

ASSESSMENT METHODS & TOOLS



WMO OMM

World Meteorological Organization
Organisation météorologique mondiale

Alexandru Hozoc, MET expert

Content

1. Remember?
2. Assessment methods
3. Assessment tools



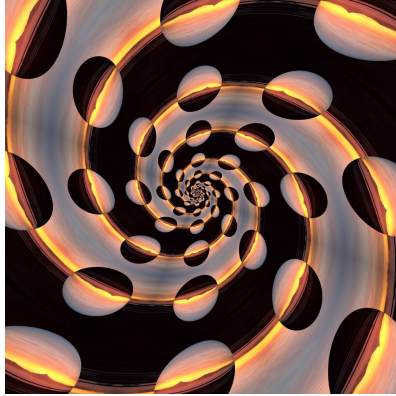
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Remember?

(Training + Assessing) cycle + Time = Competence spiral

2D

3D



WMO OMM

Content

1. Remember?
2. Assessment methods
3. Assessment tools



WMO OMM

2. Assessment methods

- Direct observation of operational work
- Simulation
- Portfolio
- Written assessment



2. Assessment methods

Direct observation of operational work

Most authentic assessment method for OJT

PROs

Opportunities for authentic contexts.

Allows trainees to demonstrate their work

to an authentic audience.

Allows for the integration of complex skills.

CONs

Difficult to set up and administer,
especially with a large number of trainees.



2. Assessment methods

Simulation

An assessment method for OJT applicable in almost any situation

PROs

build an environment/model
behaving similarly to real world

complete and accurate

CONs

describing the situation sometimes difficult

initial financial investment (expensive)

technical limitations



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2. Assessment methods

Portfolio

A very complex assessment method for OJT

PROs

Allows trainees to work over an extended
period of time to incorporate revisions.

Allows for trainees craftsmanship, pride
and personal embellishment.

CONs

Judging what has been learned is not
always evident from looking at products.

Difficult to assess individual contributions
when the product is a group product.



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2. Assessment methods

Written assessment

An assessment method for OJT applicable mostly for checking K & U

PROs

Allows for a standardized administration to large groups of trainees.

CONs

Difficult to assess skills through paper-and-pencil measures.

Useful for assessing individual trainees.



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3. Assessment tools

- Checklist
- Simulator
- Case studies
- Tests



3. Assessment tools

Checklist

PROs

authentic

reusable

In depth evaluation

CONs

may be difficult to prepare

may take some time to apply



3. Assessment tools

Simulator

PROs

(almost) real workplace

reusable

objective and reliable

CONs

costly investment

scenarios must be fully detailed



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3. Assessment tools

Case studies

PROs

comprehensive

cover lots of topics

CONs

may take time to get prepared

may take time to go through

big amount of data are needed



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3. Assessment tools

Tests (objective)

PROs

standardization of evaluation

reusable

for any group dimension

CONs

time consuming in making

time consuming in correcting



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WHAT SEEMS
TO US AS
BITTER TRIALS
ARE OFTEN
BLESSINGS
IN DISGUISE.
oscar wilde