

Getting Sisyphus' boulder over the mountain: How assessment leaders forward their vision

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While you wait...
Write 3 goals you have for your institution's assessment work for this year.



Objectives

- Identify what makes successful change occur
- Identify principles that contribute to wide-scale adoption
- Generate action plans and brainstorm strategic pathways to cultivating change

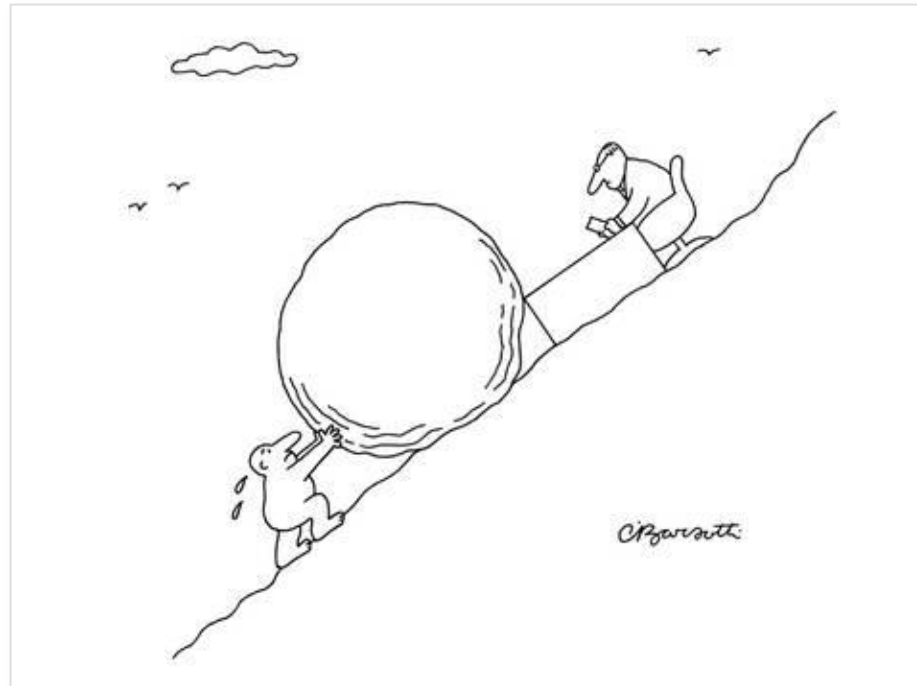


