



Implementing the DAETE Self-Assessment

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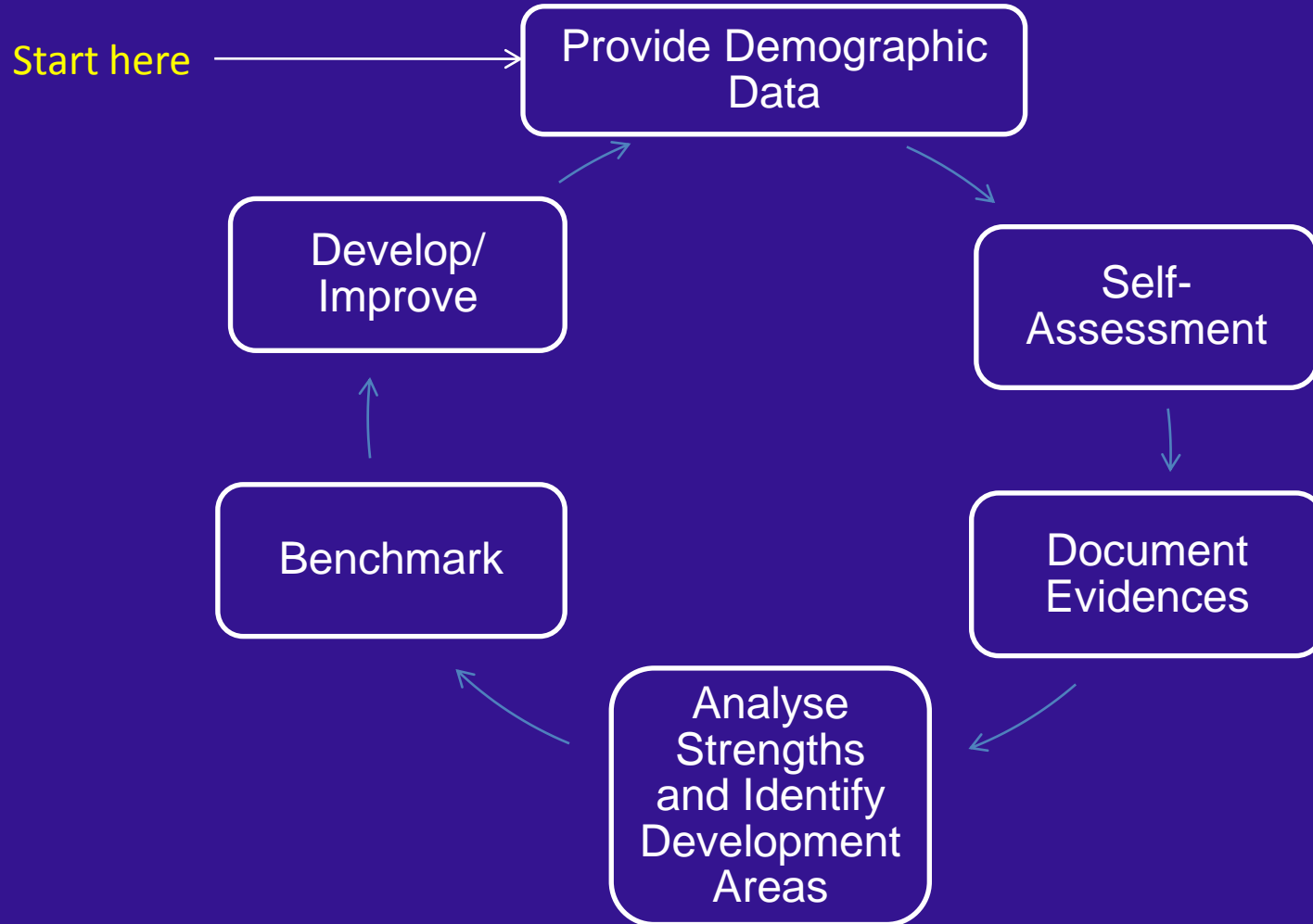
DAETE – Development of Accreditation for Engineering Training and Education

- Standardized tool for benchmarking that enables continuous quality improvement and self-assessment in higher education
- Based on the European Foundation for Quality Management (EFQM) Excellence Model
- Collaboration sponsored by the International Association for Continuing Engineering Education (IACEE) – supported through funding from FIPSE and EU Commission
- Originally adapted for CEE Centers – recently expanded for all disciplines

