		 Assessment task types and weightings do not align across campuses, modes and/or study periods
>	Assessment tasks are authentic (see <u>JCU</u> <u>assessment list</u>), aligned with core learning activities and, where appropriate, stimulate a wide range of active responses PRINCIPLES: AUTHENTICITY, INCLUSIVITY	Assessment tasks: Are authentic (i.e. similar to the real work done in professional or further learning/research contexts) Are aligned with core learning activities; and Stimulate a wide range of active responses (i.e. allow students to make connections with their own experiences, exercise choice and/or work in collaboration with others), where appropriate	Assessment tasks: Lack relevance to the real work done in professional or further learning/research contexts Are somewhat aligned or misaligned with core learning activities Allow students limited or no opportunity to make connections with their own experiences, exercise choice or work in collaboration with others
>	Assessment tasks take into consideration student workload expectations, are distributed across the study period and allow opportunities for early, timely, consequential and multi-source feedback PRINCIPLES: INCLUSIVITY, TRANSPARENCY	Assessments tasks: Take into consideration student workload expectations Are distributed across the duration of the study period [In addition to summative purpoles] Fulfil formative/ assessment for learning purposes, and build on each other where appropriate, to maximise opportunity for students to receive early, timely and consequential feedback Incorporate self, peer and/or industry/client assessment, where appropriate	Assessment tasks do not allow opportunities for early, timely, consequential and, where appropriate, multisource feedback, given that they are: • Largely located at the end of the study period, fulfilling summative/assessment of learning purposes • Excessive in associated workload • Highly disparate in nature, and/or • Rely entirely on marker feedback, albeit that they are conducive to incorporate elements of self, peer and/or industry/client assessment
•	Assessment task specifications, criteria, standards and supporting resources are available, clearly articulated and aligned PRINCIPLES: TRANSPARENCY, RELIABILITY	Assessment task descriptions/specifications, criteria, standards and supporting resources (e.g. annotated exemplars) are available, clearly articulated and aligned, to support student understanding and marker judgement of assessment	Assessment task descriptions/specifications and criteria lack alignment; standards are not articulated; and there are no or limited supporting resources, resulting in lack of clarity for students and impacting marker reliability

Idea of one-page staff rubric: Prompted by resource developed by Graham Hendry in collaboration with the University of Sydney Assessment Scholars Network (presented at 2017 HERDSA conference)

Staff professional resources

JAMES COOK UNIVERSITY AUSTRALIA

4-Quadrant Model of evaluating teaching



Adapted from Smith, C. (2008). Building effectiveness in teaching through targeted evaluation and response: Connecting evaluation to teaching improvement in higher education. Assessment & Evaluation in Higher Education, *33*(5), 517-533.

Internal learning and teaching grants of up to \$3000

Peer review by external academics or industry partners

Internal dissemination via ePoster (and conference presentation and publication)

Undergraduate

- 1. Sector/industry relevance of 1st year professional practices in education subject
- 2. Competency assessment in 1st year physiotherapy subject
- 3. Blended learning approach in anatomy component of 1^{st} year veterinary science subject
- 4. Pedagogical strategies in endocrinology component in 1st year medicine subject
- 5. Computer programming components of a 2nd year engineering subject
- 6. Constructive alignment and emphases on higher order outcomes in a 2nd year evolutionary biology subject
- 7. Clinical simulation across the undergraduate nursing program at JCU

Postgraduate

8. Best practice learning, teaching and assessment principles for large, external cohort in Master public health subject





Engaging in the IRU Academic Calibration Process

Documentation for Unit Coordinator to compile

Category	Document
University Grading nomenclature Course Information about the course structure(s) of which the unit is a part of Course Course level learning outcomes Unit Unit outline provided to students Unit Unit Learning Outcomes, and how the relate to course learning outcomes Unit Grade distribution for the particular semester being evaluated.	
Course	Information about the course structure(s) of which the unit is a part of
Course	Course level learning outcomes
Unit	Unit outline provided to students
Unit	Unit Learning Outcomes, and how the relate to course learning outcomes
Unit	Grade distribution for the particular semester being evaluated.
Unit	Context statement – optional documentation you can use to comment on additional factors not present in standard documentation.
Assessment	Details of assessment task
Assessment	Grading criteria/marking rubric for the assessment task

Selection of deidentifed student samples (grades and comments are still included):

Pass		Credit	t		Distinction High Distinction			on			
Low	Med	High	Low	Med	High	Low	Med	High	Low	Med	High

External review: Learning outcomes

Likhert-scale responses and open-ended rationale

- 1. To what extent is the **information** provided about learning outcomes **clear and sufficient**? *Please list up to three reasons for making this rating*
- 2. To what extent are the specified **learning outcomes appropriate** for the unit in its delivery year? *Please list up to three reasons for making this rating*

Open-ended question

3. How do the specified learning outcomes **compare with those of units from similar universities** in the same delivery year?

