

The Role of Feedback and Holistic Scoring in Building a Growth Mindset

Kim Chappell, Ed.D.
Fort Hays State University

Session Highlights & Goals

Developing a Growth Mindset

- Principles learned
- Role of feedback
- Holistic scoring strategies
- Additional benefits

You will leave with:

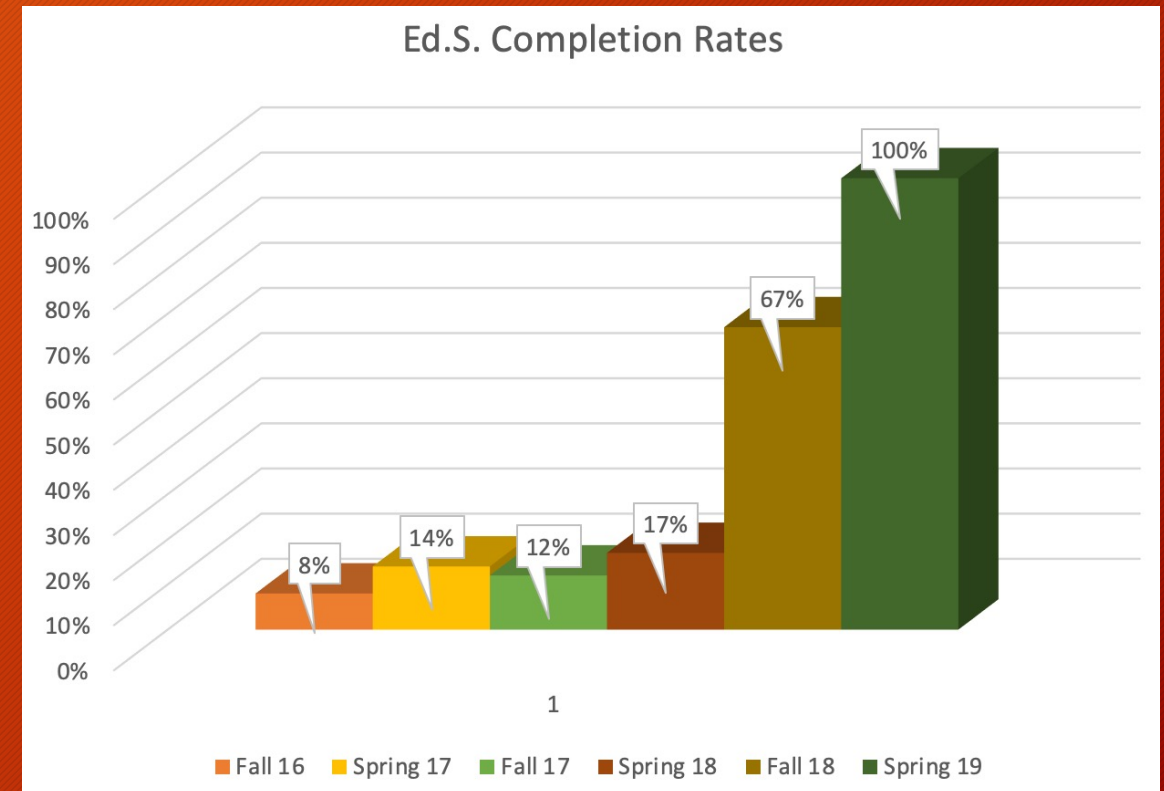
- A set of principles
- Practical feedback strategies
- Holistic scoring methods
- Tips for building these across courses

Building A Growth Mindset Culture

Students' approaches to learning via a growth mindset increases achievement (Dweck, 2006). For success in the workplace, we need to assist students in developing a growth mindset as well as knowledge and skills. Developing a growth mindset and increasing self-efficacy can be achieved with targeted feedback and holistic assessment strategies.

