

# PERFORMANCE ASSESSMENT



## Descriptive

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At the end of this workshop, the participant will be able to identify the key elements to consider when evaluating the trainee's performance. He will have learned to formulate and give effective feedback based on foundations. He will be able to conduct an evaluation meeting, recognize key errors committed during an evaluation, avoid performance appraisal pitfalls, and be self-critical in his evaluation of performance.



## Competency

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**To assess** a student's performance constructively, fairly and honestly.

## Units

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### **Unit 1: The concepts of performance assessment**

- Unit 1.1 Definition of performance assessment
- Unit 1.2 Five activities at the heart of performance assessment
- Unit 1.3 Goals of performance assessment

### **Unit 2: The foundations**

- Unit 2.1 The foundations of performance assessment
- Unit 2.2 The facts
- Unit 2.3 Sources of information
- Unit 2.4 Observation or judgement?
- Unit 2.5 Another look at the problematic situation

### **Unit 3: The process of assessment: from formative assessment to summative assessment**

- Unit 3.1 Formative assessment
- Unit 3.2 Approach to feedback
- Unit 3.3 Feedback content
- Unit 3.4 The problem trainee
- Unit 3.5 Feedback in problem situations
- Unit 3.6 Summative assessment
- Unit 3.7 Assessment report
- Unit 3.8 The summative assessment interview
- Unit 3.9 Ethical rules