



# Driving **authentic assessment** and **competency-based education** at RSM



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# Rotterdam School of Management at Erasmus University



A **business school** with a long-standing tradition of delivering high-quality education rooted in **best pedagogical practices** and **academic excellence**

Focus on **competency development** and **student autonomy** in learning



# FeedbackFruits



An **edtech company** founded at the Delft University of Technology in 2012, co-creating LMS-integrated solutions for **active and social teaching and learning**

Collaborates with **100+ institutions** worldwide on edtech development, resulting in **15+ tools** and many more use-cases



## The DoTank: A model for edtech co-creation

- Connecting higher education institutions and solution providers to create bespoke educational technology
- Includes both the improvements of existing solutions and the development of new solutions
- 24 successfully delivered projects since 2016
- Used at 100 institutions by millions of students





100+ institutional partners

**MIT**  
MANAGEMENT  
SLOAN SCHOOL



**HARVARD**  
Extension School



**Wharton**  
UNIVERSITY of PENNSYLVANIA

**RSM**  
*Erasmus*

**Rotterdam School of Management**  
Erasmus University



THE UNIVERSITY OF  
**SYDNEY**

**HEC**  
PARIS



THE UNIVERSITY OF  
**MELBOURNE**





## Some successful DoTank projects



### Group Member Evaluation

Maastricht University

2016



### Discussion Boards

MITx

2019



### Team-Based Learning

IE Business School  
Deakin University

2021



### Competency-Based Education

RSM  
InHolland

2022



## The goal:

A **robust teaching and learning ecosystem** that would enable the institution to provide a **personalised, skill-oriented experience** on a **large scale**





# The solution: Competency-Based Education

Competency-based education (CBE) emphasizes the **development and demonstration of skills** and a **personalized and engaging learning journey**.

Competency-based education comprises:

1. **a competency framework**
2. **authentic competency assessments**

Further driving student autonomy and success:

3. **Continuous insight into feedback**

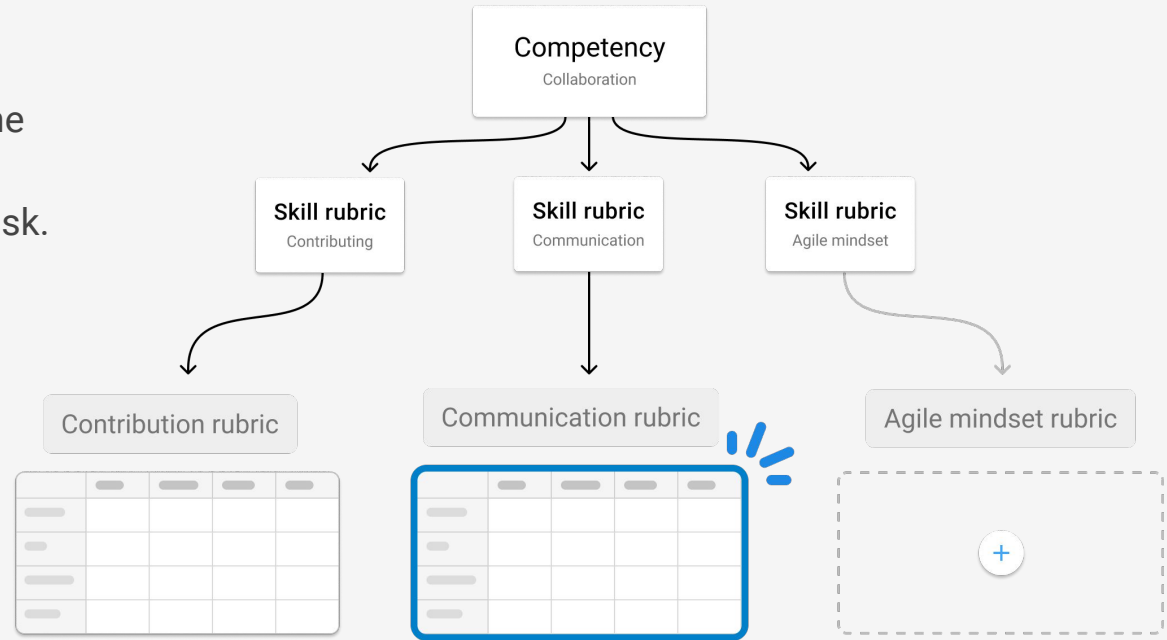




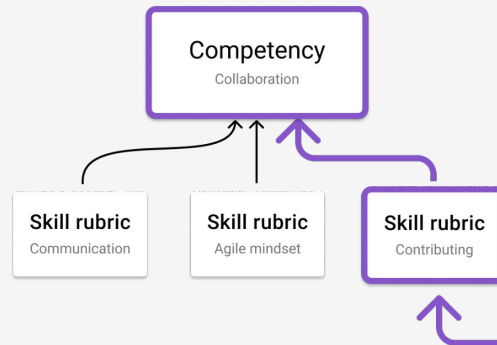


# 1. Competency framework


A robust **framework of rubrics** centred around the concept of competencies, which refer to the **skills, abilities, and knowledge** needed to perform a specific task.






