

Using Assessment Results For Career Development

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2016
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Career Development and Counseling
Using Assessment Results for Career Development
Transformative Assessment
Everything School Leaders Need to Know About Assessment
Using Assessment Results for Career Development
Testing, Teaching, and Learning

Making Vocational Choices

Career Development and Counseling: Theory and Practice in a Multicultural World by Mei Tang provides a comprehensive overview of career development theories with a unique multicultural framework. Aligned with the latest standards set forth by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), the text focuses on applications across a variety of settings and populations. Each chapter contains numerous case illustrations and learning activities designed to help readers understand the complexities of multicultural aspects of individual career development. Counseling students in training, in addition to working counseling professionals, will find this book as a useful resource for today's diverse world.

Knowing What Students Know

Using a developmental approach, this volume integrates the career counselling process into the life span, ranging from early childhood through to older adulthood. The stages explored include: years of identification and differentiation; years of growth and searching; and years of compromise and commitment to a lifestyle.

APA Handbook of Career Intervention

How to Plan and Develop a Career Center, Second Edition is a collection of 12 essays written by experts that discuss all aspects of establishing and running a career center independently or within a school or other institution. This updated,

revised, and expanded handbook covers key topics such as the role of career centers, developing facilities, managing personnel, fitting into educational settings, serving diverse student populations and adult career seekers, online career centers, and trends for the future.

5 Voices

Useful in both career development and test and measurement courses, this practical book illustrates how to use assessment results to increase clients' self-awareness and help them make rational career choices. Readers will find detailed information on applying knowledge of test and measurements in clinical settings and using assessment results in a wide variety of counseling situations. Now thoroughly revised (approximately 30% of the material is new) with a new co-author (Debra S. Norris), new chapters, and increased emphasis on technology, the Fifth Edition deals even more effectively with current issues in career guidance.

Career Counseling

Providing the most current, comprehensive coverage available, CAREER COUNSELING: A HOLISTIC APPROACH, International Edition equips readers with a solid understanding of the theoretical models of career counseling as well as practical techniques on how to effectively counsel clients. The text's innovative holistic or "whole person" approach demonstrates how to consider a client's values, temperament, talents, and passions when trying to determine his or her best career fit. Thoroughly revised and updated, the cutting-edge new Eighth Edition includes all-new chapters on integrating career and personal counseling, job loss and transitions, adult career development, and career-related programs in middle schools. In addition, diversity issues are integrated throughout, while relevant case studies bring chapter concepts to life.

What Color Is Your Parachute? 2016

Reach ALL students and prove how critical your counseling program is! Data can make the difference for today's embattled school counseling programs, and this insightful book shows how to collect and manage it. Aligned with current research and the ASCA standards, this essential resource includes a complete set of user-friendly tools and templates for data collection, action-planning and reporting. Readers will learn how to: Develop a robust counseling curriculum that supports the Common Core Standards and drop-out prevention Replace "random acts of guidance" with intentional, well-timed interventions that are based on student needs Measure progress through pre- and post-assessments Deliver compelling reports that demonstrate your program's impact

Performance Assessment for the Workplace

Applying Career Development Theory to Counseling

The bestselling guide to finding career success and satisfaction through Personality

Type is now thoroughly revised, expanded, and updated. *Do What You Are* -- the time-honored classic that has already helped more than a million people find truly satisfying work -- is now updated to include jobs in today's hottest markets, including health services, education, and communications technology. With the global economy's ups and downs, the advent of astonishing new technology, the migration to online work and study, and the ascendancy of mobile communication, so much has changed in the American workplace since this book's fourth edition was published in 2007. What hasn't changed is the power of Personality Type to help people achieve job satisfaction. This fifth edition is especially useful for millennials and for baby boomers experiencing midlife career switches. The book leads readers step-by-step through the process of determining and verifying Personality Type. Then it identifies occupations that are popular with each Type, provides helpful case studies, and offers a rundown of each Type's work-related strengths and weaknesses. Focusing on each Type's strengths, *Do What You Are* uses workbook exercises to help readers customize their job search, ensuring the best results in the shortest period of time.

The Data-Driven Classroom

The National Science Education Standards address not only what students should learn about science but also how their learning should be assessed. How do we know what they know? This accompanying volume to the Standards focuses on a key kind of assessment: the evaluation that occurs regularly in the classroom, by the teacher and his or her students as interacting participants. As students conduct experiments, for example, the teacher circulates around the room and asks individuals about their findings, using the feedback to adjust lessons plans and take other actions to boost learning. Focusing on the teacher as the primary player in assessment, the book offers assessment guidelines and explores how they can be adapted to the individual classroom. It features examples, definitions, illustrative vignettes, and practical suggestions to help teachers obtain the greatest benefit from this daily evaluation and tailoring process. The volume discusses how classroom assessment differs from conventional testing and grading and how it fits into the larger, comprehensive assessment system.

Classroom Assessment and the National Science Education Standards

What is assessment literacy? It's a handful of fundamental understandings about the testing concepts and procedures that influence educational decisions. And it just might be the most cost-effective means of real school improvement. With characteristic humor and aplomb, assessment expert W. James Popham strips away the psychometrician-speak and condenses the complexities of educational testing to six practical and action-oriented understandings about validity, reliability, fairness, score reporting, formative assessment, and affective assessment. This book is for busy educators at the classroom and leadership levels who want

- Tests that are worth the valuable time they take to administer.
- Tests that accurately measure what student have learned.
- Tests that fairly reflect teacher and school effectiveness.
- Tests that provide the instructionally useful data that will help students learn faster and better.

Assessment Literacy for

Educators in a Hurry is the fastest route to acquiring the measurement moxie necessary to understand and advocate for better assessment practices and build a case for stopping ineffective and harmful ones. In just a few hours' time, you can pick up the knowledge you need to do a whole lot of good—for your students, yourself, and our schools.

Assessment Literacy for Educators in a Hurry

Career Management & Work/Life Integration: Using Self-Assessment to Navigate Contemporary Careers is a comprehensive, easy-to-follow guide to managing contemporary careers. Although grounded in theory, the book also provides an extensive set of exercises and activities that can guide career management over the lifespan. Authors Brad Harrington and Douglas T. Hall offer a highly useful self-assessment guide for students and other individuals who want to deal with the challenge of succeeding in a meaningful career while living a happy, well-balanced life.

Career Management & Work-Life Integration

The latest edition of this perennial bestseller instructs and updates students and clinicians on the basic principles of psychological assessment and measurement, recent changes in assessment procedures, and the most widely used tests in counseling practice today. Dr. Danica Hays guides counselors in the appropriate selection, interpretation, and communication of assessment results. This edition covers more than 100 assessment instruments used to evaluate substance abuse and other mental health disorders, intelligence, academic aptitude and achievement, career and life planning, personal interests and values, assessment of personality, and interpersonal relationships. In addition, a new chapter on future trends in assessment discusses the changing cultural landscape, globalization, and technology. Perfect for introductory classes, this text provides students and instructors with practical tools such as bolded key terminology; chapter pretests, summaries, and review questions; self-development and reflection activities; class and field activities; diverse client case examples; practitioner perspectives illustrating assessment in action; and resources for further reading. PowerPoint slides, a test bank, a sample syllabus, and chapter outlines to facilitate teaching are available to instructors by request to ACA. *Requests for digital versions from the ACA can be found on wiley.com. *To request print copies, please visit the ACA website here. *Reproduction requests for material from books published by ACA should be directed to permissions@counseling.org

Principles and Applications of Assessment in Counseling

Using Assessment Results in Career Counseling

The ideal graduation gift for anyone about to enter the workforce, a witty, practical guide to 200 difficult professional conversations—featuring all-new advice from the creator of the popular website Ask a Manager and New York's work-advice columnist. There's a reason Alison Green has been called "the Dear Abby of the

work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don’t know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You’ll learn what to say when

- coworkers push their work on you—then take credit for it
- you accidentally trash-talk someone in an email then hit “reply all”
- you’re being micromanaged—or not being managed at all
- you catch a colleague in a lie
- your boss seems unhappy with your work
- your cubemate’s loud speakerphone is making you homicidal
- you got drunk at the holiday party

Advance praise for *Ask a Manager* “A must-read for anyone who works . . . [Alison Green’s] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “I am a huge fan of Alison Green’s *Ask a Manager* column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Clear and concise in its advice and expansive in its scope, *Ask a Manager* is the book I wish I’d had in my desk drawer when I was starting out (or even, let’s be honest, fifteen years in).”—Sarah Knight, New York Times bestselling author of *The Life-Changing Magic of Not Giving a F*ck*

Developmental Career Counseling and Assessment

This comprehensive introduction to assessment, created specifically for counseling students, presents mathematical and statistical concepts in a simple and useful manner. The book stresses the importance of counselors being good consumers of assessment tools, helping them avoid misusing tools in manners that can be harmful to clients. Updated throughout, *PRINCIPLES AND APPLICATIONS OF ASSESSMENT IN COUNSELING*, 5th Edition includes material on the DSM-5 and corresponds to the 2014 Standards for Educational and Psychological Testing as well as to the 2016 CACREP Standards. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The Perfect Assessment System

Education is a hot topic. From the stage of presidential debates to tonight's dinner table, it is an issue that most Americans are deeply concerned about. While there are many strategies for improving the educational process, we need a way to find out what works and what doesn't work as well. Educational assessment seeks to determine just how well students are learning and is an integral part of our quest for improved education. The nation is pinning greater expectations on educational assessment than ever before. We look to these assessment tools when documenting whether students and institutions are truly meeting education goals. But we must stop and ask a crucial question: What kind of assessment is most effective? At a time when traditional testing is subject to increasing criticism, research suggests that new, exciting approaches to assessment may be on the horizon. Advances in the sciences of how people learn and how to measure such learning offer the hope of developing new kinds of assessments—assessments that

help students succeed in school by making as clear as possible the nature of their accomplishments and the progress of their learning. *Knowing What Students Know* essentially explains how expanding knowledge in the scientific fields of human learning and educational measurement can form the foundations of an improved approach to assessment. These advances suggest ways that the targets of assessment—what students know and how well they know it—as well as the methods used to make inferences about student learning can be made more valid and instructionally useful. Principles for designing and using these new kinds of assessments are presented, and examples are used to illustrate the principles. Implications for policy, practice, and research are also explored. With the promise of a productive research-based approach to assessment of student learning, *Knowing What Students Know* will be important to education administrators, assessment designers, teachers and teacher educators, and education advocates.

StandOut

State education departments and school districts face an important challenge in implementing a new law that requires disadvantaged students to be held to the same standards as other students. The new requirements come from provisions of the 1994 reauthorization of Title I, the largest federal effort in precollegiate education, which provides aid to "level the field" for disadvantaged students. *Testing, Teaching, and Learning* is written to help states and school districts comply with the new law, offering guidance for designing and implementing assessment and accountability systems. This book examines standards-based education reform and reviews the research on student assessment, focusing on the needs of disadvantaged students covered by Title I. With examples of states and districts that have track records in new systems, the committee develops a practical "decision framework" for education officials. The book explores how best to design assessment and accountability systems that support high levels of student learning and to work toward continuous improvement. *Testing, Teaching, and Learning* will be an important tool for all involved in educating disadvantaged students—state and local administrators and classroom teachers.

How to Create and Use Rubrics for Formative Assessment and Grading

Career Assessment

StrengthsQuest

Testing expert W. James Popham cuts through the jargon and the hype to provide the definitive nuts-and-bolts introduction to formative assessment, a process with the power to completely transform teaching and learning. In his inimitable style, Popham explains the research supporting formative assessment's effectiveness and why familiarity with this research is the key to preserving both teacher sanity and district funds. You'll find step-by-step guidance on how to build frameworks for formative assessment and how to carry out each of the process's four levels:

teachers' instructional adjustments, students' learning tactic adjustments, a classroom climate shift, and schoolwide implementation. This book is the place to start for educators considering formative assessment, curious about why their school system is embracing formative assessment, or wondering why the "formative assessments" they're using now aren't producing the desired results. Here, you'll learn what formative assessment is and isn't, what it can do and what it can't, and the practical way to reap its very real rewards: better teaching and better learning.

State Assessment Systems

An excellent resource in both career development and tests-and-measurement courses, *USING ASSESSMENT RESULTS FOR CAREER DEVELOPMENT*, 9th Edition vividly illustrates how to use assessment instruments to increase clients' self-awareness and help them make rational career choices. Extremely practical, this hands-on text delivers detailed information on applying knowledge of tests and measurements in clinical settings and using assessment results in a wide variety of counseling situations. Through case studies, charts, bulleted and numbered lists, dialogues, agency addresses, and more, students learn to truly master the use of assessment results. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Using Assessment Results for Career Development

How to Plan and Develop a Career Center

Data Wise: A Step-by-Step Guide to Using Assessment Results to Improve Teaching and Learning presents a clear and carefully tested blueprint for school leaders. It shows how examining test scores and other classroom data can become a catalyst for important schoolwide conversations that will enhance schools abilities to capture teachers knowledge, foster collaboration, identify obstacles to change, and enhance school culture and climate. This revised and expanded edition captures the learning that has emerged in integrating the Data Wise process into school practice and brings the book up-to-date with recent developments in education and technology.

The Role of Assessment in Career Planning

"5 Voices helps leaders know themselves to lead their team. By discovering your voice and the voices of those around you, you will learn how to connect, communicate, and lead every kind of team member. The 5 Voices of Leadership are: 1. the Pioneer: focused of future vision and how to win 2. the Connector: focused on relational networks, communication, collaboration 3. the Creative: focused on future, organizational integrity, social conscience 4. the Guardian: focused on tradition, money, and resources 5. the Nurturer: focused on people, values, relationships"--

Assessment in Counseling

It's time to move our assessment practices from the 1950s to the century we're living in. It's time to invest in our teachers and local school leaders instead of in more tests. It's time to help all students understand how to unleash their strengths and gain a sense of themselves as learners capable of choosing their own paths to success. In *The Perfect Assessment System*, Rick Stiggins calls for the ground-up redevelopment of assessment in U.S. education. Speaking from more than 40 years of experience in the field—and speaking for all learners who hope to succeed, the teachers who want them to succeed, and the local school leaders whose aspirations for success have been thwarted by assessment traditions—Stiggins maps out the adjustments in practice and culture necessary to generate both accurate accountability data and the specific evidence of individual mastery that will support sound instructional decision making and better learning in the classroom. He addresses ■ Assessment purpose—how (and why) to clarify the reason for every assessment and the users it will serve. ■ Learning targets to be assessed—how to make sure we focus on the right competencies and set consistent definitions of success. ■ Assessment quality—how to ensure every assessment, at every level, is an excellent one. ■ Communication of assessment results—how to share information in ways that best support diverse purposes. ■ Assessment impact—how to link assessment to truly productive, universal student motivation. We have not yet begun to explore assessment's true potential to enhance both school quality and student well-being. Stiggins kicks off this critical conversation and charts a course for a new system that promises much higher levels of student success at a fraction of our current testing costs. The door is open for assessment reform; here is a bold plan for getting it right.

Understanding by Design

Educators and policy makers in the United States have relied on tests to measure educational progress for more than 150 years, and have used the results for many purposes. They have tried minimum competency testing; portfolios; multiple-choice items, brief and extended constructed-response items; and more. They have contended with concerns about student privacy, test content, and equity--and they have responded to calls for tests to answer many kinds of questions about public education and literacy, international comparisons, accountability, and even property values. State assessment data have been cited as evidence for claims about many achievements of public education, and the tests have also been blamed for significant failings. States are now considering whether to adopt the "common core" academic standards, and are also competing for federal dollars from the Department of Education's Race to the Top initiative. Both of these activities are intended to help make educational standards clearer and more concise and to set higher standards for students. As standards come under new scrutiny, so, too, do the assessments that measure their results. This book summarizes two workshops convened to collect information and perspectives on assessment in order to help state officials and others as they review current assessment practices and consider improvements.

Data Wise

Master the use of assessment instruments with USING ASSESSMENT RESULTS FOR

CAREER DEVELOPMENT! This practical workbook illustrates how to use assessment results to increase your clients' self-awareness and make rational career choices. Case studies, charts, bulleted/numbered lists, dialogues, and agency addresses are just a few of the tools that will help you effectively apply your knowledge of tests and measurements in clinical settings.

Ask a Manager

A must-read for counselors in training, Sharf's *APPLYING CAREER DEVELOPMENT THEORY TO COUNSELING*, 6th Edition, shows you how to apply the principles of career development to a variety of counseling settings. This book is clearly written, filled with useful case examples, and includes integrated diversity coverage to give you the advantage in your course and your career. You'll find information about websites on internships, education, counseling organizations, and jobs. The book's Companion Website provides case studies, tutorial quizzes, and relevant links. Available with InfoTrac Student Collections <http://gocengage.com/infotrac>. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Supporting Students' College Success

Thanks to initiatives like the Common Core and Race to the Top, accountability requirements continue to be a reality for educators. Yet many are still unsure of how to use data to make well-informed instructional decisions. The *Data-Driven Classroom* comes to the rescue with a systematic, universal process that shows teachers how to: examine student assessment results to identify a curricular or skill area to target for individual intervention or large-group instructional revision; develop, implement, and assess the effectiveness of the intervention or revision; and develop an action plan for future instructional cycles. Author Craig A. Mertler sheds light on how teachers can make sense of overwhelming standardized test reports while avoiding pitfalls like over-interpreting data. In these pages you will also find practical classroom examples and templates designed to guide teachers of all grade levels and subject areas through the comprehensive decision-making framework.

StandOut 2.0

With plain language and practical examples, Popham covers key understandings for school leaders, including validity, formative assessment, interpreting test results, instructional sensitivity, and more.

The Use of Data in School Counseling

Offers advice that employees and managers can use to find their strengths and succeed at work.

Do What You Are

Although ability testing has been an American preoccupation since the 1920s,

comparatively little systematic attention has been paid to understanding and measuring the kinds of human performance that tests are commonly used to predict--such as success at school or work. Now, a sustained, large-scale effort has been made to develop measures that are very close to actual performance on the job. The four military services have carried out an ambitious study, called the Joint-Service Job Performance Measurement/Enlistment Standards (JPM) Project, that brings new sophistication to the measurement of performance in work settings. Volume 1 analyzes the JPM experience in the context of human resource management policy in the military. Beginning with a historical overview of the criterion problem, it looks closely at substantive and methodological issues in criterion research suggested by the project: the development of performance measures; sampling, logistical, and standardization problems; evaluating the reliability and content representativeness of performance measures; and the relationship between predictor scores and performance measures--valuable information that can also be useful in the civilian workplace.

Exam Prep for: Bundle; Using Assessment Results for Career

"Career intervention denotes the science and practice of counseling and related activities to promote career planning, occupational exploration, career decision making, vocational choice, job entry, work adjustment, and retirement (Spokane, 1991). The science of career intervention builds theory and research to develop and evaluate the effectiveness of career interventions within a panoply of career services. These services broadly encompass vocational guidance to match people to occupations, career education to help people manage career transitions, life design to assist individuals to imbue work with meaning, occupational placement to secure a training or employment position, and coaching to improve chances of success and advancement (Savickas, 2011). In practice, psychologists, counselors, student affairs personnel, and various other professionals apply career interventions such as individual and group counseling, assessment interpretations, curricula, workbooks, computer-assisted guidance, and workshops to foster individual career growth and development. The APA Handbook of Career Intervention presents information about the historical, contemporary, theoretical, demographic, assessment-based, and professional foundations of career intervention (Volume 1), as well as specific career intervention models, methods, and materials within each of these career services and applied to easing career transitions (Volume 2). In whole or in part, the handbook aims to be useful to researchers, practitioners, educators, consultants, policymakers, and students alike across a full array of professions, including psychology, counseling, education, and business and industry. Chapter authors are recognized experts in fields ranging from vocational psychology, career development, and industrial and organizational psychology to rehabilitation counseling and higher education."--Introduction.

A Counselor's Guide to Career Assessment Instruments

Career Assessment: Qualitative Approaches will assume a seminal place in the field of career development as the first book to focus solely on qualitative approaches to career assessment. This book represents a timely and important contribution to career development as it seeks to meet the needs of increasingly diverse client

groups. Part 1, Foundations strongly positions qualitative career assessment in its historical, philosophical, theoretical and research contexts. The book is innovative by considering qualitative career assessment through the lens of learning. Part 2, Instruments, presents the first collation of chapters on a comprehensive range of qualitative career assessment instruments and processes written to a standard format to enable readers to compare, contrast and evaluate approaches. Part 3, Using quantitative career assessment qualitatively, mitigates against depicting an unnecessary divide in the field between quantitative and qualitative career assessment by considering their complementarities. Part 4, Diverse Contexts, considers qualitative approaches to career assessment in contexts other than able western, middle class settings. Part 5, Future Directions, reflects on the chapters and poses suggestions for the future. With high profile authors from nine different countries, the book represents a truly international contribution to the field of career development. In its focus on qualitative career assessment, this book holds a unique position as the only such text and will therefore assume an important place in the libraries of researchers, academics, and career practitioners.

Career Development and Counseling

Students who use their natural talents achieve the most --- but they need to know what those talents are. StrengthsQuest includes the Clifton StrengthsFinder, an online assessment that reveals students' top five themes of talent. And StrengthsQuest also helps students make the most of those talents. Students and learners of all ages continually face the challenges of gaining direction, making decisions, and building self-confidence. Fortunately, the keys to successfully meeting these challenges — your own natural talents — already exist within you. Through these talents, you will produce your greatest achievements. Over the course of 30 years, Gallup conducted millions of psychological interviews and identified 34 themes of talent that are indicative of success. In the StrengthsQuest program, Gallup offers you the opportunity to discover talents from your top five themes and build on them to achieve academic, career, and personal excellence. More than 100,000 students have benefited from the program. Your quest starts with the Clifton StrengthsFinder, a 30-minute assessment that reveals your top five themes of talent. This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths. You'll gain access to action items specific to your top themes, covering general academic life, study habits, relationships, and career. You'll also be challenged to think about applying your talents for success in other settings, such as on projects and teams and in leadership. StrengthsQuest was written by the late Donald O. Clifton, who was the former chairman of Gallup; coauthor of the bestseller *Now, Discover Your Strengths*; and recognized as the Father of Strengths-Based Psychology and the late Edward "Chip" Anderson, who taught education, psychology, and leadership at UCLA and Azusa Pacific University. Revised portions of the text were written by Laurie A. Schreiner, who has taught psychology and higher education at Azusa Pacific University and Eastern University. Your quest starts with the Clifton StrengthsFinder, a 30-minute assessment that reveals your top five themes of talent. This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths. You'll gain access to action items specific to your top themes, covering general academic life, study habits, relationships, and career. You'll also be

challenged to think about applying your talents for success in other settings, such as on projects and teams, and in leadership. StrengthsQuest was written by the late Donald O. Clifton, former chairman of Gallup, coauthor of the bestseller *Now, Discover Your Strengths*, and recognized as the Father of Strengths-Based Psychology and the late Edward "Chip" Anderson, who taught education, psychology, and leadership at UCLA and Azusa Pacific University. Revised portions of the text were written by Laurie A. Schreiner, who has taught psychology and higher education at Azusa Pacific University and Eastern University.

Using Assessment Results for Career Development

What is a rubric? A rubric is a coherent set of criteria for student work that describes levels of performance quality. Sounds simple enough, right? Unfortunately, rubrics are commonly misunderstood and misused. The good news is that when rubrics are created and used correctly, they are strong tools that support and enhance classroom instruction and student learning. In this comprehensive guide, author Susan M. Brookhart identifies two essential components of effective rubrics: (1) criteria that relate to the learning (not the "tasks") that students are being asked to demonstrate and (2) clear descriptions of performance across a continuum of quality. She outlines the difference between various kinds of rubrics (for example, general versus task-specific, and analytic versus holistic), explains when using each type of rubric is appropriate, and highlights examples from all grade levels and assorted content areas. In addition, Brookhart addresses * Common misconceptions about rubrics; * Important differences between rubrics and other assessment tools such as checklists and rating scales, and when such alternatives can be useful; and * How to use rubrics for formative assessment and grading, including standards-based grading and report card grades. Intended for educators who are already familiar with rubrics as well as those who are not, this book is a complete resource for writing effective rubrics and for choosing wisely from among the many rubrics that are available on the Internet and from other sources. And it makes the case that rubrics, when used appropriately, can improve outcomes by helping teachers teach and helping students learn.

Transformative Assessment

What Color Is Your Parachute? is the world's most popular job-hunting guide, revised and updated annually, with more than ten million copies sold. This 2016 edition features the latest studies and perspectives on today's job-market, including proven strategies for finding jobs even when everyone tells you there are none. Career expert Richard N. Bolles reveals surprising advice on what works—and what doesn't—so you can focus your efforts on tactics that yield results. This helpful manual shares proven tips for writing impressive resumes and cover letters, as well as guidance for effective networking, confident interviewing, and the best salary negotiating possible. But it goes beyond that by helping you to zero in on your ideal job—and life—with its classic Flower Exercise. Whether you're searching for your first job, were recently laid off, or are dreaming of a career change, *What Color Is Your Parachute?* will guide you toward fulfilling and prosperous work. From the Hardcover edition.

Everything School Leaders Need to Know About Assessment

The Groundbreaking Strengths Assessment from the Leader of the Strengths Revolution In the years since the publication of *First, Break All the Rules* and *Now, Discover Your Strengths*, millions have come to the simple but powerful realization that to get the most out of people, you must build on their strengths. And yet, as Marcus Buckingham astutely points out, though the strengths-based approach is now conventional wisdom, the tools and systems inside organizations—performance appraisals, training programs, and succession planning systems—remain stubbornly remedial and exclusively focused on measuring skills, finding gaps, and attempting to plug them. It's a crisis for individuals and organizations, with management ideas and everyday practice utterly out of sync. That's about to change. *StandOut 2.0* is a revolutionary book and tool that enables you to identify your strengths, and those of your team, and act on them. The original edition of *StandOut* provided top-notch insights from one of the world's foremost authorities on strengths, as well as access to a powerful, cutting-edge online assessment tool. *StandOut 2.0* also includes the assessment and a robust report on your most dominant strengths. The report is easily exported so you can use it to present the very best of yourself to your team and your company. *StandOut 2.0* is your indispensable guide for building on your strengths to further your career—and help your team and organization win.

Using Assessment Results for Career Development

The importance of higher education has never been clearer. Educational attainment—the number of years a person spends in school—strongly predicts adult earnings, as well as health and civic engagement. Yet relative to other developed nations, educational attainment in the United States is lagging, with young Americans who heretofore led the world in completing postsecondary degrees now falling behind their global peers. As part of a broader national college completion agenda aimed at increasing college graduation rates, higher education researchers and policy makers are exploring the role of intrapersonal and interpersonal competencies in supporting student success. *Supporting Students' College Success: The Role of Assessment of Intrapersonal and Interpersonal Competencies* identifies 8 intrapersonal competencies (competencies involving self-management and positive self-evaluation) that can be developed through interventions and appear to be related to persistence and success in undergraduate education. The report calls for further research on the importance of these competencies for college success, reviews current assessments of them and establishes priorities for the use of current assessments, and outlines promising new approaches for improved assessments.

Testing, Teaching, and Learning

Presents a multifaceted model of understanding, which is based on the premise that people can demonstrate understanding in a variety of ways.

[ROMANCE](#) [ACTION & ADVENTURE](#) [MYSTERY & THRILLER](#) [BIOGRAPHIES & HISTORY](#) [CHILDREN'S](#) [YOUNG ADULT](#) [FANTASY](#) [HISTORICAL FICTION](#) [HORROR](#) [LITERARY FICTION](#) [NON-FICTION](#) [SCIENCE FICTION](#)