**A 3x5 Model to Systematize and Integrate A Culture of Assessment**

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Link to Prezi: <http://bit.ly/1kiQfX9>

**Here** is where you department, division, institution is now

* There may be some good things going on but “your not there yet”

**There** is engaged, systematic, supported culture of assessment

*3 Domains x 5 Components per domain*

Foundation for assessment

1. **Mission centered** – all assessment should be aligned with divisional mission
2. **Goal grounded** – goals should be the driving force for assessment
3. **Outcome directed** – specific outcomes provide a specific roadmap for achievement of goals
4. **Culture specific** – assessment activities should be consistent with the culture of the institution and division
5. **Literature based** – assessment activities should be rooted in research and theory

Implementation of assessment

1. **Combine accountability with continuous improvement** – purposes of assessment should be both accountability and improvement
2. **Embedded** – assessment activities should be embedded in programs and services rather than an afterthought or “add-on” process
3. **Collaborative** – assessment activities should be collaborative processes between departments and individuals, they should not be the responsibility of just one or a few people
4. **Transparent** – assessment results and processes should be shared with stakeholders
5. **Ongoing and never ending** – assessment is cyclical and continuous, not one-time activities

Support for assessment

1. **Vocal and unyielding leadership** – divisional leadership must continually tout the value and need for assessment and not bow to pressure when staff resist
2. **Championed across the division** – there should be a champion to continually rallies staff to engage in assessment
3. **Strong Infrastructure** – process and practices must scaffold assessment activities
4. **Continuous capacity building** – staff need to develop, hone, and maintain the skills and knowledge to perform assessment
5. **Robust resources** – A variety of resources are need to support assessment activities