

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

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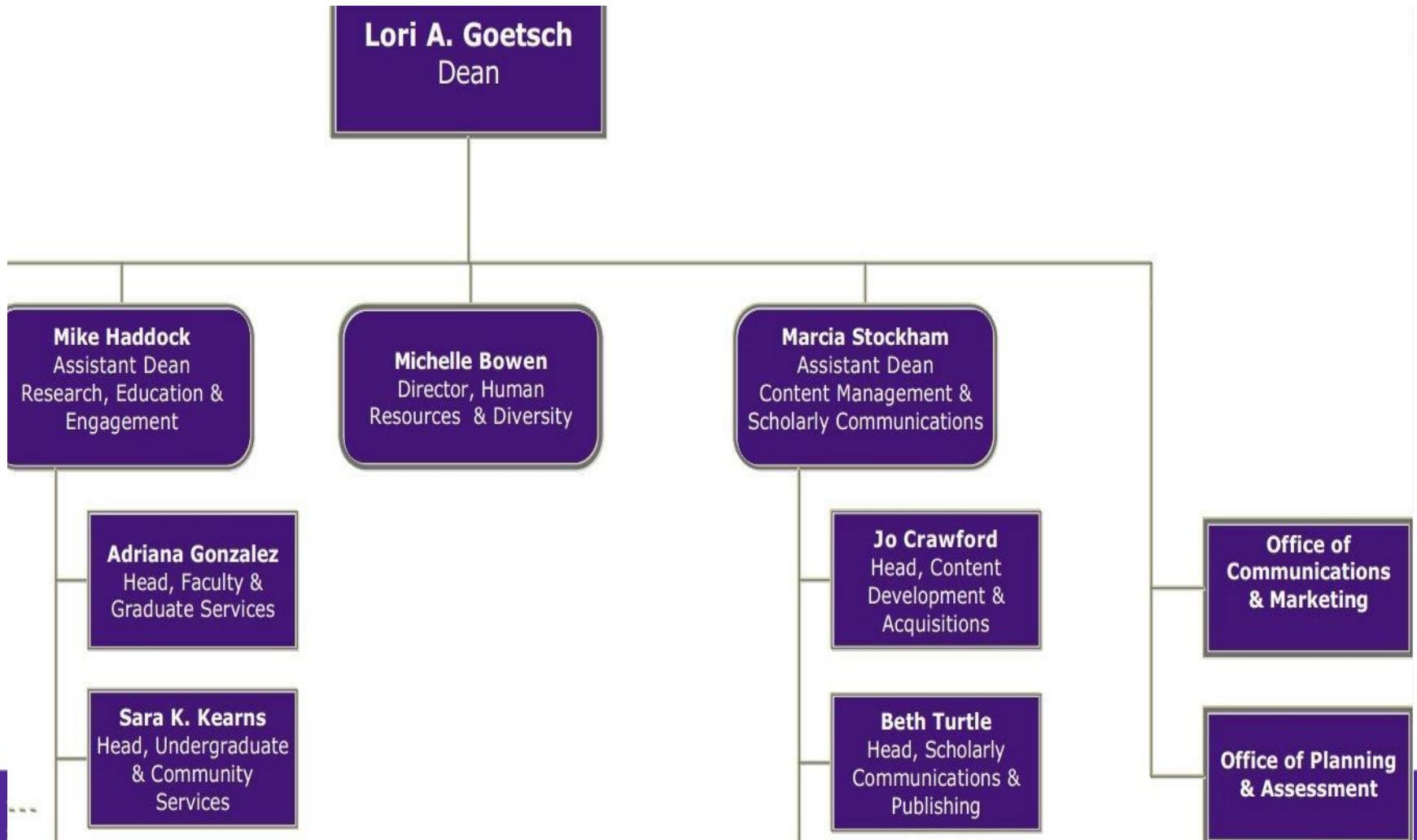
Being a Department Head



Kansas State University - Hale Library



K-State Libraries





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

Pfeffer, J., & Sutton, R.I., (2006) "Evidence-Based Management." Harvard Business Review, pgs 63-74.

Questions?

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