



KEYNOTE: ENGAGED ASSESSMENT

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**20th Annual Academic Library
Services Paraprofessional
Conference**



ENGAGEMENT

**ENGAGED
ASSESSMENT**

ASSESSMENT



A hand holding a set of keys, symbolizing access or solutions. The background is a blurred indoor setting. The image is partially overlaid by a colorful geometric design on the left side, consisting of a green triangle with diagonal lines, a blue square with concentric circles, an orange triangle, a blue square, and a green square.

KEYS TO ENGAGED ASSESSMENT

- Know and include all affected parties
- Utilize different methods for gathering data
 - And utilize different types of data
- Beware of bias in the collection, analysis, and reporting of data
- Share findings/results
- Act on findings/results
- Rinse and repeat!



**WE'VE GOT
NUMBERS! LOTS
AND LOTS OF
NUMBERS!**

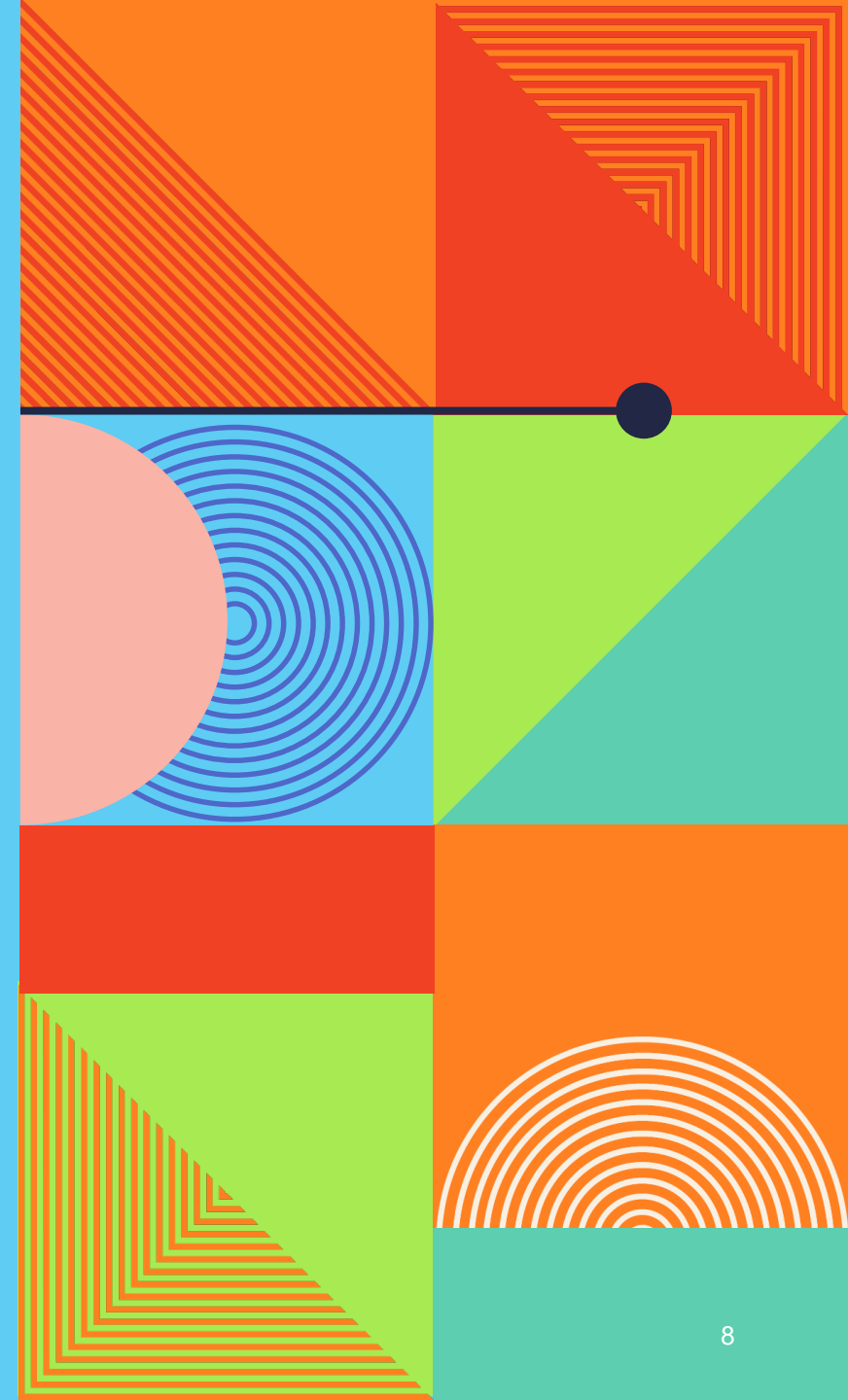
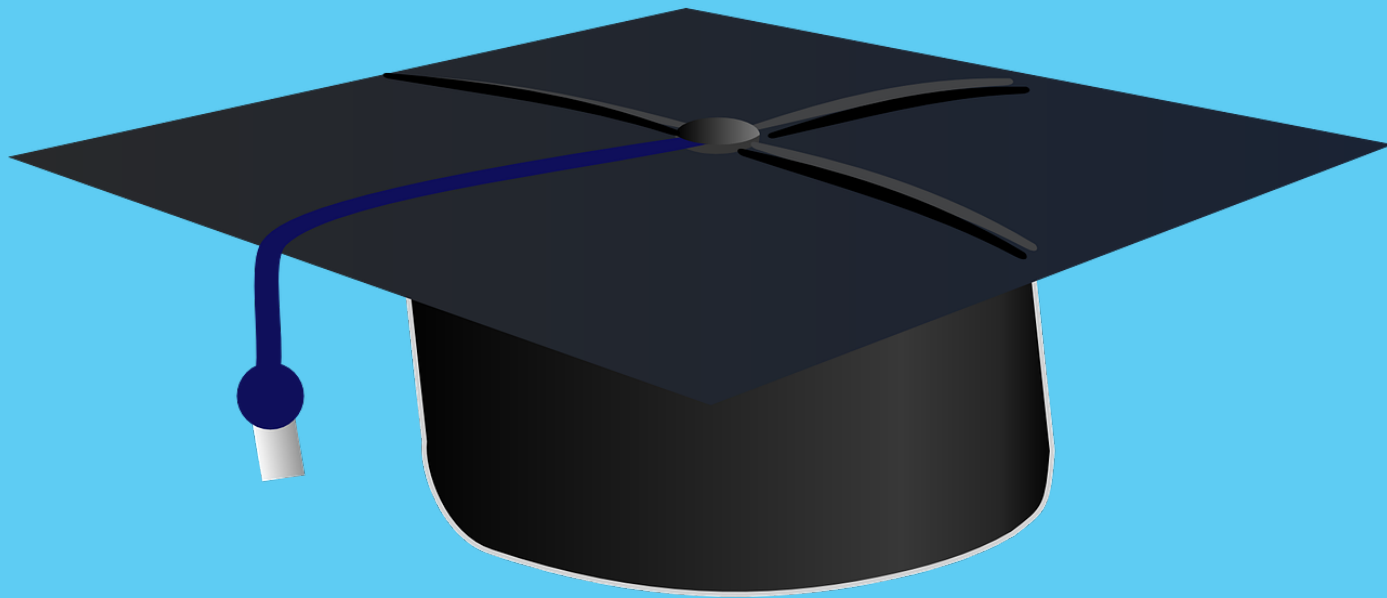
THE STARBUCKS EFFECT



