

COURSE OUTLINE

Measurement Literacy for Real-World Assessment

How to judge whether scores, scales, reports, and assessment claims are useful and defensible.

Designed for adult professionals and curious learners. Original AdriaMont Institute material, adapted from expert teaching, research, and professional practice.

A practical course for people who use or interpret assessment results but do not need to become technical psychometricians. The course connects construct clarity, evidence, reliability, validity, fairness, scoring, and reporting to real decision contexts.

STATUS	Available course
FORMAT	Self-paced digital course with downloadable worksheets
AUDIENCE	Researchers, HR professionals, educators, evaluators, analysts, and product teams
SOURCE BASE	Skill assessment seminar materials, questionnaire construction teaching, university measurement lectures
MATERIALS	Course outline, brochure, construct worksheet, assessment report checklist

Source and privacy note: Examples are rewritten as synthetic cases. No employer slides, student data, assessment instruments, or proprietary wording are included.

Learning outcomes

- Explain what a construct is and why vague constructs produce weak assessment claims.
- Distinguish reliability, validity, fairness, comparability, scoring, and interpretation.
- Read assessment reports critically without getting lost in technical jargon.
- Plan evidence requirements for new scales, questionnaires, ratings, or digital assessments.

Module map

- 01 What is being measured: constructs, indicators, tasks, ratings, and evidence.
- 02 From item to score: response options, scoring logic, scale construction, and reporting.
- 03 Reliability and measurement error: what consistency can and cannot prove.
- 04 Validity and use: evidence for interpretation, decisions, and intended consequences.
- 05 Fairness and comparability: group differences, bias, invariance, and responsible claims.
- 06 Assessment reports: profiles, categories, recommendations, uncertainty, and limits.

Practical outputs

- A construct clarification worksheet.
- An assessment report review checklist.
- A one-page evidence plan for an assessment product or study.
- A decision note that states what can and cannot be inferred from results.

Use this course with the free resources [What Makes a Skill Measurable?](#) and [How to Read an Assessment Report](#).