

PerformEd Educator Behavioural Assessment



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The need to maximise the potential of educators

Focused professional learning is at the heart of the effective development of individuals, yet we do not capture or feedback on learning in a manner that reflects its importance. Good capture of feedback can be the difference between success and failure, yet most performance evaluation occurs out of context and tends to be in the form of one-off appraisal or review activities, often occurring annually and retrospectively. This can be demotivating for team members and can also impact on the effectiveness of an education establishment to get the most value from its teachers and educators. And does it really reflect a true picture of an individual's abilities, competencies and achievements?



So, what is the solution?

At Imagine Education we have harnessed the potential of technological advances to create the world's first truly real time, educator behavioural assessment system. A system that can be implemented in any learning environment regardless of age group or curriculum.

This point of learning system, PerformEd, captures learning and competencies in real time. It credits users instantly for demonstrating learning, and awards credits where this happens, whenever it happens. It is an immediate form of assessment that captures 'granules' of learning that illustrate incremental changes in behaviours over time.

The Perform platform addresses two elusive challenges:

1. Assessing authentic, real time learning and providing instantaneous feedback to teachers.
2. Recognising and accrediting learning in a range of contexts and situations.

So, how does it work?

PerformEd depends upon users having access to the competency framework used by their education institution, and access to a PerformEd enabled device (smart phone, tablet, PC etc). Using these, learning credits can be issued immediately to individuals, demonstrating the desired outcomes – at the point where they happen.

PerformEd uses a Point of Sale approach to deal with individual learning, enabling better and more dynamic forms of assessment and feedback. This leads to more targeted development pathways based on user needs, informed by reliable and up to date evidence. Furthermore, it enables schools/colleges to evaluate the effectiveness of educators, both individually and in their teams or departments.

PerformEd uses a unique application of technology to capture and use feedback to support professional learning based on individual need, progression and development. Moreover, the content and skills that are being evaluated can be readily adapted to any education context, team, organisation or professional standards. Evaluation of professional learning activities can be conducted not only by individuals but also by their teaching colleagues and their line managers or reports, depending on the desired outcomes.

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Organisational benefits

PerformEd allows for incentives to be built in, these could be purely motivational or linked to existing teacher professional development or promotion pathways.

PerformEd is cloud based and all data can be evidenced and stored online as a living portfolio of achievement, and this can be shared with others as desired and is designed to encourage collaboration amongst colleagues.

PerformEd enables curriculum managers, supervisors or Principals to monitor and evaluate the efficacy of specific behaviours that are vital to the school or college. This can be done for individuals or across teams and helps managers identify where further intervention, support or training can be focused.

