

Internships and Authentic Assessment

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Authentic Assessment

1. Aligned

- ▷ with learning outcomes
- ▷ with learning context

2. Developmental (Formative)

- ▷ used regularly, at each step in the experiential learning process
- ▷ includes *immediate* feedback and practice

3. Responsive

- ▷ to change (teaching approach and student learning)



Aligned – internships

Experiential Learning + Professional Competencies = Career “Readiness”



Developmental – internships

I can advocate for my own professional development

Professional Competencies

Establish Expectations

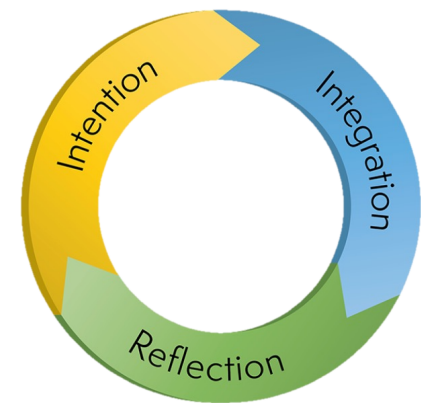
Harness Cultural Diversity


Cultivate Priority Relationships

Contribute to Effective Teams

Make Sense of Information

Manage a Project





Responsive – internships

The Professional Narrative

I can create a compelling, evidence-based narrative, highlighting the professional value of my internship



Professional Narrative - application

After a few minutes of small talk, the interviewer looked down at my resume and said, "How about I ask you a few questions?" All the experiences from my student accountant job that I had rehearsed started to play back in my mind, and I relaxed. These were questions I felt prepared and ready to answer.

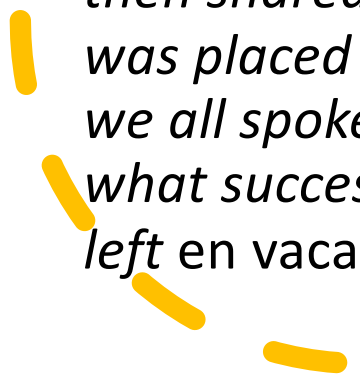
"Gesturing to my resume, the interviewer asked, What is this? This time you spent in France. What was that all about?" the interviewer asked.

It took me a moment to register what he was asking. In all the preparation for my interview, I had not thought about the internship I did with Les Petits Frères des Pauvres, in Paris, France. That internship had nothing to do with accounting, so I did not think that it would come up in the interview.



...all I could think of was all the exciting things I saw, the awesome food I ate, and the amazing people I met. I could not think of anything professionally relevant to share. I racked my brain to try and think of something, and that is when I remembered the work I'd reluctantly done for 399R.

I recalled the team I was placed on and how I had written a professional narrative to describe the challenges I had and how I overcame them...I started with a claim that I could overcome differences on a team and then shared details about my internship experience. I explained that I was placed on a team with people of different ages, nationalities, and we all spoke different languages. We all had different ideas and goals of what success meant at our internship, mainly because our supervisor left en vacances on the very first day of our internship.



I wanted to visit as many people as possible every day, even if this meant cutting some visits short. Others wanted to focus more on building relationships with our clients. This included long visits to the café or the park. Since we had spent time bonding together before our work started, we were able to be honest with each other and discuss our goals. We compromised and were able to come up with a plan that allowed us adequate time to connect with the clients while still meeting the required number of visits per week. Being willing to compromise and communicate was key to us fulfilling our responsibilities.

The interviewer went on to ask specific questions about my other experiences but by using the same formula for professional narratives—making a claim about myself as a professional, sharing my experiences, and then explaining their relevance—I was able to share specific experiences from other points on my resume. Each of my responses to the interviewer's questions seemed to hold their attention and spark more conversation. Before I knew it, the interview was over.