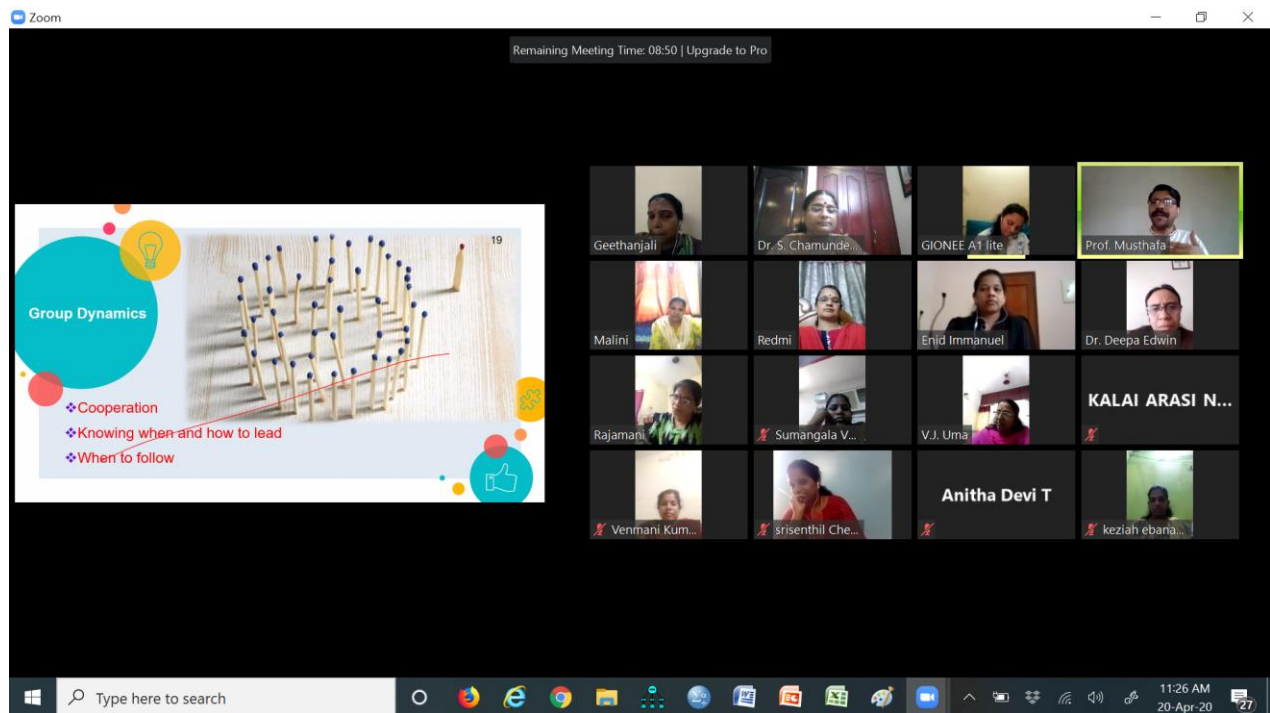


NKT NATIONAL COLLEGE OF EDUCATION FOR WOMEN

(Autonomous)

10-DAY INVITED TALK SERIES

13th -25th April 2020



E-Forum for Strategies & Operations Planning

NKT CENTRE OF EXCELLENCE

E-Forum for Strategies and Operations Planning

Invited Talk-1: Combating Covid 19

13th April 2020

Dr. M. Arumugam

Secretary, Sriman NKT National Education Society &

NKT National College of Education for Women

The E-Forum session under the topic Combating Covid 19 was presided by Dr. M. Arumugam who has been in software industry with 3 decades of experience and is the Founder and CEO of Broadline Technologies Private Limited, Chennai.

He has pioneered the drug logistics management model for the state of Tamil Nadu, which has won acclaims from World Bank, WHO and other leading international agencies. This model has been replicated across India and Worldwide. He has also been providing consultancy to various national and international organizations in health, logistics and SCM, power and education. He is also the secretary of our college.

