Working Smarter, not Harder: Managing Assessment for Busy Faculty & Staff

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Assessment 101: What is Assessment?

■ Grade

- Evaluation of a single student
- May evaluate performance on a single or multiple assignments
- May not be linked to learning outcomes!
- Evaluation tool may or may not be used
- Evaluation may reflect other factors in student performance

Assessment

- Evaluation of a group of students
- Evaluates performance using a single artifact or assignment
- Evaluation is <u>clearly aligned</u> with <u>learning outcome</u>!
- Evaluation tool is used, raters are usually normed
- Measures achievement of specific outcome (no "radio interference")

Assessment 101: What Assessment is and is Not

- Assessment is a part of the way to measure institutional effectiveness -- How all institutional elements (instruction, seat time, student preparation, student services, administrative services) lead to student learning
- Not an evaluation of a single student
- Not an evaluation of a single faculty member

Assessment 101: The importance of Student Learning Outcomes

A student learning outcome indicates what a student should know and be able to do upon completion of an assignment, course, program of study, degree

 SLOs are a way to communicate to students what is essential to their learning

Assessment measures whether students have met those SLOs.

Don't overthink this!

Reframing: Why is Assessment beneficial for faculty?





Communication

Assessment activities prioritize communication within and across programs at an institution

Assessment activities are process-oriented, not solely results driven

Assessment provides rich opportunities for faculty engagement outside of their disciplinary "bubbles"

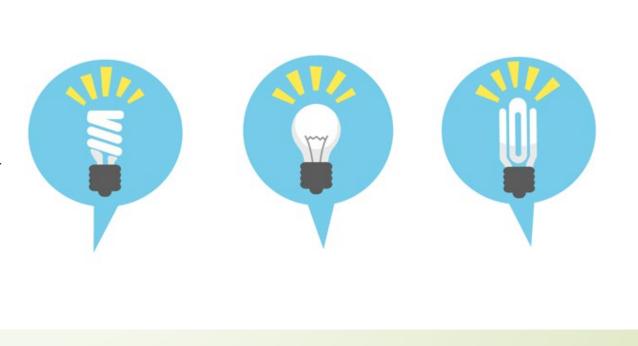


Empowerment

Successful assessment is predicated upon faculty expertise

Faculty identify appropriate student learning outcomes & ways to measure achievement

Assessment is inherently an evidence-based practice -- what we do...



Collegiality

Collegiality as Shared Responsibility (culture shift)

Integrated approach to education: We are stronger as a whole, not individually

Assessment allows for individual variations on a "theme" (SLOs)





The Process of Assessment: Design Thinking Concepts

(Grant Wiggins & Jay McTighe, Understanding by Design)

Identify desired result

Determine acceptable evidence

Design learning activities & instructional strategies

Measure: Did our efforts work?

1. Identify Student Learning Outcomes

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Distinct statement ("six words")

Use operational verbs ("Describe" ∅; "Understand" ∅)

Outcomes are clearly measurable

Learners understand expectations and responsibilities

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Example: Common Institutional Learning Outcome (ILO) -- Information Literacy

Identify the information and resources required to complete a task

Locate and retrieve information needed using online library catalog

Evaluate information for bias and reliability, as determined by task

Utilize information ethically and legally

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- 1. Identify Student Learning Outcomes
- 2. Map your Curriculum

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Information Literacy: Locate & retrieveinformation needed using online library catalog

English 1 - Introduce (find sources on a current event from five different newspapers)

Criminology 3: Practice/Reinforce (complete a research paper on Death Penalty)

Government 10: Practice/Reinforce (Debate same-sex marriage laws in U.S.)

Information Studies 90: <u>Demonstrate mastery</u> (Produce a bibliography of peer-reviewed articles on water conservation efforts in South San Diego County)

1. Identify Student Learning Outcomes

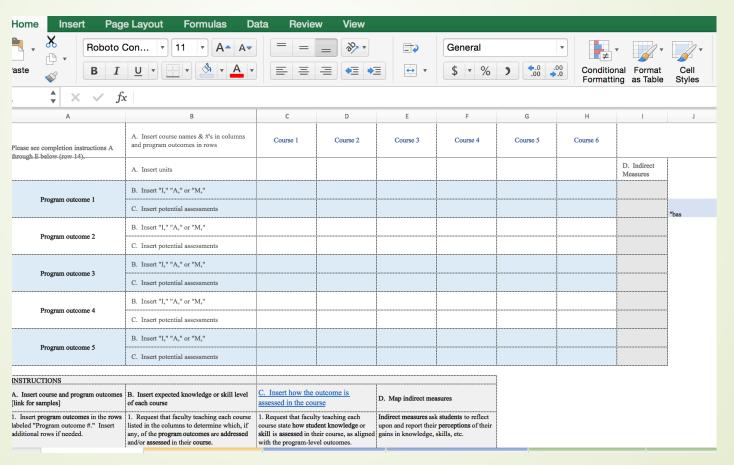
2. Map your Curriculum

"Mapping" is a process in which faculty identify where in the curriculum a learner is introduced to, is able to practice, and can demonstrate mastery of learning outcomes





- 1. Identify Student Learning Outcomes
- 2. Map your Curriculum -- use a ready-made tool!