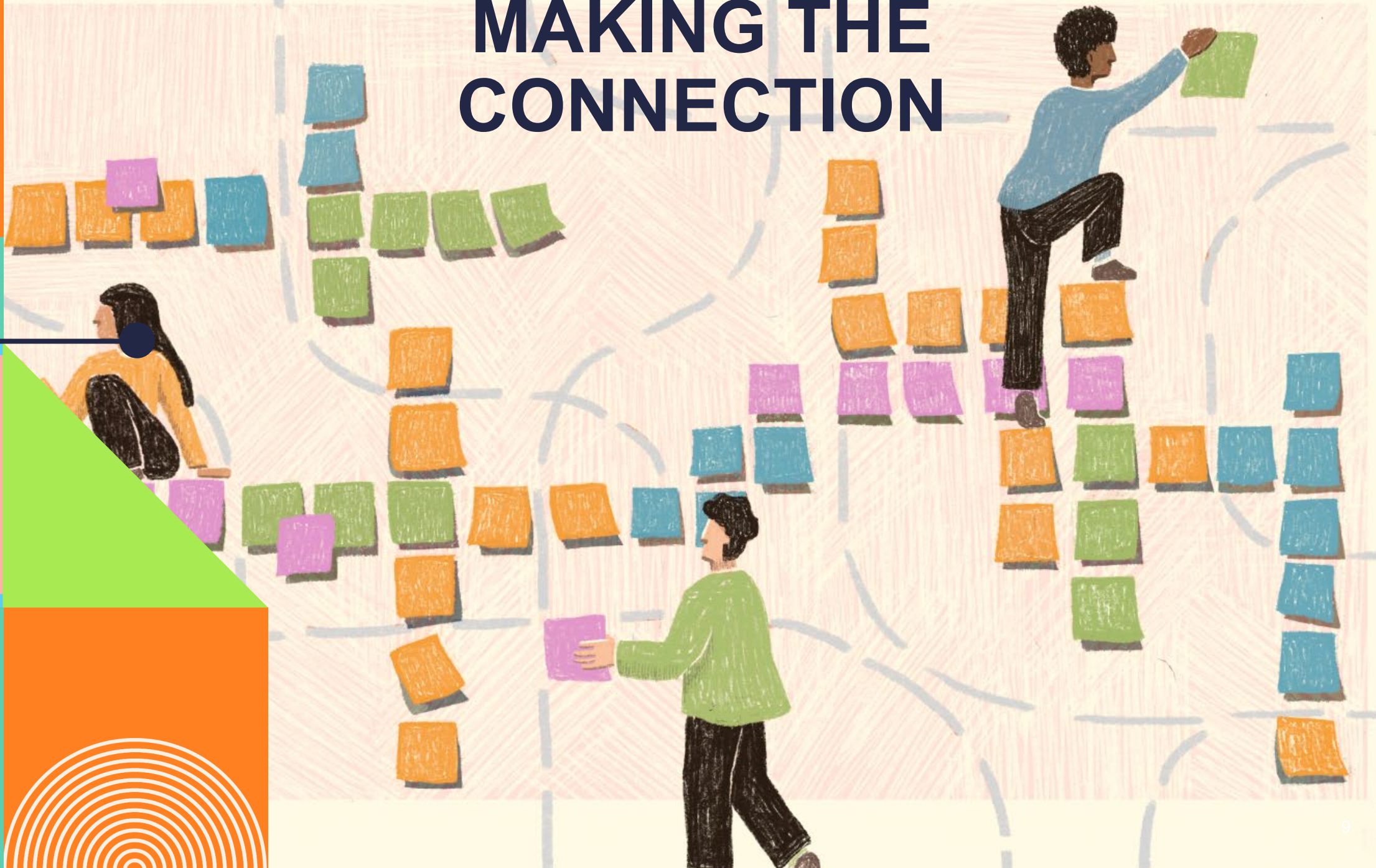
SOMETIMES NUMBERS MAKE ME SAD



**I'VE GOT A LOT TO
LEARN**



MAKING THE CONNECTION



Score Range	Status Interpretation	Progress Interpretation		
0 - 4	Little to no work has been done to integrate DEI into strategic planning efforts.	Little progress has been made towards integrating DEI into the Library's strategic planning efforts.		
5 - 8	Some work is being done to integrate DEI into strategic planning efforts, but mostly in the form of discussion and planning.	Some progress has been made towards integrating DEI into the Library's strategic planning efforts.		
9 - 12	Demonstrable work is being done to integrate DEI into strategic planning efforts, though most activities are very recently implemented.	Moderate progress has been made towards integrating DEI into the Library's strategic planning efforts.		
13 - 16	Significant work is being done to integrate into strategic planning efforts. Most outcomes have been fully addressed and activities fully implemented.	Score Range	Status Interpretation	Progress Interpretation
		0 - 5	Little to no work has been done to address issues related to the DEI of library employees.	Little progress has been made towards addressing issues related to the DEI of library employees.
		6 - 10	Some work is being done to address issues related to the DEI of library employees, but mostly in the form of discussion and planning.	Some progress has been made towards addressing issues related to the DEI of library employees.
		11 - 15	Demonstrable work is being done to address issues related to the DEI of library employees, though most activities are very recently implemented.	Moderate progress has been made towards addressing issues related to the DEI of library employees.
		16 - 20	Significant work is being done to address issues related to the DEI of library employees. Most outcomes have been fully addressed and activities fully implemented.	Significant progress has been made towards addressing issues related to the DEI of library employees.