External review: Assessment task

Likhert-scale responses and open-ended rationale

- 1. To what extent is the assessment task **suitable for the specified learning outcomes**? *Please list up to three reasons for making this rating*
- 2. To what extent are the assessment **requirements and the marking criteria explained clearly**? *Please list up to three reasons for making this rating*
- 3. To what extent are the assessment task and the marking criteria appropriate for a _____ year unit?

Open-ended question

4. How does the assessment task and marking criteria compare with those of _____ year units from similar universities?

External review: Grades awarded

Student Samples - Review of grades awarded

To make your assessment of the grade, please click into the blank cell in 'Grade assessment', and select the value you think is most appropriate.

Where you disagree with a grade, you must provide reasoning in the comments box below.

Showing 1-12 of 12 add filters

Student Samples Name	Grade	Mark	Total Marks	Grade Assessment
S01	Pass	25.00	50	Agree with Grade Awarded
S02	Pass	27.00	50	Agree with Grade Awarded
\$03	Pass	30.00	50	Agree with Grade Awarded
\$04	Credit	33.00	50	Agree with Grade Awarded
S05	Credit	35.00	50	Agree with Grade Awarded
S06	Credit	37.00	50	Agree with Grade Awarded
\$07	Distinction	37.50	50	Agree with Grade Awarded
S08	Distinction	40.00	50	Agree with Grade Awarded
S09	Distinction	42.00	50	Agree with Grade Awarded
S10	High Distinction	43.00	50	Agree with Grade Awarded
S11	High Distinction	43.00	50	Agree with Grade Awarded
S12	High Distinction	45.00	50	Agree with Grade Awarded

3 options for assessment of grades awarded (note not marks)



Agree with grade awarded



Believe grade awarded to be unduly high



Believe grade awarded to be unduly low

External review: Summary judgement

When the reviewers' report is received, it is typically sent to the Unit Coordinator, Course Coordinator and Head of School/Academic Group.

3 options for summary judgement

The learning outcomes, assessment tasks and assessment processes were appropriate.

Any recommendations made are for the purposes of enhancement to the unit and its assessment.

The learning outcomes, assessment tasks and assessment processes were appropriate.

However, there are some risks to the future quality assurance of the unit and its assessment, as outlined in recommendations.

There are **immediate concerns or risks** relating to the learning outcomes, assessment tasks and/or assessment processes.

These require immediate action on behalf of the University to prevent reoccurrence in the next review.

Range of options depending on how disparate the judgment is between the reviewer and original marker

- University's Calibration Coordinator, Unit Coordinator, Course Coordinator, and Head of School/Academic Group review disparity against other available data;
- Engage External Reviewer in discussion regarding reasons for grades;
- Involve third party in calibration exercise to determine appropriate academic standards;
- Repeat calibration exercise in following year to ensure measures put in place result in level of confidence required;
- Participate in a more extensive peer review exercise.

IRU Calibration Project milestones

2013-14

Initial trial 20 units, 6 IRU universities

	Total	HD	D	С	Р	Fail
Assessments reviewed	201	60	52	48	39	2
% agree with grade awarded	78.5	80.0	71.0	83.5	79.5	100
% Believe grade to be unduly high	20.0	20.0	23.0	16.5	20.5	
% Believe grade to be unduly low	1.5		6.0			
	100	100	100	100	100	100

Source: Thiele, B. (2015). IRU Academic Calibration Project (Trial Phase). Final Report. March 2015

