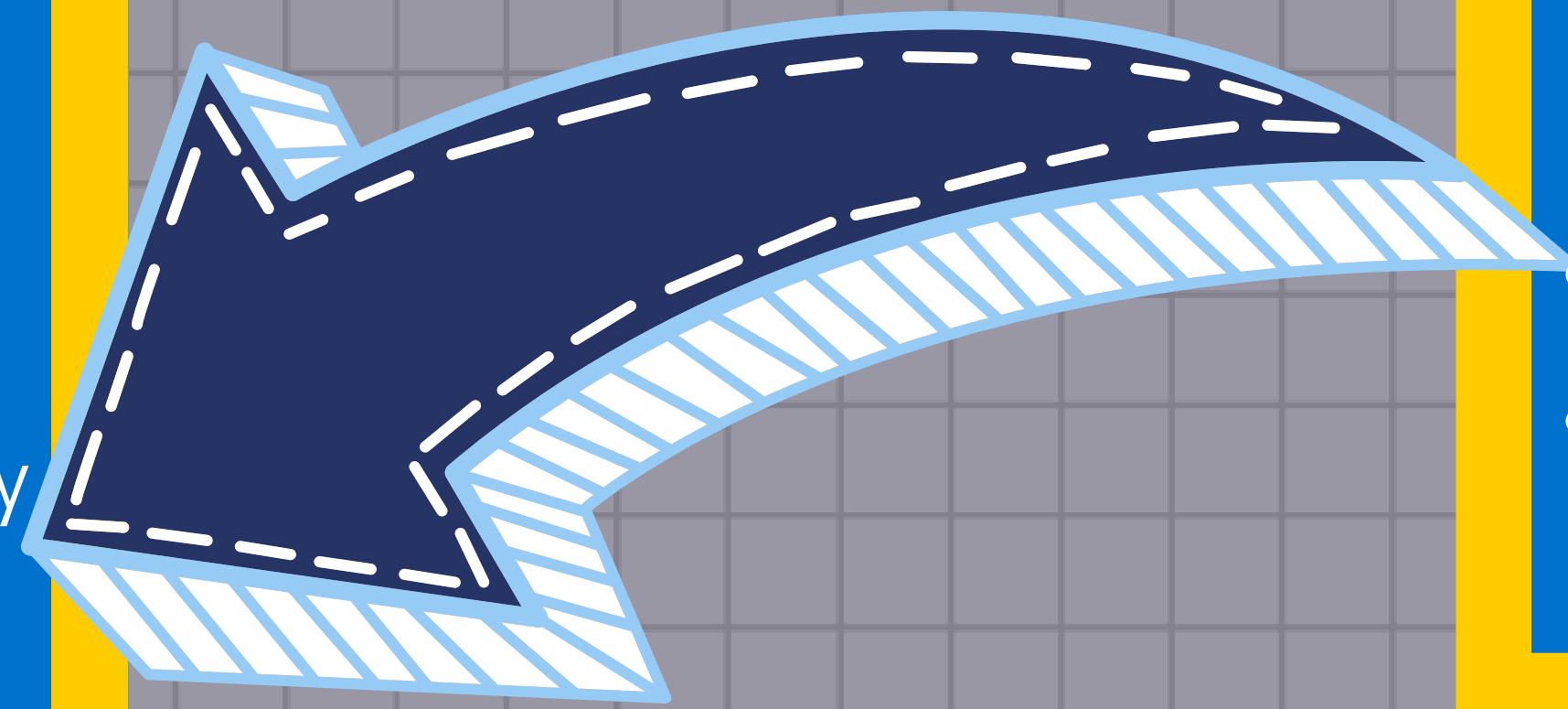


Constructing a Sustainable Departmental Assessment Structure: One Team's Blueprint for Encouraging and Evolving a Culture of Assessment

STEPS FOR SUCCESS

- **Created a team** of like-minded individuals
- Participated in several **Instruction Bootcamps** with other local university
- To gain **buy-in from library administration**, tied group goals and 3-year plan to university and library strategic plans
- **Maintained transparency** through regular department updates and posting meeting notes and materials to shared dept. folders
- Created **flexible, small-scale opportunities** to participate for dept. (i.e. practice observation sessions)



MAJOR PROJECTS OF ASSESSMENT WORKING GROUP

- Wrote a **scaffolded 3-year plan** that included assessment plans regarding instruction, faculty outreach, and collections
- Conducted 3 **Coffee with Librarians sessions** (>10 faculty); faculty provided feedback on communication, instruction content, library programming
- Implemented a **Peer Observation Program** focused on instruction
- Created a Digital Learning Object review worksheet
- Explored avenues to assess collection, particularly equity, diversity, and inclusion acquisition practices

RESULTS

- Faculty feedback indicated they wanted more communication, which led to a **library newsletter**
- Librarians noted an **increase in teaching confidence** and learned new activities, practices, and skills from peer observation sessions
- Library administration asked Assessment Working Group to **submit review of work for accreditation report** because group was identified as point people for assessment work
- Creation of a **cohesive team** for assessment and beyond which provided support structure for new librarians and strengthened cross-department relationships



FUTURE PLANS

- **Coffee with librarians** post-pandemic to assess online instruction
- **Shared department repository of lesson plans**, with inclusion of assessment template
- Joint **instruction and observation projects with Technical Services** department to evaluate student search habits and skills



ADDITIONAL MATERIALS

To view our peer observation materials, Coffee with Librarians planning materials, and more, please visit <http://bit.ly/lacblueprint> to access our Google folder.

