

MIT 530: Evaluation and Change in Instructional Development

Needs Assessment Plan

Data Collection Survey Instrument

Needs Assessment Report - *Examining Diversity in the Watson School of Education Curriculum*

Change Management Plan

- Implementation Strategy

Summative Evaluation Plan

- Summative Evaluation Instruments

Context and Conditions

MIT 530: Evaluation and Change in Instructional Development was taught by Dr. Sue Jen Chen. The course was completed in the spring of 2007. The course consisted of three components, needs assessment, change management plan and summative evaluation plan.

The Watson School of Education (WSE) Diversity Committee expressed concern regarding the level of diversity addressed by the WSE faculty and integrated in the WSE curriculum.

Working with three other graduate students, we completed three products for the needs assessment component of this course, a needs assessment plan, a print-based survey for data collection and a needs assessment report, entitled *Examining Diversity in the Watson School of Education Curriculum*. This report detailed the process of needs assessment, data collection, data analysis and proposed solutions to the problem.

A change management plan was submitted individually to map the implementation of the solutions proposed in the needs assessment report. Finally, a summative evaluation plan was developed to examine and judge the value of the *Understanding GroupWise* module produced in MIT 500.

Scope

The needs assessment plan involved mapping the necessary strategies to determine the level of diversity WSE professor's address within their curriculum. Examples include accurately defining the problem, examining the structure of the organization, defining management and leadership roles, determining resources and constraints and the creation of a plan for data collection. Allison Rossett's Needs Assessment Model (1987) was used to guide the completion of the needs assessment project.

A print-based survey was created and distributed to the WSE faculty and students to elicit their views and current level and mode of diversity inclusion within the classrooms. The surveys were analyzed using SPSS. Potential solutions to the problem were recommended in the report based on the result of data analysis.

The change management plan proposed effective diffusion of innovation strategies in order to reduce the resistance and increase the probability of a successful implementation of the solutions into the system. Everett Rogers' Diffusion of Innovations (1995) concepts and Havelock's stages of change served as the models for this change management plan.

Finally, a summative evaluation plan for the *Understanding GroupWise* project, completed in MIT 500, was developed to examine and judge the value of the instructional module. Donald Kirkpatrick Four-Level Evaluation model (1998) was used to guide the development of the plan.

Role

In the needs assessment component of this course, all group members played the role of instructional designer and evaluator. We met weekly to create and review our progress and reports, sharing the tasks and responsibilities equally. We interviewed the critical stakeholders, created survey and interview instruments, collected and analyzed the data and wrote the needs assessment report together as a team.

In creating the change management plan, I worked alone as instructional designer and change agent, to develop a plan to invite and entice faculty members to join in and support the cause.

In creating the summative evaluation plan, I again worked alone as an instructional designer, to create the instruments and a plan to implement the evaluation of the instructional module.

Reflection

This class made clear the importance of the front-end analysis and the fundamental and essential relationship between evaluation and change. Extra time and dollars spent carefully examining the needs and defining the problem will increase the probability of a valid and effective outcome. Although the learning outcome was ample, the workload was heavy within the confines of a semester. If involved in a project of this nature in the future, I would plan to devote more time to allow for a more thorough analysis.