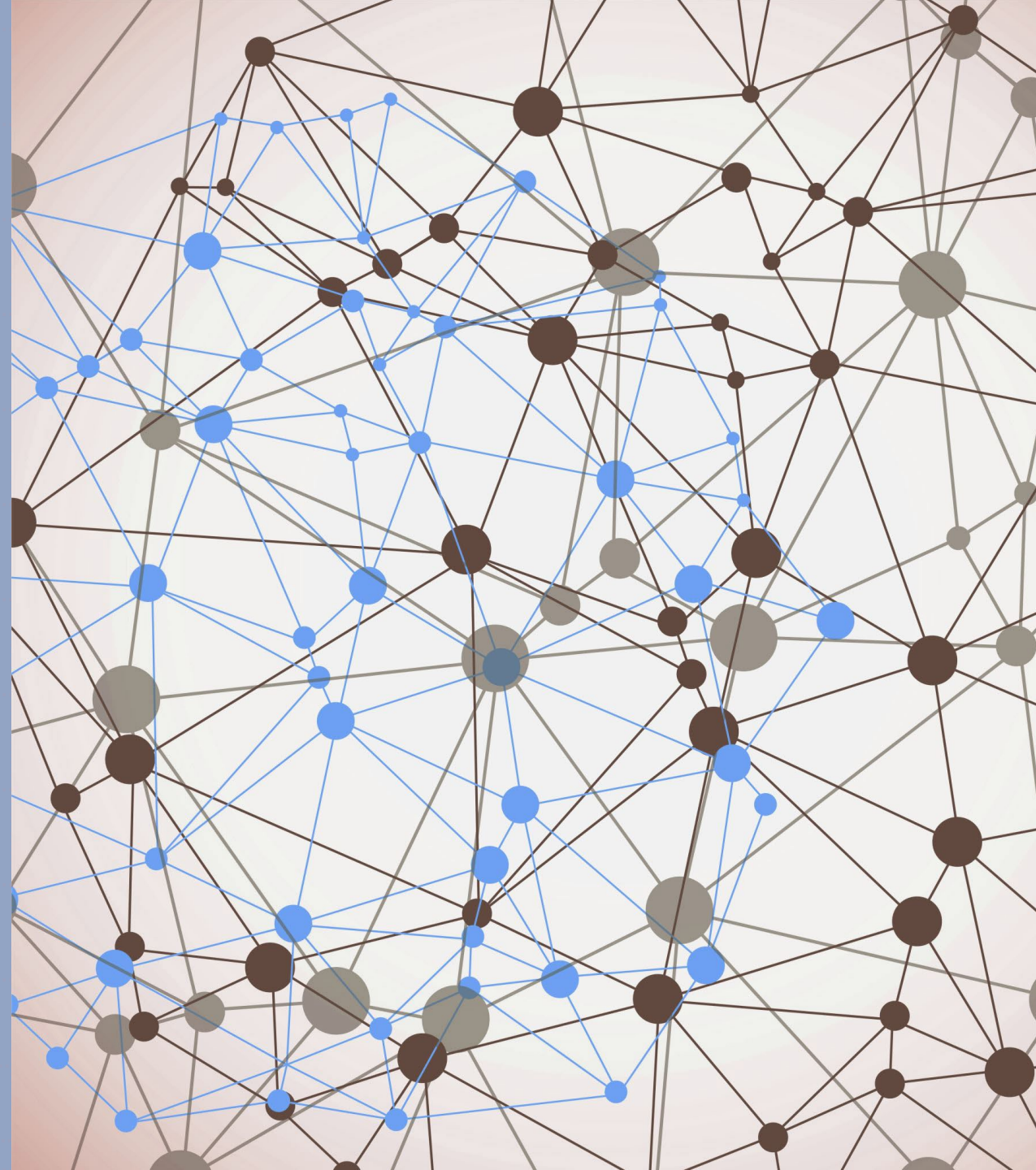


Hitting Pause: What We Learned During a Year of Assessment Reflection & Planning

Assessment Institute 2023

Ronalee Ciocco
Library Director
rciocco@washjeff.edu

Rebecca L. McDonald
Associate Professor of Psychology
rmcdonald@washjeff.edu



Today's Goals

- Learn about our plan for a mission-aligned assessment process.
- Discover the advantages of reflective assessment planning.
- Identify common challenges in assessment understanding.
- Embrace inclusive, collaborative assessment practices.
- Leave inspired to transform your assessment programs.

Recent Past of Assessment at W&J: Compliance Driven

Pre-Accreditation (2015-2018)

- Director of Assessment & Institutional Research hired to prepare
- Created rubrics, **student learning outcomes** and **annual cycle**
- Created two committees for Academic Assessment:
 - General Education Temporary Committee
 - Academic Affairs Assessment Committee

Post-Accreditation (2019-20)

- Suggestion to develop assessment plans for administrative units
- Created **Post** Accreditation Committee to address Institutional & Administrative Assessment

QUESTION

How has your institution balanced broader assessment recommendations from outside sources (such as accreditation bodies or professional organizations) with the specific needs of your own institution?

