Creating Sustainable Assessment through Professional Development and Resources

Tami Dewes
About WDT

Located in Rapid City, SD
Mt. Rushmore
Crazy Horse Memorial
Crazy Horse Memorial
About WDT

• Established in 1968
• 41 AAS and Certificate/Diploma Programs
• Face-to-Face, Online, and Hybrid course structures
• 99 Full-time Employees; 47 Faculty (plus 45 to 50 Adjunct Faculty)
• 1,247 Headcount (up 14.5%)
• 831 FTE (up 7.4%)
• Dual Enrollment
• 87.8% of Degree Seeking Students Receive Financial Aid; 62% Pell Grants
• 9.1% American Indian or Alaska Native; 5.3% Hispanic; 2% Black or African American
Assessment Foundations

Assessment Processes + Training & Resources = Assessment Foundations
Assessment Resources and Professional Development

- Outline Assessment Professional Development Program
- Review templates and resource guides to support assessment processes
- Assessment resources vital for WDT’s assessment success!
Assessment Academy: Sustainable Professional Development

- Design Assessment Curriculum for Faculty
  - Competency-based
  - Face-to-Face
  - Online Supplemental Training Sessions
  - Online Intro to Assessment Courses
- Develop a Training Cycle
- Research Incentivized Structure for Assessment Training
- All Faculty Trained and Actively Using Assessment Tools and Software
ED-115 Introduction to Program Assessment

• Developed by faculty on the Assessment Academy Team
• 4 week on-line “Introduction” to WDT Program Level Assessment
• Requirement for all new faculty
• Any faculty can take the course at anytime
• Monitored by Assessment Coordinators
• Assessment training schedule for new faculty
• New faculty work one-on-one with Assessment Coordinators
• In-depth Assessment training modules
  • Assessment Support Peer
  • Review for New & Experienced faculty
## New Faculty Assessment Training Schedule

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<th>Semester 1</th>
<th>Semester 2</th>
<th>Semester 3</th>
<th>Semester 4</th>
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<tbody>
<tr>
<td>Single faculty program</td>
<td>- Teaching duties only</td>
<td>- Complete Intro to Program Assessment online course</td>
<td>- Begin PLO Assessment</td>
<td>- PLO Assessment</td>
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<td>- PD duties</td>
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<td>- PD duties</td>
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<tr>
<td>Multi-faculty program</td>
<td>- Complete Intro to Program Assessment online course (Possibly conduct assessment activities per program faculty planning)</td>
<td>- Begin PLO Assessment</td>
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<tr>
<td>New program</td>
<td>- Training on and develop PLOs, Course Map, Competencies</td>
<td>- Teaching duties only</td>
<td>- Complete Intro to Program Assessment online course</td>
<td>- Begin PLO Assessment</td>
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### New Faculty Trainings:

1. ED 115 Introduction to Program Assessment (online)
2. Introduction to WDT Learning Outcomes (Core Abilities, Program Learning Outcomes, Student Learning Outcomes, Course Learning Outcomes, Course Map and Competencies)
3. SPOL Training
Assessment Resources
WDT Resources

• Assessment Coordinators
• Assessment Coordinator Handbook
• Faculty In-service & Institutional Effectiveness Days
• SPOL-Strategic Planning Online
• Assessment Academy
• Assessment Training Materials/Processes
• Assessment Committee
• ED 115 Introduction to Program Assessment Course
Assessment Coordinators

- Faculty position
- One-on-One meetings with programs
- Building relationships
- Position with continual focus on campus assessment
Annual Schedule

Processes for each scheduled item
- Faculty Assessment Meetings (Assessment Plan Review)
- Program Annual Assessment Report (AAR) Meetings
- Annual Assessment Trainings
- Assessment Schedule
- Rating Assessment Effectiveness
- Assessment Committee
Faculty In-service
Institutional Effectiveness Days

- Faculty In-service Days
  - Beginning of Fall & Spring Semester
  - End of Spring Semester
- Institutional Effectiveness Days
  - 4 per academic year
SPOL-Strategic Planning Online

- Data warehouse
- Visual
- Reporting
- Easy to evaluate progress

SPOL includes Assessment, Budget, Credentialing, and Planning (Strategic Plan)
HLC Assessment Academy-As a Resource

• Provides an outside perspective from scholars and mentors
• Provides a resource library
• Roundtable events with other schools
Assessment Committee

- Members include Faculty, VP of Teaching and Learning, VP of Institutional Effectiveness and Assessment Coordinators
- Faculty led
- Purpose: Input and guide assessment for student learning
What we learned that was not needed!

• Changing the name of the Assessment Committee doesn’t lead to a culture of assessment or assessment buy-in
• Focus on 100% buy-in at the faculty level
WDT’s Key Resources

- Valued Human Capital in assessment roles/leadership
- Assessment processes that are created by faculty, accepted by the campus, and effective
- Assessment Database (SPOL)
WDT’s Plan for Continuous Improvement

- Maintain/create Assessment Processes that are sustainable and effective
- Provide continual professional development and support for assessment
Questions?

Tami Dewes
Tamara.Dewes@WDT.edu
605-718-2984

Justin Jutting
Justin.Jutting@WDT.edu
605-718-4703