Case Study - Program Improvement

- Problem
 - Student completion rates
- Needs Assessment
 - A change in culture to growth mindset
 - Improve self-efficacy
 - Improve skills (reading, research, thinking)
- Data
 - Completion rates
 - Qualitative data



Case Study - Program Improvement

- **Cultural Needs**

- Growth mindset
- Post-graduate focus

- **Program changes**

- Added - The Scholar Practitioner course
- Changed to holistic assessment methods
- Adjusted the feedback strategies

MODULE	
1	Scholar Practitioner
2	Scholarly Thinking
3	Scholarly Research
4	Scholarly Writing
5	Scholar Practitioner Disposition

Qualitative Results

- Growth culture has been established
- Peer-review is the norm
- Self-efficacy has improved
- Program completion rates improved

Completion Rate
100%
Since Spring 2019

Principles for Developing a Growth Mindset Culture

1. Be intentional.

- Determine the skills of the mindset you desire to develop
- Incorporate in multiple places (learning activities around your content should also develop these skills [multi-purposing]).
- Engage students personally

Examples: critical reading & thinking; information literacy; evidence-based decision-making; identifying academic/scholarly/trustworthy sources; engaging in “feeding” oneself)

Do you have the attention span of a goldfish?

Read the following web articles.

<http://time.com/3858309/attention-spans-goldfish/>

<http://brandongaille.com/average-attention-span-statistics-and-trends/>

<http://www.bbc.com/news/health-38896790>

https://www.researchgate.net/publication/220593845_Not_quite_the_average_An_empirical_study_of_Web_use/download

[Not quite the average An empirical study of Web us.pdf](#)

The world is filled with opinions that are unsubstantiated. The world of education is not immune to this issue. Discuss what you conclude after reading the linked articles. Is there educational "truth" to the claim? Explain your suppositions. Be sure to comment on others' posts

Multi-purposing

- Information literacy
- Evaluating resources
- Critical reading
- Communication skills

Principles for Developing a Growth Mindset Culture

2. Assess for growth.

- Assessment practices must focus on growth to develop a growth mindset
- Plan assessments as well as learning activities to incorporate the skills [backward design]
- Incorporate reflection tasks
- Give GROWTH feedback

Examples: resubmissions are allowed; peer review opportunities; holistic scoring; task with components built over time

Principles for Developing a Growth Mindset Culture

3. Think long term.

- Use growth language in all areas of the course
- Map the skills/strategies across the course
- Develop skills progressively.
- Later posts, activities, assessments weighted more

Session Highlights & Goals

Developing a Growth Mindset

- Principles learned
- **Role of feedback**
- Holistic scoring strategies
- Additional benefits

You will leave with:

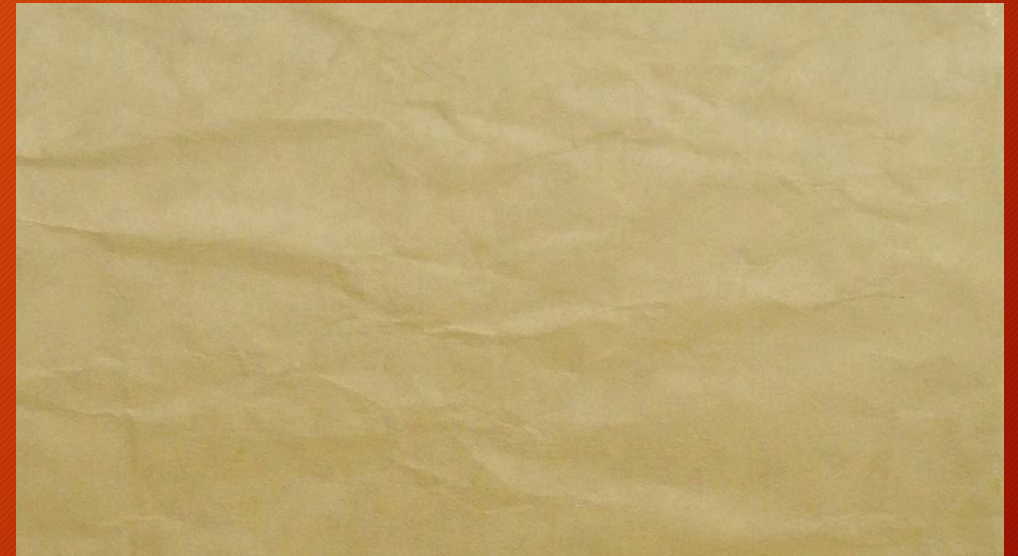
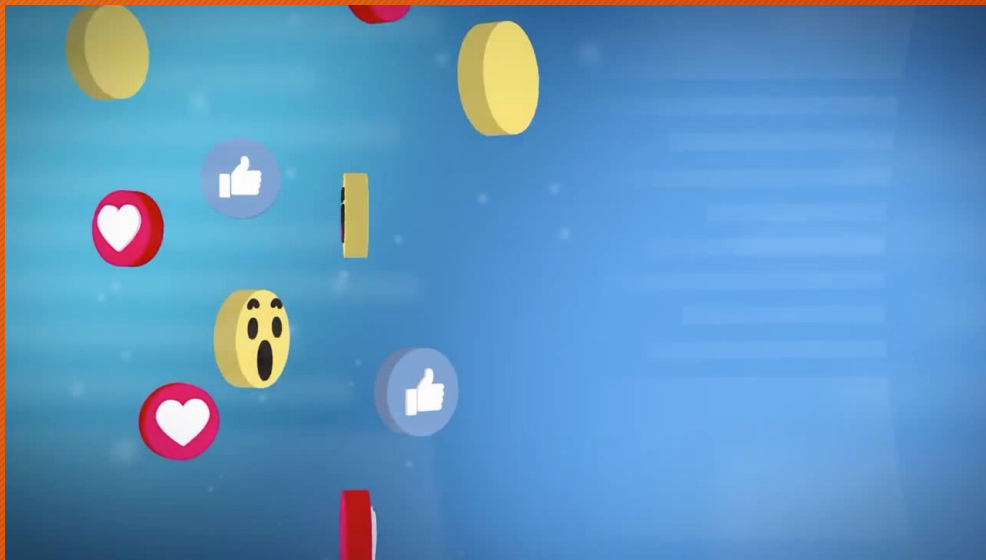
- A set of principles
- **Practical feedback strategies**
- Holistic scoring methods
- **Tips for building these across courses**

*The goal of feedback
is learning & growth*



Practical Feedback Strategies

1. Give “growth-infused” feedback



2. Give specific feedback leading to growth

Practical Feedback Strategies

3. Encourage a peer review in formative assessment
4. Reflect growth skills in rubrics

	Exemplary	Proficient	Emerging	Needs Intervention
Reasoning	effectively justified statements using references; citations support the ideas without suppressing ideas and analysis of information	justified statements using references; citations support the ideas though may minimize ideas and analysis of information	attempted to defend statements using references; citations suppressed ideas and analysis of information	made unsupported statements or citations supplant ideas and analysis of information

Practical Feedback Strategies

5. Focus only on growth skills or those in the rubric/scoring guide

- Limit to skills like explaining, giving details, reasoning, content accuracy
- Choose a limited number of skills and include in the rubric

6. Feedback from the front

- Provide feedback in the instructions, within the learning tasks, weekly announcements, info graphics, etc.
- Do “pre-feedback.” Draw attention to the areas they should focus

Session Highlights & Goals

Developing a Growth Mindset

- Principles learned
- Role of feedback
- **Holistic scoring strategies**
- Additional benefits

You will leave with:

- A set of principles
- **Practical feedback strategies**
- **Holistic scoring methods**
- **Tips for building these across courses**

Holistic Scoring Strategies

1. Using words instead of numbers
 - developing, proficient, exemplary
2. Scoring over time
 - score components that build the final project
3. Allowing resubmissions
4. Using growth-oriented rubrics



Performance
And
Growth

Assignment Transformation

Discussion Post - Module 1

What is meant by the terms scholarship and rigor?