## 2. Authentic assessment for learning




Authentic assessment has been identified as an effective approach to **transform assessment**, with a focus on measuring students' success in **skill-relevant and real-life situations**.

 Giving feedback · Feedback not visible to recipient until teacher manually releases

 **Amelia Earheart**  
They're in  Group 1


Review progress  20%

 Provide your feedback


Competency: Collaborator  
**Contributed fair share of work**

Beginner 0 points | **Emerging 1 points** | Proficient 2 points | Experienced 3 points | Exemplary 4 points

1 comment [WRITE COMMENT](#)

 **Carl Sagan**  
just now

The organization of the session was logical and easy to follow, making it simple to understand the overall story.

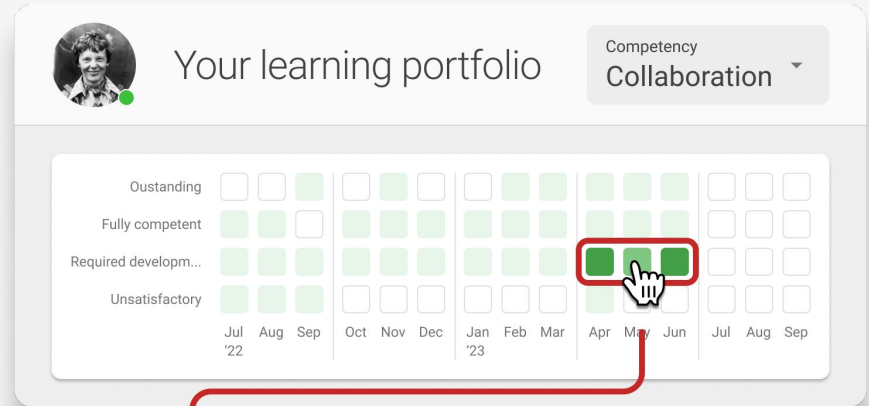
Video  
Original file name of the attachment with 



### 3. Feedback portfolio

The feedback portfolio collates student **assessments and feedback**, allowing for a **holistic picture** of student competence.

**Narrative feedback** in the feedback portfolio further unlocks **qualitative insights** into student strengths and weaknesses.



#### Written feedback (15)

Marie Curie Teacher  
4 hours ago

page 3

👍

2 Replies



## The results:

I found FeedbackFruits helpful for **monitoring** my **skills and growth throughout the course** [...].

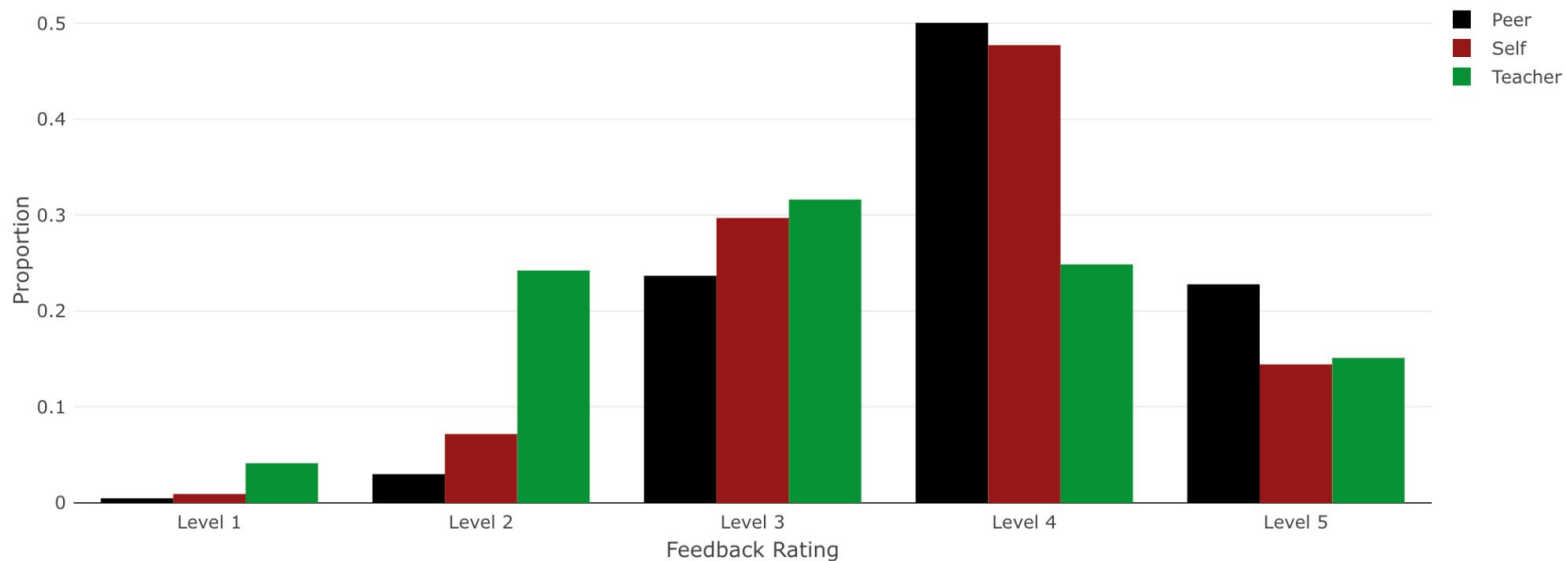
Seeing how my **ratings shifted** [...] was valuable for my **reflections** and verbal assessments.