During the session he discussed about the Covid 19 pandemic which spread more easily and cause life-threatening illness in some people. Like other corona viruses, it can survive in the air and on surfaces long enough to infect someone. However, SARS-CoV-2 multiplies faster in the body even when they don't have symptoms. Additionally, they can pass on the virus even if they never get symptoms at all. He highlighted some of the preventive measures that should be followed by everyone.

- Wash your hands frequently and carefully
- Avoid touching your face
- Eat healthy food
- Do exercise regularly

- Don't share personal items
- Cover your mouth and nose when you cough and sneeze
- Clean and disinfect surfaces
- Take social distancing seriously
- Do not gather in groups
- Wash fresh groceries
- Wear a (homemade) mask

Dr. M. Arumugam insisted the importance of those who develop trouble breathing, medical care outside of the home is needed. This may be in the form of supplemental oxygen and/or breathing treatments. These may be given in an urgent care or emergency room setting, but as hospital beds become more and more scarce, more and more people are being sent home with oxygen therapy. Since there is more need of ventilators in our state he has come up with constructing ventilators and have made arrangements to donate it for a good cause. He finally asked all the faculty members to maintain a self disciplined life to overcome this pandemic.

E-Forum for Strategies and Operations Planning

Invited Talk-2: Assessment & Evaluation Techniques

15th April 2020

Dr. C. Uthayakumar

Vice Chairman of Quality Circle Forum of India, Chennai Chapter.

The E-Forum session under the topic Assessment & Evaluation Techniques was presided over by Dr. C. Uthayakumar who has the academic career with a Bachelor's Degree in Electronics and Communication Engineering from Madras University. He completed his Masters in Technology, Applied Electronics and Instrumentation and Business Administration. He earned a doctoral degree from Karpagam University, Coimbatore.

With a masters certification in Quality and leadership from the school of Business and Public Management from the George Washington University, he is rightly placed as the Vice Chairman of Quality Circle Forum of India. Nearly 4 decades of work experience adorns his curriculum vitae. He has served as the Principal of several Engineering institutions and has published many papers in reputed National and International Journals.

Dr.C.Uthayakumar, is a member of many professional bodies like Quality Circle Forum of India, National Institution for Quality and Reliability, Rotary Club of Madras to name a few.He has also received many awards to his credit.

During the session he discussed about difference between the words assessment which is increase in quality and evaluation is judging the quality. He further gave the five principles of assessment given by Thomas Angelo and Patricia Cross (1993).

1. To improve teaching
2. To get feedback of students about teachers
3. To test their own teaching
4. To systematically assess for satisfaction

5. To involve students

He further gave the difference between assessment and evaluation:

Assessment	Evaluation
Is ongoing	Provides closure
Improves learning quality	Judges learning level
Individualized	Applied against standards
Ungraded	Graded
Provides feedback	Shows shortfalls
Process-oriented	Product-oriented

Dr. C. Uthayakumar briefly gave the importance of pre-assessment, formative assessment and summative assessment followed by discussion about concept map. He further discussed on exit slip which has to be conducted among the students in order to assess them in their teaching learning process. Few examples of exit slip are:

