

Purposes for Portfolios

Hartnell-Young & Morriss (1999) *Digital Professional Portfolios for Change*. Skylight

Formative (developmental) Purposes	Summative (assessment) Purposes	Marketing Purposes
1. Professional Development Planning	4. University Admission	8. Job Application
2. Recording Continuing Professional Development	5. Meeting Course Requirements	9. "Cold Calling"
3. Celebration of Achievements	6. Performance Review & Promotion	10. Organizational Capability
	7. Professional Certification & Registration	

Portfolio Purposes (p.9)

Learning Portfolio

Promotes teacher reflection and ownership over the learning process.

Assessment Portfolio

Presents educational organizations with information about a teacher's effectiveness.

Employment Portfolio

Provides prospective employers with information about a teacher's suitability for a position.

Portfolio Authors and Audiences

(p.10)

	Learning Portfolios	Assessment Portfolios	Employment Portfolios
Author	Teacher	Teacher/ Educational Organization	Teacher/ Prospective Employer
Audience	Teacher/ Colleagues, Parents, & Students	Educational Organization/ Public	Prospective Employers

Wolf, Kenneth (1999) Leading the Professional Portfolio Process for Change. Skylight Training & Publishing, Inc.

Portfolio Structures & Contents

(p.11)

	Learning Portfolios	Assessment Portfolios	Employment Portfolios
Structure	Open-ended, teacher determined	Highly structured, standardized	Semi-structured
Content	Wide variety of teacher-selected work related to self-selected goals	Clearly specified set of teacher work as well as standardized assessments and information from others.	Documents such as resumes and recommendations along with selected teacher work

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Portfolio Process (p.11)

Process

Learning Portfolios

Teachers choose own goals and build portfolios that reflect these goals. Teachers self-assess with assistance of peers and mentors

Assessment Portfolios

Teachers follow guidelines for building a portfolio according to instructions from organizations conducting the assessments.

Employment Portfolios

Teachers customize their portfolios to match the job requirements, and prospective employers assess teacher's qualifications based on school or district needs and criteria

Portfolio Trade-Offs (p.12)

	Learning Portfolios	Assessment Portfolios	Employment Portfolios
Strengths	Teacher chosen and flexible; a non-threatening forum for analyzing own practice	Valid and reliable assessment and comprehensive view of a teacher's performance and potential	Advertises a teacher's talents and provides information to employers about a teacher's perspectives and practices
Limitations	Can be idiosyncratic and unconnected to professional standards or school goals	Reduces teacher ownership and can be time-consuming to evaluate	Provides a view of teacher strengths rather than weaknesses and can emphasize presentation over substance