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Carnegie Mellon University: Eberly Center for Teaching Excellence and Educational Innovation -- curriculum mapping tool

https://www.cmu.edu/teaching/assessment/assessprogram/tools/Curriculum%20Mapping%20Tool.html

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Determine what kind of measure is needed: <u>Direct</u> measure of student

learning (authentic evidence - e.g. student "artifact") or <u>Indirect</u> measure of a program's effectiveness (e.g., student surveys, review of syllabi, class engagement as measured by "seat time")





- 1. Identify Student Learning Outcomes
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3. Identify Assessment Measures -- Direct or Indirect? Fundamental Questions:

- What are we trying to find out? And why?
- What measure would best document how we are succeeding and how we might need to improve?
- Where can we get that data?
- How can we most efficiently get the data needed?

Steps in the Assessment Process: Assessment Measures

Best Practices for Data Collection:

Data collected <u>aligns</u> with SLO measured

"Bad Scenario" -- Assess oral communication skills using a mulitiple choice test

Use timesaving technology tools to assist with your data collection

"Bad Scenario" -- Assess student learning without using basic tools, e.g. excel

Consider carefully and collaboratively how much data is enough

"Bad Scenario" -- Assess every student on every SLO in Year 1 of cycle

Steps in the Assessment Process: Data Collection Tools & Resources

✓ Free Timesheet Template for Excel -- Have students "clock in & clock out" on a tablet or desktop.

◯ When I Work[®]

When I Work Scheduler
Free for up to 75 employees

Includes all of these great features @

SCHEDULE BUILDER / AVAILABILITY & TIME OFF MANAGEMENT / SHIFT TRADING /
GROUP MESSAGING & CHAT / IPHONE & ANDROID APPS





MyAttendanceTracker - Free Attendance Tracking Software For Teachers, Schools, Students, Employees and More

MyAT is much more than just attendance tracking! Teachers and instructors can report grades online, track student progress, message parents, manage classes and more, all in one FREE online app.



Slack is where work happens

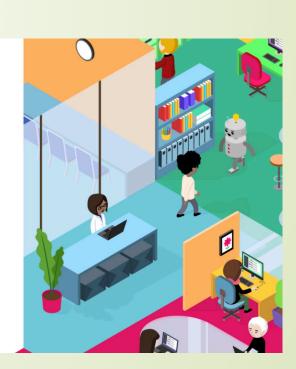
Slack unifies your entire team's communications, making your workflow, well, flow a lot better. All the apps you need are seamlessly integrated into our platform, and you can easily search and find all your files, calls, messages, and colleagues in one place.

Your work email

Get Started

Already joined a Slack workspace? Sign in.

Try Slack for free with as many users as you'd like, for as long as you'd like.



Steps in the Assessment Process: Data Collection Tools & Resources

✓ Participation and Discussion Capture Tool -- Capture student questions and participation in real time; also has Backchannel capabilities.

TodaysMeet

Enhance classrooms. Enable discussions. Empower students. TodaysMeet gives everyone a voice

Steps in the Assessment Process: Data Collection Tools & Resources

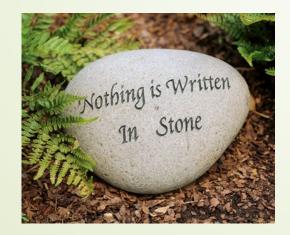
✓ Collect Data using excel, Google Sheets, Forms, or other software Using spreadsheets for data collection allows quick analysis and easy reporting.

| Student ID | Basic | Developing | Proficient | Mastery |
|------------|-------|------------|------------|---------|
| 001 | | XX | | |
| 002 | XX | | | |
| 003 | | | XX | |

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- 3. Identify Assessment Measures -- Direct or Indirect?
- 4. Reporting and Acting on Assessment Results

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- 4. Reporting and Acting on Assessment Results

Discuss results collaboratively, later report results, plan future assessments based on current results.





Steps in the Assessment Process: "Closing the Loop"

- ✓ Most important step in the assessment process!
- ✓ Faculty identify areas for improvement in student learning
- Among most effective learning interventions: Transparent assignment design
- ✓ Student learning is influenced by multiple factors outside
 of the classroom
- ✓ Instructional units may need to coordinate with student affairs and other divisions

Steps in the Assessment Process: "Closing the Loop" -- Designing clearer assignments

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Transparency in Learning and Teaching in Higher Education

Education

Focus on Purpose, Task, Criteria -- all students benefit, some benefit more

Review of Assessment Principles

- Faculty are experts in instruction
- Faculty-driven process provides meaning
- Doing assessment well means prioritizing, planning ahead, using timesaving tools
- We are already assessing, we just need to formalize what we already do
- If we don't do assessment, someone else will do it for us!

Steps in the Assessment Process Take-away point: Don't reinvent the wheel!