Write one thing you learned today

Write one question you have learned about today's lesson

Write three words with the long "o" sound

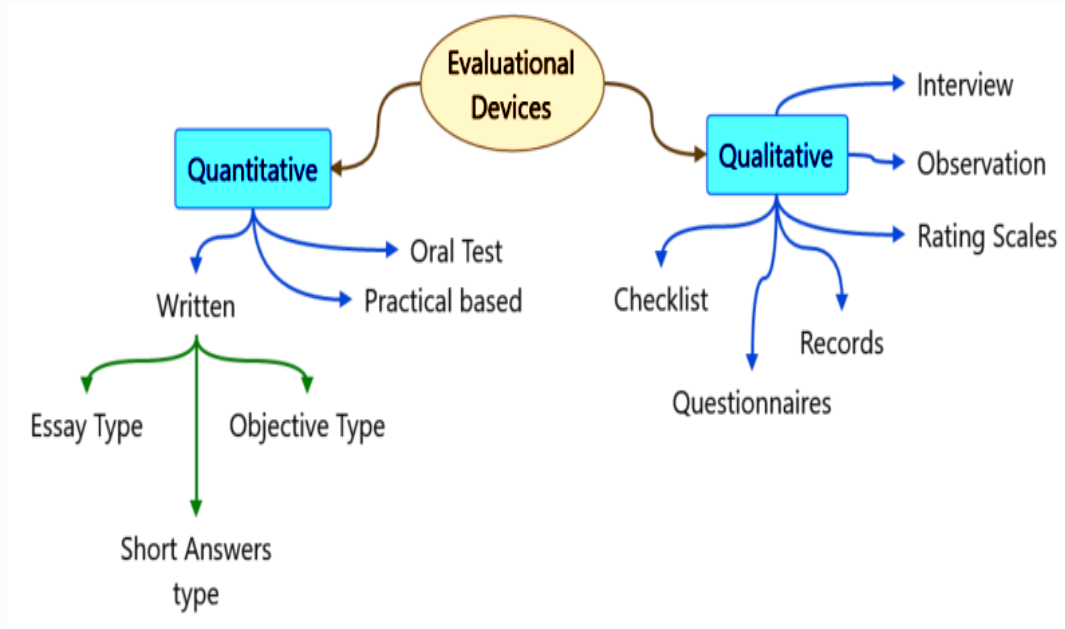
Why are the North and South Pole so cold?

Explain why Canada is not considered a melting pot

Draw a quick diagram that shows perspective

He then drifted into the importance of maintaining the student portfolio which is a compilation of academic work and other forms of educational evidence assembled for the purpose of (1) evaluating coursework quality,

learning progress, and academic achievement; (2) determining whether students have met learning standards or other academic requirements for courses, grade-level promotion, and graduation. He also discussed about Various Evaluation Tools /Techniques in Education.



At the end of the extended E-forum session he highlighted the two different types of written tests which are the objective test and essay type test and also briefed the importance of conducting these tests to the students in order to assess and evaluate them.

E-Forum for Strategies and Operations Planning

Invited Talk-3: Effective Classroom Management

16th April 2020

Mr. A. Shanmugasundaram

Psychologist / Corporate Trainer, Value Plus

The E-Forum session under the topic Effective Classroom Management was presided over by Mr. A. Shanmugasundaram who is a *psychologist, motivational speaker and HRD trainer*. He worked in **Dena Bank** for **33 years** and retired voluntarily to involve fully in training arena. He has an academic background of a **Master's Degree** and **M.Phil Degree** in Psychology. To strengthen the knowledge and exposure on Psychology, he has added two **Post Graduate Diplomas** in Counselling.

He is a **Certified NLP Practitioner** (Neuro Linguistic Programming) certified by NFNLP, USA. He got trained in Hypnosis by the experts in the field, Mr. Rushikumar Pandya and Mr. Pradeep Agarwal. He has written more than 85 articles in different magazines. His speeches were broadcast by All India Radio many times. He has got many awards for his excellence in trainings apart from many appreciation certificates from many organizations. So far, he has conducted more than 1050 programmes in the past fifteen years on specialized topics on **HRD, Personality Development** and **Soft Skills**, covering about 60,000 participants.

During the session he discussed about the performance of students which depend on various factors like Intelligence

Emotional Level

Psychological

Reading, Writing skills

Reasoning skills

Family history

Physical illness

Parents' mental illness

Parents alcoholic

Environmental support

Peer pressure

Influence of teachers

He further gave the Reason for misbehaviours of students: Misbehaviour occurs when their basic needs are not met within the environment in which many students when enter school, they mistrust adults because of neglect, poverty, abuse, divorce, drugs, rejection, etc which leads to misbehavior. Further he discussed about the challenges faced by teaching community.