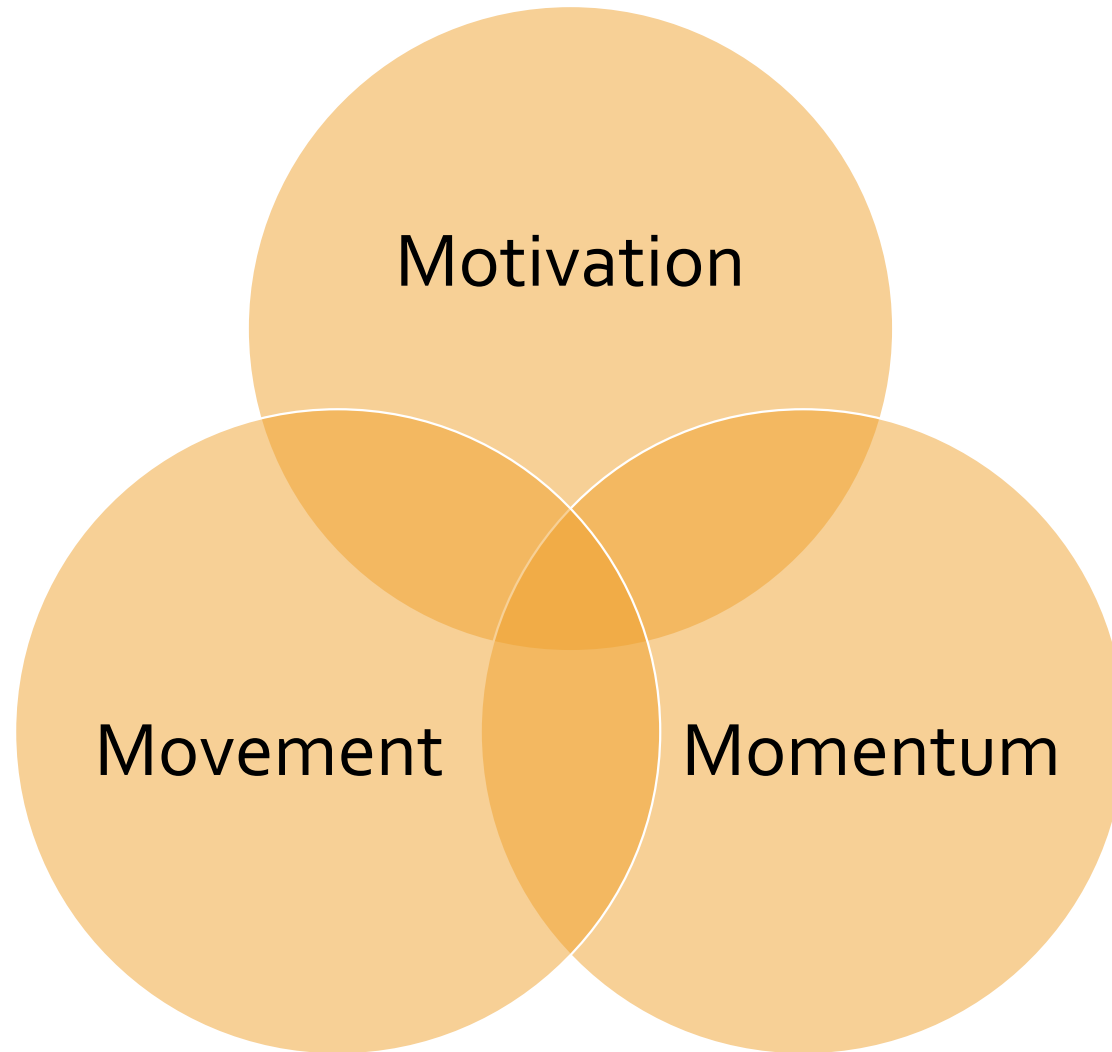
Photo credit: Charles Barsotti

Accomplishments (3-year time span)

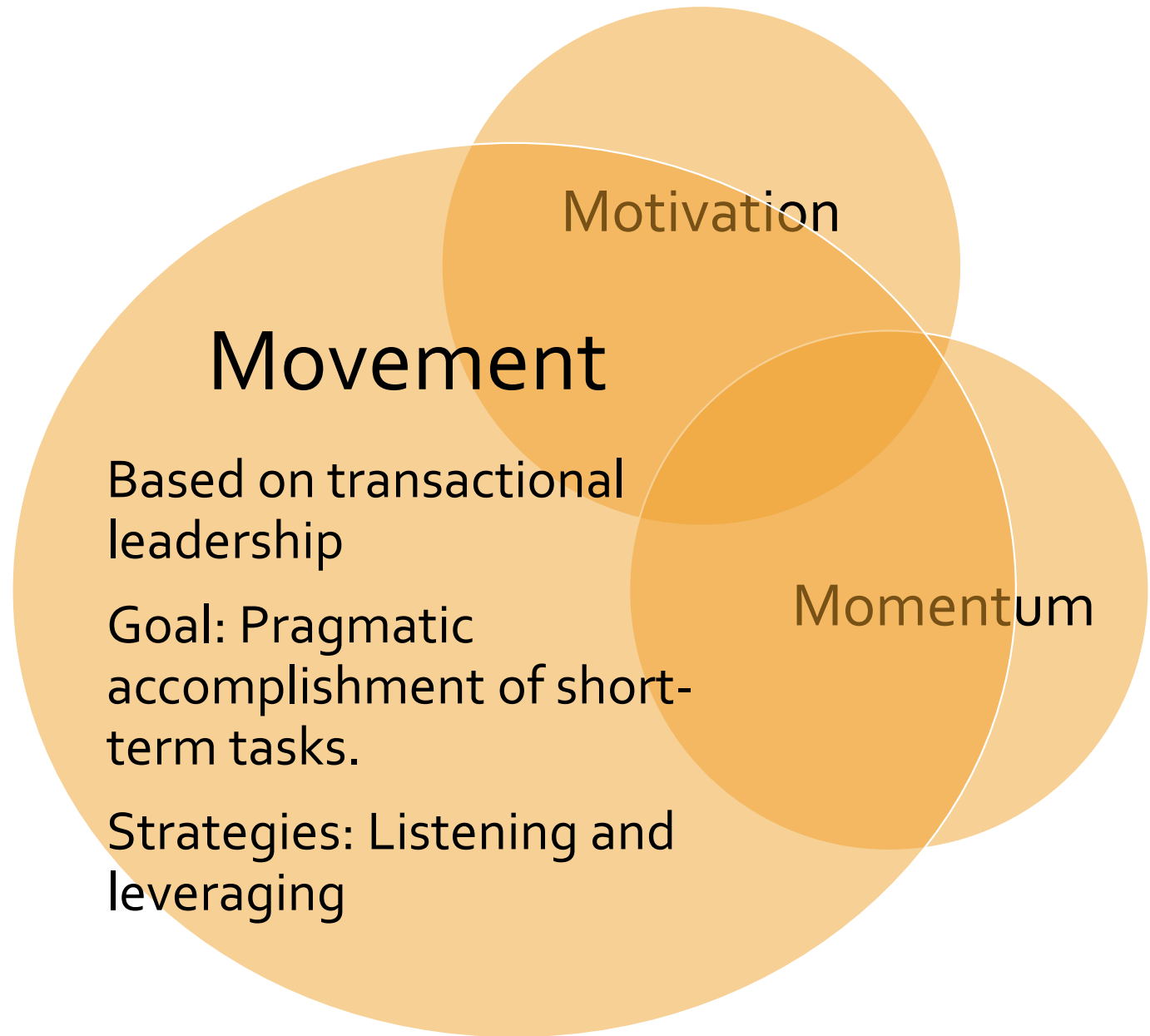
- revision of 53 institutional-level learning outcomes to 6
- revision of general education-level learning objectives
- revision of our assessment process and policy
- development/implementation of a meta-assessment process
- revisions to governance process
- development of a new strategic plan
- the selection and migration to a new assessment management tool.