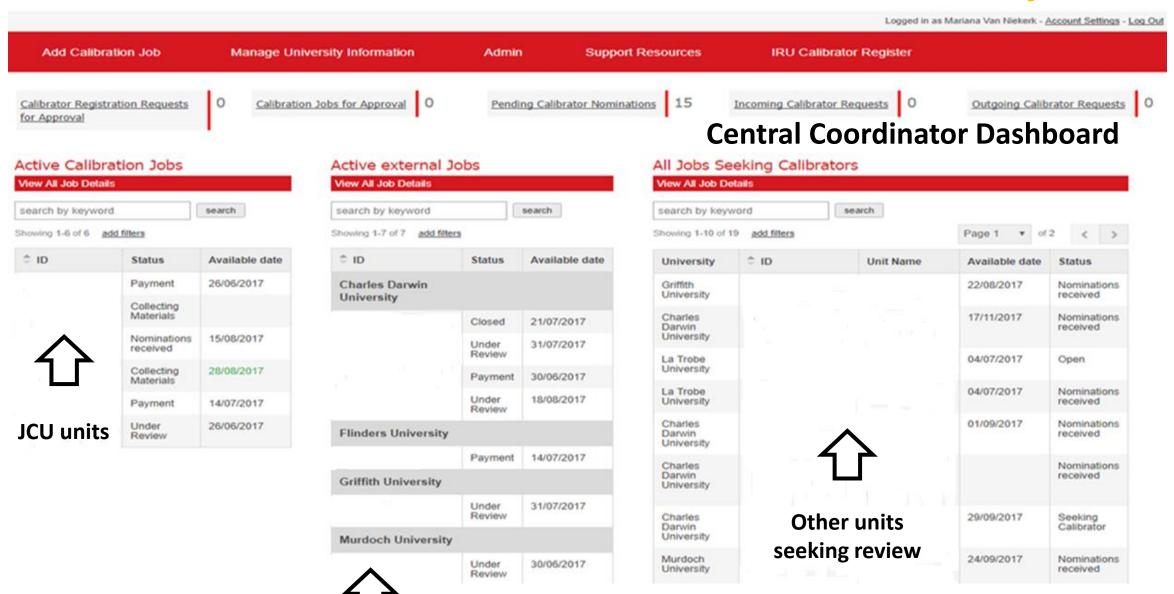
2015

- Evaluation of IRU Calibration Project: Valuable process
- Recommendations: Create a central coordinator role and a dedicated calibration system (Abbey Murray, Charles Darwin University)

2016-17

Accelerated calibration volume

Calibrate. Dedicated calibration system



Other institutions' units

Calibrate <no-reply@iru.edu.au>

New Calibration Job: SWK313_S1_2017 - Seeking Calibrator

- To Wan Niekerk, Mariana; r.marten@latrobe.edu.au; c.arrigoni@griffith.edu.au; anna.smith@finders.edu.au; a.black@murdoch.edu.au; abbey.murray@cdu.edu.au
- 1 You forwarded this message on 22/08/2017 3:34 PM.

Dear IRU Calibration Coordinators,



A new Calibration Job is available in Calibrate.

Please make your calibration nominations via the calibration register, or distribute this information to relevant academics at your institutions.

Calibration Job

_S1_2017

University	Charles Darwin University
Internal Structure	Faculty of Engineering, Health, Science, and the Environment, School of Health
Unit	
Unit Link	
Related Courses	Bachelor of
Calibration Period	Semester 1, 2017
Assessment selection - Brief	Assig 2 – 2500 word case study essay
Assessment selection - Details	

Logged in as Mariana Van Niekerk - Account 5 ACMS Dashboard → Seeking Calibrators Job Details

View Calibration Job Details

Calibration Jobs ID

Unit Code

Unit Link

Faculty

Dominant Course

Calibrating

Year

Assessment selection

Materials

Notes

S1 2017

2017

detail

22/09/2017 availability

Add calibrator nomination Status

Add Calibrator Nomination



Charles Darwin University University Unit Name School Faculty of Engineering, Health, Science, and the Environment Related Courses Bachelor of Social Work Semester 1 Calibrating Semester Assessment selection brief Assig 2 - 2500 word case study essay Assessment Selection Attachment Calibration Job Status Seeking Calibrator

Central Coordinator notifications

From: Calibrate [mailto:no-reply@iru.edu.au]

Sent: Thursday, 17 August 2017 4:26 PM

To: van Niekerk, Mariana <mariana.vanniekerk@jcu.edu.au> Cc: abbey.murray@cdu.edu.au; test_email@test.edu.au Subject: TEST S1 2017: Joe Blog - Nomination Accepted

Dear (NOMINATING CALIBRATION COORDINATORS),

JOE BLOG has been selected as the calibrator for TEST123_S1_2017.