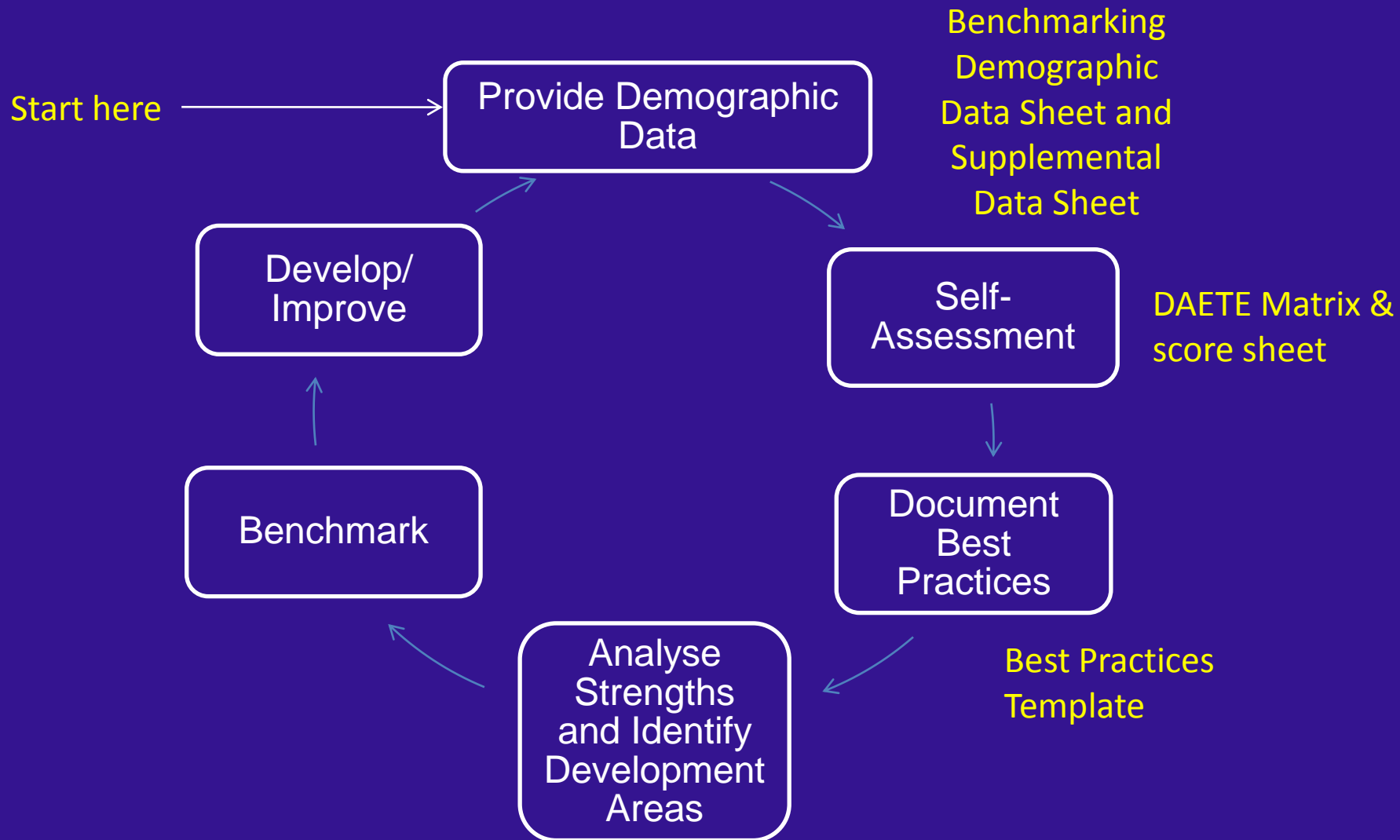
Collaboration Team

- From the United States of America
 - Georgia Institute of Technology
 - State University of New York (SUNY)
 - University of Michigan
 - University of Wisconsin – Madison
- From the European Union
 - Aalto University , Finland
 - Imperial College London, United Kingdom
 - University of Porto, Portugal
 - Katholieke Universiteit Leuven, Belgium
 - Aarhus Universitet, Denmark
 - University of Delft, The Netherlands
 - Universidad Politécnica de Valencia, Spain

