



EXPLORING THE 360-DEGREE ASSESSMENT FRAMEWORK: IMPLICATIONS OF NEP-2020 FOR HOLISTIC EDUCATION IN INDIA

J. Antoni Santha Seelan¹, Dr. KVS Murthy², T Arun Christopher³, C Brintha⁴

1. Assistant Professor in Education, Meston College of Education, Royapettah, Chennai, Tamil Nadu. E-mail: antonisanthaseelan@gmail.com
2. Former Dean & Head, School of Education, Sri Chandrasekharendra Saraswathi Viswa Mahavidyalaya, Enathur, Kanchipuram. E-Mail: karramurthy@gmail.com
3. Assistant Professor, School of Education, Central University of Kashmir, Ganderbal, Jammu & Kashmir E-Mail: arun.tacde@gmail.com
4. Senior Lecturer, District Institute of Education and Training (DIET), Kaliyampoondi, Kanchipuram, Tamil Nadu. E-Mail: brintha.maths@gmail.com

Abstract

India being a traditional seat of learning has greatly contributed to the growth and development of human civilization. In the 21st century there has been a phenomenal growth in every sector and industries and influencing the system of education. To make education more dynamic and pragmatic, NEP-2020 has proposed principle changes in the system of education and assessment. 360-degree assessment in principle is the comprehensive process of assessing the child's all round development and promotes better learning. This article will through light on the major aspect of NEP-2020 in the light of assessment, by elaborating the concept, significance, and challenges of implementing 360 degree as an assessment mechanism in education system of India.

Introduction

360-degree assessment is called as performance appraisal system has a huge influence on the learning and assessment. NEP-2020, has rightly identified it as a major factor in the new system of education and assessment to be followed in India. 360-degree evaluations consist of measurement tools completed by multiple people in an individual's sphere of influence and are known as multisource feedback, multiple assessors, full-circle appraisal, and peer evaluation. According to a recent survey conducted by the editors of Compensation and Benefits, more than 90-percent of companies that have adopted 360-degree feedback use it in the evaluation process. This method of providing developmental feedback can be used to assess competency and behaviour, and hence gains more traction to adopt such strategies in the field of education. Moreover, it acts as a tool promoting self & peer assessment, to capture the holistic development in a personalised manner. Since every individual is unique, identifying and exposing the child to realise their unique potentials and assessing them will be the true education. 360-degree feedback gives the child a clear picture of his/her greatest overall strengths, and weakness in the process empowers every child to know more about



themselves. This empowerment of the child enables to explore and identify what will be beneficial to them on the individual level. Through 360-degree performance appraisal each student has the chance to review not just self but also their peers an element that will make children more objective and precise in all their activities and enable to set up clear performance goals, and instil a culture of reviewing them time and again and in the process shape individuals to be more independent and responsible about their self and future. Hence incorporating 360 degree assessment gains greater significance in the education system of India.

Committees and their Assessment Principles

The importance of modernising student assessment through examinations has been emphasised by the Radhakrishnan Commission (1948–49), Mudaliar Commission (1952–53), and Kothari Commission (196–66) in order to improve the quality and confidence of the educational system. However, NPE 1968 advocated for a change in the evaluation's emphasis from certification to learning enhancement. NPE 1986, introduced Continuous and comprehensive evaluation and semester patterns, and paved way of elimination of de-emphasizing memorization and excessive element of chance and subjectivity. The National Curriculum Framework has been working in the background to implement significant committee, commission, and policy document recommendations into teaching, learning, and assessment strategies to improve the quality of the entire school system. With the advent of IT revolution, there has been a rapid change in education system and assessment is no exception. There is a shift from content based assessment to competency based assessment.

New Education Policy 2020 and Assessment

New Education Policy 2020 is a visionary document to make India a knowledge superpower. It has widened to scope and system of education radically. With a focus on the following, it underlines the need to reform assessment in order to maximise learning and growth for all students:

- Regular, competency-based assessment
- Supporting children's learning and growth
- Concentrates on learning assessment
- Assess higher-order analytical, logical reasoning, and conceptual clarity skills.
- Assists the entire educational system in continuously updating the teaching-learning process to enhance learning.

Transforming the Culture of Assessment

India is a country with rich traditional values of the highest order. It has been an ancient seat of learning. Transforming the culture of assessment is a complex and challenging process, but it is essential that we want to create a learning culture and improve their performance. In light of NEP-2020, the following are some crucial initiatives to changing the culture of assessment:



- Ongoing monitoring of each child's academic progress.
- The assessment of fundamental skills will be included to board examinations to increase flexibility.
- Assessments that concentrate on fundamental concepts, higher-order concepts, and skills.
- AI-based software to track students' development and assist them choose the best careers.
- The National Assessment Centre (PARAKH) would improve the coordination of board exams administered by various BoE.
- Self- and peer-review assessments.
- The National Testing Agency (NTA) will seek to provide a high-quality common aptitude test in order to do away with the necessity for preparation for these tests.