You will be notified when the calibration package is available.

Reviewer notifications

From: Calibrate [mailto:no-reply@iru.edu.au]

Sent: Tuesday, 18 July 2017 1:29 PM

To: JOE BLOG

Cc: University IRU Coordinator

Subject: TEST_S1_2017: Calibration Package available



Dear JOE BLOG.

The Calibration Package is available for TEST SUBJECT 2017.

Instructions

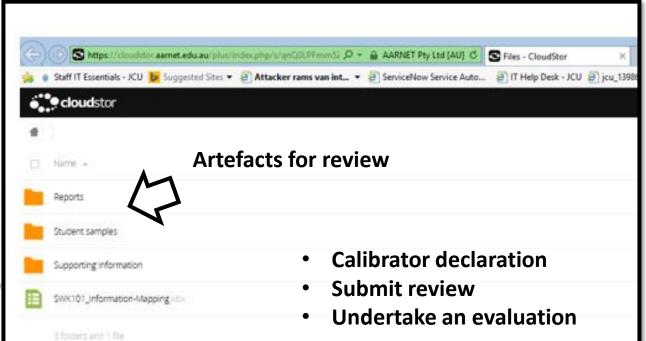
To access the information package for your review please use the following link: https://cloudstor.aarnet.edu.au/plus/index.php/apps/files/?dir=%TEST

Please review the full package prior to completing the report. Please also ensure you have read either the IRU Calibrator Guide, or your local Calibrator Guide prior to your evaluation.

To access the report and make your evaluation please use the following link: Academic Calibration Report

Your authentication code to access the report is: TEST_S1_2017.

If you have any questions regarding the information provided, please submit these to your calibration coordinator. Please do not continue you review until you have feedback from your coordinator on the requested information.





JCU subjects calibrated in 2017

Pathways Diploma – Foundation subjects

CS1022 Learning in a Digital Environment

SC1022 Essential Science

Bachelor 1st year units

HS1111 Science
Communication for Nursing and
Midwifery

Bachelor capstones

BA3000 Arts Edge

SP3014 Independent Research Project

PS4002 Contemporary Issues for Physiotherapists

OT4003 Health Law, Ethics and Reflective Practice

ED4460 Service Learning for Sustainable Futures

Postgraduate units

RH5200 Rehabilitation Research and Evidence-Based Practice

NS5922 Masters Nursing Pharmacotherapeutics for Nurse Practitioners 2



A JCU reviewer's experience

- Reviewer: Academic who is passionate about the development of the HR professional
- Engages in accrediting body's professional network and accesses university websites for desktop benchmarking, however, has not had the opportunity to be exposed to counterparts' assessment methods
- Ample artefacts to conduct a comprehensive review; may have been good to have access to the subject site in the LMS
- "What was amazing is that we were pretty much consistent!" only difference was the 2 HD samples (lacked deep analyses of issues and clear alignment with concrete and viable HR recommendations)
- Nonetheless, agreed with grades awarded limitations may have been due to task design (privileging breadth over depth) and students not having been directed in that way (in terms of feedback on Part 1)
- Implications for practice: Saw merit in aspects of task design, wherein group work processes were supported and all members had designated roles and responsibilities
- Estimated that the review took 3 days; was not motivated by the \$600 honorarium



A JCU reviewee's experience

- Context: 9 deliveries of a Pathways Diploma unit, with 600-800 students across 4 campuses per year
- Video presentation task (most heavily weighted in schedule)
- Deidentification of student samples was time consuming: edited any audio or on-screen reference to student names; uploaded MP4 files on google drive with link provided to reviewer
- Already considerable investment in calibrating student and markers' understanding of specifications and standards: student assessment guidelines, graders' handbook, pre marking moderation consensus meetings
- Reviewer deemed that grades awarded for 2 submissions (1D, 1C) were unduly high
- Impact on practice: Prompted exchange marking (no sessional staff member assessing own students); more explicit rubric
- Benefits: "Focused my energies to tighten up the subject"
- Appreciated that the reviewer had "the expertise and distance to provide a constructive review"
- Straightforward process, however, clearer instructions needed regarding management of assessment tasks other than written tasks



Working towards utilising the Peer Review Portal to support program review

2017: Academic Expert Working Group developed new academic program/course review procedure



Academic Course Review Procedure

at JCU.

