

What's Ahead

The arc of attaining competency

How is the Coast Guard is changing the qualification process?

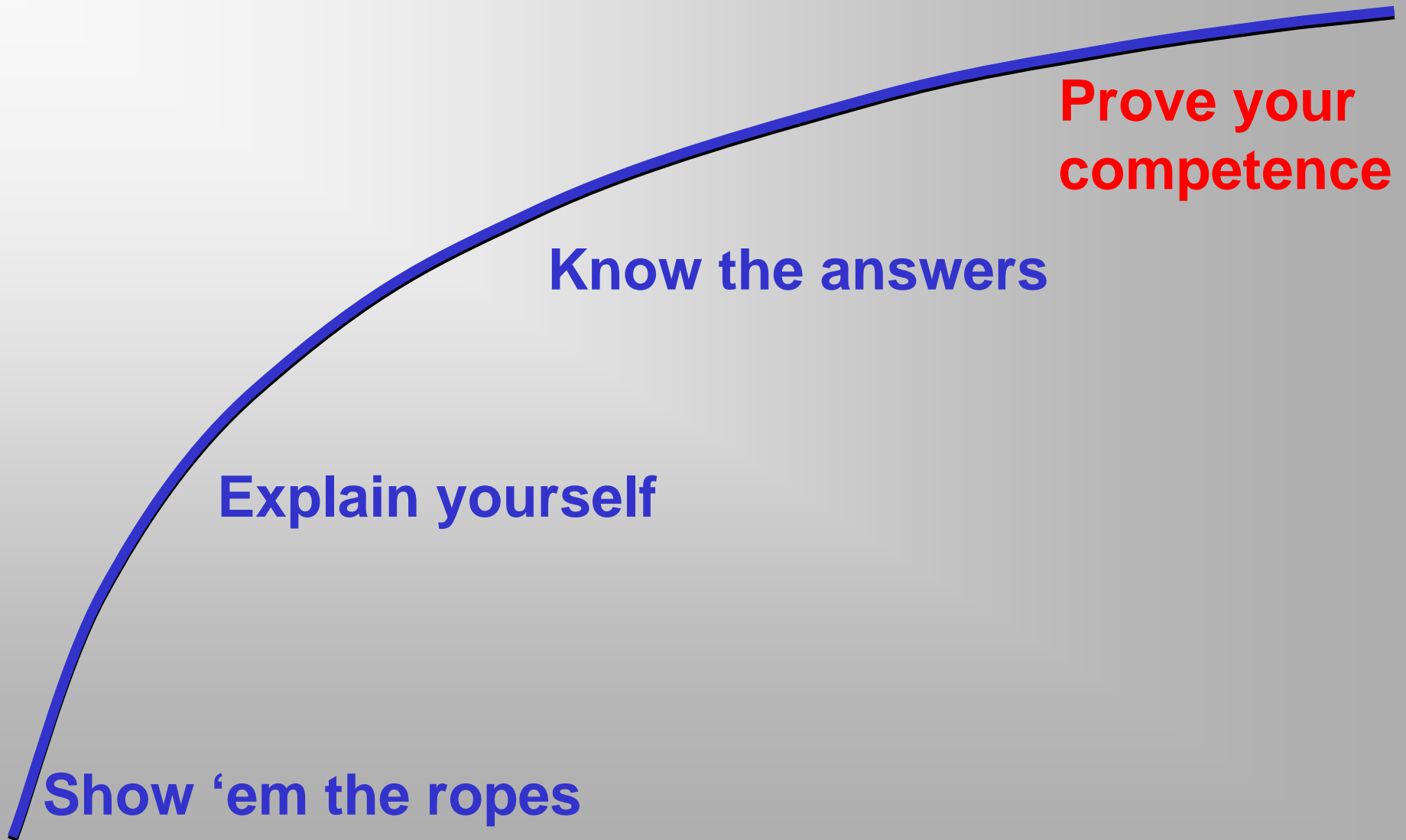
The arcana of assessing competency

How do you build an assessment system?

The art of assessing competency

How can you tell if someone is doing a good job?

Assessment History



Assessment History

**Competence
in assessment**

Not only no, but...

I don't know it either, so I'll fake it.

I'll know it when I see it.

Competence

**Most USCG credentials
require:**

Training courses

Hands-on assessments

Exams

Competence

For 500 ton Mate:

Attend 13 courses

Perform 55 assessments

Pass a 6-part exam

Assessment Building

Able Seafarer - Deck Functions (support level)

Navigation

Cargo handling and stowage

Control the operation of the ship
and care for persons on board

Assessment Building

Able Seafarer - Deck

Operation of the ship function

Competences

**Contribute to safe operation
of deck equipment**

**Apply occupational health
and safety precautions**

Assessment Building

Able Seafarer - Deck

Operation of the ship function

Competence: Contribute to safe operation of deck equipment

Knowledge, understanding and proficiency

Knowledge and ability to rig and unrig bosun's chairs

Assessment Building

Able Seafarer - Deck

Operation of the ship function

Competence: Contribute to operation of deck equipment

Knowledge, understanding and proficiency

Rig and unrig bosun's chairs

On board a ship or while attending a USCG approved course the candidate will demonstrate the procedures and ability to rig and unrig a bosun's chair

Assessment Building

Able Seafarer - Deck

The candidate will demonstrate the procedures and ability to rig and unrig a bosun's chair.

So what's the passing score?

Inspect the gantline

Inspect the harness

Rig the chair

Raise so that feet clear the deck

Perform a small task and lower

Exercise

**Counterperson – McGregory's
Breakfast service function**

Competence

Greet the customer

Take the order

Fill the order

Take the payment

Make change

Exercise

**Counterperson – McGregory's
Breakfast service function**

Competence

Greet the customer

KUP

Deliver the proper greeting

Exercise

Counterperson – McGregor's Breakfast service function

Competence

Greet the customer

KUP

Deliver the proper greeting

**State, "Good morning, welcome to
McGregory's. May I take your order?"**

Exercise

Counterperson – McGregor's Breakfast service function

Competence

Make change

KUP

Provide change to the customer

Give accurate change 100% of the time, in the customer's hand, with the receipt, in the least number of coins and bills, saying, "Thank you for stopping at McGregor's."

Conducting Assessments

Specificity is essential to making good assessments.

Observable

Measurable

Consistent

Conducting Assessments

Specificity is essential to making good assessors.

I don't know how!

I don't have the time!

I don't have a lawyer!

Conducting Assessments

You are not guaranteeing future perfection.

You are not even saying the person is competent.

You are only administering an exam.

Final Assessment

IADC Presenter

Competence: Describe the changes in the process of competency assessment.

Set the stage by describing how assessments have evolved.

Explain the method of developing assessments.

Describe the process of conducting assessments.

Final Assessment

IADC Presenter

Competence: Describe the changes in the process of competency assessment.

And what's the passing score?

No snoring. (audible at the podium)

Two "AHAs." ("OMGs" acceptable)

Accepting my thanks for sharing your time with me.



The end.