Apart from these specific initiatives, the educationist and stakeholders have to work principles like creating a shared vision for assessment, Embrace a growth mindset, Use a variety of assessment methods, Focus on formative assessment, Use assessment data to improve learning, Make assessment fair and equitable, and Involve all stakeholders in assessment. Transforming the culture of assessment is a continuous process, but it is one that is essential for organizations that want to create a learning culture and improve their performance. By following these steps, education institutions can create a culture of assessment that is fair, equitable, and focused on learning and improvement.

Evolution of 360-Degree Feedback System

360-degree feedback is a procedure that collects feedback from an employee's subordinates, peers, co-workers, and supervisor(s), as well as the employee's own self-evaluation. When appropriate, such feedback can also include feedback from other sources who engage with the employee, including as customers, suppliers, or other interested stakeholders. NEP-2020 has recommended this assessment procedure into the education system for assessing students holistically.

What is 360-Degree Assessment?

The term "360-degree" refers to the fact that feedback is gathered from all around the employee, providing a more complete picture of their performance than a traditional performance review, which typically only includes feedback from the employee's supervisor.

360-degree feedback can be used in school assessment for :

- Performance appraisal: To provide feedback on an student's performance and identify areas for improvement.
- Development planning: To help students to identify their strengths and weaknesses and develop their skills and knowledge.
- Team building: To improve communication and collaboration within a team.
- Culture change: To help an educational institution to adopt a new culture or set of values.



360-Degree Assessment Report Card

360 degree assessment design will be a flexible concept, with the core objective of assessing the child in a holistic manner. It will be multilayered and multi-sourced with home and school jointly involve more actively in assessing the child's progress. This process will have to look in to personalised approaches that may be viewed as the 'most suitable' for the child whereby, the child is understood and educated about the goals and objectives of assessment. In this manner every student is informed about the purpose and meaning of the assessment and is aware of his or her role. This awareness is paramount for the child as he or she will be part of a collaborative effort in assessment. Moreover, Blooms taxonomy of cognitive, affective and psychomotor domains aspects would be given equal or similar weightage in the learning and assessment process. The combination of these factors will be reflected in the report card of every child, making the assessment process more comprehensive and purposeful with the objective of promoting meaningful all round development of the child's.

Benefits and Challenges of Implementing 360-Degree Assessment in Education

Here are some of the benefits of 360-degree feedback:

- Provides a more complete picture of a child's performance.
- Can help identify areas for improvement.
- Can help students set goals and develop action plans.
- Can improve communication and collaboration.
- Can help build trust and rapport.
- Can help create a more positive work environment.

However, there are also some challenges associated with 360-degree feedback:

- Can be expensive to implement and administer.
- Can be time-consuming for students & teachers.
- Can be difficult to keep feedback confidential.
- Can be biased or inaccurate.
- Can be stressful for students and their peers.

Tips for Effective Implementation of 360-Degree Feedback

360-degree feedback can be a valuable tool for students and higher education system, but it is important to use it effectively. Here are some tips for getting the most out of 360-degree feedback:

- Choose the right people to provide feedback. The people who provide feedback should be familiar with the students work and have a vested interest in their success.
- Use a well-designed feedback instrument. The feedback instrument should be clear, concise, and easy to understand.
- Keep the feedback confidential. The feedback should be confidential to protect the privacy of the peer student who provide it.



- Use the feedback to develop an action plan. The student should use the feedback to develop an action plan for improvement in their academics.

360-degree feedback can be a powerful tool for child's development and improvement of system of education in India. When used effectively, it can help every child to reach their full potential and realise their goals with confidence.

Conclusion

NEP-2020 has revolutionised the system of assessment in a dynamic manner. 360 degree assessment being the key to this process reflects the progress as well as the uniqueness of each learner in terms of cognitive, affective and psychomotor domains. Its ability to include self as well as peer assessment, combined with teacher assessment and active involvement of parents and stakeholders in their children's learning journey goes a long way in comprehensively educating and assessing the child's progress. The assessments target learning outcomes & competency and encourage and facilitate independence and promote objective learning putting the onus of responsibility on the child. Overall, 360-degree feedback assessment will be a valuable tool for students' development used for progress of the child in the changing world order. However, it is important to be aware of the challenges involved and to take steps to mitigate them for improving the overall quality of education system in India.

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