JCU has a three-fold obligation to undertake routine course quality review for all academic programs: Ensures the academic quality of its programs are of the highest calibre possible;

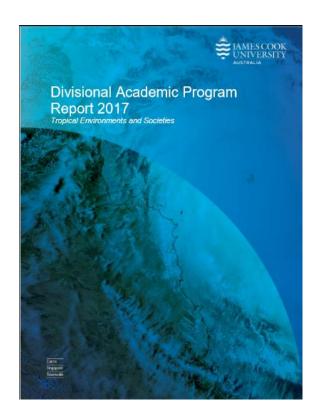
- - 2. Assures the university's sustainability as a tertiary education provider; and Meets its commitments under the Higher Education Standards Framework (Threshold Standards)

These Procedures provide the structure and process for the review of all academic programs delivered

Academic course review

Level 1. Annual Course Performance Report (supported by Course Coordinator workshop and provision of data report), with following foci:

- Entry Standards
- Assessment and moderation
- Learning and teaching methodologies
- Graduate employability
- Course accreditation



Themes synthesised in Divisional Academic Program Reports

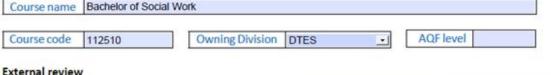


Level 2. Internal Course Review, every 5-7 years

Level 2: Initial first pass (evidenced based undertaken by Quality, Planning and Analytics)

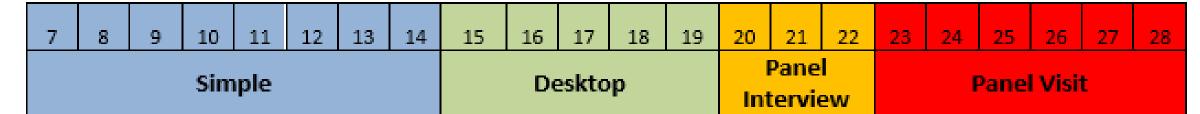
Performance on 7 of 9 indicators:

- **Course accreditation profile**
- Course learning outcomes
- Course assessment
- **Student experience**
- **Industry linkage**
- **Scale: overall size**
- Student enrolment trend
- Student retention
- Financial performance



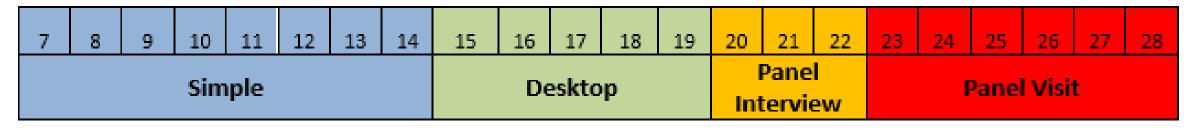
Risk Ref	Indicator	LOW (Value=1)		MEDIUM (Value=2)	HIGH (Value=4)		
1	Course accreditation profile	External accreditation in place – no mandatory conditions	•			No external accreditation	C
2	Course Learning Outcomes (valid, aligned, reliable, transparent)	Clear and comprehensive mapping	m	Gaps in mapping	rc	No mapping or ad hoc attempts at parts	
3	Course Assessment – Methodology, mapping to learning outcomes	Clear and comprehensive mapping of learning outcomes to assessment	31110	ent Indicato	3	No mapping or ad hoc attempts at parts	
4	Student experience	Feedback stable ≥ 75% over past 3yrs	•	Feedback stable @ 70- 75% over past 3yrs	0	Feedback declining and < 70% over the past 3 years	
5	Industry Linkage	Formal and planned industry collaboration	•	Some industry collaboration	0	No industry collaboration	(
6	Scale: Overall size	≤ 20 EFTSL	0	21 – 79 EFTSL	0	≥ 80 EFTSL	•
7	Student Enrolment Trend	Increasing Trend	0	Flat	0	Declining Trend	•
8	Student Retention	Retention stable and positive ≥75% over past 3yrs	•	Retention stable @70-75% past 3yrs 1-2 significant student issues	0	Retention declining and <70% past 3yrs Numerous and sustained student issues	
9	Financial Performance	>\$5000	•	\$4999 – 0	0	<\$0	(

Academic Course Review Committee (Chair Academic Board, DVCA & Directors Academic Quality and Strategy) verify review type:



Who reviews and what evidence?