Expectations from Management

Expectations from Parents

Expectations from Society

Work Pressures

Updating Knowledge

Students' Behaviour

Work Life Balancing

Time Management (Unscheduled holidays)

New assignments

Strict Govt. rules

Higher Studies (Ph.D, etc)

He further discussed about Classroom Management

Behaviour of students

Bullying other students

Disobedience

Inappropriate Noises (Yells, Screams, Shouts)

Stealing

Destroying College property

Disrespectful

Inappropriate behaviour

Refusal to cooperate

Disturbing others

Identifying the problematic students and making them to understand and feel responsible by giving them work everyday.

-Learning task is clearly defined

-Role of learners specified clearly

-Ensure each contributes to learning

-Pretest visual aids

-Keep handouts ready

He further concluded by giving the benefits of suggestive questions in classroom management:

Built in Needs Assessment

Activating Prior Knowledge

Demonstrating the problem solving steps

Keeps learner awake

Give counselling if needed

Pay attention to spoken or unspoken behaviour

Appreciate daily

E-Forum for Strategies and Operations Planning

Invited Talk-4: Understanding Research Paradigms

17th April 2020

Prof. E. Ramganesh

Professor

**Department of Educational Technology & Director, IECD and DDU
KAUSHAL Bharathidasan University**

The E-Forum session under the topic Effective Classroom Management was presided over by Prof. E. Ramganesh who is a *Professor in the Department of Educational Technology and Director, IECD and DDU KAUSHAL in the profound Bharathidasan University*. He has an academic background of a **Master's Degree** in Mathematics, Psychology and Philosophy with M.Ed. and **M.Phil Degree** in Psychology. To strengthen the knowledge and exposure on Education, he has added **doctorate degree in Education. He has also completed PGDCA and have done the doctorate in Computer Science.**

During the session he discussed about the importance of conducting a research by Building a New Theory, Evolving a New Strategy, Educational Communication, Empowerment of the society, Emotional Level.

The qualities of an effective researcher should be:

1. Communicator
2. Collaborator
3. Meta- Cognitive Thinker
4. Innovator
5. Evaluator

There should be a link between research and philosophy because both facilitates others but in different ways which helps to understand the world by its requirements and this leads to three forms of research like -

Positivistic Paradigm

Critical paradigm

Hermeneutic paradigm

What is Positivistic Paradigm?

Epistemology: The correspondence theory of truth.

Ontology :Something is real if it can be perceived

What is Critical Paradigm?

Epistemology: Pragmatic theory of truth

Ontology :Something is real if it can bring about visible consequences

What is Hermeneutic Paradigm?

Epistemology: The coherence theory of truth

Ontology: Something is real if it can be Meaningful

He finally concluded the session by highlighting the 4C's that researcher should remember while conducting a research. The main four C's are:

1. Connect Yourself
2. Collaborate to virtual community
3. Communicate
4. Create

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Invited Talk-5: Motive Pedagogy

20th April 2020

Prof. M. N. Mohamedunni Alias Musthafa

Professor, Department of Education

Central University of Kerala

The E-Forum session under the topic E- Motive Pedagogy was presided over by Dr. M. N. Mohamedunni Alias Musthafa who is presently working as Professor, Dept. of Education Central University of Kerala , Formerly Assistant Professor Department of Education University of Calicut and also the Director (i/c), School of Distance Education, University of Calicut and formerly Director in Charge of UGC ASC University of Calicut.

He is a research supervisor in education and guiding students doing for Ph.D. Published several research papers and presented papers in national and international conferences. As a part of the extension Dr. Musthafa conducts varied training programme for the teachers, parents and students. From 1995 onwards he is an inevitable resource person for the various UGC-NET coaching programmes organized by different governmental and nongovernmental organization. Being a researcher Dr. Musthafa is seeking avenues for sharing his views on psychological perspectives of education and life.

During the E-Forum session he discussed about the importance of pedagogy in teaching learning process. Pedagogy is considered as the art of teaching students, who are passive listeners. Pedagogy leads to Andragogy which is nothing but the adult learning. Each and every student is found to be unique in their learning style, learning culture, emotional background, intellectual background etc so they have to be treated with uniqueness. This further leads to Heutagogy which is the self determined learning which is done with the help of advancement of technology the cyberogy.