QUESTION

Has your institution ever engaged in a period of assessment reflection and review? If so, what prompted it?

Why we began a year of reflection

College had two committees devoted to Institutional and Academic Assessment which were encountering similar challenges:

- Assessment was siloed.
- Compliance-driven assessment practices hampered "buy-in".
- Assessment cycle limited opportunities to evaluate processes, results, or need for change.

Assessment Working Group 22-23 Charge:

Task: Facilitate 1-year assessment reflection and planning

Purpose: Help W&J adopt a campus-wide mission-driven understanding and motivation for assessment that is:

- integrated and inclusive
- promotes communication, accessibility, and best practices.

Listening Tour

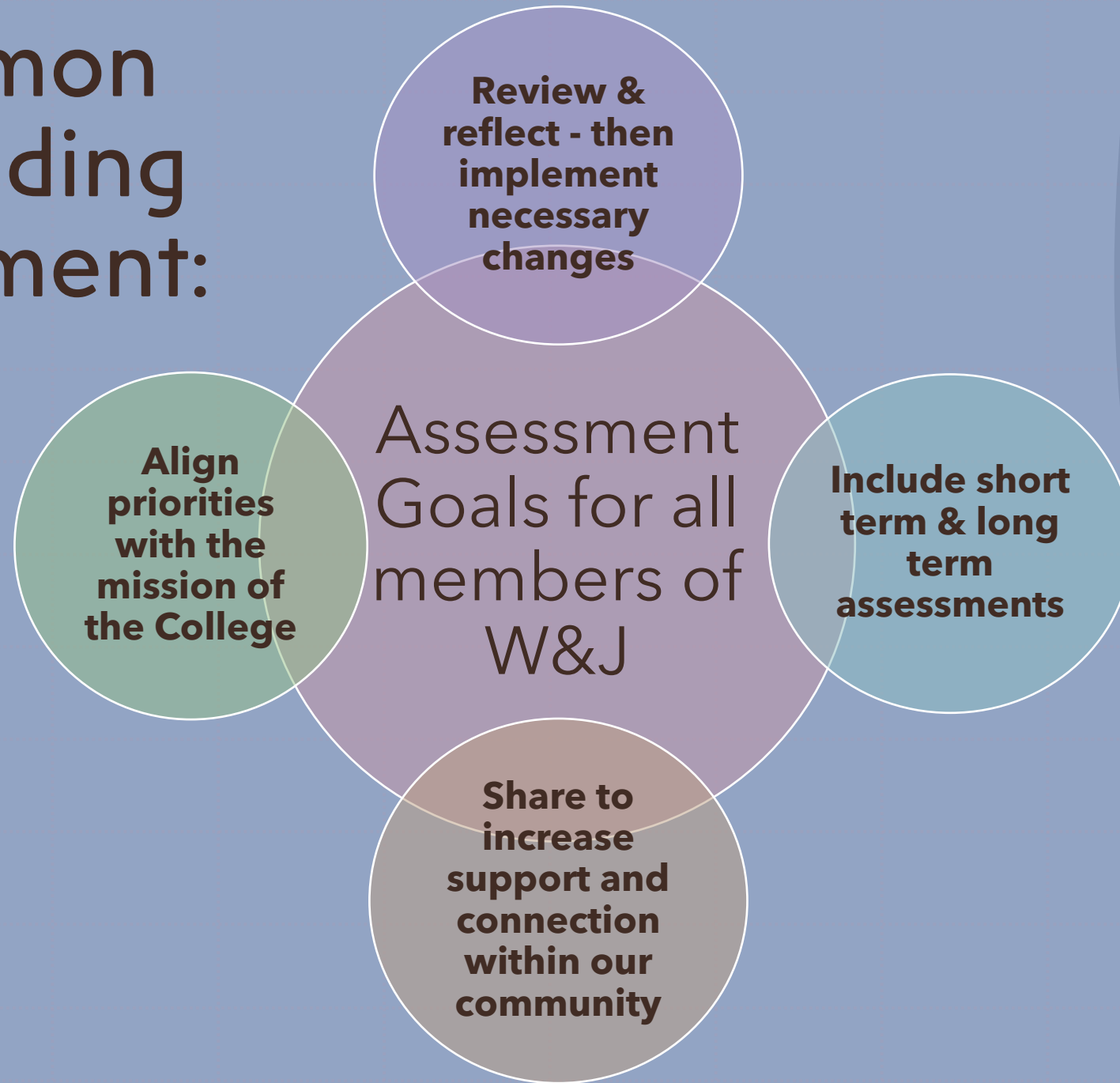
- Does your unit (department, program, office) conduct assessment? If not, what has prevented your unit from conducting assessment?
- What do you think is the primary goal of assessment in your unit? In other words, why do you do assessment? How does/could assessment help you accomplish your goals?
- What resources are needed to support sustainable and meaningful assessment in your unit?