Explain these in 150-200 word post. Be sure to respond to two others' posts.

Grading:

5 points for initial post

3 points for each posting to classmates

1 point for citations/grammar

1 point for length

Discussion Post - Module 1

Explain how the concepts of scholarship and rigor apply the educational leader. Discuss your experiences with scholarship and rigor. Be sure to respond to classmates.

From the Syllabus: Discussions are graded holistically, and the level of performance is recorded, from *needs intervention* to *exemplary*. These are progressive in nature and intended to develop you as a thinker and writer as you progress through the course. The final level of performance you obtain is entered into the grade book at the end of the term.

Holistic Scoring Methods

1. Using words like developing, proficient
 - Determine score equivalencies
2. Scoring components that build the final project
 - Score each component holistically, allow revisions, then grade the final submission
3. Allowing resubmissions, especially on high-stakes assessments
4. Using holistic rubrics on low stakes assessments

Score Equivalencies

Assessment scores are calculated as an average of the rated criteria in the rubric. The criteria are rated as follows:

Exemplary	Proficient	Developing	Need Intervention
100%	90%	80%	70%

The Mindset of Holistic Scoring...

Growth

“The course grade represents the highest performance level the student obtained

rather than grades taken at fixed points in the term”

Session Highlights & Goals

Developing a Growth Mindset

- Principles learned
- Role of feedback
- Holistic scoring strategies
- **Additional benefits**

You will leave with:

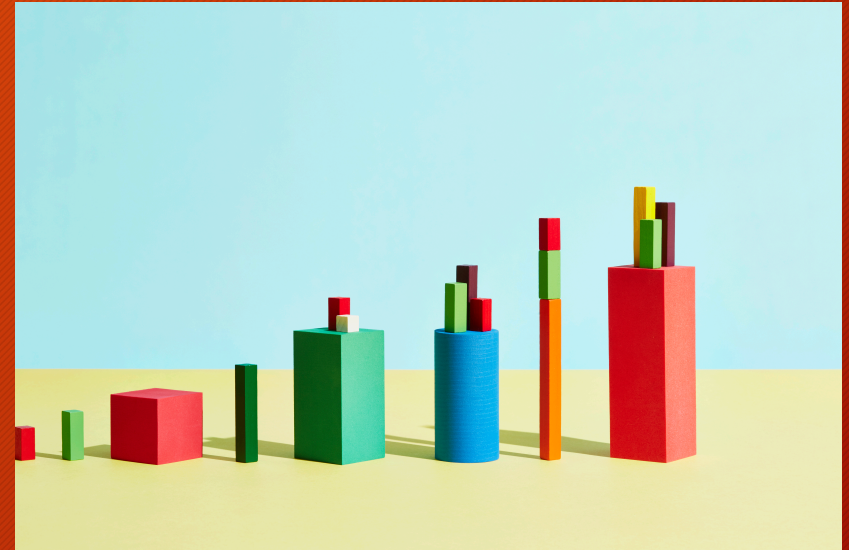
- **A set of principles**
- **Practical feedback strategies**
- **Holistic scoring methods**
- **Tips for building these across courses**

Benefits

- Growth-oriented students
- Minimizes grade-centric attitudes
- Increases self-efficacy
- Self-responsible students

How do we build a growth mindset across courses?

- **MAP the skills**
 - within the course
 - across multiple courses
- **Determine to what degree**
 - introducing, practicing, mastering
- **Ensure skills are progressive**
- **Align the learning tasks and assessments**
- **Use holistic assessment methods**



Kim Chappell
Fort Hays State University
kechappell@fhsu.edu

Academic Leadership Journal in Student Research
editors@fhsu.edu

The Role of Feedback and Holistic Score in Building a Growth Mindset