He further discussed about the benefits of advancement in technology

- **Improves engagement**
- **Improves knowledge retention**
- **Encourages individual learning**
- **Encourages collaboration**
- **Students can learn useful life skills through technology**
- **Benefits for teachers**

The professor also introduced a new term “peerogogy” which is learning from the peers. Everything that is pertaining to learning from the pedagogy are connected to the emotions of the students. The various Emotional Pedagogy or the E-Pedagogy that the teachers should be aware of are:

- Self-awareness
- Decision making
- Managing feelings
- Handling of stress
- Empathy
- Communication
- Self-disclosure
- Insight
- Self-acceptance
- Personal responsibility
- Assertiveness
- Group dynamics
- Conflict resolution

He also discussed about the cycle

1. Mind jog - attention
2. Personal connection - Relevance
3. Information exchange - Build new knowledge
4. Information Application - Build Confidence
5. Real world connect - Better performance (Action Plan)

At end of the discussion he concluded that E is a mixture of Heutagogy which is the self determined learning, Cyberogy using the advancement of technologies and Pedagogy handling the subjects emotionally.

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Invited Talk-6: Reliability and Validity of Measurements

21st April 2020

Dr. S.Nivethitha

National Institute of Technology, Tiruchirappalli

The E-Forum session under the topic Reliability and Validity of Measurements was presided over by Dr. Nivethitha who is an Assistant Professor at Department of Management Studies, National Institute of Technology Tiruchirappalli. She is the recipient of First Joint Doctoral Degree from Indian Institute of Technology Madras, India and University of Passau, Germany. She is the recipient of DAAD (German Academic Exchange Service) Fellowship for two consecutive years (2013 & 2014).

She joined NITT in June 2018 having previously worked as an Assistant Professor at Thiagarajar School of Management and as an Employee Insights Analyst at Airloyal. She was a Visiting Professor at the University of Passau, Germany during May 2018 & November 2016. She has published in the areas of human resource practices, psychological contract breach, organizational identification and employee turnover intention.

During the E-Forum session she discussed about the importance of measurement which is the heart of virtually all scientific endeavors followed by Rules of Measurement - Repeatability and Standardization are the measurement properties of reliability and validity

Measures are Standardized when

- rules of measurement are clear
- it is practical to apply (in the given context)
- results do not depend on the administrator

Next, she discussed about Reliability which refers to the degree to which items are consistent in what it intends to measure, the internal consistency of

the scale when a measure is administered repeatedly and yields similar results across applications. The various types of reliability are:

Test - Retest Method : Correlation between the same person's score on the same items at two points in time

Internal Consistency : Inter-relatedness among items or sets of items in the scale

Further, she explained with a SPSS package that Internal consistency (Cronbach alpha) is the most predominantly used method for assessing the reliability for multi-item scales, Inter-item correlation, item-to-total correlation and number of items. Cronbach alpha value of 0.60 is generally considered as an acceptable lower limit.

The final topic that she explained was Validity which refers to the degree to which an instrument measures what it is purported to measure and the extent to which it is free from any systematic or nonrandom error. Validity is of three types:

Face Validity:

Face validity refers to the extent to which an instrument is subjectively considered to measure what it is supposed to measure.

Content Validity:

The degree to which an instrument measures all aspects of a given construct and it is a non-statistical type of validity testing.

Construct Validity:

Construct validity is an assessment of the degree to which a measure actually measures the latent construct it is intended to measure.

E-Forum for Strategies and Operations Planning

Invited Talk-7: Content Analysis

22nd April 2020

Dr. K.Venkatalakshmi

Assistant Professor

Department of Media Sciences, Anna University

The E-Forum session under the topic Content Analysis was presided over by Dr. K. Venkatalakshmi who has completed her doctorate in the area of corporate communication and has received her MBA and PG Diploma in Corporate Communication. She worked as a head for computer centre in distance education programmes for past seven years and co-coordinator of a project of the TamilNadu Women Development Corporation for Training Self-Help Group Women for Establishing & Maintaining the Information Kiosks. She had been a freelancer for youth programme on All India Radio and also conducted interviews for Doordarshan.

