

Introducing the ePortfolio: The New Assessment and Management of Learning

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ePortfolio Defined

An ePortfolio is (NLII, 2003)

- “a collection of authentic and diverse evidence, drawn from a larger archive
- representing what a person or organization has learned over time on which the person or organization has reflected,
- and designed for presentation to one or more audiences for a particular rhetorical purpose”

Beginnings and Purposes

- **K-12** – demonstration of learning
- **PSE / HE** – assessment of learning
- **Lifelong learning** – continuous “reflective” learning, inventory of learning
- **Workplace** –
 - recognition of all forms of learning (PLA)
 - Human Capital Assets Management
- **eLearning** – LMS and KM, online tools, web services
- **Organizational and/ or economic development** – asset mapping, quality assurance

Assessment of Learning with an ePortfolio

Key characteristics

- **Alternative assessment (essays, multiple choice)**
- **Authentic assessment (real tasks)**
- **Competency-based (here's the evidence)**
- **Flexible assessment (PLA)**
- **Reflective learning (process, personalized)**
- **Constructivist (over time)**
- **Positivist (asset building)**
- **Complementary (to other types of assessment)**

Efficiencies

Assessment

- **Standards**
 - Intended learning outcomes
 - Quality standards
- **Rubrics and rating scales**
- **Digital evidence**
- **ICT for sorting and matching**

Digital evidence

- **Accessible**
- **Portable**
- **Examinable**
- **Replayable**
- **Reviewable**
- **Sharable**
- **Personalized**
- **Creative**

Pros and Cons

- A wealth of info for instructional decisions
- Effective means of communication
- Motivates students, promote self-assessment
- ICT skills learned
- Creativity
- Living document
- Challenges of validation and verification
- Tendency to want to certify all learning

Types of Assessment ePortfolios

- Developmental (over time, self-assessment)
- Proficiency (high-stakes, exit)
- Showcase (best works)
- Admission / employment (relationship to requirements)
- Communications (personal, sharing)

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ePortfolio Concepts

Combination of:

- Process
 - Content (competencies)
 - Pedagogy (learning)
- Product
 - Tools (archives and eP for a purpose)
 - Services

AND

Users will be:

- Creators
 - Individuals
 - Communities
 - Organizations
- Processors
 - Education system
 - Employers
 - Change agencies, e.g. CED, career counsellors

AND

ePortfolio Concepts

Critical Principles

- Owned by individual / creator
- Secure, with access controlled
- Incorporates all forms of learning
- Transportable
- Need for ROI

Typically web-based

- Blogging and social networking
 - <http://elgg.net/>
- Commercial tools
 - www.Avenet.net
- Open Source
 - www.theospi.org
- Standards-based
 - www.chalkandwire.com

ePortfolio Examples – Avenet eFolio

This is an example of an online portfolio constructed with Avenet e-folio™. Users can easily add sections, text, and photos...and customize the site to meet the specific needs of the user.

Sites can contain a wide variety of designs and functionality including online forms, surveys and more.

Mary Jane
A Dedicated Public Servant

Welcome!
My Resume
My Publications
My Transcripts
Personal Data
Contact Me
Employer Views
Awards
My Links

Comment Form
Please send me your comments or questions using this form.
[Continue](#)

Employer Survey
Which quality does your organization value most?

My Career Management Account



Thank you for visiting my career management account! I have organized my site to give prospective employers an easy tool to learn about my experience, training and interests. At this site you will find in-depth background data, validated education and training information, examples of some recent work product, professional references and much more.

At any point during your visit feel free to use the search tool to help direct you to topics that are of interest to you. Also, I would appreciate it if you would take a minute to send me your comments concerning this site and its contents through the contact me, comment form or employer survey sections on the navigation bar.

January 2001

Thanks again for visiting my site. I look forward to hearing from you soon about available opportunities with your organization.

Mary Jane

My Resume

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Royal College of Nursing (UK)

The screenshot shows the 'My Employment' page on the RCN Learning Zone. The page includes a 'Quick Start' section with navigation links, a 'My Employment' header, a search bar, and a list of employment records. A navigation overlay on the right side of the page contains the following elements:

- Header: **WHAT can I do in the LZ?**
- Section: **Develop your portfolio**
- Progress indicators: 1, 2, 3, 4 (with '1' highlighted)
- List of actions:
 - > **Action planning**
 - > **Record your learning**
 - > **Track your qualifications**
 - > **Collect evidence**
- Navigation buttons: **back** and **next**

The main content area of the page includes a 'My Employment' section with a description, a 'Select a template...' dropdown, 'Sort by Type' and 'Sort by Date' buttons, and a table of employment records. The table contains the following data:

