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

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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)

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

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

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.

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