

Divisional Efforts to Assess Teamwork Skills in the Co-Curriculum

ASSESSMENT AS RESEARCH SYMPOSIUM
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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

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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

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Teamwork VALUE Rubric

Criteria

- Contributes to Team Meetings
- Facilitates the Contributions of Team Members
- Individual Contributions Outside of Team Meetings
- Fosters Constructive Team Climate
- Responds to Conflict

Standards

- Capstone
- Milestones
- Benchmarks

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:

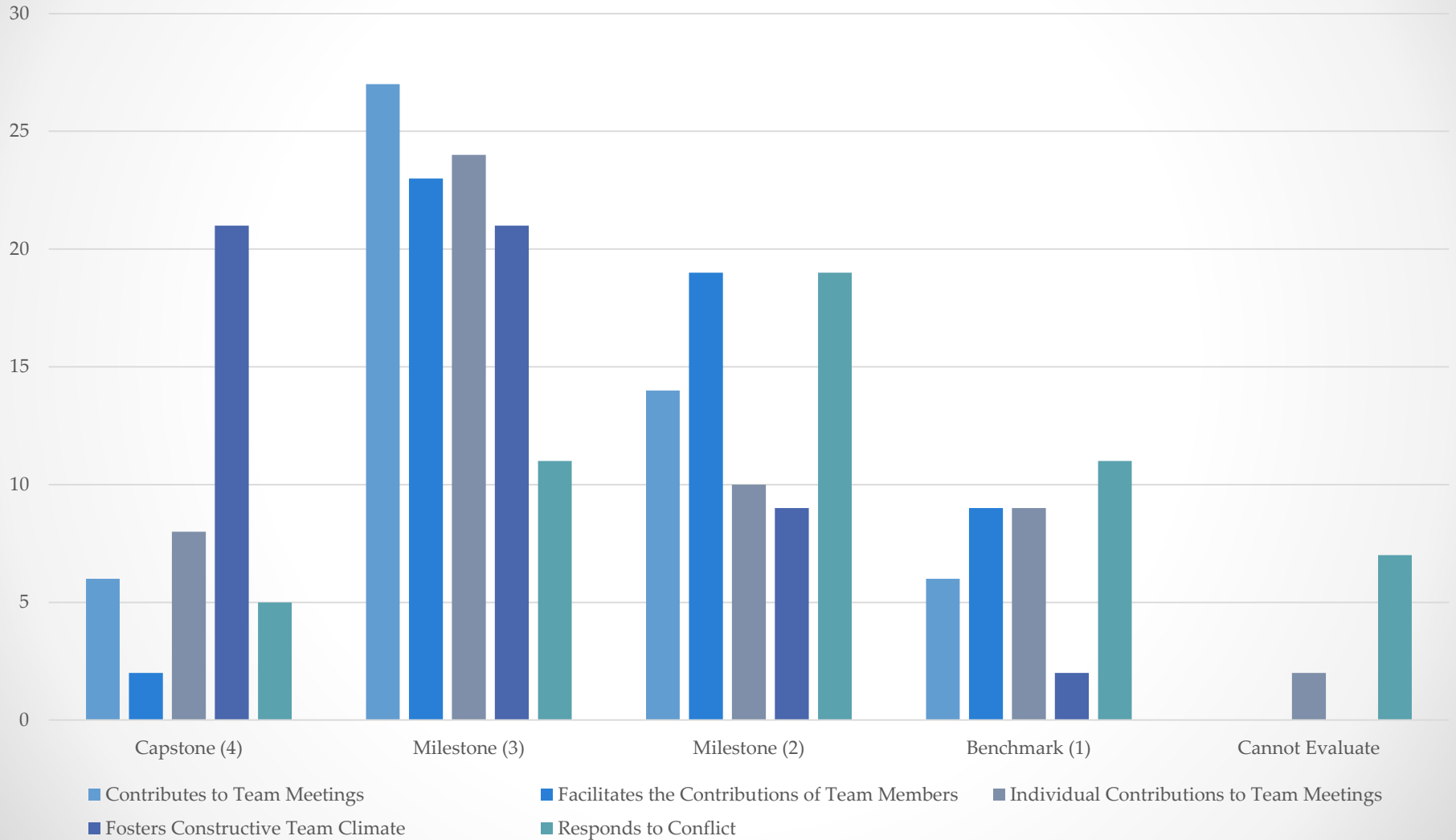
- Implement post-test
- Review data for the individual and examine any learning
- Review departmental data
- Assessment team
 - Review data for the division
 - All projects are stand alone and most learning will take place at the departmental level

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



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”

Facilitates the Contribution to team members	Individual contribution outside of team meetings	Fosters constructive team climate	Respond to Conflict
2	2	2	2
2	3	3	2

Average Spring Semester Score for “Andrew”

Facilitates the Contribution to team members	Individual contribution outside of team meetings	Fosters constructive team climate	Respond to Conflict
4	4	4	3

Preliminary Findings

- Limitations
 - Team's in "honeymoon" stage
 - Social desirability
- From Supervisors
 - Provides concrete feedback
- From Students
 - Appreciate receiving feedback
 - Opportunity to gain self awareness
 - Opportunity to apply lessons learned
 - Their work is valued

Final Thoughts

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