Main Project: **Enhancing Teaching and Learning through Assessment**

Sub-project: **Promoting Positive Backwash Effect on Learning: An Organizational Change**

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Aims and Objectives

The aim of this sub-project is to change existing assessment practices through organizational change in order to bring about a positive backwash effect on student learning.

The objectives are to:

1. Review the clinical assessment in practice based on the constructive alignment model
2. Revise the existing clinical assessment practices, focusing on designing criterion-referenced assessment and developing criteria using the SOLO taxonomy
3. Conduct staff development to facilitate conceptual and practical change of the clinical assessors
4. Evaluate the effectiveness of the organizational change

Activities to achieve the objectives

1. Identify stakeholders who have an influence in the design and implementation of the clinical assessment practices of the Bachelor of Nursing Programme
2. Involve stakeholders in the review and revision of the existing clinical assessment practices
3. Conduct a thorough review of the existing clinical assessment practices
4. Make recommendations for revising the clinical assessment practices
5. Revise the clinical assessment practices according to the recommendations
6. Disseminate the results of the review and the revised clinical assessment practices at the programme and departmental level
7. Conduct staff development workshops for clinical assessors to facilitate their ownership of the revised assessment practices
8. Evaluate the outcomes of activities 1-7 through focus group interviews of staff and students

Schedule of Activities

Activities	Date										
	Oct 04	Nov 04	Dec 04	Jan 05	Feb 05	Mar 05	Apr 05	May 05	Jun 05	Jul 05	Aug 05
1. Apply for ethical approval											
2. Brief the Department of Nursing Studies on the purpose and nature of the sub-project											
3. Identify stakeholders											
4. Review the existing clinical assessment practices											
5. Make recommendations											
6. Make revisions to the existing clinical assessment practices											
7. Disseminate the results of the review and the revisions											
8. Conduct staff development workshops											
9. Conduct focus group interviews											
10. Disseminate the findings of the sub-project											

Evaluation

The sub-project will be evaluated using the following means:

1. Number of stakeholders participating in the sub-project;
2. Stakeholders' involvement in the review and revision of the existing clinical assessment practices;
3. Documented evidence of a review of the existing clinical assessment practices;
4. Recommendations for revising the clinical assessment practices;
5. Documented evidence of revised clinical assessment practices;
6. A plan for disseminating the results of the review and revision, with completion dates;
7. Staff development workshops for clinical assessors; and
8. Findings of the focus group interviews.

Dissemination of Results

1. Participation in staff development activities related to the main project;
2. Conference attendance;
3. Publications in international refereed journals.