Application provided directly to:

Undertaken by a team/panel consisting of:

- Academic Course Review Committee
- Academic from another Division
- ADLT from Division but not College
- Member of Academic Board

- ADLT from Division but not College
- Director of Quality and Strategy from Division
- Member of Academic Board
- External expert: Alumni, industry or another institution

Final report from the external accrediting agency

Simple Portfolio of Evidence

<u>Comprehensive Portfolio</u> of Evidence Academic Course Review Committee provides recommendation to Academic Board

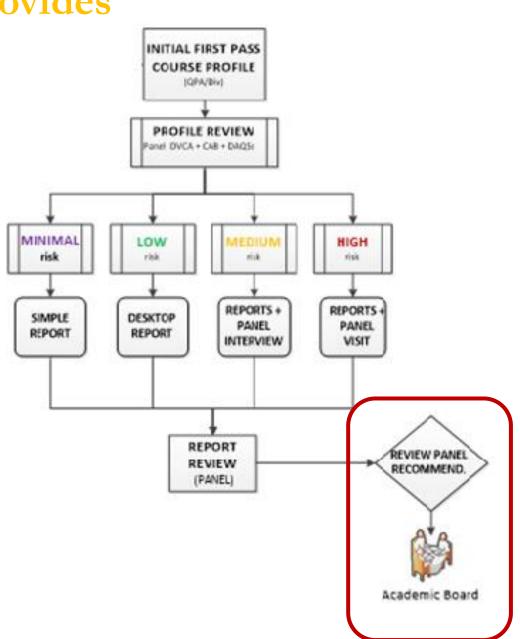
Renew the course of study

- without conditions
- with recommended (formative) improvements
- with required (summative) improvements (including a plan)

OR

Suspend the course for a period of time (timeframe identified)

Disestablish the course



2017 pilot courses

Division of Academic and Student Life

Desktop: AQF 5 Diploma program

Division of Tropical Health and Medicine

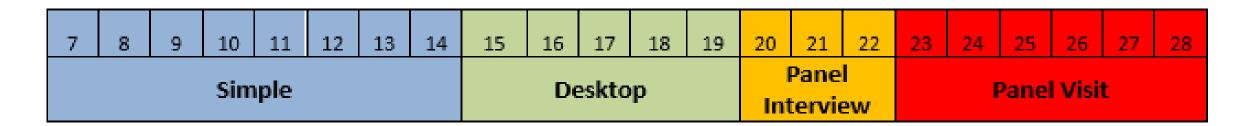
Simple: accredited AQF 7 Bachelor program

Panel Interview: AQF 9 Masters coursework program

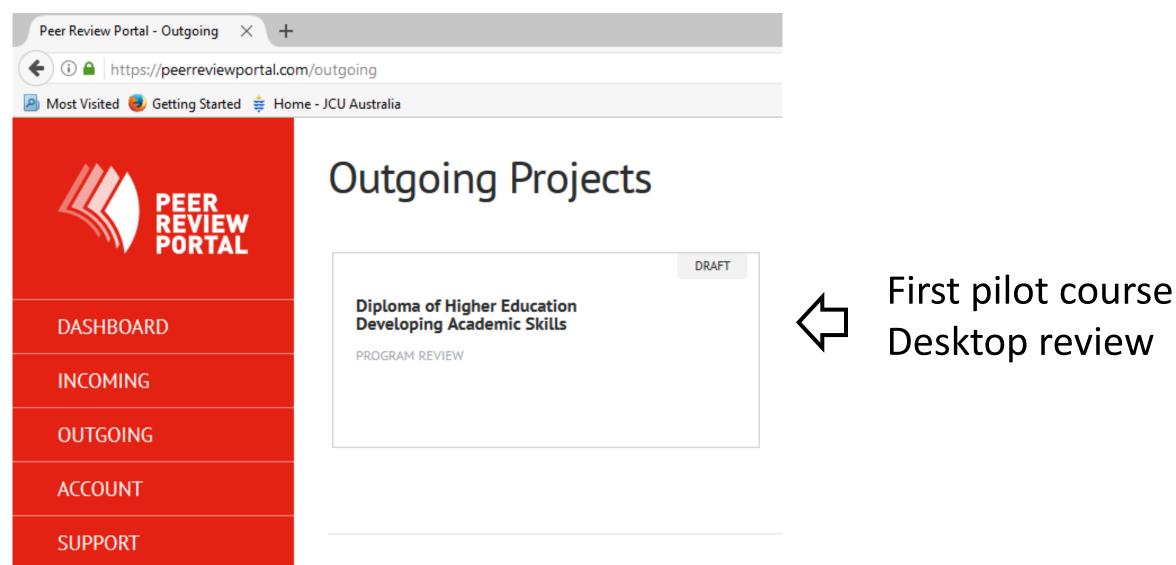
Division of Tropical Environments and Societies

