# Does My Course Need Assessment?

Course/Program Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Use this template to determine whether formal assessment is suitable to your professional development program and what type of assessment approach would be most appropriate.

## Purpose and Outcomes

### What is the primary purpose of your program?

* Build specific competencies
* Change behaviours
* Demonstrate professional capabilities
* General awareness/inspiration
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Do learners need to demonstrate competency for professional reasons?

* Yes - continuing education requirements
* Yes - professional certification
* Yes - career advancement
* Yes - organisational compliance
* No
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Will assessment improve the learning experience?

* Yes - provides structure and motivation
* Yes - offers valuable feedback
* Yes - helps track progress
* No - may feel unnecessary
* No - could be counterproductive
* Unsure

### Notes:

## Learner Context and Motivation

### What motivates your learners to participate in this program?

* Immediate skill application
* Professional development
* Organisational requirement
* Personal interest
* Career advancement
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### How much time can learners realistically dedicate to assessment?

* Minimal (< 1 hour throughout the program)
* Light (2-4 hours throughout the program)
* Moderate (4-8 hours throughout the program)
* Substantial (>8 hours throughout the program)
* Varies by learner

### Do learners want recognition or credentials for their learning?

* Yes - formal certification
* Yes - digital badges
* Yes - completion certificates
* No
* Mixed preferences
* Unsure

### Notes:

## Organisational and Practical Considerations

### Does the organisation (yours or the learner’s) require assessment for this type of program?

* Yes - internal policy requirement
* Yes - accreditation requirement
* Yes - funding requirement
* No requirements
* Unsure

### Do you have the resources to design and manage assessments effectively?

* Yes - adequate time and expertise
* Yes - with additional support
* Limited - basic assessment only
* No - resource constraints
* Need to investigate further

### Will assessment create barriers to participation?

* No - learners expect assessment
* Possibly - some may be deterred
* Yes - significant barrier concern
* Unsure - need to survey learners

### Notes:

## Alternative Approaches to Consider

### Could self-reflection replace formal assessment?

* Yes - suits experienced professionals
* Partially - combine with light assessment
* No - formal assessment needed
* Worth exploring

### Would peer feedback serve your purposes?

* Yes - good fit for collaborative learning
* Possibly - with structured approach
* No - not appropriate for this context
* Worth exploring

### Could application-based evidence replace formal testing?

* Yes - workplace application focus
* Possibly - document real-world use
* No - formal testing required
* Worth exploring

### Notes:

## Decision Summary

### Based on your responses above, what is your assessment decision?

* No formal assessment needed
* Light-touch assessment (optional or minimal)
* Moderate assessment (structured but manageable)
* Comprehensive assessment (formal evaluation required)

### Key considerations for implementation:

### Next steps: