Overall Practicum Assessment
New Authentic Model

The Practicum will include three (3) assessment components that will be scored separately by the Practicum Supervisor as First Examiner and the Company Supervisor as Second Examiner.

Do note that the Company Supervisor must possess Master Level qualification or above to serve in this Second Examiner role. If the Company Supervisor cannot fulfill this role as a result of this, or due to other constraints, the Participating Organisation may appoint a suitable employee who is also familiar with the project to do so.

If there is no such person available, then the Lok Jack GSB will source an appropriate Second Examiner. As a result however, the First Examiner in such a case will solely score on all Phase Presentations.

The Assessment Components include:

1. Phase Assessments 30% of the Overall Practicum Assessment
2. The Practicum Report 50% of the Overall Practicum Assessment
3. The Individual Reflective Professional Journal 20% of the Overall Practicum Assessment

1. Phase Assessments

This will include a presentation at the end of each phase. The presentations will be assessed using the Practicum – Phase Assessment Grading Rubric that includes comments and scores from the Practicum Supervisor and Company Supervisor. There is no pass mark for this component.

The Practicum Team will conduct the exercise in three (3) phases:

Phase 1: Initial data-gathering, analysis and recommendations

In this phase the team will:

- Clarify the problem/ opportunity to be investigated and defined
- Gather relevant data
- Conduct a literature review
- Analyse data
- Identify probable solutions
- Develop recommendations
- Develop an implementation plan – either project or business plan – with success indicators
- Present to the company
**Phase 2: Intervention and early assessment**

In this phase the team will:

- Implement agreed components of the plan
- Gather data based on implementation
- Present to the company

**Phase 3: Conclusion and continuation**

- Review/revise the implementation plan based on analysis of implementation, in relation to success indicators
- Present to the company

* Completed *Peer Assessment Forms* must be submitted to the *GSB Practicum Officer* via email immediately after each phase. See details below

### 2. The Practicum Report

This report of up to 20,000 words (18,000 minimum) will include an Executive Report of up to 1,000 words. This component will be assessed using the *Practicum Report Grading Rubric* and assessed by the Practicum Supervisor as First Examiner and then the Company Supervisor as Second Examiner.

Students must obtain a score of more than 50% in this component and then a score of more than 50% in the *Overall Practicum Assessment* for successful completion. Unsuccessful students will be required to repeat and can only obtain a maximum mark of 50% thereafter.

In order to enable a fair grading of each individual’s contribution, a *Practicum - Peer Assessment Form* must be completed by all group members at each of the three Phase Assessments.

The feedback would be shared anonymously among group members at each stage to allow for improvements along the way and diminish the likelihood of the process being punitive. This will then be used to moderate the *Practicum Report* and determine the percentage of the total report mark awarded to each member as detailed in the *Practicum - Peer Assessment Form*.

### 3. The Individual Reflective Professional Journal

This component must be submitted with the report by each group member. This will be assessed using the *Practicum - Individual Reflective Journal Grading Rubric* and assessed by the Advisor as First Examiner and then the Company Supervisor as Second Examiner. There is no pass mark for this component.