Simple: accredited AQF 7 Bachelor program

Panel Visit: AQF 9 Master coursework program



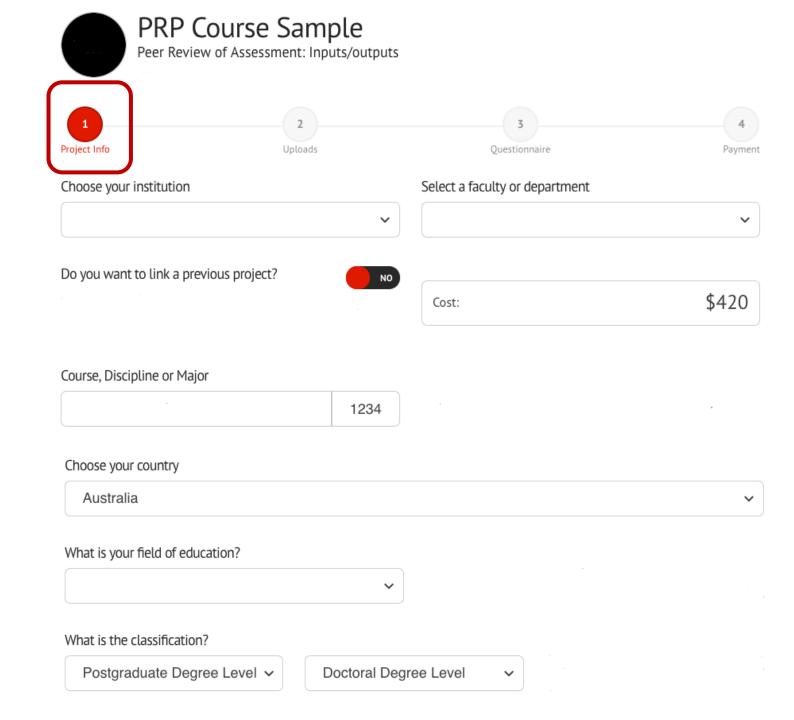
Working to utilise the Peer Review Portal to support course review processes