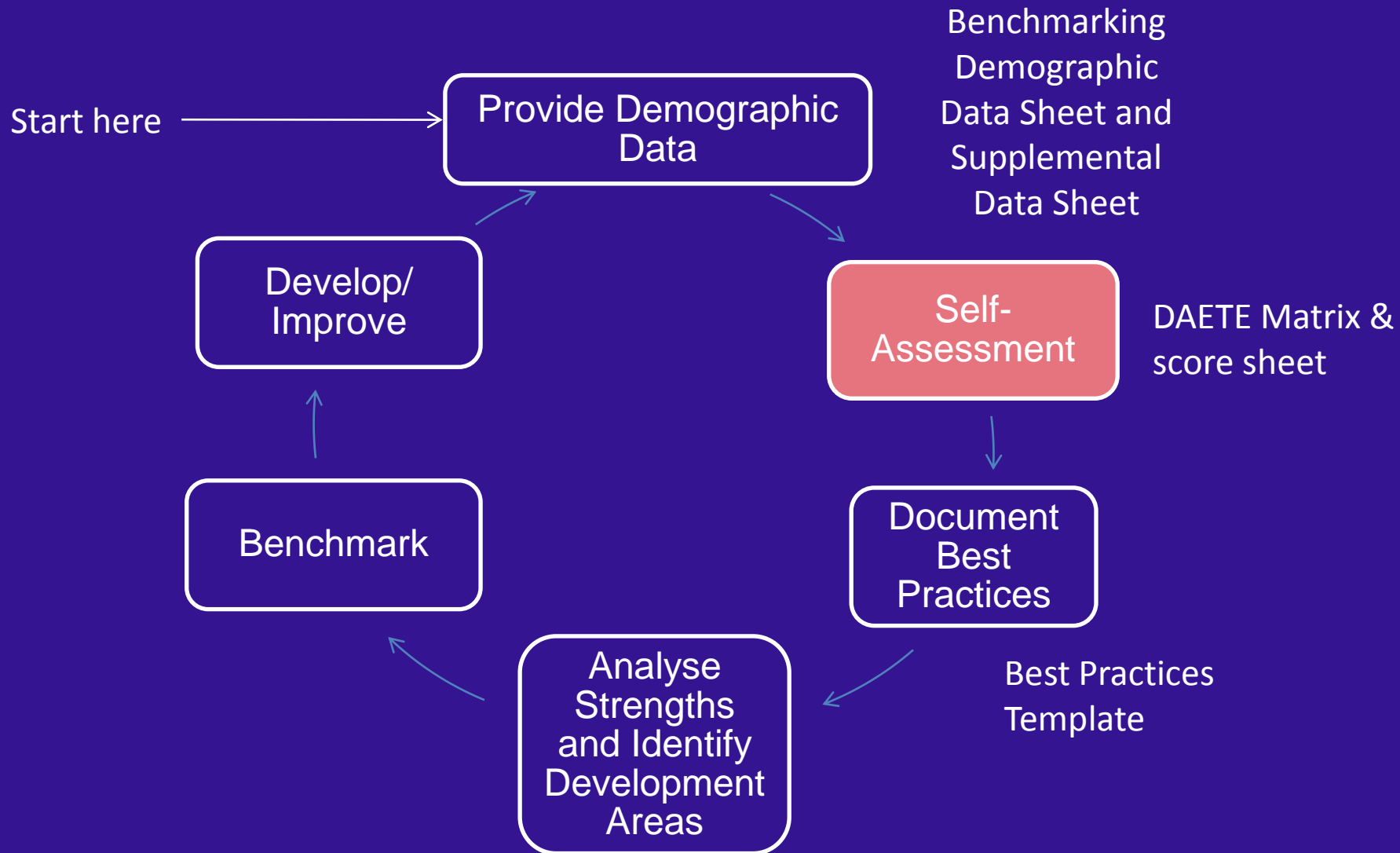
Process



Process and Tools



Process and Tools

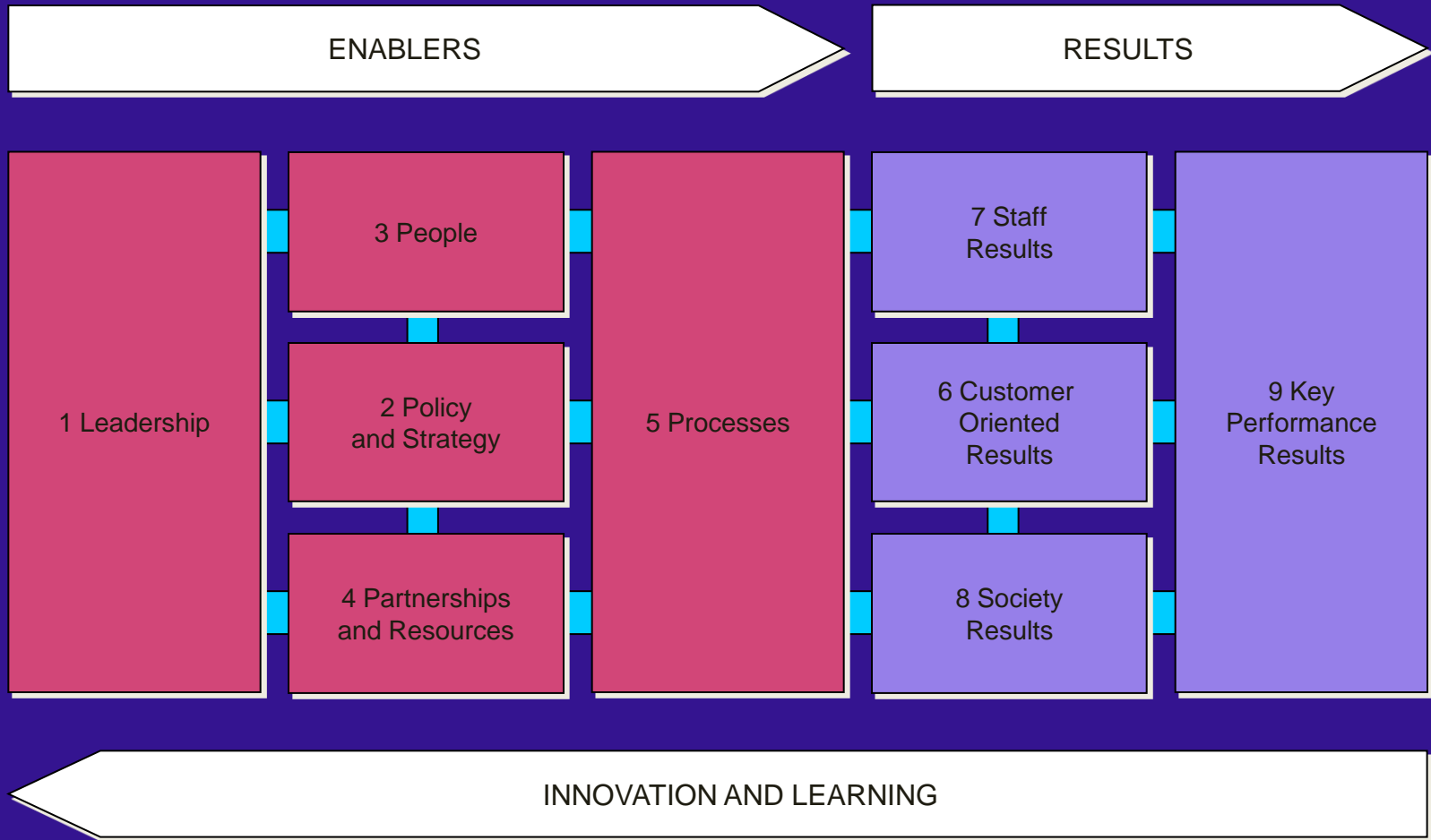


Self-Assessment Tools

- DAETE Self-Assessment Booklet
- Score Sheet



European Foundation for Quality Management (EFQM) Excellence Model



Prior to Conducting the Self-Assessment

- Questions to ask?
 - What is the organization being assessed?
 - Who should be involved in completing the self-assessment to ensure the most accurate responses?
 - How will you process the responses if you have multiple people complete the self-assessment?
 - With whom will you share the results?
 - How will you use the results to impact future organizational and program planning?
 - Who will facilitate/lead the self-assessment process?

One Approach

- The leader or facilitator of the self-assessment completes the self-assessment once or twice on their own to get comfortable with the criteria and levels
- The leader identifies key staff and/or stakeholders for the organization who will conduct the self-assessment as a team
- Individuals should know enough about your organization's programs & operations to rate each of the sub-criteria
- Individuals complete the self-assessment on their own first
- Individual responses are compiled with a set of average ratings for each sub-criteria
- There is group processing of the inputs to get consensus ratings

Instructions for Individuals Completing the Self-Assessment

- Provide a verbal introduction of why you are conducting a self-assessment
- Provide a verbal introduction of the tool, including the EFQM Model, enablers vs. results, and five levels for ratings
- Encourage individuals to read the introductory information in booklet before conducting the self-assessment
