

Hawai'i-Pacific Evaluation Association 2015 Annual conference (9/11/15)
Impact Evaluation of Grass-Root Leadership Development (Roundtable)

Yao Hill, UH Manoa
yao.hill@hawaii.edu

Impact Evaluation of Grassroots Leadership Development

Assessment Leadership Building Project (ALBP) at UH Mānoa

Context:

- 230+ academic programs need to assess whether their graduating students have achieved program student learning outcomes (SLOs).
- In 2012, 73% of the programs reported assessment took place and 48% used the results.
- UH Mānoa Assessment Office's charge: 100% of programs to conduct systematic, meaningful, and management program assessment of SLOs.
- UH Mānoa Assessment Office capacity: 2 full time faculty + 1 GA

ALBP Goals and Outcomes

Goal	Learning outcomes	Output	Impact	
Cultivate a cadre of faculty to lead collaborative and meaningful program assessment and build a culture of assessment for improvement on campus.	<ol style="list-style-type: none"> 1. Assessment knowledge 2. Assessment skills 3. Assessment scholarship disposition 4. Facilitative leadership Skills 	Assessment Plans	Leadership Activities	<ol style="list-style-type: none"> 1. Engaged colleague partners 2. Lead collaborative projects 3. Mentored colleagues
			Scholarship Activities	<ol style="list-style-type: none"> 1. Presentations 2. Publications
			Change in Program	Meaningful program assessment activities

ALBP Model:



Features of ALI

- Active learning and simulation of facilitating real program assessment activities
- Guest speakers/presenters with real life examples
- Individualized consultation + peer feedback
- Networking opportunities with colleagues

Status:

3 Cohorts since 2013, **34** participants from **30** programs and **13** colleges



ALBP Evaluation

Evaluation Target	Methods	Results	Benchmark
ALI Learning Outcomes			
1. Assessment Knowledge	Institute Evaluation Questionnaire	94% reported being able to distinguish good assessment practices from poor ones. [n = 34]	90%
2. Assessment Skills	Institute Evaluation Questionnaire	97% reported being able to utilize at least 3 assessment strategies/tools [n = 33]	90%
	Assessment plan content analysis	100% planned to employ at least 4 assessment strategies/tools [n = 34]	100% 3 strategies
3. Scholarship Disposition	Institute Evaluation Questionnaire	(1) 97% of the participants reported being able to locate resources on learning assessment? [n = 34]	90%
		(2) 53% plan to conduct research or other forms of scholarly activity on learning assessment. [n = 34]	40%
4. Facilitation Skills	Institute Evaluation Questionnaire	94% reported being able to utilize at least 3 facilitation techniques. [n = 34]	90%
	Assessment plan content analysis	94% planned collaborative activities to engage faculty [n = 34]	90%
		65% explicitly planned to utilize facilitation techniques [n = 34]	75%
Output			
Assessment Plans	Expert judgement	100% meaningful and implementable assessment plans [n = 34]	100%
Impact			
Leadership Activities	Self-report and observation	91% engaged collaborative activities in their programs [n = 22]	80%
Scholarship Activities	Documentation	- 95% presented posters at UHM Assessment Poster Exhibit [n = 22]	90%
		- 1 peer-reviewed article published	10 articles
Changes in Program Assessment Status	Self-report and observation	26 programs advanced their assessment activities	50

Further Impact Evaluation Possibilities

- Develop mentorship: mentor at least one colleague to be the core faculty in program assessment.
- Develop network: rely on and help fellow ALBP participants in program assessment activities and scholarship endeavors
- Move the assessment needle and lead the completion of an assessment cycle
- Exercise greater influence: Impact assessment activities beyond one's program/department

Useful articles:

Black, A. M. & Earnest, G. W. (2009). Measuring the outcomes of leadership development programs. *Journal of Leadership & Organizational Studies*, 16(2), 184-196.

Hannum, K. M., Martineau, J. W., & Reinelt, C. (Ed.) (2007) *The Handbook of Leadership Development Evaluation*. Jossey-Bass.