Assessing Complex Learning:
The Story of HSDP Certification

Human Systems Dynamics Professional

Changing the world by changing how people think about the world.

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Today we will explore . . .

» ## WHAT . . .
Challenges are woven into assessing complex learning?

» ## SO WHAT . . .
Evidence of those patterns affects HSD Professional Certification?

» ## NOW WHAT . . .
Have we done to respond? Questions remain?

Examples of Complex Learning

What's the difference?

Assessment of simple learning . . .	Assessment of complex learning . . .

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Assessment of simple learning . . .	Assessment of complex learning . . .
Against benchmark	Fit for function

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Assessment of simple learning . . .	Assessment of complex learning . . .
Against benchmark	Fit for function
Same for everyone	Optimized for each

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Pre and post	Before, during, and after

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Pre and post	Before, during, and after
Objective truth	Complex truth

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Pre and post	Before, during, and after
Objective truth	Complex truth
Global	Local

What's the difference?

Assessment of simple learning . . .	Assessment of complex learning . . .
Against benchmark	Fit for function
Same for everyone	Optimized for each
Normal distribution	Long tail
Formative and summative	It's always formative
Objective truth	Complex truth
Global	Local
And . . .	And . . .

Challenges for Assessing HSDP Learning

No two learners are the same

The process is dynamical for one and all

Challenges for Assessing HSDP Learning

No two learners are the same

> » Entry-level
> » Expectations
> » Interests
> » Learning style
> » Commitment

Different Entry Levels

» Engage in reflective application process
» Include learners at various stages of development
» Revisit expectations often during the learning

Different Expectations

» Develop personal praxis plans

» Relationship with Praxis Partner

» Provide preview of the journey and choice points

Different Interests

» Invite multiple media

» Incorporate authentic work

» Provide informal peer feedback and support

Different Commitment

» Play the infinite game

» Support multiple relationships

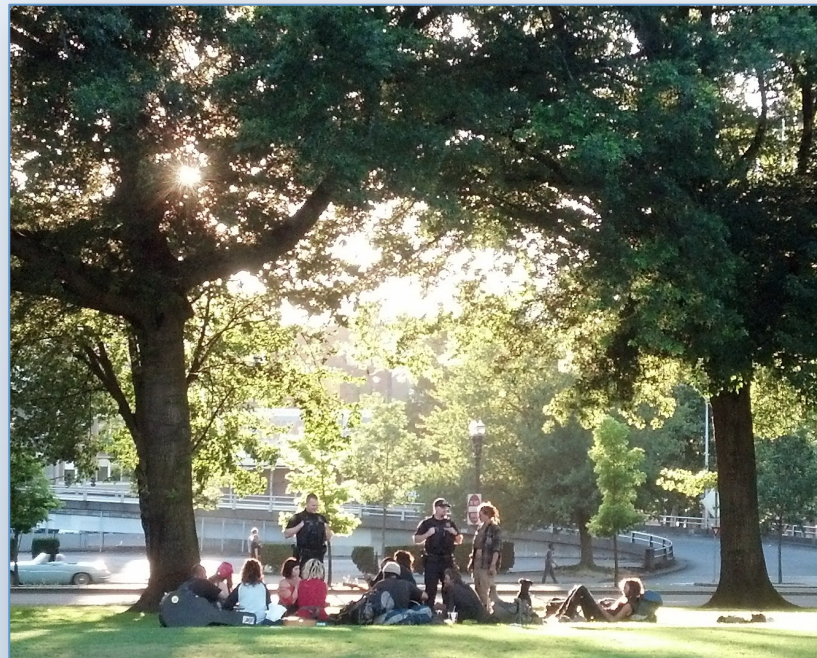» Solicit multiple perspectives

Challenges for Assessing HSDP Learning

Change is dynamical for one and all

» No there there

» Nonlinear

» Discontinuous

» Unpredictable but patterned

No There There

» Find and exploit "fit for function"

» Celebrate each step along the journey

» Model on-going learning and self-reflection

Nonlinear

» Track history over time
» Support individual and collective reflection

Discontinuous

» Collect data in many ways and often

» Practice patience

» Watch for and flag surprises

Unpredictable but Patterned

» Zoom out and zoom in

» Leverage multiple perspectives

» Watch for change over time

Challenges for
Assessing HSDP Learning

No two learners
are the same

The process
is dynamical for
one and all

What questions remain?

» What will support patterns of accountability?

» When and how should we make this assessment approach explicit?

» What should be roles of Praxis Partners? Other learners?

» What level and form of documentation is appropriate?

» How can we use these lessons in other contexts?

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Questions remain?

More resources

» Books

  » *Adaptive Action: Leveraging Uncertainty in Your Organization*
  (Eoyang & Holladay)

  » *Systems Concepts in Action*
  (Williams & Hummelbrunner)

» Web

  » www.adaptiveaction.org

  » Wiki.hsdinstitute.org

  » www.hsdinstitute.org

  » Twitter: #hsd #adaptact @GlendaEoyang @rjholladay

Your Opportunity To Become An HSD Professional

» Patterns and Possibilities:

» Jan 2015 in Raleigh, NC

» July 2015 in Chicago, IL

» Jan 2016 in Helsinki, FI

» Four months exploring an online learning ecology:

» Lively learning community

» Guided practice

» Large group learning and dialogues

» Learning packets on relevant topics

» Praxis Partner for support

» [Register](http://www.hsdinstitute.org/learn-more/overview.html):

http://www.hsdinstitute.org/learn-more/overview.html

Join Us!

» [Register](#) for the next session in this series:
http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration

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