Authentic Assessment Design for Gamified Learning

Formative Assessment

Jolene Addington

Assessment at a Glance

Course / location	**Transformational Leadership | Module 2: Designing Transformational Leadership**
Audience	Online graduate students (approximately ages 25–55), including working educators and aspiring educational leaders
Module learning objective	Justify leadership decisions using transformational leadership principles.
Related course objectives	CO2: Identify opportunities for transformational change and innovative solutions; CO3: Apply transformational leadership strategies to organizational improvement.
Type / platform	Low-stakes formative assessment | Harmonize discussion integrated into Canvas
Evidence of learning	Initial justification, constructive peer response, and revised justification
Suggested time	25–35 minutes across an asynchronous discussion window

Purpose and Connection to the Game

In Module 2, learners complete the Kahoot! Leadership Decision Challenge, choosing responses to five realistic school leadership dilemmas. The final Kahoot! slide asks learners to choose one decision, identify its transformational leadership principle, and explain its effectiveness. This Harmonize assessment develops that original reflection into a feedback-and-revision cycle. The points and leaderboard in the Kahoot! activity encourage student engagement, while the follow-up Harmonize discussion provides opportunities for students to demonstrate their understanding by explaining and justifying leadership decisions using transformational leadership principles.

Student-Facing Harmonize Discussion: Ready-to-Paste Mock-Up

DISCUSSION TITLE: The Leadership Decision Challenge

Welcome! You have just practiced making educational leadership decisions in Kahoot!. Now choose one decision, explain the leadership reasoning behind it, and use a colleague's perspective to strengthen your thinking. There may be more than one defensible action; your goal is to justify your choice using transformational leadership principles.

Choose one Kahoot! scenario

1. Teachers are unsure about a new school initiative. How should the leader respond? Kahoot! feedback focus: Build a shared vision through collaboration; inspirational motivation.

2. Teachers worry about increased workloads during a school initiative. How should the leader respond? Kahoot! feedback focus: Listen and collaborate on workload concerns; individualized consideration.

3. A school team struggles to improve student engagement. What should the leader encourage? Kahoot! feedback focus: Invite experimentation and shared learning; intellectual stimulation.

4. Teachers have different professional development needs. How should the leader respond? Kahoot! feedback focus: Provide tailored support and growth opportunities; individualized consideration.

5. A school initiative faces setbacks. How should the leader maintain staff trust? Kahoot! feedback focus: Communicate transparently, model accountability, and engage staff; idealized influence.

Part 1 | Reflect: Initial post

Post approximately 150–200 words in Harmonize. Identify your chosen Kahoot! scenario and leadership decision. Name the transformational leadership principle that supports your decision, explain why it fits this situation, and describe one realistic action you would take as the leader. Explain the likely effect on teachers or other stakeholders. Use a course reading to support your reasoning where appropriate.

Part 2 | Respond: Peer feedback

Reply thoughtfully to at least one classmate (approximately 75–100 words). Identify one strength in their reasoning, pose one constructive question or alternative consideration, and explain how your suggestion could affect the leadership decision. Focus on ideas rather than evaluating the person.

Part 3 | Refine: Follow-up

After reviewing peer and instructor feedback, add a follow-up reply (approximately 75–100 words). Explain whether you would revise your original leadership decision or maintain your initial approach. Support your response with transformational leadership principles and explain how the feedback influenced your thinking.

Assessment Criteria

Formative Analytic Rubric (10 points)

Criterion	2 points: clear evidence	1 point: developing / 0: absent
Leadership decision	Identifies a feasible response grounded in the selected scenario.	Decision vague or impractical / missing.
Principle and justification	Accurately connects a principle to the decision and explains why.	Connection incomplete or inaccurate / missing
Real-world application	Proposes a specific action and plausible stakeholder effect.	Action or effect general / missing.
Constructive peer feedback	Provides a specific strength and reasoned question or suggestion.	Feedback superficial / missing.
Feedback-informed refinement	Explains a supported change or retention of the decision using feedback.	Limited reflection / missing.

Instructor Implementation and Accessibility

- Post the prompt and rubric in Harmonize within Canvas; allow an asynchronous window and announce dates for the initial post, peer response, and refinement.
- Provide brief, actionable instructor comments on the leadership principle, the justification, and a next step before the refinement deadline.
- Provide accessible text for all five Kahoot! scenarios, rather than requiring students to revisit Kahoot!.
- Allow text responses as the default; Offer captioned audio/video alternatives with equivalent criteria.
- Encourage learners to draw on K–12, higher education, or education-adjacent experience without disclosing confidential workplace information.