



Knowledge to lead

Step by Step guidelines for developing Performance Assessments

- Clearly formulate the [learning objectives](#) for the unit/module.
- Establish which kind of skills/ knowledge you want to assess (e.g. reasoning, memory, process).
- Decide what learners will need to demonstrate (e.g. decision making skills, problem solving skills, communication skills) and which are going to be the outcomes of the activity.
- Decide if the performance assessment suits the established goal and type of skills to be assessed.
- Define the criteria that you will use to measure/evaluate the performances, and make sure that these criteria reflect the most valued elements of learners' performance.
- Design the task by thinking about a meaningful context for engaging learners. Take into account that it has to bridge prior knowledge and interests with essential skills and competencies.
- Generate an exemplary response.
- Decide which kind of scoring is most appropriate for the task. Remember that providing feedback in terms of levels of competence is more important than providing just numerical scores



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