

Fair Assessment Principles

Assessments are used primarily to inform decisions, and every decision has consequences. To ensure a fair and equitable assessment of all learners for OALCF purposes, LBS-funded agencies need to apply fair assessment principles that take into account the

- nature of the decisions to be made
- individuals and organizations these decisions will directly or indirectly affect
- procedures for gathering information

The following principles of fair assessment practices have been summarized from the work of the Joint Advisory Committee (1993) and the Joint Committee on Testing Practices (2004):

1. An assessment is a procedure, not a document.
2. Consequences associated with decisions based on assessment should be the driving force in selecting appropriate assessment tools and procedures.
3. Assessments should be suitable for the backgrounds and need of learners and should be related to their instructional goals.
4. Assessments should be free of bias, including cultural bias, gender bias and linguistic bias.
5. Basing a judgment or decision about a learner or single measure is never advisable; therefore, outcomes should be based on multiple assessment methods.
6. Instructions to learners should be clear, and examples should be provided.
7. Scoring procedures, rating scales and checklists should be clear and consistent.
8. Assessment instruments, procedures, and the interpretation of results should be transparent.
9. Assessments should be continually evaluated for their appropriateness.
10. Individuals or organizations that apply assessment results have the ultimate responsibility for making decisions and defending their integrity.
11. Assessments should be chosen based on purpose and construct, validity for the intended purpose, and reliability.
12. Assessment methods should reflect teaching objectives and approaches.
13. Written policies should be established to guide all assessment decisions.