PILOT RESULTS: INTERRATER RELIABILITY

Participant Code	Number of Raters	Status ICC	95% Confidence Interval		Progress ICC	95% Confidence Interval	
			Lower	Upper		Lower	Upper
PL1	2	.07	-.43	.45	.08	-.35	.44
PL2	2	-.60	-1.92	.16	-.40	-1.40	.24
PL3	4	.58	.30	.77	.50	.19	.71
PL6	2	.33	-.17	.64	.02	-.33	.37
PL7	2	.51	.07	.75	.48	.03	.73
PL8	2	.67	.34	.83	.66	.32	.83

- Intraclass correlations (ICC) indicated only moderate to poor interrater reliability.
- Perception of individuals identified as key.

SERENDIPITY!





GETTING COLLABORATIVE WITH IT

A hand holding a set of keys, symbolizing returning to the keys. The background is a light blue gradient with a white circle at the bottom right. The left side of the image features a decorative graphic with a green and white striped triangle, a blue circle with concentric lines, and a solid blue square.

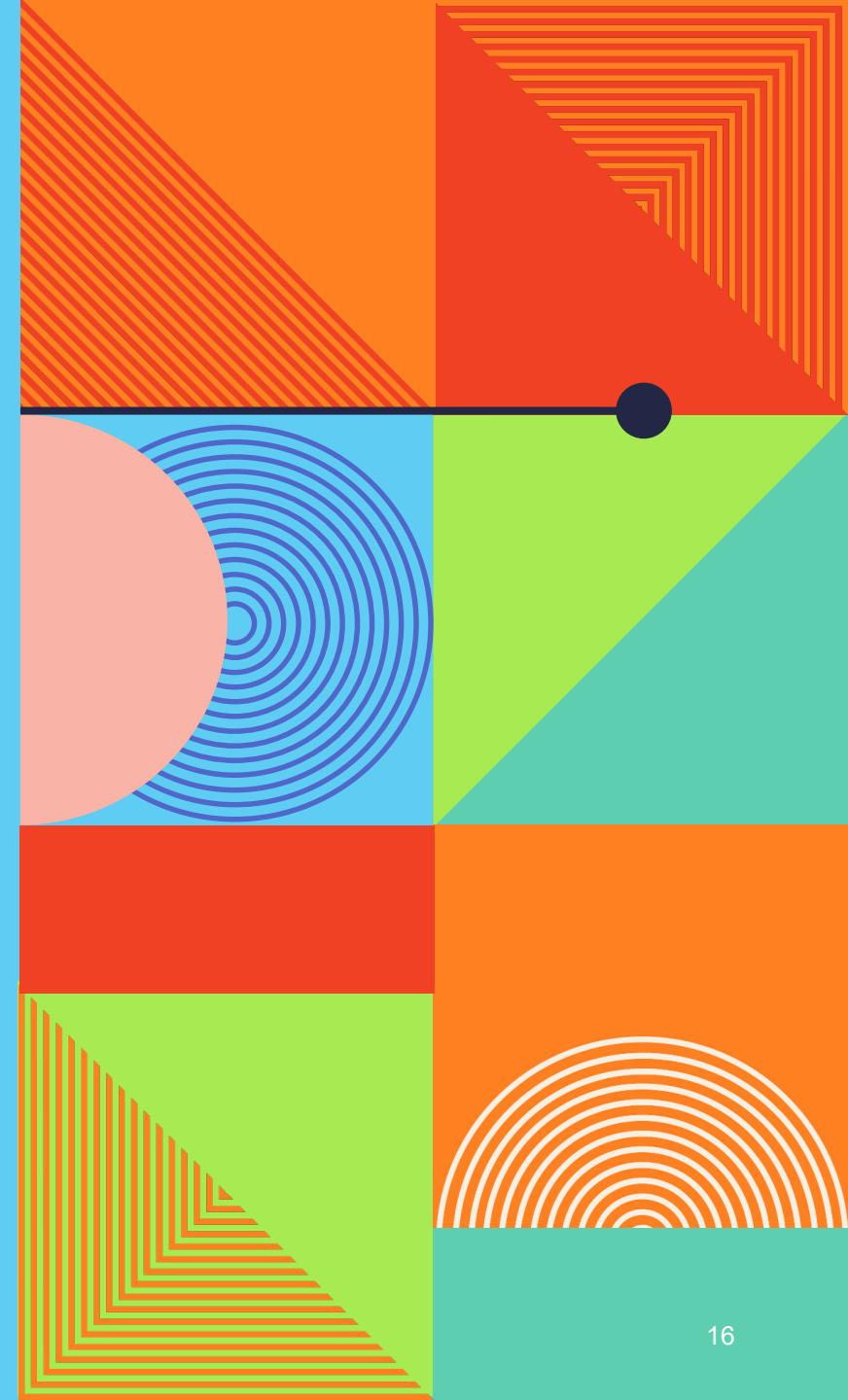
RETURNING TO THE KEYS

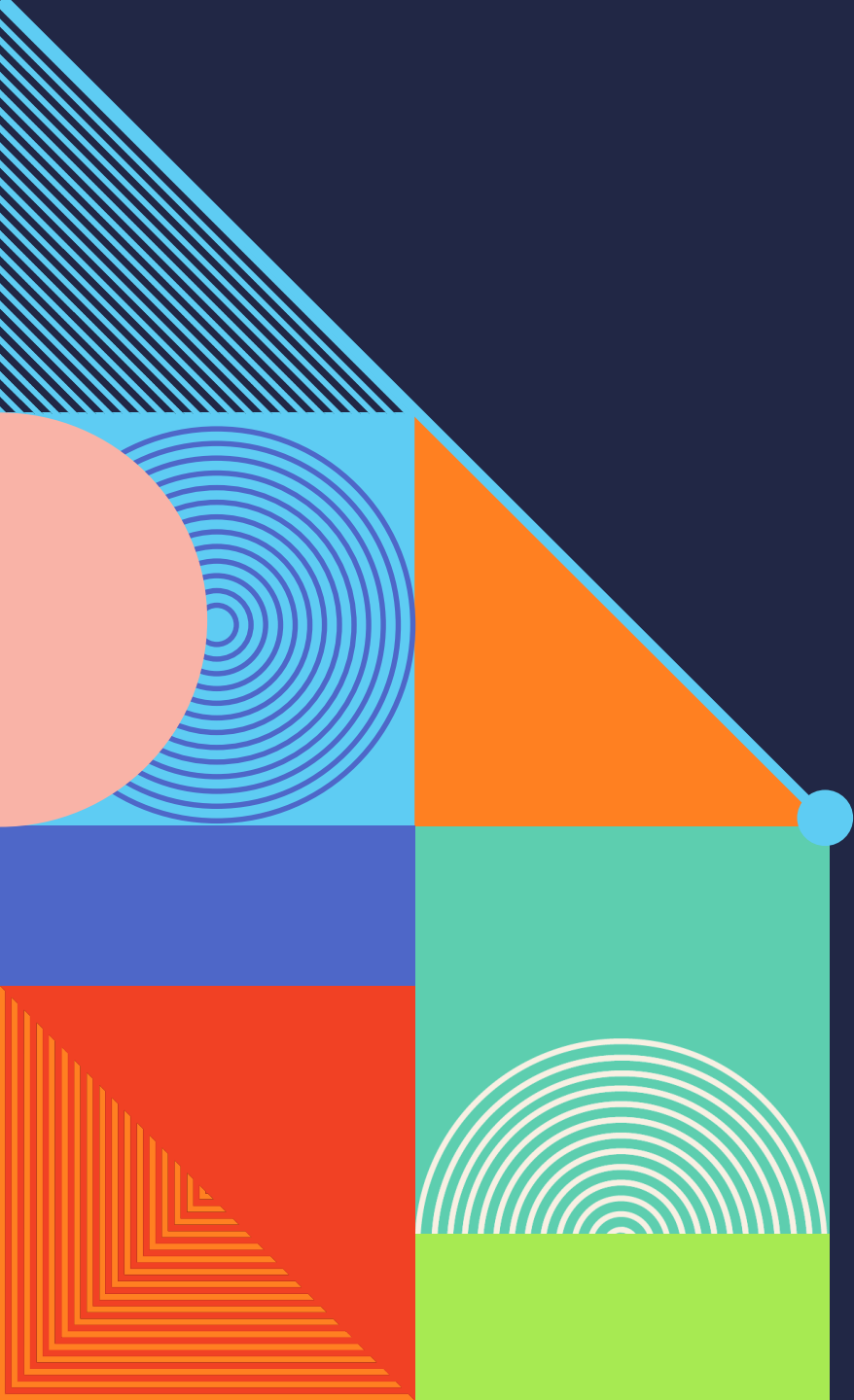
- Know and include all affected parties
- Utilize different methods for gathering data
 - And utilize different types of data
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- **Act on findings/results**
- Rinse and repeat!

IT AIN'T EASY...BUT IT'S NECESSARY



IMPACT ON ORGANIZATIONAL CULTURE AND CLIMATE





THANK YOU!

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