



Pearson



FLEX Overview

Evaluation Systems

At Evaluation Systems of Pearson, we are champions of educators and the teaching profession. We build processes and services that enhance opportunity for prospective educators by supporting flexibility and the demonstration of job-relevant knowledge and skills. In short, we help design and deploy educator workforce solutions, so every learner has capable educators.

As we have throughout the history of our organization, we are creatively addressing the priorities of state education agencies and are working to reduce barriers for all candidates.

In support of this, we designed *FLEX, a method to enable prospective educators to demonstrate their functional content knowledge while embracing the breadth of ways that candidates may demonstrate their skills*. FLEX is an alternative to one-size-fits-all approaches to the important job of qualifying educators.

How Does FLEX Work?

FLEX recognizes that important evidence of proficiency across subject areas may be individualized and context-based. As a result, FLEX flexibly provides the opportunity for a wide variety of candidate strengths to be demonstrated during the submission process. To accomplish this, candidates provide evidence of their proficiency in the understanding of a selected objective for their subject matter area – facilitated by a simple, template-driven submission through the Pearson ePortfolio system.

Candidates are able to choose:

- The objective represented in state standards in the specific subject area of focus;
- The topic for original work to demonstrate proficiency;
- The type of evidence to submit; and
- The original existing work for use as an artifact, or the opportunity to create new work, on a schedule and at a time that works best for the candidate.

FLEX is currently being piloted in Massachusetts and used as a supplement to Massachusetts Tests for Educator Licensure (MTEL) tests. Any future or new FLEX services require definition, development, and launch in order to support alignment of state policy goals with the specific context of FLEX's use.

How Is FLEX Delivered?

Secure, online registration is available for FLEX candidates 24 hours a day, 7 days a week. We offer a streamlined registration process for FLEX whereby candidates use their current accounts to register for the FLEX option. Through that account candidates can perform the following actions:

- Register and pay for FLEX;
- Access FLEX templates, select an objective for focus and create or upload original work;
- Submit FLEX materials for scoring;
- Access current and past registrations;
- Review and download current score reports, immediately upon release, and view their assessment history;
- Request that existing score reports be sent to other requesting entities; and
- Maintain their personal and contact information.

How Is FLEX Scored?

Candidates complete FLEX's submission template, which includes 1) the objective(s) text and instructions, 2) the topic related to the objective, and 3) documentation needed to demonstrate functional content knowledge. Evidence submitted for FLEX may be newly created or relevant previously prepared material.

Example FLEX Evidence Requirement	
Sample Candidate Instructions (Excerpt)	Assessment Objective
Submit materials, up to 3 pages, addressing a topic of your choice in response to one of the two listed objectives. Please include the objective you have chosen and state the topic you will address.	<p>Objective 0014: Prepare an organized, developed written analysis of a literary or informational text.</p> <p>Objective 0015: Prepare an organized, developed written analysis of an argument.</p>

Rubrics utilized for scoring will be developed to align with the assessment objective. All candidate submissions will be scored by educators who have been trained and qualified to evaluate submissions using a focused holistic scoring method. FLEX scoring is developed and completed with careful attention to bias prevention and review, alignment with assessment objectives, allowable evidence, breadth of knowledge and skills assessed, and scoring procedures.