Project information

Key detail pertaining to the program/course

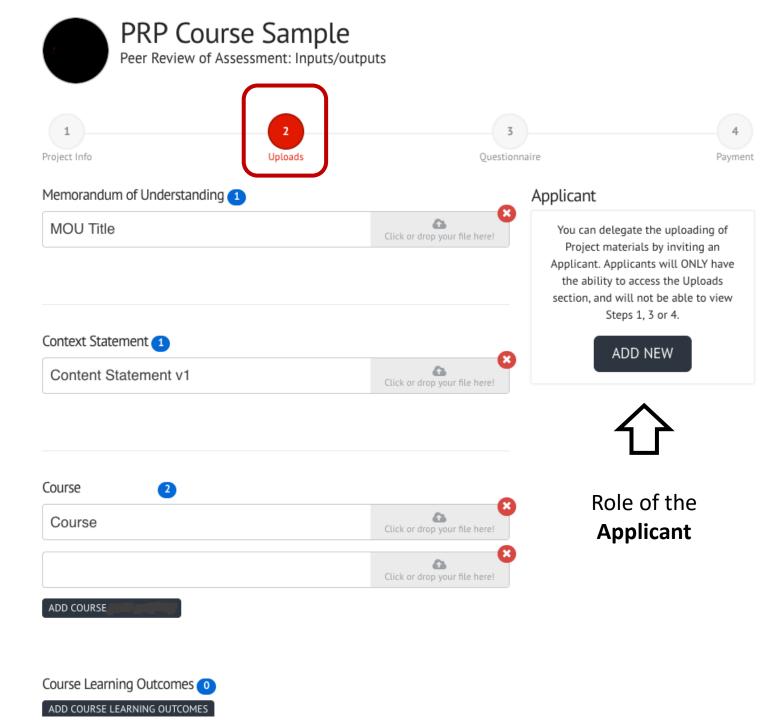




Uploads

Evidence base for panel members to review





Questionnaire

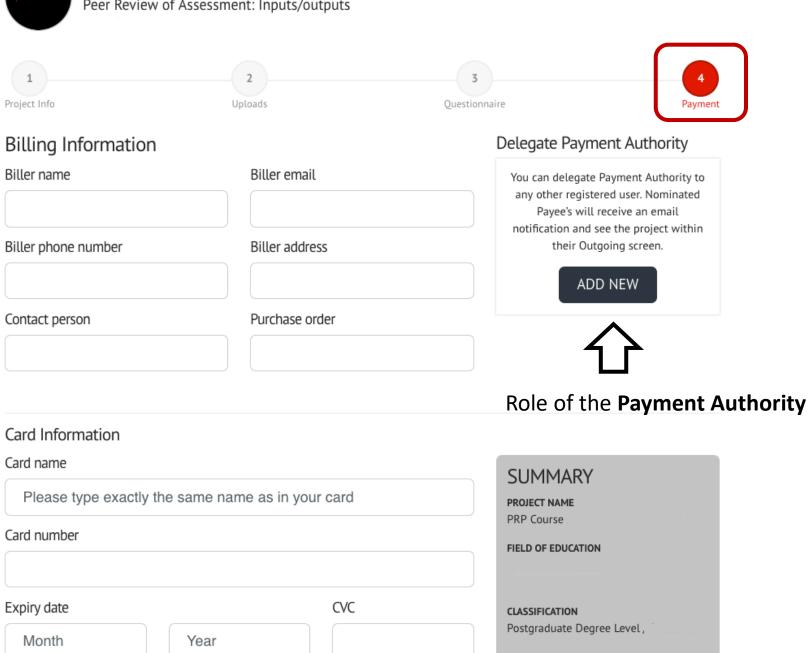
Questions for panel members to respond to

- 5 point scale
- 4 point scale
- Customised scale





Payment



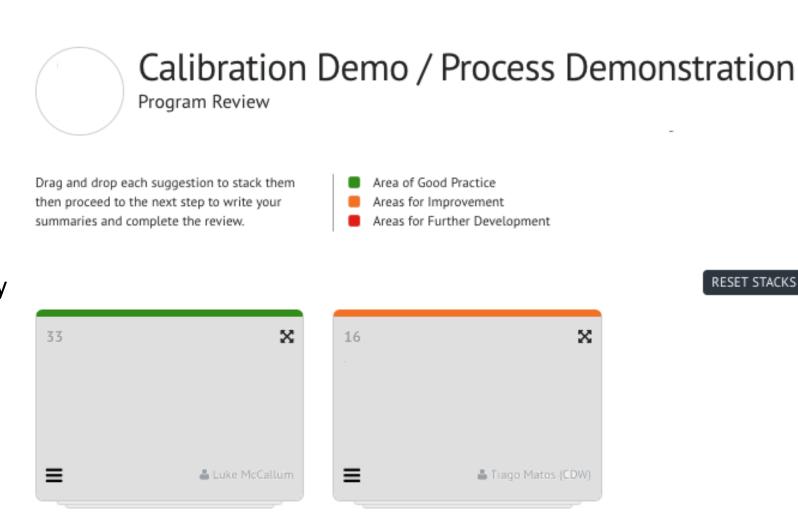


Calibration

This facility differentiates a program review from a unit review in the Portal.

Once all panel members' reviews are submitted, the Panel Chair is able to broadly calibrate panel members' assessments through a manual or auto-stacking function.

The Chair is also able to include comments.



NEXT

AUTO STACK



Contacts

A/Prof Michelle Lasen, Head, Teaching Quality and Student Success: Michelle.Lasen@jcu.edu.au

Mariana van Niekerk, JCU Coordinator, IRU Calibration Project: Mariana.vanniekerk@jcu.edu.au

Glenn McMahon, Manager Quality, Standards and Policy: Glenn.McMahon@jcu.edu.au

Prof Stephen Naylor, Chair, Academic Board: Stephen.Naylor@jcu.edu.au

Acknowledgement

Luke McCallum: Peer Review Portal screenshots