A ‘Culture of Assessment’ Planning Toolkit: Blueprints to Organically Grow Assessment Capacity and Support

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NEW ASSESSMENT COORDINATOR NEW OPPORTUNITIES

A well-rounded Culture of Assessment was crucial for success.

The new position provided opportunities to explore a wide range of prescribed and organically grown assessment initiatives.

The primary goal was to build assessment capacity and support, and break down silos that caused communication to collapse.

MAJOR CONSIDERATIONS

TECHNICAL INFRASTRUCTURE VS HUMAN RESOURCE DEVELOPMENT

A robust technical infrastructure is necessary to ensure colleagues have the appropriate tools at their disposal.

An effective Assessment Coordinator gives people choices and tools, helps them use those tools to do good work, and assists them with sharing their stories, whether the stories turn out well or not.

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NEW OPPORTUNITIES

- A ‘Culture of Assessment’ Planning Toolkit
- Blueprints to Organically Grow Assessment Capacity and Support

Cooperative Processes

Assessment Plan Template

- A structured tool to which library staff and faculty can bring ideas for library projects, assessment committee reviews applications on a rolling basis.
- Funding is available for new projects and meaningful project evaluation.
- Participants are required to write back to the Assessment Coordinator on their project at the annual assessment forum.

Assessment Committee

- One representative from each unit serves on the committee in an advisory capacity.
- An advisory committee that oversees the Assessment Coordinator with tracking updates and initiatives.
- Committee meets once a month.

Centralized Patron Tracking

- A standardized system for tracking user transactions, including Library and campus-wide assessments.
- Centralized with ACRL, IPEDS, and GWLA for higher education.
- Utilizes statistical data for various reports.

MAJOR CONSIDERATIONS

- Technical Infrastructure vs Human Resource Development

BENEFITS

- Big-picture assessment is visualized as well as connection to library and campus priorities.
- Annual reports from the template provide tangible impact demonstration for campus administration.
- Unit assessment silos are deconstructed as they begin to communicate and connect projects across their divisions.
- Assessment capacity and support increases as all involved become more mindful of demonstrating impact through assessment.

CHALLENGES

- Divergent divisional approaches to utilizing the template.
- Gaining buy-in from all stakeholders with an intimidating-looking template.
- Addressing varying stakeholder needs in one homogenized template.
- Reinforcing the notion that difficulties and failures with the template may happen, and this is okay.