Model of Leadership for Sustained Change

Donat & Wilkins, 2018



Movement



Movement

Listening

Leverage

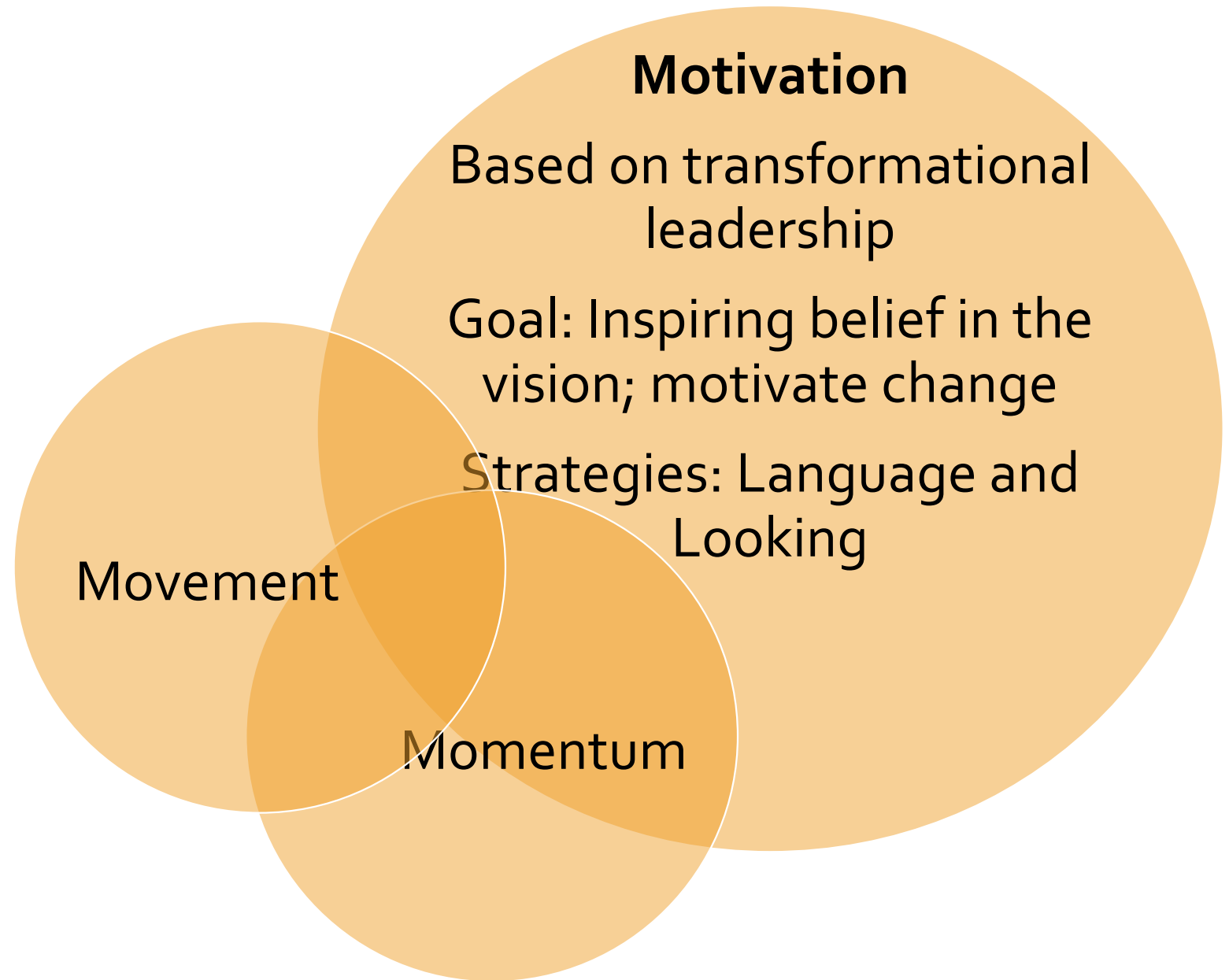


Image credit: Dely Lazarte Elliot

Your turn

- **Where do you need movement?**
- **Who do you need to buy in to accomplish that movement?**
- **What are their needs/concerns**
- **What can you offer to meet those needs?**

