

# Relationship Help Needed: Navigating Accountability and Assessment

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## Introduction

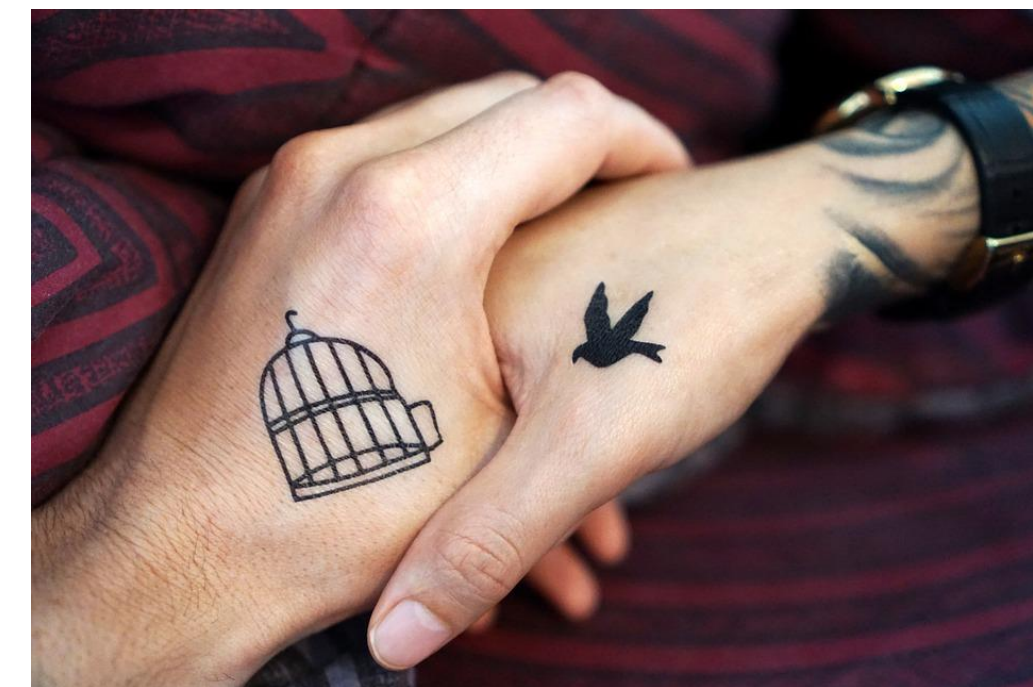
- Accreditation literature (Kuh et al., 2015; Maki, 2010; Suskie, 2009; Yousey-Elsemer, Bentrim, & Henning, 2015) reiterates assessment is a shared responsibility/involves many people.
- Politics, accreditation, and social pressures call for assessment to demonstrate student learning and institutional efficacy (Ebersole, 2014; Kuh et al., 2015).
- And yet, schools struggle to answer the call to act. Tough to accept with responsibilities (Diamond, 2002; Kuh et al., 2015) and school accountability efforts (Ewell, 2009).
- This poster focuses on barriers to accountability by nature of position, relationship, and data factors.

## References

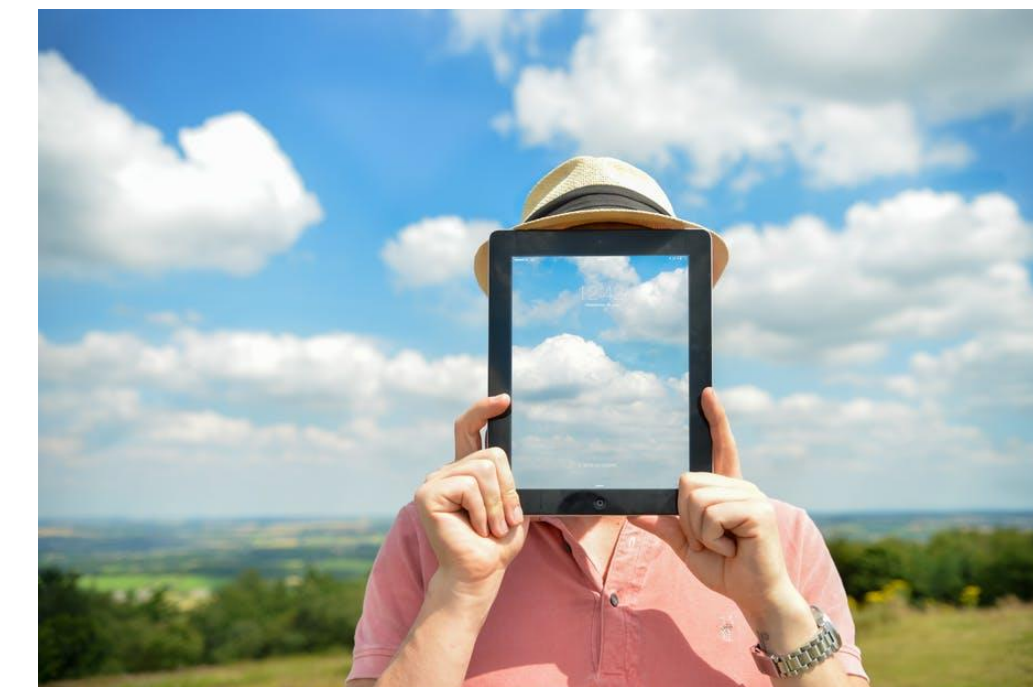
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## Relationship Factors

