

# Time to Revise!

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Institutional Effectiveness and Assessment (IEA)



# Why revise your assessment and action plan?

- Higher education landscape is constantly changing
- Presents an opportunity to align your plan with:
  - Divisional, institutional, and national priorities
  - Unit's vision and mission statements
- Presents an opportunity to engage constituents in the process
- Engage in a collective endeavor to sustain a meaningful and manageable process
- Academic year 20-21 end of the University's four-year assessment cycle

Let's reflect on vision, mission  
and values



## Vision

Meant to be future based,  
inspire, and provide  
direction



## Mission

Communicates what the  
program/unit does for  
constituents



## Values

Characteristics in which  
your program/unit carries  
out the vision and mission



# IEA: Vision, Mission, Values (example)



“Empower Syracuse University to maximize student learning and institutional effectiveness.”



Advance the culture of evidence-based decision-making by:

Collaborating with the Syracuse University community to cultivate and sustain institutional effectiveness through assessment, program review, and strategic planning.

Providing operational support for strategic initiatives and accreditation.

Employing data, analytics, processes, technologies, and applications for academic operations.



**Learning:** Life-long learners, our own professional learning (conferences, workshops, research), facilitate undergraduate and graduate learning through our work.

**Collaboration:** Engage with campus communities by listening, working together, problem solving, and addressing concerns, seeking diverse perspectives, inclusivity, equity, accessibility

**Innovation:** Change, adapt, agile, grow, try new things, be open to new ideas, problem solve

**Quality:** Excellence in everything that we do and produce

**Service:** Dependable, responsive, helpful, nice, trustworthy, respectful, providing clarity with a focus on what matters

# Important Questions for Vision and Mission Reflection

Does your unit's vision and mission statements:

- Reflect your unit's current priorities?
- Align with divisional/institutional priorities?



Time to reflect on your goals!

## Assessment and Action Plan Goal Parameters:

- Two-to-four goal statements that address the long-term aims and purposes of the unit (aligned with mission)
- Broadly stated, meaningful, achievable, and provide a framework for identifying objectives.
- Goals should capture the breath of your unit
- Focus on services and operations of your unit to support students' learning and enhance their experiences.



# Goals

Goals address the long-term aims and purposes of the program/unit, are broadly stated, meaningful, achievable, and provide a framework for identifying objectives.

IEA Goals (needs revision to reflect the new vision/mission):

1. Strengthen our culture of assessment to support continuous improvement.
2. Support external accreditation processes.
3. Create and sustain an assessment system.
4. Implement Taskstream-Tk20 to optimize institutional effectiveness and assessment data collection and reporting.

# IEA Goal (Example)

## Mission:

Advance the culture of evidence-based decision-making by:

- Collaborating with the Syracuse University community to cultivate and sustain institutional effectiveness through assessment, program review, and strategic planning.
- Providing operational support for strategic initiatives and accreditation.
- Employing data, analytics, processes, technologies, and applications for academic operations.

Goal 1: Equip and empower our community to utilize assessment, program review, and strategic planning to engage in informed decision-making to support Syracuse University's academic mission.

Goal 3: Employ data, analytics, processes, technologies, and applications for academic operations.

# Goal Reflection

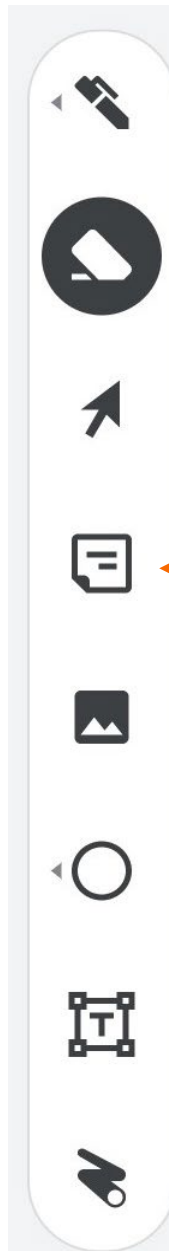
Are your unit's goals:

- A reflection of your vision and mission statements?
- Focused on general components, such as efficiency, communication, services, support systems, and fiscal health to drive decision-making.
- Broadly stated, meaningful, achievable, and provide a framework for identifying operationalized objectives.



# Let's try and revise!

- Review your current goals
- Select a goal that makes sense to carry on into a revised plan
- Let's try and revise it to better align with your vision and mission



## Jamboard

Please use the sticky note from the side menu to re-write your goal to better align with your vision/mission





Time to reflect on your objectives!

# Objectives

- Objectives state what the unit strives to accomplish to achieve each goal.
- Objectives are focused on efficiency, effectiveness and impact.
- Objectives are specific, measurable, and attainable.

# IEA Objectives (example)

## Before

- Develop and maintain a system to recognize both emerging and successful engagement in **assessment activities**.
- Maintain University-wide specialized **accreditation** schedule.
- Review and provide feedback on **assessment and action plans**.
- **Assessment module** will be live and available for school/college/units.

## After

- Assist faculty and staff in effective use of assessment to inform decisions and guide the development and improvement of student learning and operations.
- Provide students with the opportunity to offer feedback on their experiences at different points on their academic pathways.
- Complete Shared Competency mapping in order to tag courses. (starting 19-20 - annually thereafter).
- Train and support campus stakeholders to use the available tools.



Let's take time to revise!







# Objective Reflection

- Does your unit's objectives:
  - Capture data that you have to share with divisional/institutional leaders often?
  - Capture national trends or professional standards?
  - Capture the information your staff rely on to tell if the unit is succeeding?



## Jamboard

Please use the sticky note from the side menu to re-write your objective to better align with your goals

# Best Practices to Revise Assessment and Action Plans

- Take a facilitated approach by
  - Including your entire team
  - Identifying ground rules to guide discussions
  - Developing a decision-making rule to establish consensus
  - Identifying a facilitator to lead the process
  - Taking minutes to capture ideas and contributions
- Integrate assessment discussions throughout the year
- Focus on examining equity in the student experience and support
- Create a plan that is meaningful, manageable, and sustainable
- Give yourself time!

Join us

# **It's Time to Revise! Part 2: Creating Strong Targets**

April 9, 2021

2 p.m. to 3 p.m.



# Remember the Assessment Working Team is here to help!

Goldstein Alumni & Faculty Center, 3rd Floor

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