Motivation



Motivation

Language

Looking

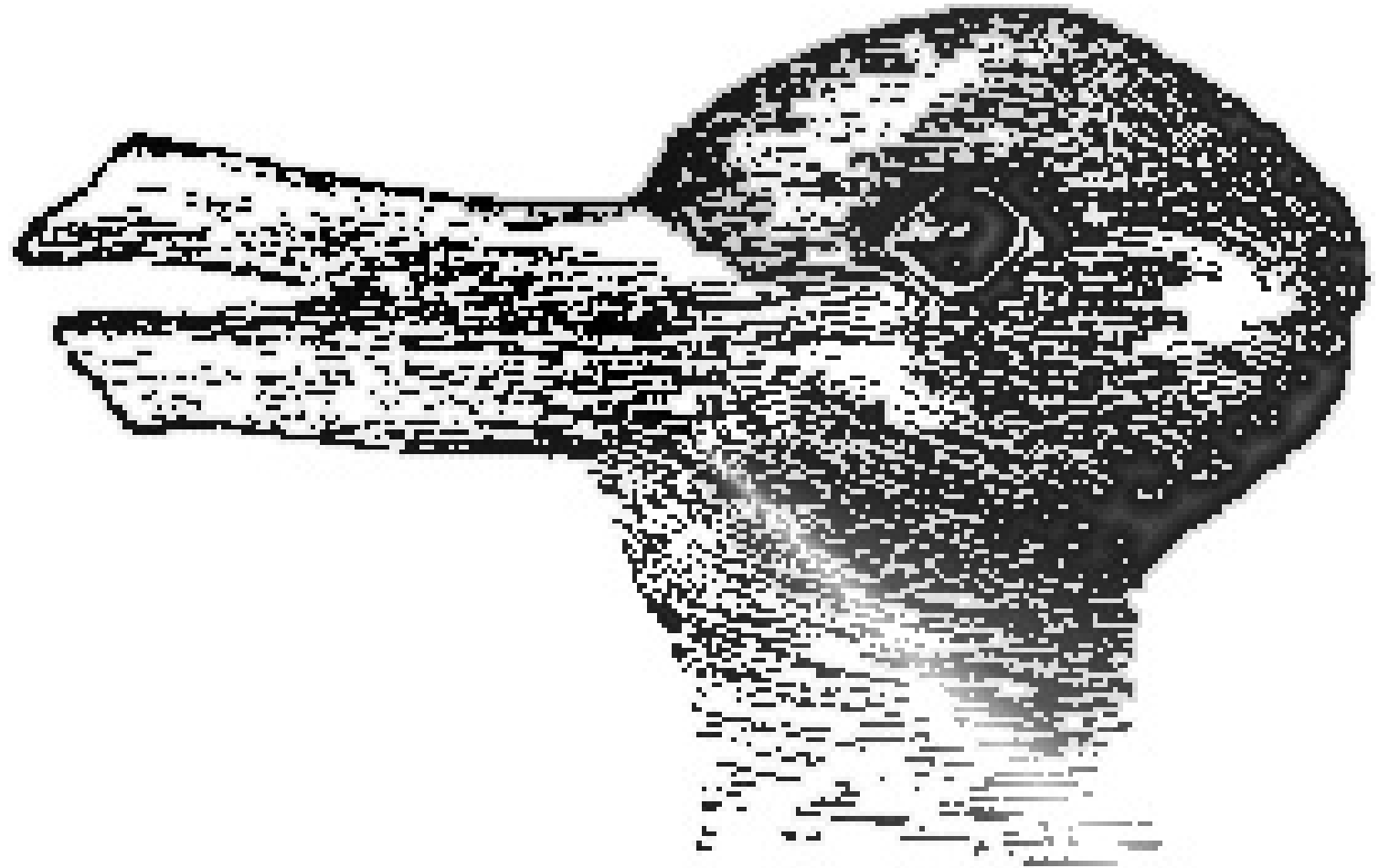
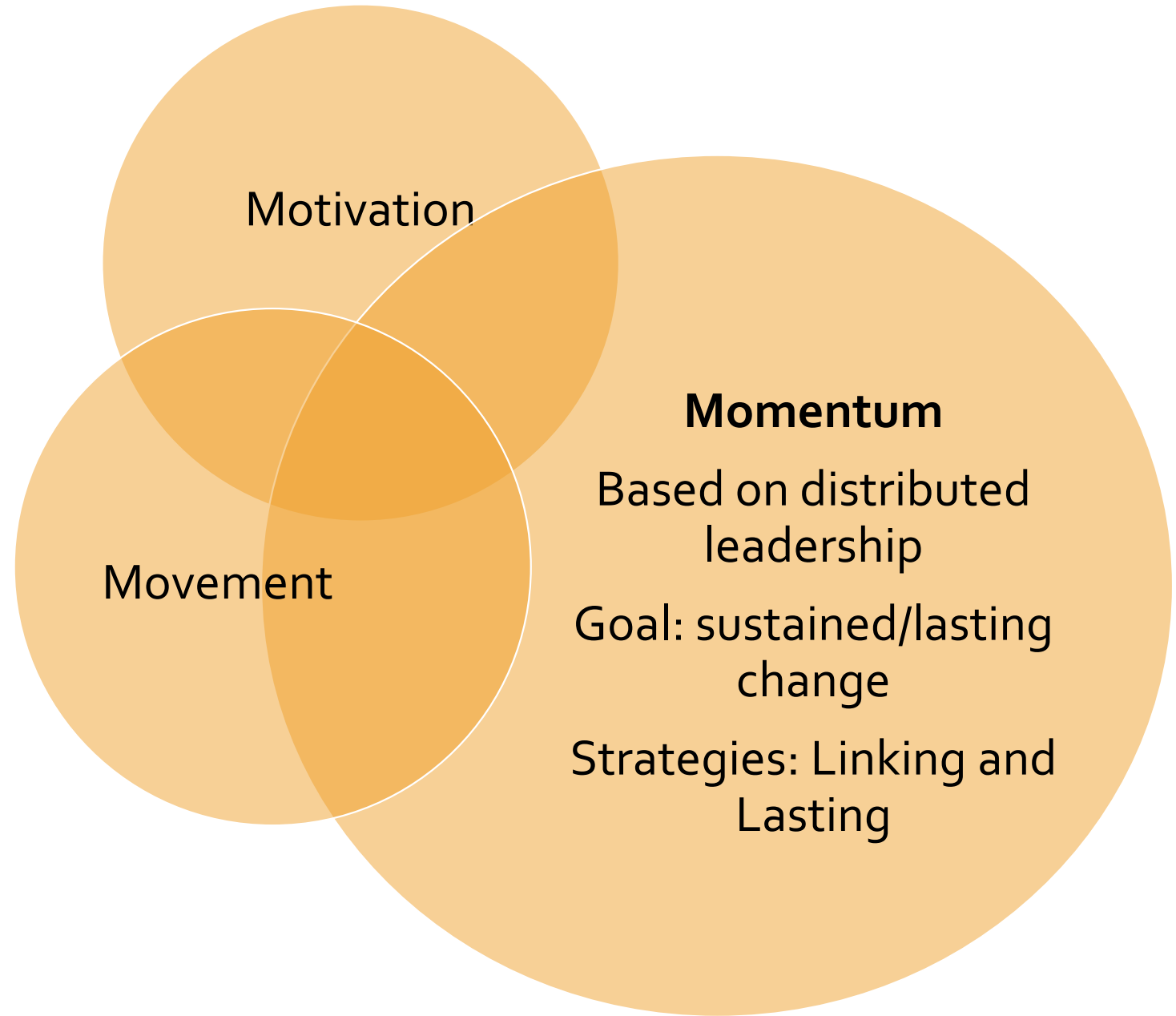


