

Evaluation and Feedback: If It's Important, Why Not Do It Well?

Aerospace Engineering Colloquium

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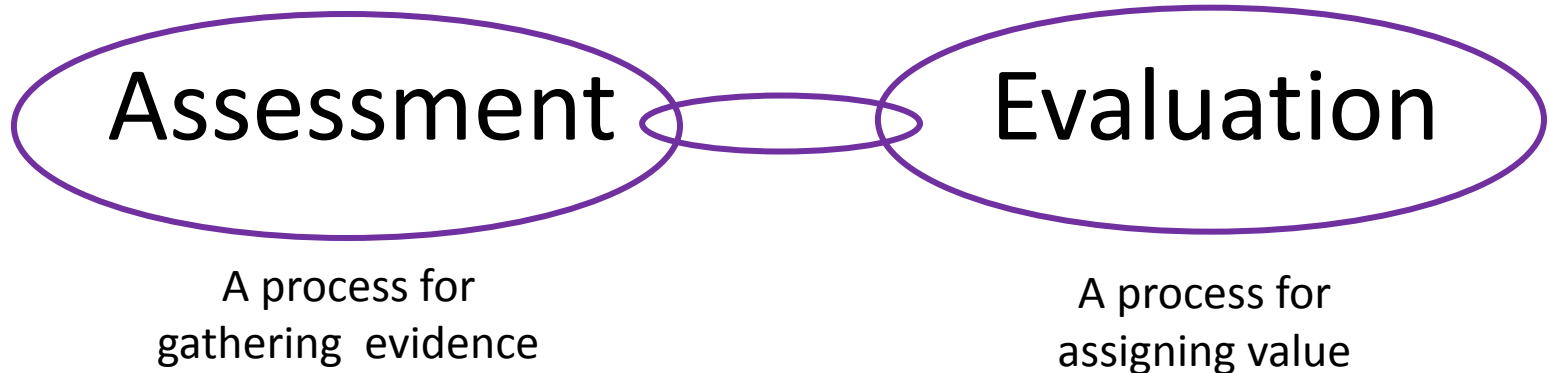
Jim Borgford-Parnell

Center for Engineering Learning & Teaching

<http://depts.washington.edu/celtweb/>

bparnell@uw.edu

Feedback System



Effective Feedback

- Shared ownership
- Timeliness
- Opportunity to make improvements
- Trust

Criteria for Effective Team Work

- A shared mission and goals
- Everyone motivated and committed.
- Experience level... and presence of experienced members
- Team size, organization and open atmosphere... and results-driven structure
- Reward structure that fosters ownership & autonomy
- Monitoring of progress and direction... and adjusting when necessary

Criteria for Effective Group Learning

- Individual Accountability
- Positive Interdependence
- **Timely Feedback**
- A Challenging Task

Takeaways

- Good feedback systems involve both assessment and evaluation
- Assessment = gathering, collating, presenting evidence/data
- Evaluation = assigning value and determining meaning of evidence
- Good evaluation involves triangulation of all available data
- Assessment and evaluation work best when part of a continuous improvement process.
- Timeliness is key to an effective process.
- An effective summative process includes formative processes
- Effective change requires meaningful ownership
- Don't open the loop unless you are planning to close the loop
- Feedback shouldn't come as a surprise