Title:	Senior Lifelong Learning Fellow
Start Date:	02-01-2002
End Date:	Present
Employer:	Royal College of Nursing
Address:	RCN Welsh Board, Ty Maeth, King George V Drive East, Cardiff
Post Code:	CF144XZ
Full-time/Part-time:	Full-time
Paid/Unpaid:	Paid
Describe work area/practice setting and main focus of work:	Working from RCN Welsh Board, as part of the UK RCN Lifelong Learning Team.
Main Duties, Responsibilities:	Developing e-learning materials for RCN members across the UK, but with specific



ESCORT

Essential Skills Computerized Occupational Readiness Training

HOME

MY ACCOUNT

MESSAGE SYSTEM

HELP

LINKS

LOGOUT

INTEREST INVENTORY

SELF ASSESSMENT

CHOOSE AN OCCUPATION

PORTFOLIO BUILDER

LEARNING PLAN

Hello Don,

You have not yet completed The Career Quiz - CWPI (The Canadian Work Preference Inventory).

You should complete this section prior to the creation of a portfolio for a trade.

THE CAREER QUIZ

INTEREST PROFILE

BROWSE OCCUPATIONS

VIEW DETAILED REPORT

ABOUT INTEROPTIONS

The Canadian Work Preference Inventory - CWPI

The Canadian Work Preference Inventory (CWPI) is a test comprised of 50 questions designed to measure your work interests, and to relate those interests to various occupations. The CWPI measures five interest factors: *Directive*, *Innovative*, *Methodical*, *Objective* and *Social*. These interests focus on the characteristics of the work to be performed and your attitude toward them.

Users who have completed the questionnaire have the opportunity to browse the careers database and search occupations based upon National Occupational Classification(NOC), Occupation Name, and Pattern of Interest.

The Career Quiz!

How well does the following situations and scenarios relate to you? Read each statement and select the most appropriate response to the statement.

1. I like to work at the same thing for a long time.

doesn't describe me at all

doesn't describe me very well

not sure/ undecided

describes me very well

describes me completely

2. I like to build things and/or repair them.

doesn't describe me at all

doesn't describe me very well

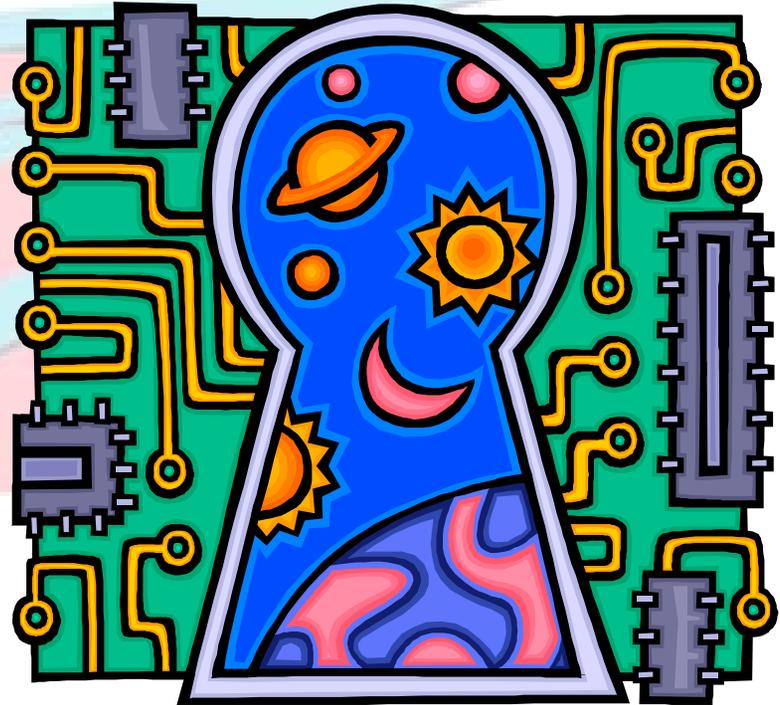
not sure/ undecided

describes me very well

describes me completely

The Promise of the ePortfolio

18 Reasons
why the ePortfolio
is the **Single**
Greatest
Innovation in the
use of technology
in teaching and
learning



Reason #1

The ePortfolio is eLearning at its finest --

- **the best, least complicated, most appropriate use of ICT**
- **for learning and learning management**
- **on an individual and a societal basis.**

The ePortfolio will redefine eLearning

Reason #2

- **It is an elegant use of inelegant technologies**
 - using complex technological developments in simple, practical ways.
- **Unlike most eLearning, the ePortfolio tool is typically**
 - user-friendly and appealing,
 - with great and immediate utility.

Reason #3



- It is a “learning-leveler”
 - accessible to each and every person
 - regardless of skill levels and personal assets,
 - seldom is there a substantial cost involved.
- An ePortfolio can be as ubiquitous and equalizing as the Internet itself.