Image credit: <http://mathworld.wolfram.com/Rabbit-DuckIllusion.html>

Your turn

- Where do you need motivation?
- Who needs to be motivated in regards to assessment efforts?
- How can you cast your goals in language that resonates with your stakeholders?
- How can you communicate the big picture without overwhelming your stakeholders?

Momentum



Momentum

Linking

Lasting

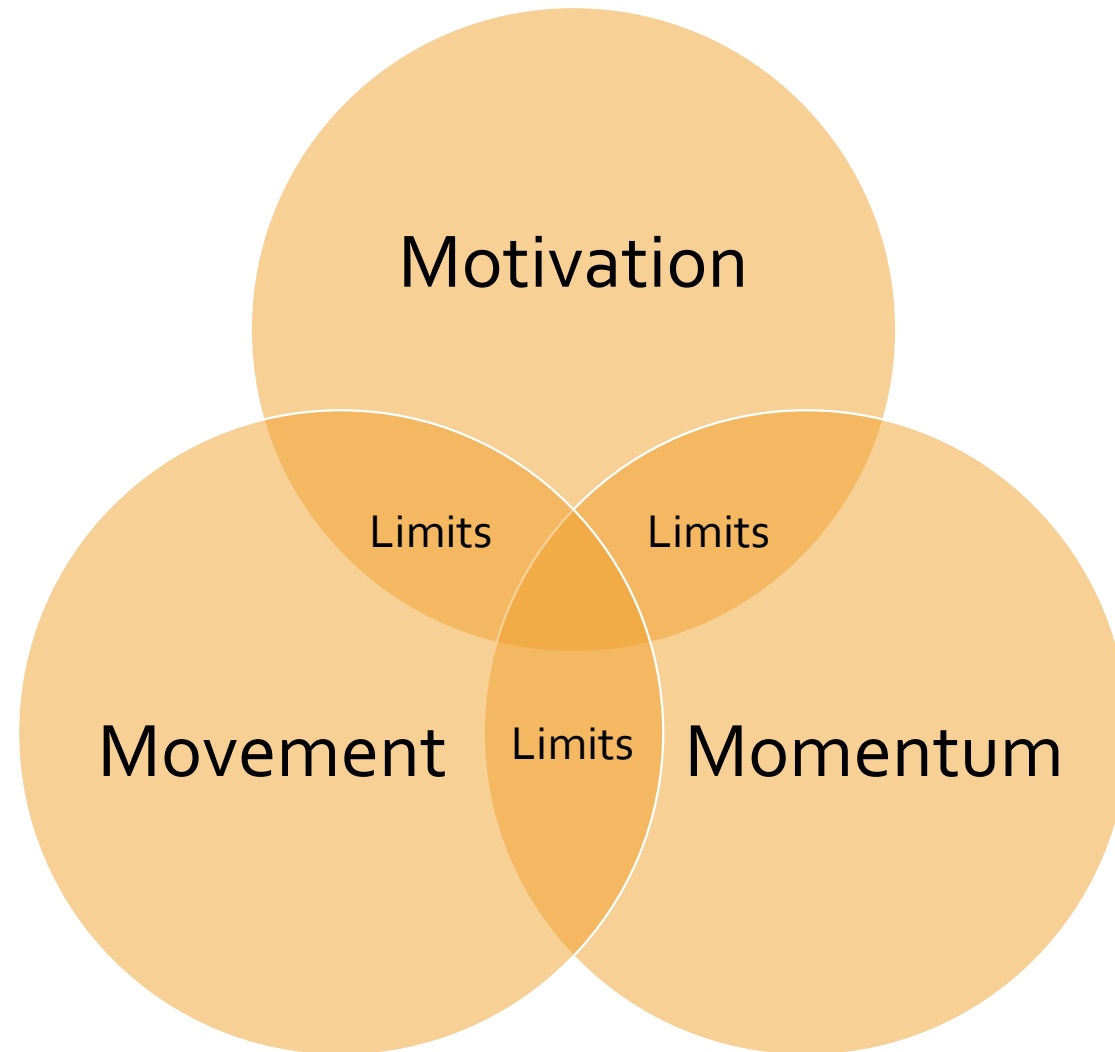


Your turn

- Where do you need momentum?
- Who needs to be ready/responsible/entrusted with power to sustain assessment efforts?
- How can you expand and sustain your assessment capacity with official and unofficial assessment leaders on your campus?
- How can you embed processes in existing structures?

Learning about Limits

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Reflection

- Which style(s) are you currently utilizing?
- Which do you need to develop?
- What practical step could you take to use that style to forward one of your goals from the beginning of the session?

