

## Staff/Administrator ChAMPION Outcomes

Objective: Engage in and document intentional and systematic improvement in professional practices

*Outcomes: Staff/Administrator ChAMPIONS*

- provide evidence of professional practice to gain promotion/advancement
- provide evidence of professional practice in annual performance reviews
- collaborate with peers and across units and areas to improve services, processes and impact

Objective: Support and promote meaningful outcomes assessment in their respective programs/units

*Outcomes: Staff/Administrator ChAMPIONS*

- serve as assessment liaisons for their unit/area
- share their experiences [successes and failures] in assessment with the greater campus community
- facilitate meaningful assessment in their respective unit/area
- mentor peers in using assessment for intentional and systematic improvement, both formally and informally

Objective: Apply appropriate techniques to measure effectiveness and efficiency at the unit, area and institutional level

*Outcomes: Staff/Administrator ChAMPIONS*

- design valid assessment measures
- apply direct and indirect assessment techniques and practices in their unit/area
- analyze evidence of effectiveness and/or efficiency
- guide their unit/area in using assessment to improve services, procedures and impact on student learning

Objective: Use evidence of effectiveness to inform policy and practice decision-making

*Outcomes: Staff/Administrator ChAMPIONS*

- practice evidence-based decision-making
- encourage their peers, co-workers and colleagues to practice evidence-based decision making
- include evidence of effectiveness and/or efficiency in budgetary and policy requests and decisions
- assist their unit/area in using evidence of effectiveness and/or efficiency for facility and resource requests

Objective: Collaborate across units/areas and across co-curricular, administrative and operational units in assessment initiatives

*Outcomes: Staff/Administrator ChAMPIONS*

- share assessment ideas, successes and failures with others across academic, co-curricular, administrative and operational units
- develop and implement assessment that crosses academic, co-curricular, administrative and operational units.
- develop mentoring and peer relationships that transcend traditional divisions across academic, co-curricular, administrative and operational units

Objective: Demonstrate how their unit/area impacts students, their learning and the learning environment

*Outcomes: Staff/Administrator ChAMPIONS*

- measure (directly and indirectly) how their unit/area impacts students and their learning
- document the impact of their unit/area on students, student learning, and student success in higher education
- use assessment to positively impact students and their learning