

# How To Get Faculty Engaged In Assessment

Texas Pathways Institute 2023

Presented by:

Philip O'Brien, M.S.  
Director, Institutional Effectiveness  
Alvin Community College

Robert J. Exley, Ph.D.  
President  
Alvin Community College



1

slido



## What is your job title?

① Start presenting to display the poll results on this slide.

2

## About US

- Alvin Community College
  - In Alvin, TX just southeast of Houston
  - Enrollment: 5,500
- Philip O'Brien
  - Director, Institutional Effectiveness
  - Full-time Geology Faculty from 2018-22
- Robert Exley Ph.D.
  - President
  - President at Snead State CC in AL from 2008-2020



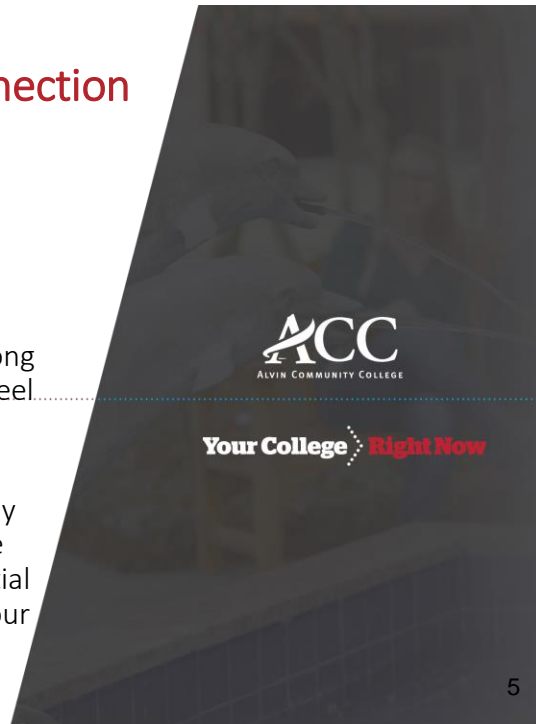
## ACC's Assessment Processes



## Humans Need Connection to Thrive!

- Humans have always needed to determine if another person is safe. (Human Connection)
- ...the feeling that you belong to a group and generally feel close to other people. (Social Connection)
- Scientific evidence strongly suggests that this is a core psychological need essential to feeling satisfied with your life.

5



## WHAT IS HUMAN CONNECTION?

Human connection is an energy exchange between people who are paying attention to one another. It has the power to deepen the moment, inspire change and build trust.

6



## President's Vision of Assessment

- Faculty/student relationship
- Reflective learning
- Continuous improvement in learning
- KSU Community College Leadership Program Professor of Practice
  - Reflective Essay on Learning Outcomes Achievement

## Faculty Perspective

- Does this assessment make sense?
- Is the data being used?
- Is it worth my time?



## Outcomes of this Session

At the end  
of this  
session,  
you will  
have  
strategies  
to:

- Engage your institution's faculty in the assessment creation process
- Get your faculty more access to the assessment data
- Engage your faculty in assessment data analysis

slido



Faculty at my college have a large role in the process of creating and analyzing program learning outcomes.

① Start presenting to display the poll results on this slide.


slido



Faculty at my college can easily access program learning outcome data for their program.

① Start presenting to display the poll results on this slide.

11




## Engaging Faculty in Assessment Creation

- Benefits of faculty engagement
  - Faculty are the content experts
  - The assessment will mean something to them
    - Expect the data to be useful
  - Better understand the purpose the assessment and how it is meant to be graded

**ACC** ALVIN COMMUNITY COLLEGE

Your College **Right Now**

12




## Engaging Faculty in Assessment Creation

- Strategies for faculty engagement
  - Hold institution wide workshops
  - One-on-one evaluation with department chairs
  - Department meeting for all faculty within program

ACC ALVIN COMMUNITY COLLEGE

Your College Right Now

13



## Engaging Faculty in Assessment Creation

- Example
  - Health Science Program

ACC ALVIN COMMUNITY COLLEGE

Your College Right Now

14

## Case Study #1

The assessment office at a college noticed that the Biology program did not have clear and measurable learning outcomes.

No instructors are employed who created the original outcomes.

Group question:

What are short-term and long-term strategies to address this issue? Discuss this in groups.

I will get feedback from groups in five minutes.

## Getting Assessment Data To Faculty

- Importance of getting data to faculty
  - The work that they put in has a useful result
  - See a snapshot of their program and track longitudinally
  - See how data is informing action plans and changes to their program



## Getting Assessment Data To Faculty

- Strategies for getting data to faculty
  - Have it all available on internal website
    - Ex. As documents or in dashboards
  - Email it directly to faculty
  - Have department chairs present the data during department meetings
    - Working with administration to have this automatically included on agendas

17

## Getting Assessment Data To Faculty

- Examples

### Program Learning Outcomes

For the purposes of ACC Program Assessment, Program Learning Outcomes identify observable and measurable knowledge, skills, and attitudes/values a student achieves after completing a degree at ACC. Program Learning Outcomes are used for maintaining continuous improvement in student learning.

The following question is answered using a brief, clear statement for each Program Learning Outcome created.

What will students know or be able to do when they exit the program?

PLO = Program Learning Outcomes (program)  
SLO = Student Learning Outcomes (course/class)

#### Announcements

There are no items to show in this view of the "Announcements" list. To add a new item, click "New".

