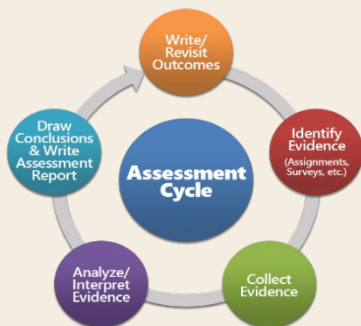# Quincy University

Assessment

Insight into Quincy University's Culture of Assessment Jan/Feb. 2020

Cycle of Assessment

The following BP Learning Outcomes will be assessed during the 2019-2020 Academic Year:

1. Civic Engagement
2. Inquiry
3. Leadership
4. Critical Self-Reflection-which will be submitted and assessed via the BP e-Portfolio

Please start thinking about how you achieve these outcomes in your classes and send Dr. Rowland your requests for uploading rubrics into LiveText.

Notes from the Director

Welcome back! It's is time to put our assessment activities into high gear. Before we know it, the spring semester will be behind us and we will be looking toward Fall 2020.

We are in **serious** need of artifacts during the spring semester. At this moment, we have *no* artifacts from the four Bonaventure Program (BP) Learning Outcomes we are assessing this year. Additionally, we have very few artifacts from the standard D, G, E, & W courses from the fall semester. If we continue on this path, we will not be able to meet our assessment goal this year. Please review the Bonaventure Program Learning Outcomes we are assessing for 2019-2020 and consider how you may be implementing them in your classes.

The fall issues of *Assessment* highlighted the learning outcomes Civic Engagement and Inquiry. We will now draw our attention to the final outcome, Leadership. This BP Learning Outcome may be a bit more difficult to wrap our minds around. We all engage our students in various ways that promote leadership skills but how exactly do we measure those skills? One way is through group work. If you assign any small group projects, you are engaging your students in leadership activities that may meet the BP Learning Outcome. Read through the articles in this issue of *Assessment* to become better acquainted with how we can assess leadership. I have provided several resources to help you get started.

Please reach out to me with questions you may have or for additional resources on any of the Bonaventure Learning Outcomes we are assessing this year.

Leadership>>>> >>

What does Leadership Mean? The Bonaventure Program Learning Outcome, Leadership states "Students will apply knowledge of effective leadership to their participation in leadership activities." What does it mean to be a good leader? The answer may not be as simple as we think. Google the term "leadership" and you are likely to get about 7,910,000,000 results with each source putting a different spin on what it means to be a leader.

In an article published in *The Chronical of Higher Education*, Greenwald (2010) concludes that leadership "…consists of a set of skills, methodologies, and ideas that can be taught."

Greenwald contends that leadership is important in all aspects of life such as introspection, cultural sensitivity, moral acuity, people skills, and

decision-making. Professor Glenn Omatsu, Coordinator of California State University, Northridge Student Leadership Training points out that many staff and managers of both big and small companies rank leadership skills as a main factor in hiring personnel.

To assess the BPLO Leadership, we will use the AAC&U Value Rubric Teamwork. According to the AAC&U (2009) teamwork is "behaviors under the control of individual team members (effort they put into team tasks, their manner of interacting with others on the team, and the quantity and quality of contributions they make to team discussions.)

We must remember that when assessing leadership, we are not assessing the end product. Instead we are assessing the way in which an individual performs as part of a team. Therefore, it is possible for a student to receive a good grade on the group project, even if the team as a whole is flawed. Similarly, a student could receive a poor grade on the group project, even if the team works well together.

The AAC&U Value Rubric for Teamwork is designed to assess the teamwork of an individual student, not the team as a whole. The rubric is meant to measure the "quality of a **process**, rather than the quality of an **end product**" (AAC&U, 2009). Teamwork artifacts will need to include some evidence of the individual's interactions within the team. The final product of the team's work (e.g., a written lab report) is insufficient, as it does not provide insight into the functioning of the team.

Leadership Learning Resources

Group Evaluation
https://topr.online.ucf.edu/group-evaluation/

How to Evaluate Group Work?
https://teaching.cornell.edu/resource/group-work-how-evaluate-it

Developing Leadership Skills in Students
https://www.presence.io/blog/4-ways-to-develop-leadership-skills-in-your-students/

Cultivating Leadership in the Classroom
https://www.edweek.org/tm/articles/2012/02/14/tln_ferlazzo_leadership.html

Teaching Leadership Skills in School
https://www.brainscape.com/blog/2011/08/teach-leadership-school/

Leadership Learning Activities

When gathering artifacts for the BPLO Leadership, consider work samples or collections of work that come from one (or more) of the following three sources:

- students' own reflections about their contribution to a team's functioning
  - Have students write a reflective piece that discusses their group dynamics and experiences as well as their own leadership skills.
- evaluation or feedback from fellow team members about students' contribution to the team's functioning
  - Have students complete an evaluation of their group members
- the evaluation of an outside observer regarding students' contributions to a team's functioning
  - The instructor could evaluate the group members based on his/her outside observations of group functioning.

The artifact uploaded into LiveText would be the evaluation or feedback form, not the actual group product. For example, I assign my English 111 students to construct a group presentation on effective rhetorical strategies in argumentation. Before submitting/presenting the final group presentation to the class, each group must complete a group evaluation form. Individual members of the group must evaluate one another in terms of group functioning. If I want to use this class activity to meet the BPLO Leadership, I would have students upload into LiveText the group evaluation form or their own reflection piece that discusses their own leadership skills. In the resource section of this newsletter are several self-evaluation forms that you can examine and adjust to meet your class needs/activities.

ideas to Contemplate...

Assessing Leadership......

Skills and Dispositions Involved in Being a Leader

Contributes to Team Meetings
Helps the team move forward by articulating the merits of alternative ideas or proposals.

Facilitates the Contributions of Team Members
Engages team members in ways that facilitate their contributions to meetings by both constructively building upon or synthesizing the contributions of others as well as noticing when someone is not participating and inviting them to engage.

Individual Contributions Outside of Team Meetings
Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. Proactively helps other team members complete their assigned tasks to a similar level of excellence.

Fosters Constructive Team Climate
- Supports a constructive team climate by doing all of the following:
- Treats team members respectfully by being polite and constructive in communication.
- Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.
- Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.
- Provides assistance and/or encouragement to team members.

Responds to Conflict
Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.

More Resources >>>>>>

Communication Leadership Rubric
https://drive.google.com/file/d/1U3hcjFbMQTuoLlf9YL3qZhpfwKQsm80b/view?usp=sharing

Communication Addendum on Leadership
https://drive.google.com/file/d/1BE6ruA6oDMw6MxjvMlM2-Y-hIt39mrGi/view?usp=sharing

Student Peer Evaluation Sheet1
https://drive.google.com/file/d/1DbrbSjb-zA-GvGirRRMZGMQhHbCW3Rwo/view?usp=sharing

Student Peer Evaluation Sheet2
https://drive.google.com/file/d/10xRIB7MnDFGNGpRKOs4nqMPUTR8LLK7S/view?usp=sharing

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