During the E-Forum session she discussed about the meaning of content analysis and why content analysis is used as a research method and its usage. We use content analysis for analyzing systematic and objective analysis. According to Bernard Berelson Content Analysis refers to a research technique for the objective, systematic and quantitative description of clear content of communication (Berelson, 1952).

She further discussed about the 5 types of text analysis:

1. Written text
2. Oral text
3. Iconic text
4. Audio-visual text
5. Hyper text (found in Internet)

Next she discussed about the research steps carried out with the help of content analysis:

1. Research problem
2. Sources
3. Objectives
4. Hypothesis
5. Definition of the universe
6. Sampling
7. Categorization
8. Unit of analysis
9. Coding
10. Data analysis
11. Inference & interpretation
12. Suggestion & implication

Dr. K. Venkatalakshmi demonstrated on how to proceed with a content analysis by using all the above steps under the research topic “COVID 19 New Stories of Two Leading Newspapers”. The two newspapers that she took for research are The Hindu and Times of India. The sources that she used was the primary source, the papers.

The main objectives of the research are:

1. Comparison of other stories in the newspaper
2. Compare the coverage of Covid 19 in The Hindu and Times of India papers
3. Understanding the direction of the news about Covid 19

Hypothesis for the current topic are:

1. More coverage of Covid 19 in The Hindu newspaper than the Times of India
2. More news about Covid 19

Definition of the Universe: Newspaper from Chennai city only

Sampling: 1 week duration from 22nd March to 28th March 2020

Categorization: Avoid overlapping, it should be comprehensive and free from ambiguity

Unit of Analysis: The square centimeter in which the news has been displayed.

Coding: Depends on page number, square centimeter length and intensity of information

Data Analysis: using the collected information the given data is analyzed

Inference & Interpretation: The obtained data is found for inference and interpreted

Suggestion and Implication: how to improve the research is discussed and what are the future research that can be carried out.

Finally she discussed about the various limitations of content analysis,

- Audience perception is missing
- It is a one way study
- Findings are limited to category
- Time consuming compared to survey analysis

E-Forum for Strategies and Operations Planning

Invited Talk-8: Experimental Design

23rd April 2020

Ms. Rofia Ramesh

Department of Management Studies,

IIT Madras, Chennai

The E-Forum session under the topic Experimental Research was presided over by Ms. Rofia Ramesh who is at present doing her full time joint PhD in IIT Madras and Curtin University, Australia. She has completed her master's degree in applied Psychology and her bachelor's also in Psychology. Her research area is about Mindfulness as an Intervention to Manage Techno-stressors under the guidance of the researchers Prof. V. Vijayalakshmi, Prof. Subra Ananthram and Prof. Piyush Sharma from Curtin University, Australia.

During her E- forum session she discussed about the term Experiment which allows the evaluation of causal relationships among variables while all other variables are eliminated or controlled. In the experimental research method conditions are controlled so that 1 or more independent variables can be manipulated to test a hypothesis about a dependent variable. She further discussed about the various terminologies that are used in the research. They are:

- Dependent Variable
- Independent Variable
- Treatment
- Experimental Group
- Control Group
- Test unit

➤ Randomization

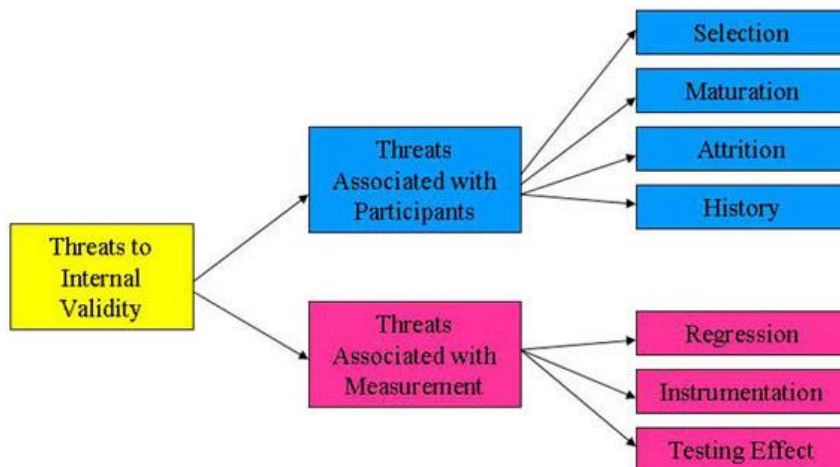
Next she discussed about 3 Sources of Variance

