Divisional Efforts to Assess Teamwork Skills in the Co-Curriculum

ASSESSMENT AS RESEARCH SYMPOSIUM
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Housing & Residence Life
Division of Student Affairs
Divisional Student Learning Outcomes

- Appreciation of Human Differences
- Effective Written and Oral Communication
- Civic Responsibility & Engagement
- Confidence in One’s Abilities
- Leadership & Teamwork
- Lifelong Learning & Personal Well-being
- Sense of Self and Impact on Others
Division-wide Project

- Calvin E. Bright Success Center
- Housing & Residence Life
- Dining & Catering
- Recreation & Athletics
- Center for Career & Professional Advancement
- Office of Student Life
- Admissions
- Campus Advocacy, Resources, & Education (CARE)
- Health Promotions
- Office of Financial Aid & Scholarships
# Teamwork VALUE Rubric

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Standards</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Contributes to Team Meetings</td>
<td>• Capstone</td>
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<tr>
<td>• Facilitates the Contributions of Team Members</td>
<td>• Milestones</td>
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<td>• Individual Contributions Outside of Team Meetings</td>
<td>• Benchmarks</td>
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<td>• Responds to Conflict</td>
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Association of American Colleges & Universities
Project Logistics

At the beginning of the academic year:

- Assessment Team
  - Selected rubric
  - Worked with departments to tailor plan & instrument
  - Trained and calibrated with professional staff

- Introduction of rubric and project to student staff
Project Logistics (cont’d)

During the Fall semester:

- **360 Degree Assessment**
  - Self
  - Peer
  - Supervisor
- **Students received direct supervisor and/or peer feedback**
- **Rubric used 1-3 times per semester (as necessary)**
Project Logistics (cont’d)

At the end of the academic year:

• Implement post-test
• Review data for the individual and examine any learning
• Review departmental data
• Assessment team
  o Review data for the division
  o All projects are stand alone and most learning will take place at the departmental level
Bright Success Center Success Mentor Program

- 30 Success Mentors
- Teamwork assessed within committees
  - Self
  - Peer (2-4 people max)
  - Supervisor/Coordinator
- Qualtrics instrument
Pre-Test Results

Responds to Conflict - Peer Frequency

- Capstone (4)
- Milestone (3)
- Milestone (2)
- Benchmark (1)
- Cannot Evaluate

- Contributes to Team Meetings
- Facilitates the Contributions of Team Members
- Individual Contributions to Team Meetings
- Fosters Constructive Team Climate
- Responds to Conflict
Housing & Residence Life
RA, PA & RHA

- 8 Resident Assistants, 2 Programming Assistants and 1 Lead Resident Assistant

- Teamwork Assessed during All Staff Programs
  - Teams of 2-3 staff members leading each program
  - Total of 13 all staff programs
  - Team Leaders conducted a self evaluation and received
    - Peer Feedback
    - Supervisor Feedback
  - Team Leader Responsibilities Included:
    - Leading Brainstorming Sessions
    - Plan Program
    - Advertise
    - Delegate Tasks
    - Program Shopping
**Example Rubric**

**Average Fall Semester Scores for “Andrew”**

<table>
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<tr>
<th>Facilitates the Contribution to team members</th>
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**Average Spring Semester Score for “Andrew”**

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Preliminary Findings

• Limitations
  o Team’s in “honeymoon” stage
  o Social desirability

• From Supervisors
  o Provides concrete feedback

• From Students
  o Appreciate receiving feedback
  o Opportunity to gain self awareness
  o Opportunity to apply lessons learned
  o Their work is valued
Final Thoughts

• More voices need to be heard
• Supervisor impact
  o Labor intensive
  o Timing is important
  o Proactive training
• Vague components
• Next steps:
  o Revisit rubric, possibly add new components
• Next year – Appreciation of Human Differences