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 prescriptive 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.

NEW ASSESSMENT COORDINATOR

A new position to which library, student, and faculty can bring ideas for learning assessment. The position provides an opportunity to build assessment capacity in a variety of ways, including:

- Identifying and coordinating assessment projects
- Developing and implementing assessment plans
- Providing guidance and support to units and divisions
- Developing and communicating assessment results

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

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BENEFITS

- A big-picture assessment is visualized, as is goal 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.