#### Documents

new document or drag files here

2020-2021 PLO Reports	March 10, 2022	Tammy Brasswell
2021-2022 PLO Reports	February 21	Patrick Sanger

Wed 2/22/2023 10:44 AM



Philip O'Brien

To: All Faculty; All Department Chairs; All Adjunct Faculty

Cc: Patrick Sanger; Michael Beck; Nadia Nazarenko; Jeff Parks; Alexander Marriotti; Debra Fontenot

Hello everyone!

In an effort to get Program Learning Outcome (PLO) and Student Learning Outcome (SLO) data directly to faculty, here is a folder containing 2021-22 PLO Reports for each program in which data was submitted. Just locate your program(s) and open to view the PLO data, SLO data, student success rates, and action plans for improvement. It can also be found on the POD anytime under Administration -> Institutional Effectiveness & Research -> Program Learning Outcomes -> 2021-2022 PLO Reports.

Note: Not every faculty is teaching a course that collects PLO/SLO data.

To access the reports, click here: [2021-2022 PLO Reports](#)

Thanks,

Philip O'Brien M.S.  
Director of Institutional Effectiveness  
Adjunct Geology Instructor

18

## Getting Faculty Engaged in Assessment Analysis

- Importance of faculty engagement
  - They understand their courses, assignments, learning materials
  - They can give context to their classes
  - They will be better able to implement improvements to courses

## Getting Faculty Engaged in Assessment Analysis

- Strategies for faculty engagement
  - Survey department chairs for their summer schedules
  - Bring faculty together during comprehensive program reviews
  - Assist department chairs/deans to implement processes to make this easier
    - Faculty learning communities
  - Workshops

## Getting Faculty Engaged in Assessment Analysis

- Example

3. What is the best way to contact you?

- Email
- Teams
- Phone call
- No preference

4. I am available for assessment analysis:

- All summer
- For only the first part of summer
- For only the second part of summer
- Not available for any part of the summer

Done

21

## Case Study #2

Problem:

The department chair of psychology at a college noticed a decline in student performance on a particular learning outcome related to research methods.

Their new program learning outcome plan is due in two weeks and faculty are preparing for their courses to start next week.

Group question:

What are short-term and long-term strategies to address this issue? Discuss this in groups.

I will get feedback from groups in five minutes.

22

## Takeaways

- Faculty need to feel like this matters
  - It needs to be useful
  - Leads to improved participation and quality of assessments, plans, and data
- This is a team effort
  - From executive leadership to deans to department chairs to faculty in conjunction with institutional effectiveness and research
  - Cohesive vision will make assessment efforts seem less like a task and more like an important part of improving student outcomes

## Think-Pair-Share

Procedure:

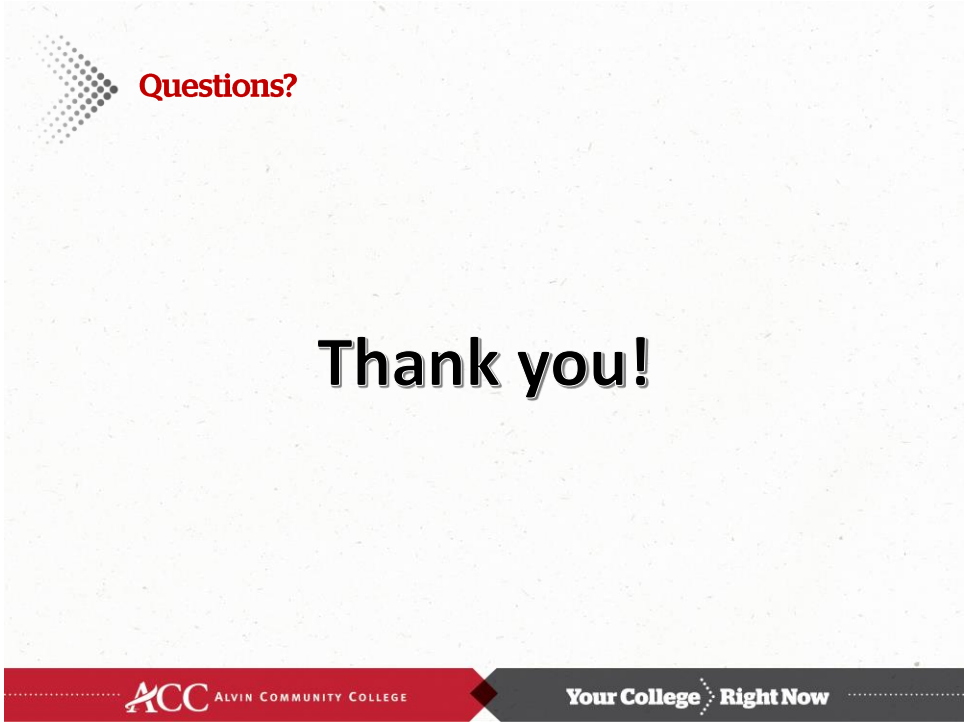
Each of you will silently reflect on the question (and, optionally, write down an answer)


After about a minute of reflection, share your thoughts with one or more people near you

After a minute or two of small-group discussion, I will ask for answers/responses

Which strategies will you bring to your institution?

What strategy has worked for your institution that was not mentioned?



 **Questions?**

**Thank you!**

**ACC** ALVIN COMMUNITY COLLEGE

**Your College Right Now**