Reason #4

- It focuses on “the positive” – archiving and showcasing what a person knows and can do.
- The outcome of an ePortfolio is “look what I’ve achieved!”
- Rather than being deficit-based, it is asset-based.

Reason #5

- **It can become a complete description of a person's "human capital"**
 - **acquired skills and knowledge,**
 - **including and going far beyond those represented by formal credentials.**
- **An ePortfolio incorporates learning from formal, informal, non-formal, accidental and incidental learning environments.**

Reason #6

- It is a more accurate description of a person's "human capital."
- Being competency-based, it doesn't assume or imply competence or use proxies for learning.



Reason #7

- **For teaching purposes, it builds on best practices in designing, delivering and assessing skills and knowledge.**
- **Authentic assessment is a cornerstone of the ePortfolio.**



Reason #8

For learning purposes,

- **it is appropriate for all levels and types of learners**
- **it builds on best practices in how people learn and**
- **shows positive change in the acquisition of new skills and knowledge.**

Reflective learning another cornerstone of the ePortfolio process.

Reason #9

- **It is equally adoptable in both formal and informal learning situations.**
 - **Teachers and instructors can use it for alternative assessment of learning aimed at accreditation.**
 - **Lifelong learners can use it to understand and record ongoing acquisition of insight and competencies.**

Reason #10

- It is **endlessly scalable** – from the individual to an entire business or nation.
- This is, in part, because of
 - interoperable technologies and, in part, because of
 - common learning and learning management needs at all levels.

Reason #11

- **It can be both deeply private and universally accessed.**
 - While the content of an ePortfolio is the sole property of the person or body creating the ePortfolio, it can be shared by them in many controlled ways or eBroadcast to the world.
 - **It is a power-shift!**

Reason #12

- **It is a comfortable means of communication between and among:**
 - **Learners and teachers / mentors / advisors**
 - **Friends and family**
 - **Virtual communities**
- **It is exploratory (constructivist) rather than judgmental (objectivist).**

Reason #13

- It enhances creativity and problem-solving.
- There are many ways to explore and present learning (skills, talents, insights).



Reason #14

- It can be, at one time, **both** a teaching and learning tool
 - with the ePortfolio creator both learning through reflection and
 - teaching through sharing the acquired insight and competencies.

.....from lifelong learners to lifelong teachers as well (at all levels)

Reason #15

It has limitless utility. For example.....

- **All ages can use it as a personal knowledge management tool:**
 - recording achievements,
 - targeting new learning requirements,
 - making application for advance standing in formal learning environments and/or for employment
- **Employers can use it to understand and manage an entire workforce of any size**
 - for identifying human resource needs and best utilizing human capital.
- **Communities of place, interest or practice can**
 - **inventory entire human capital resources**
 - **for development and marketing purposes.**

Reason #16



- **ePortfolio systems increase effectiveness and efficiency in HR and learning management systems.**
 - **An ePortfolio system can do what computers do best – sorting and matching.**
 - **Allows us to make better use of all resources.**

Reason #17

- **The ePortfolio, as a teaching/learning tools, creates a unique balance between structured and unstructured learning.**
 - **Tools guide but do not limit learners.**
 - **Can show progress / change over long periods of time.**
 - **Becomes a planning tool.**

Reasons #18

- It is a critical transformation tool for learning systems in the future for the future.



F u t u r e

FuturEd R&D since 1996

- **Electronic learning record and PLA**
- **Human Capital Accounting**
- **ePortfolio Systems**
- **ePortfolio for Quality Assurance**
- **ePortfolio for special populations**
- **ePortfolio strategies and policies**

Consumer-based Quality

- **Ownership (creation and access)**
- **Utility (effectiveness and efficiency)**
- **Flexibility and simplicity**
- **Storage and updating**
- **Content and format**
- **Processes and supports**

Consumer's Guide to ePortfolio Tools and Services

Current ePortfolio Situation

- **Many organizations engaged**
- **Wide variety of tools**
 - **Commercial – global competition**
 - **Non-commercial – quality issues**
- **Unrelated initiatives, e.g.,**
 - **Campus Canada, Construction Skills Council, WPLAR Manitoba, BC Education, Concordia U**
- **Potential for confusion, duplication and waste**
- **Potential for collaboration to “get it right”**

LifIA Advocates for...

- An ePortfolio for every Canadian.
- **One ePortfolio for life.**
- Quality ePortfolio tools and services.
- **ePortfolio systems for creators and users.**
- Collaboration and proactive leadership, making the pie bigger.
- **Connections to the global ePortfolio effort.**
- Common standards supporting a competitive environment.
- **Learning innovations as they benefit learners, communities and organizations.**