1. **Experimental / Primary Variance:** the variability in the DV that occurs as a result of (or is caused by) the influence of the IV
2. **Error Variance:** Variability due to true chance happenings that cannot be explained
3. **Extraneous / Secondary Variance:** Variance in the DV that occurs as a result of the influence of secondary variables.

Problems caused by Secondary Variance:

- If the secondary variable co-varies along with the Independent variable (IV) then the secondary variable will create a “threat to internal validity” or confound.
- The extraneous variables create “noise” in the data that make it harder to detect an effect of your IV. They may “mask” or hide any effects of the IV.

As a continuation she discussed about the **Threats to internal validity:**



Controlling Extraneous Variables:

Blinding: Technique used to control subjects’ knowledge of whether or not they have been given the experimental treatment. Taste tests, placebos (chemically inert pills), etc.

Constancy of Conditions: Subjects in experimental & control groups are exposed to identical situations except for differing conditions of the independent variable.

Order of Presentation: If experimental method requires that the same subjects be exposed to 2 or more experimental treatments, error may occur due to order in which the treatments are presented

Counterbalancing

1. $\frac{1}{2}$ the subjects exposed to Treatment A first, then to Treatment B.
2. Other $\frac{1}{2}$ exposed to Treatment B first, then to Treatment A.
3. Eliminates the effects of order of presentation

Types of Design:

1. **Independent Measures / between groups:** Different participants are used in each condition of the independent variable.
2. **Repeated Measures /within groups:** The same participants take part in each condition of the independent variable.
3. **Matched Pairs:** Each condition uses different participants, but they are matched in terms of important characteristics, e.g. gender, age, intelligence etc.

Finally she discussed about the various types of Experimental Design:

1. Pre Experimental Designs
2. Quasi Experimental Designs
3. Solomon Four-Group Design
4. Randomized Block Design
5. Latin Square Design
6. Factorial Design

E-Forum for Strategies and Operations Planning

Invited Talk-9: Resilience during COVID 19

24th April 2020

Dr. Chitra Aravind

Psychologist

The E-Forum session under the topic Resilience During COVID 19 was presided over by Dr. Chitra Aravind who is a psychologist and the founder of **MANAS which** was started in the year 2000 with the idea of spreading the much needed awareness about mental health and to provide preventive psychological health services to make people's life productive and happy. Various counseling, training, and human resource services were undertaken by **MANAS**. It has touched the lives of various corporate, educational institutions, social bodies and the general public.

During her E- forum session she discussed about the mental health of a person which deals with physical illness and mental illness. The Positive mental health allows people to:

- Realize their full potential
- To have healthy relationship
- Avoidance of crime and victimization
- Make good life choices
- Cope with the stresses of life
- Work productively and live happily
- Maintain physical health and well-being,
- Make meaningful contributions to their communities

Stress warning signs and symptoms:

Cognitive Symptoms

- Confusion.

- Poor motor coordination.
- Loss of short-term or long-term memory.
- Identity confusion.
- Impaired judgment.

Emotional Symptoms

- Depression or anxiety.
- Anger, irritability, or restlessness.
- Feeling overwhelmed, unmotivated, or unfocused.
- Trouble sleeping or sleeping too much.
- Racing thoughts or constant worry.
- Problems with your memory or concentration.
- Making bad decisions.

