## WHAT MAKES AN ASSESSMENT PROFESSIONAL PROFICIENT?

EXAMINING AND UPDATING PROFICIENCIES FOR ASSESSMENT LIBRARIANS AND COORDINATORS THROUGH THE LENS OF SOCIAL JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

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### PROJECT GOAL

To identify and address specific needs of diverse populations, it is critical that social justice, equity, diversity, and inclusion (SJEDI) are centered in assessment work.

#### **CONTEXT / ORIGIN / PURPOSE**

The Proficiencies for Assessment Librarians and Coordinators provides a common definition of assessment professional responsibilities.

- ► The document was approved by ACRL in 2017.
- ► Given the social upheaval in recent years, we wanted to reflect upon whether we were including SJEDI in our practice.
- We realized that this foundational document fell short.
- We formed a group of library and higher ed experts to fix this... and center SJEDI.

## **KEY QUESTIONS**

- What proficiencies, behaviors, attitudes, knowledge, skills, etc. do you think assessment professionals should have and utilize to ensure that students of all kinds can flourish?
- How can we ensure that SJDEI is a cornerstone in assessment?
- How can assessment be used to drive positive change, creating programs and services that serve all students?

#### YOU MIGHT ADAPT THIS CONTENT TO:

- Communicate to others "what you do."
- Assess performance and guide evaluation.
- Set goals for coming tasks; review "standard operating procedures" for projects.
- ldentify areas for professional development.
- Compose job descriptions.
- Influence assessment curriculum for new professionals.

#### FINAL GOALS

- Finalize new Proficiencies.
- Introduce / disseminate to the profession.
- Create professional development to help others gain necessary skills.



# PROCESS FOR UPDATING THE PROFICIENCIES **MAY - JUNE 2022** ENVIRONMENTAL & LITERATURE SCAN **JULY - SEPTEMBER 2022** FOCUS GROUPS AND INTERVIEWS SEPTEMBER - OCTOBER 2022 WRITING / UPDATING **PROFICIENCIES** OCTOBER - DECEMBER 2022 REVIEW & REVISE JANUARY - MARCH 2023 PRESENT DRAFT PROFICIENCIES TO PROFESSIONALS **MAY 2023 OBTAIN ACRL BOARD APPROVAL**

# WORK ON YOURSELF (BUILDING YOUR OWN SKILLS, AWARENESS, AND DISPOSITIONS) • Understand your own positionality. • Develop both cultural competence and cultural humility.

- Recognize and seek to counteract your own biases.
- Be mindful of context (e.g., historical issues, systemic structures, and power within libraries and higher education institutions).

## WORK WITH OTHERS (BUILDING AND MAINTAINING RELATIONSHIPS WITH PARTNERS)

- Connect with students and other stakeholders as partners in planning, understanding, sharing, and acting with the goal of mutual benefit.
- Develop professional (and/or) political savviness.
- Strengthen interpersonal skills.

# CENTER SOCIAL JUSTICE, EQUITY, DIVERSITY, AND INCLUSION IN ASSESSMENT WORK

- Include multiple methodologies and triangulate using both quantitative and qualitative approaches
- Ensure adequate time and resources are in place to conduct meaningful assessment.
- Focus on student learning and eliminating barriers to learning and teaching.
- Take a people-first--rather than data-first--approach (e.g., gain comfort with disaggregated analysis, attend to small n's, and consider who may not be visible or included).