## Implementation at RSM: Results

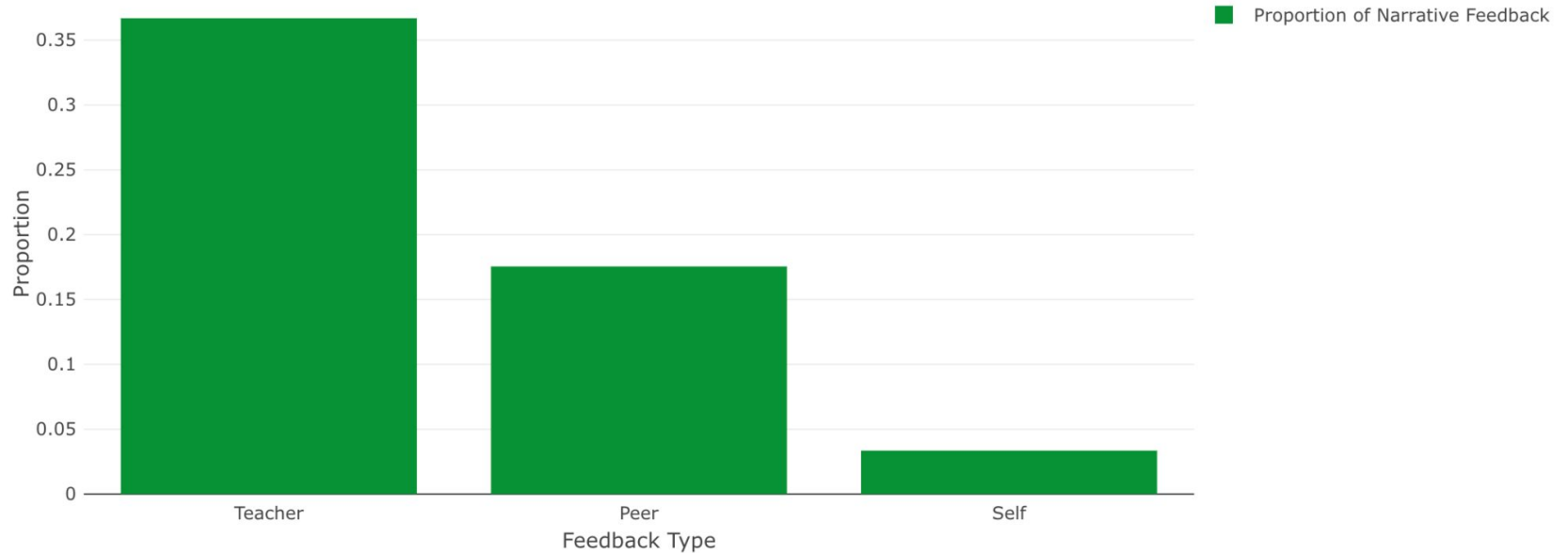
### Proportion of feedback ratings by type of sender





## Implementation at RSM: Results

### Proportion of narrative feedback by type of sender





## Implementation at RSM: Results

1

Helped identify a need for a stronger feedforward structure to motivate mentors to provide more narrative feedback

2

Signalled the opportunity for a more robust system of developing their feedback and communication competencies

3

Helped identify shortcomings in structuring assessment for learning outcomes, students' self-regulation, and progress in developing the targeted competencies



# Thank You

 FeedbackFruits



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