

Thank you (example)

FOR YOUR WORK ON THE DAT:

You have been on a unique journey in the history of your department at this institution. Graduate students, undergraduates, and faculty have come together to examine the patterns of skill building and learning. Your work together has been recognized by the faculty body. The work you have done is impacting departmental culture to be more open to examining teaching and discussing how to achieve learning outcomes. This DAT has exemplified each of the Departmental Action Team Project's Six Core Principles:

WORK FOCUSES ON ACHIEVING COLLECTIVE POSITIVE OUTCOMES

★ The group has spent 2 years working to improve the program! What a dedication to service. This is an achievement in and of itself! This DAT has been the most focused on getting work done. A tremendous amount has been done outside of meetings. You have each freely volunteered to take on tasks, rather than waiting to be asked.

STUDENTS ARE PARTNERS IN THE EDUCATIONAL PROCESS.

★ We see you as a DAT made of true colleagues. DATs vary in their success in this way. Students have stepped forward, and faculty have encouraged this and stepped back when necessary. Everyone on the DAT has ownership of the project. Students have been critical to the success of the DAT by pushing work forward. Each student has provided innovative solutions to problems.

COLLABORATION AMONG GROUP MEMBERS IS ENJOYABLE, PRODUCTIVE, AND REWARDING.

★ Because you all have been working as colleagues, you have earned each other's trust. It is evident in the collegial and relaxed way that you can tease each other during meetings and help each other when needed. This sense of belonging and community is in itself rewarding, and makes you more productive.

DATA COLLECTION, ANALYSIS, AND INTERPRETATION INFORM DECISION-MAKING.

★ You not only collected data at several points in this journey, sources of data included faculty opinions and their course materials. This helped garner community support for your efforts. You worked hard to interpret the data without bias, and you let the data lead you to make changes.

CONTINUOUS IMPROVEMENT IS AN UPHOLD PRACTICE.

★ You took a long view from the beginning and resisted the pull of simply throwing an assessment together. You did a literature search and multiple pilots. Now you have a core assessment that you have confidence in, as well as areas that you hope to improve.

WORK IS GROUNDED IN A COMMITMENT TO EQUITY, INCLUSION, AND SOCIAL JUSTICE.

★ You considered how the assessment would impact ESL students and students with disabilities, throughout its development. You created an inclusive culture within the DAT. You are open to challenging your understanding and learn more about how to promote inclusive excellence within your department.



Thank you (template)

FOR YOUR WORK ON THE DAT:

(brief description of the DAT)

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