- Encourage individuals to assign ratings based on their own perspective and pick the one that fits best *from their perspective*
- Let individuals know they should spend about 90 minutes total on both reading the introductory info and assigning the ratings
- Let individuals know that you expect to get different ratings from individuals to the same sub-criteria – there is value in that
- Assign unique numbers to each person to ensure anonymity

Processing the Group Input

- Prepare a summary of the group ratings using assigned numbers and with an average rating for each sub-criterion
- Schedule a series of group meetings to review the summary responses to each sub-criterion and determine a consensus rating for the team each sub-criterion
- In determining the consensus rating be sure to solicit the rationale for the individual ratings
 - This will help generate the group's consensus rating
 - It will begin to identify your best practices well as your best practices
 - It will also begin to identify actions you can take to improve going forward

Benefits to Group Approach

- Develop a common understanding across the group of actual strengths and weaknesses
- Greater understanding by each person of how all aspects of the organization or program support really function
- Broader perspective on the organization for individuals that will factor into future interactions and decision-making
- Great staff development team building opportunity!!

Integration with Strategic Planning

- Self-Assessment can serve as input to a SWOT Analysis
- Benchmarking can help inform future strategic directions
- Annual goals can be derived from 1s and 2s against a Vision and Mission
- If self-assessment is conducted annually, progress toward goals can be demonstrated and documented

Questions/Comments

Process and Tools

