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SOUTH AFRICA

#MakingLearningCount

-

#DecolonisingEducation

# How to Upskill your Assessors

*(The Final Say on Competence)*

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# *Assessment for Skills Continuity and Traceability*

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**BUSTED**

# MYTH 1 Assessors are Coaches

An assessors role is simply to review evidence  
against a set of Standards and Decide on an  
result



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# MEASURES

Start at the Beginning

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# WHY Assess

Assessment FOR Learning (RPL)

Assessment IN Learning (Formative)

Assessment IN Learning (Formative)

Assessment OF Learning (Summative)

Assessment AS Learning (workplace self-directed)

Assessment OF service / production

# Principles

**Valid:** Measures what the assessment criteria claims to measure.

**Authentic:** From a reliable source and clearly the candidates work.

**Consistent:** The candidate must be able to apply the competence more than once.

**Current:** The evidence provided must be within a time frame that is relevant to the situation.

**Sufficient:** enough evidence to prove the candidates competence.

**Practical:** The ass

**Reliable:** Assessment should be economical to provide and simple to understand.

# Assessor Framework Competencies

## Competencies

Principles of Assessment (VACCS)

Reporting

Assessment Process/Conduct the Assessment

Use of Assessment Tools

Give Feedback

Use of Digital Resources

Engaging with Stakeholders



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# UPSKILLING

(What is the Gap)

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# Assessor Designation Quadrant

Training / Skills Development

1.  
Foundational  
Assessor

4.  
Create, Design and  
Evaluate  
Assessor

2.  
Workplace  
Assessor

3.  
Practical  
Assessor

Business Workplace

# Assessor Competency Proficiency Levels

Competencies	Proficiency			
Principles of Assessment (VACCS)	4	3	2	1
Reporting				
Assessment Process/Conduct the Assessment				
Use of Assessment Tools				
Give Feedback				
Use of Digital Resources				
Engaging with Stakeholders				



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# PROCESS

(how to eat an elephant)

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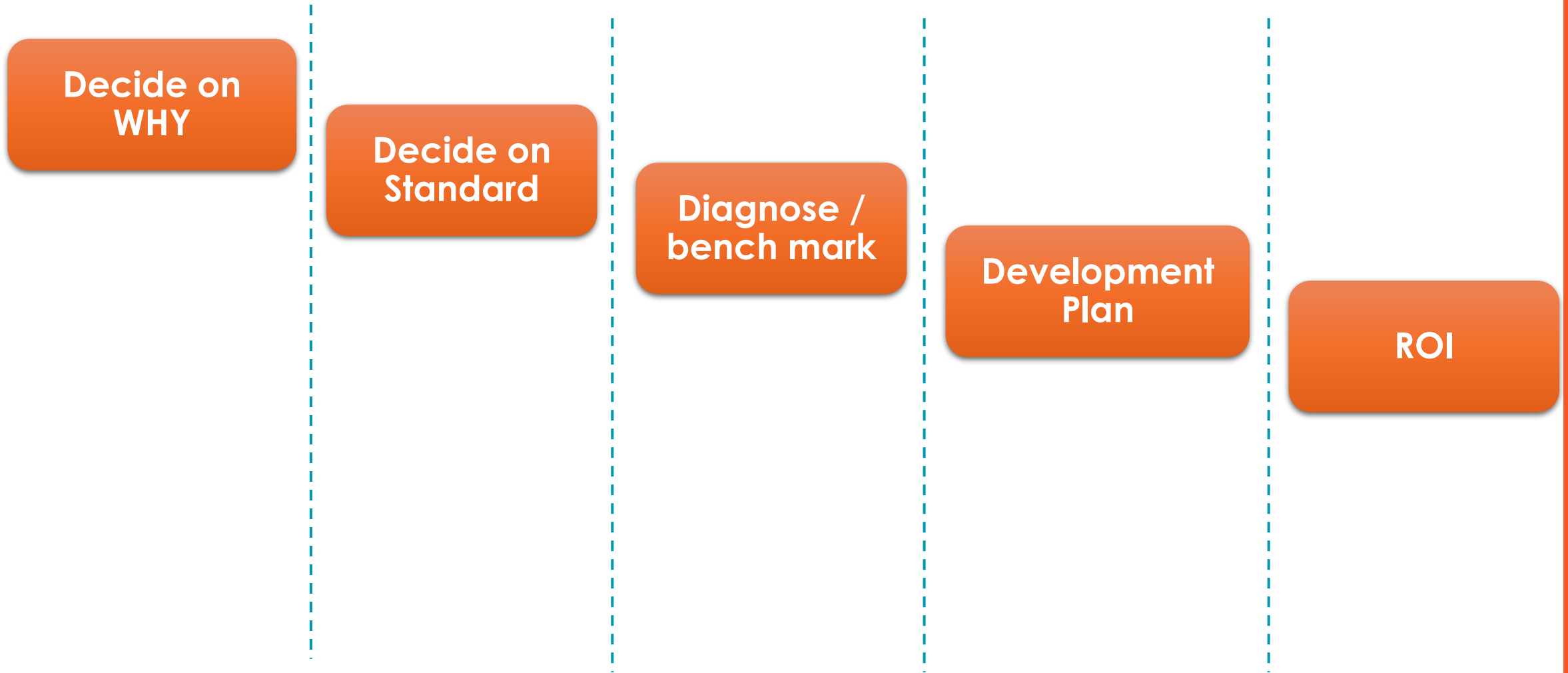
## MYTH 3

Upskilling requires training first

If you do not know your assessment requirements and the skill level of your assessors, you are heading for trouble

# Assessor Benchmark process

*(Find the Gap)*





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**BETA  
TEST**



Competencies	Proficiency			
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Assessment Process/Conduct the Assessment				
Use of Assessment Tools				
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Use of Digital Resources				
Engaging with Stakeholders				



# *Digital Assessment ECOSystem Paper*

*(Download)*



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***Digital Assessor Movement***  
*(ePortfolio platform navigation assessment criteria)*



**NEXT SESSION** Friday 10<sup>th</sup> January (11-12 SAST)