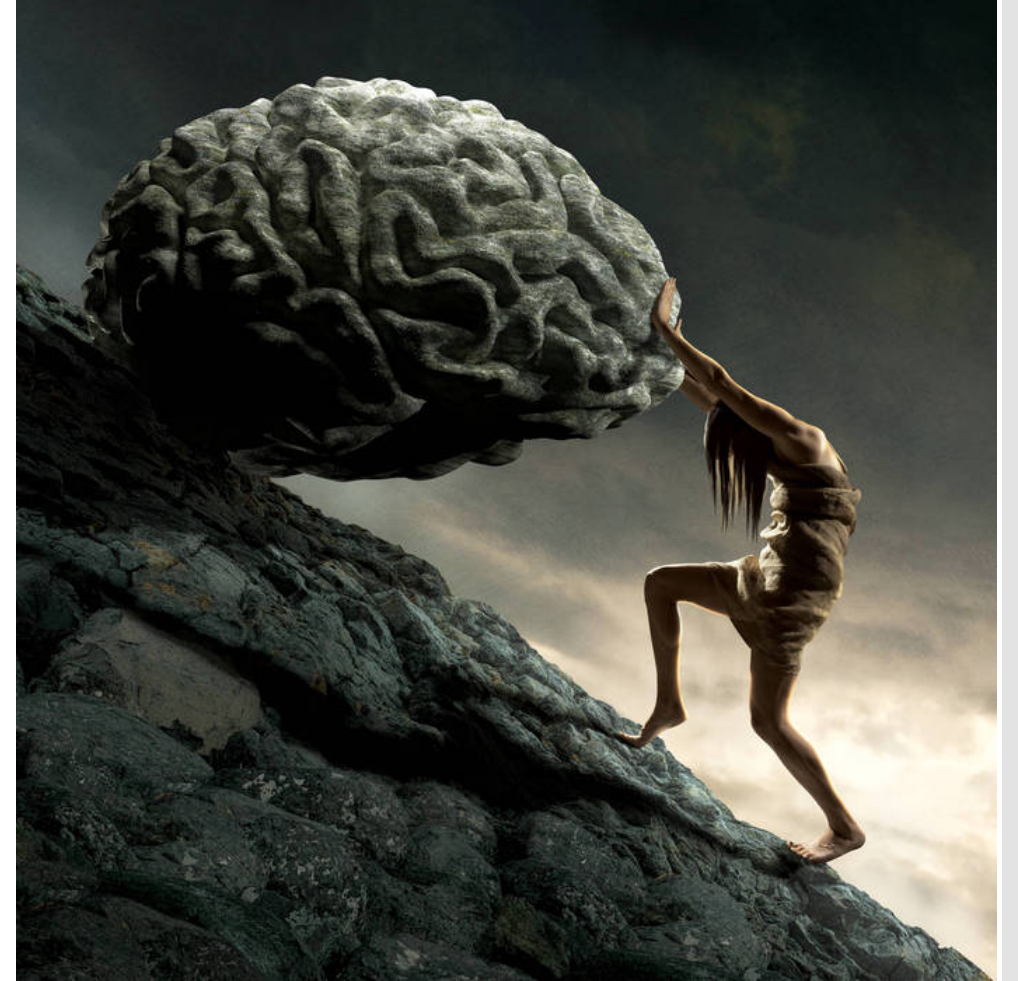
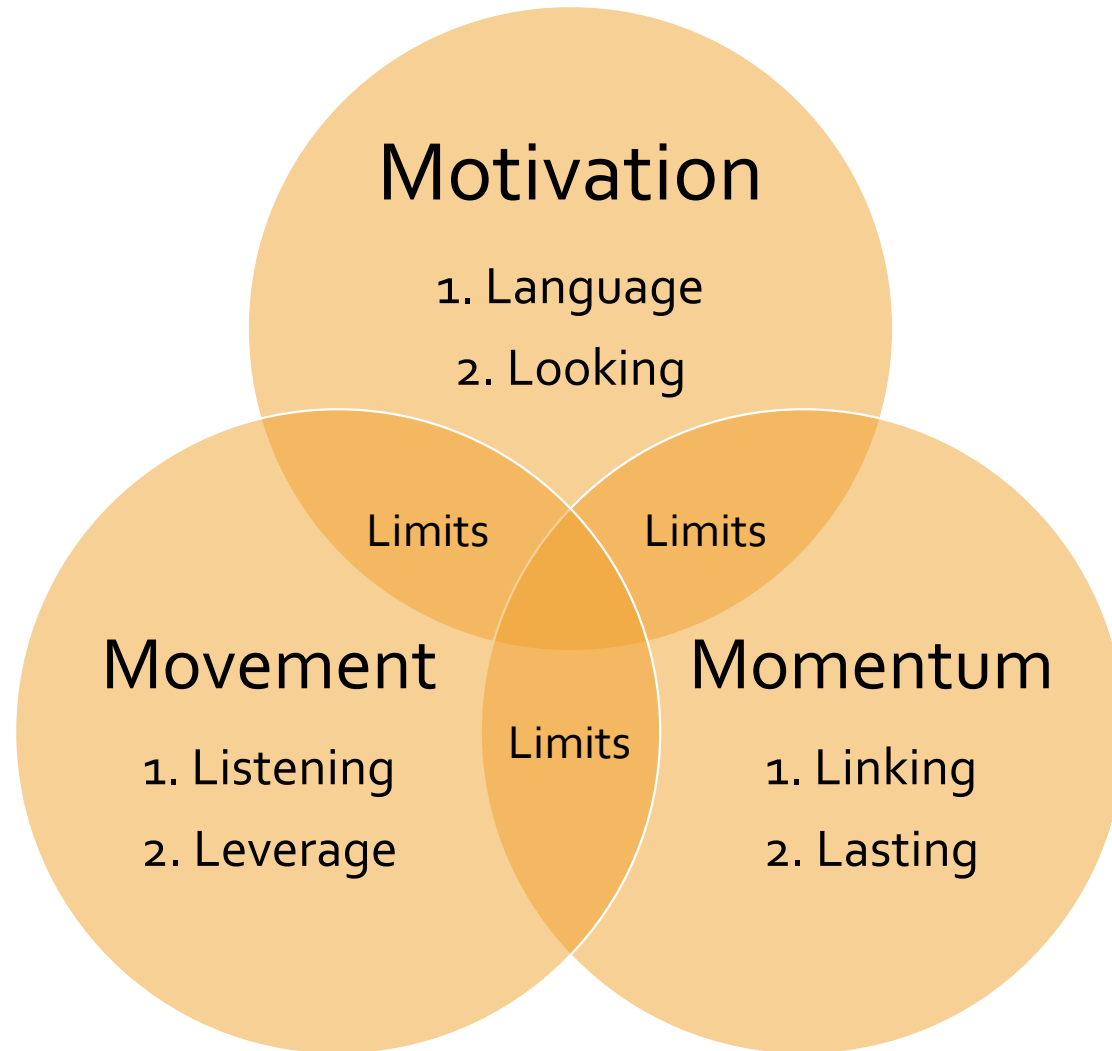


Image credit: Fonrestorff

Model of Leadership for Sustained Change

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Reflection

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Conclusion



Image from: Jeff Cannon blog

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Resources

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