What We Heard:

Faculty and staff are looking for:

- Clear and Flexible Structure and Timing
- More Resources and Support
- More Feedback and Communication
- Clarity on the Purpose and Goal of Assessment
- Clarity on What is/can be Assessed
- Revised Approach to General Education Assessment

W&J Common Understanding of Assessment:



Proposed College Assessment Committee Charge:

Facilitate

The College Assessment Committee will **facilitate and** support meaningful assessment across the college with the available time, resources, and expertise of the campus community. The specific charges are to:

Respond

Provide regular feedback on assessment study questions, plans, and reports.

Advocate

Advocate for improvement, changes, and resources based on assessment findings, especially common or repetitive findings.

Support

Provide training/support to individuals and areas on assessment based on needs.

Report

Present an annual report to summarize assessment across the college to faculty, staff, and administrators.

Share

Curate and share resources for assessment plans, reports, news, and successes.

Collaborate

Meet annually with groups to discuss relevant assessment findings.



Special Projects, College Divisional

- All divisions, offices, and departments of the College. (HR, Enrollment, Communications, Development, Business, Title IX, Student Life, Academic Affairs)
- Ad hoc assessments to ensure the success of strategic priorities, new curriculum requirements, and student success.

Student Experience

- Student Life and Academic Affairs
- Assessment of study questions developed by faculty and staff with expertise in teaching, learning, and development.
- **Assessment of departmental Student Learning Objectives.**

General Education

- Academic Affairs
- **Assessment of general education requirements.**

Proposed Divisional Assessment Cycle

2023-24 Goal Development

- Sequential and collaborative development of institutional, divisional, and office goals.
- Share goals with the campus community

2024-25 Year 1 Dialogues

- With newly developed goals in mind, offices will participate in conversations about areas of improvement within or across divisions.
- Assessment questions with a focus on improvement will be developed based on divisional conversations.

2025-29 Assessment Activity

- Assessment based on divisional goals and priorities.
- Offices engaged in assessment submit brief annual reports.

2029-30 Reflection

- Reflect on the previous 4 years of assessment.
- Longer divisional report that includes any action-oriented improvement plans; based on assessment findings.

Proposed Student Experience Assessment Cycle

2023-24 Year 1 Dialogues

- Faculty and staff whose College roles include teaching, learning, and student development will conduct a year of conversations about the student experience.
- Study questions based on department and office conversations will be articulated with a focus on improvement.

2024-28 Assessment Activities

- Departments and offices will continue to assess their study questions with a focus on improvement.
- The CAC will use the study questions as a guide to create a staggered multi-year assessment cycle for each department and office.

Proposed Assessment Plan:

General Education

Conducted by departments, programs, centers, offices, and the library within Academic Affairs.

During the 2023-24 year, CAC will examine and revise the Gen Ed assessment process, including input from the fall listening tour and concerns raised by AAAC.

How it's going: Institutional Goals

2023-24 Goal Development

- Sequential and collaborative development of institutional, divisional, and office goals.
- Share goals with the campus community

- Fall 23: Group Drafts Institutional Goals, one per division
 - Draft sample institutional goal for each division
 - Share with division heads
 - Divisions then refine or rewrite the institutional goal that pertains to them
- Spring 24: Divisions establish 5 - 8 Divisional Goals

QUESTION

Does your institution have institutional-level goals? If so, what approach did you take to develop them? Do they reflect all divisions of your institution?

How it's going: Year 1 Dialogues

2023-24 Year 1 Dialogues

- Faculty and staff whose College roles include teaching, learning, and student development will conduct a year of conversations about the student experience.
- Study questions based on department and office conversations will be articulated with a focus on improvement.

Fall 2023:

- Programs (academic and student life) identify and share questions related to their current priorities for improving student success and development.

Winter 2023-24:

- CAC reviews and suggests opportunities for support and coordination

Spring 2024:

- Programs develop assessment plans that include opportunities to discuss and implement changes based on information collected.

Summary Discussion Question:

How is your institution effectively integrating assessment across campus (administrative offices, academic departments, student support)?

Initial meeting with units:

Our working group goal is to collect information and data from units, specifically:

1. Input from individuals, offices, and departments on their individual stories and what is working in assessment and how they could be supported in their assessment efforts.
2. Input from individuals, offices, and departments on a common understanding of assessment, a structure of assessment, communications regarding assessment, and assessment practices and processes.

Questions for all initial unit discussions with representatives from the Assessment Working Group:

1. Does your unit (department, program, office) conduct assessment? If not, what has prevented your unit from conducting assessment?
 2. What do you think is the primary goal of assessment in your unit? In other words, why do you do assessment? How does/could assessment help you accomplish your goals?
 3. What resources are needed to support sustainable and meaningful assessment in your unit?
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