Profile widget and competence evaluation forms

When learners get assigned a jobprofile, their overview and point of access to self-evaluation forms or progress indicators is the Profile widget present on the dashboard. She/he will always be able to keep in view how they are doing in their learning journey.

Profile Widget

The Profile widget for profiles with less than 3 competencies would look like this (this is the profile we used in all previous examples and will continue using):

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For jobprofiles containing 3 or more competencies, an additional tab is available in the widget, showing a spidergraph of their progress. Here an example of this additional tab when it appears, with existing self- and foreign- evaluations. Whenever new data come in, be it from evaluations or course status/scores, they will reflect on this graph in different colors, to indicate whether there are gaps between the self-evaluation and the third party evaluation for example or whether the knowledge area would need some improvement with extra courses taken.

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Competence detail page

When the learner clicks on any competence in the widget, she will be redirected to the detail page of the competence. On one tab she will be able to view the learning progress, detailed into 3 domains: self-evaluation, foreign evaluation and knowledge. On the second tab, she can access the forms to fill out the self-evaluation forms and send an invitation by email to a foreign evaluator.

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Self-evaluation form

We talked about knowledge in the documentation about assignments, now we will focus on the self- and foreign evaluations. Once the user clicks on Start self evaluation, a form containing all indicators of the skills from the jobprofile will be opened. She can rate each indicator on a scale from 1 to 5 (lowest to highest rating). The form needs to be completed in the order shown and then saved at the end. We will take a detailed look at such a self-evaluation. Here are the learner's answers and the success message upon saving the form.

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And now the overview of the self-evaluation - we will now focus on the percentage of the self-evaluation obtained in the first skill shown, 83%, to exemplify the calculation and track where the values come from:

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We calculate the max score possible for a skill, based on the K values of the indicators, like so:

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Then we calculate the actual score based on the values offered by the learner when he completed the form:

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And then by using a formula like 100/max possible score * actual score, we get to the 83% the learner sees in his progress.

Note: The same calculation would also be applied to the foreign evaluation, therefore we will not create a separate example.

Foreign evaluation - sending invitation

When the learner clicks on the Evaluation tab on the competence detail page & clicks on the "Request for third-party evaluation" a modal will appear, which enables her/him to request an evaluation from an employer, adviser etc. The deadline in the modal is automatically set to a month ahead from current date, but can be changed as desired.

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The person whose contact data were used to send the request will receive an email including the requester's name, the competence under evaluation and a link to a form identical to the one the learner has used for the self-evaluation. The person who receives the email does not need to be a SLH user - he can open the form, complete the evaluation in one session (it is important to do the whole assessment in one session only, otherwise the filled in fields will be lost as the data is only saved at the end, after clicking on the Save button.)

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> We can't know the language used by the third-party evaluator, as they are not necessarily persons in the SLH administration. Therefore, upon opening the link in the email (sent in default German) the form will open in the **browser language**. We offer support for the usual SLH supported languages (De, En, Fr, It, Es). Please also be aware that the competencies, skills and indicators will have to have translations in those languages in order to be displayed as such. Otherwise, the ones stored in the administration interface will be contained in the form and therefore untranslated.

If we observe the same learner we have used for all examples in this documentation, once the request is completed by his adviser, the scores will change according to the incoming results. As we can see, both skills of the competence have scores for the Self - evaluations and foreign evaluation, but only the second skill has a knowledge score as well, as we explained on the assignment section.

Invitations sent to third party evaluators will expire in a given time, usually within a month. If that happens, when they try to access the link, they will notice that it has become invalid and they will not be able to fill it in. Learners are also always informed whether their evaluation has been completed (by email and by a status display in the Evaluations tab, like in this example - they can send reminder, they can even retract a submitted evaluation in which case they force the link to become invalid even if the email has been sent out.

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The administrator also can send invitations from the admin interface, if he navigates to Evaluations in the Skill Manager. It is also possible to retract an invitation or send reminders if you notice that the status remains "open" close to the deadline.

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One important note about the self- and foreign evaluations: do not forget that the learner has the possibility to complete the self evaluation for the competence several times. Also, he might request foreign evaluations from several persons. In these cases, an average of the scores per indicator will be used in the calculations! Otherwise, the logic does not differ from the examples shown above.

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Final picture emerges - understanding the numbers

Now, if we look at the second skill, we will see that the knowledge score is also the score taken for score progress - the rule says that whenever the knowledge score (through completed courses assigned to skills) is higher than the average of the self- and foreign-evaluation, then the knowledge score is the one taken into account for skill progress!

If we look at the first skill, we will see that there we have only the 2 evaluations: in that case, their average is the progress of the learner for that skill. And how does that translate into skillpoints? So we take the average of the 2 evaluations (83 + 60/2) and divide it by 100, multiply by 10, then multiply by the average skill taxonomy (4.33 for this skill) and then multiply it by the relevance of this skill in the profile (in this case, 1) and we obtain the 30 skillpoints the learner has for this skill.

Additional information for administrators regarding evaluations

You can check the evaluations of indicators for both self-evaluations and foreign evaluations in the administrative interface, under Evaluations. It is also possible to generate Exports, as discussed in more detail on the following pages. Here an example of the insights gained in this detail view for a foreign evaluations submitted for a learner.

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