- Mutual Interests** – Work to align interests, find common ground, agree on shared priorities.
- Honesty & Transparency** – Build trust and act with integrity to build relationships.
- Influence over Authority** – Both can bring people to act, one can ignite and empower them.



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## Position Factors

**Positionality** - Our views and experiences influence our work. We must acknowledge and work to mitigate our subjectivity and engage others to add perspectives (Heiser, Prince, Levy, 2017).

**Power Dynamics** – Those in power don't not always lead with stakeholders or data in mind.



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## Data Factors

**Selective Reporting** – You should only limit reporting to cater to the audience. Don't hide information. Data is data; don't think about it in terms of good or bad.

**Data Negligence (Levy, 2017)** – Abundant data for impact, yet little data-informed action.



## da·ta neg·li·gence

noun

Failure to reasonably use data resulting in harm or stalling progress for an institution.

Being unaware, ignoring, or failing to use data.

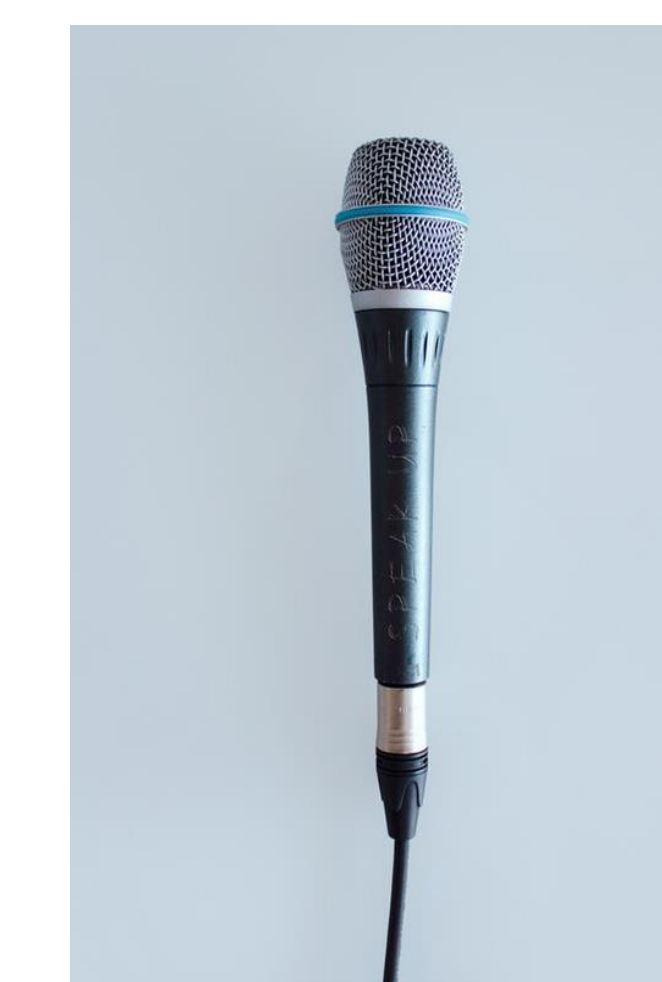
@joebookslevy

## Recommendations

- Shared priorities can spark action
- Identify good practice partners
- Make expectations and value clear



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- Develop self-awareness to help mitigate implicit bias
- Use your position to act and be the voice for others
- Make people aware of existing data to limit unneeded work

- Share results with candor and an eye for betterment
- Act on your data; there is always work to be done
- Create accountability mechanisms, being sure to include positive reinforcement opportunities



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