Physical Symptoms

- Low energy.
- Headaches.
- Upset stomach, including diarrhea, constipation, and nausea.
- Aches, pains, and tense muscles.
- Chest pain and rapid heartbeat.
- Insomnia.
- Frequent colds and infections.
- Loss of sexual desire and/or ability.

Behaviour Symptoms

- Changes in appetite -- either not eating or eating too much.
- Procrastinating and avoiding responsibilities.
- Increased use of alcohol, drugs, or cigarettes.
- Exhibiting more nervous behaviors, such as nail biting, fidgeting.

Next topic that she discussed was Stress and Coping.

1. Listen to Music
2. Play with pet
3. Scream into a pillow
4. Take a bath
5. Sleep
6. Paint
7. Pray/Meditate
8. Cook
9. Play an instrument
10. Hit a punching bag
11. Take photos
12. Yoga
13. Walk
14. Gym
15. Write a poem

16. Talk to a friend 17. Watch Movie 18. Play video games 19. Turn to Social media 20. Go shopping

Focusing On Things Which is in Your Control:

- Give importance to self care
- Wash your hands only for 20 seconds
- Limit COVID19 news/check authenticity
- It's not necessary to be obsessive about cleanliness
- Acknowledge emotions – fear/anxiety/worry
- Develop acceptance – getting angry/blaming does not help
- Beware of negative thoughts
- Divert attention – leisure/hobbies
- Stay connected and
- Practice gratitude
- Make health as the priority now

Finally she dealt with the topic Resilience which is the ability to mentally or emotionally cope with a crisis or to return to pre-crisis status quickly. Resilience exists when the person uses "mental processes and behaviors in promoting personal assets and protecting self from the potential negative effects of stressors"

Developing Resilience

1. Self-Belief
2. Adapt
3. Lifestyle – Take Care
4. Positive Affirmations
5. Find Your Purpose
6. Gratitude
7. Hope
8. Social Connection
9. Problem Solving Skills

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Invited Talk-10: Prevalent Assessment Techniques

25th April 2020

Dr. P. Rathna Sabapathy

Former Professor, IASE, Saidapet and Counsellor, TIERA, Chennai

The E-Forum session under the topic Prevalent Assessment techniques was presided over by Dr.P.Ratna Sabapathy, Professor of Tamil Education and Computer Education (Retired), I.A.S.E., Saidapet, **Chennai**. **He completed his Master's and M.Phil. in Tamil literature. He further finished his Master's in Education and Doctorate in the field of Tamil and Computer Education. He** is a counsellor in TIERA and conducts various faculty enrichment seminars at National and International levels. He has a strong base in Examination Reforms and Assessment Techniques at the higher Education level.

During his E- forum session he discussed about what is assessment? which refers to the wide variety of methods or tools that educators use to evaluate, measure, and document the academic readiness, learning progress, skill acquisition, or educational needs of students.

What is Assessment and Learning?

- Determines what students will learn?
- Feedback from the students
- Teachers can modify the teaching strategies
- Using Multi-trait and Multi-method assessment

The four W's of Assessment:

1. **When?**
2. **What?**
3. **HoW?**
4. **Who?**

When to do the assessment?

- a) Beginning of the teaching process
- b) During the teaching learning process
- c) End of the teaching learning process

What to assess?

- a) Cognitive Domain
- b) Affective Domain
- c) Psycomotor Domain

Out of the three domains cognitive domain is the most prevalent assessment and the other two domains are of least preference.

How to do the assessment?

- a) Individual Vs. Group assessment
- b) Formative Vs. Summative assessment
- c) Classroom Vs. Non-Classroom assessment
- d) Written Vs. Oral assessment
- e) Classroom Vs. Online assessment

He further discussed about the four types of classroom assessment:

1. Placement
2. Formative
3. Diagnostic
4. Summative

The uses of assessment:

- Consistent
- Quick and detailed
- Academic Integration
- Consistent Performance

As an end of the session he finally discussed about the new term Rubric which is used in the assessment of the students.

Rubric is:

- Scoring Guide
- Attempt to communicate expectations of quality around a task

- Delineate consistent criteria for grading

