The Drive to Create an Assessment Plan:
A Department Head's Roadmap

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A roadmap for a new department head
Overview

1. Help team members gain confidence in the practice
2. Effectively utilize all resources to create a practical approach to assessment
3. Instilling a culture of assessment in the department to sustain the practice
Instilling Confidence

Where to begin:

● Offer expert training
● Increase skill-set with skill-building exercises
● Identify 1-2 focus areas
● Assess something with quick response rate
● Follow-through and implement immediate changes
● Direct team members to resources as they begin individual assessment projects
“Evidence based management is conducted best not by know-it-alls but by managers who profoundly appreciate how much they do not know.”

from: “Evidence-Based Management”
by: Jeffrey Pfeffer and Robert I. Sutton
Harvard Business Review, January 2006, pages 63-74
Steps for Creating a Plan

Step 1: Learn, learn, learn
Step 2: Prioritize
Step 3: Identify goals
Step 4: Create the product
Step 5: Propose the plan
Step 6: Assess
Step 7: Present findings
Step 8: Implement
Step 9: Reassess
Step 10: Readjust
The disadvantage of being an evidence-based leader
Utilizing all resources

• Collaborate with the assessment librarian
• Look for opportunities on campus
• Professional development
• Network with other assessment experts
Instilling a Culture of Assessment

What does a Culture of Assessment Look Like?

- Seen as an investment
- Genuine interest and care from team members in finding answers, asking questions, learning their environment
- Meaningful assessment and results with meaningful adjustments made in a timely fashion
- Automatically conducted with everything done
Reference

Questions?

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