

FACTA D.R.I.V.E ACTIVITY

Productive Thinking Model by Tim Hurson

FACTA members participated in a D.R.I.V.E activity during the 2017 Fall Council Meeting. Each group was asked to submit responses on post-it notes to the following questions:

Do – what must we do to reach our “goal”?

Restrictions – what must we NOT do?

Interest – what resources can be invested?

Values – what values must we live by as an organization?

Essential outcomes – what are the essential outcomes of our “goal”?

The following responses are directly from the post-it notes collected during the activity.

Do – what must we do to reach our “goal”?

Group work

- Do what we currently do and build continual capacity
- We must have collaboration - have a mission - must be attainable - have a benchmark
- More opportunity - Professional Development relevant
- Communication is essential
- Must have assessments, is it measurable?
- Honesty, integrity, collaboration, support
- Work my goals, one goal at a time
- Outreach to more institutions
- Share resources to be successful testing center
- Create training activities for new staff
- More Indians - greater representation among colleges - seat at the table as to not get eaten (the big table)
- Individual commitment
- Professional development on how to interpret and implement NCTA Standards and procedures
- Sharing information policies/best practices
- Continue to share ideas
- Grow membership
- Continue communication so we can grow
- Create value for membership
- Engage membership
- Do training specific topics
- Continue to push each other professionally and organizationally
- Communication
- Place more people in NCTA leadership

- Continue the dialog among testing centers

Restrictions – what must we NOT do?

Group work

- We do not want to stop sharing information
- We must not keep ideas to ourselves
- We must not be inactive
- Get complacent
- Share information between organizations to keep growing
- Do not lose focus on our goals
- Not participate – Not provide feedback – but collaborate
- Stop attending meetings in order to promote unity and commitment
- Stay stagnated – most continue to learn and grow
- Be silent
- Do not limit the opportunities to share information between institutions
- Close lines of communications with each other and the state
- Institutions not be silos – must remain engaged
- Not mandate “one size fits all” – not limit input of new ideas or ways to do things – not let few dominate
- Not replicate process without no sense
- Become complacent/comfortable
- Lack transparency
- Isolate ourselves in our own little corner – let the same FACTA members do all the work (need more involvement)
- Lose the very congenial and collegiate supportive atmosphere that currently exists
- Allow ourselves to meet and get together just 3 times per year Meaning: having more contact between testing centers
- We must not be stagnant – continue to grow, change and evolve
- Continue to open channels of communication between testing and colleagues

Ivestment – what resources can be invested?

Group work

- FACTA growth and stability
- Professional development
- Time, information, knowledge
- Human resources i.e. Professional development and improvement Enhancing the stature “voice” of organization
- It starts at the top Discuss our goals, concerns, mission to administrators
- FACTA funded training initiatives
- Keep abreast of most current testing software and other products Invest more time in staying current
- Higher reach
- People – Professional development
- Making connections with other state agencies
- Growing leaders

- Invest to create an automated information system for FACTA administration
- Success for our students – Institution
- Time to train staff well Allowing staff/mangers to attend professional development
- Review other best practices
- Professional development
- Keeping current in industry standards
- Training staff and members to keep them updated with programs and in general
- Testing-related conferences (i.e. ACT enrollment planners' conference)
- Technology to support resources
- Positive energy and productive results
- Expanding resources on websites/shared file
- Professional development for proctor

Values – what values must we live by as an organization?

Group work

- Each other's experience and knowledge
- Honesty, Integrity our fellow test administrators
- Promotion of the testing professional and growth of the industry
- Value each other's strengths in making the organization successful
- Honesty, ethics
- Ethics and professionalism
- Honesty, Creativity, Integrity
- High ethical standards
- Value our students and community
- Upholding the integrity of the organization
- Our customer service Working together Policy and procedures
- Having all ideas in a collaborative effort
- Integrity
- Consistency
- Must value our professional integrity and our staff
- Ethics, accountable, equality and honesty
- Professionalism and sharing of resources
- Contribution and creativity
- Education, Ethical
- Ethics involvement
- Ethics
- Maintaining the integrity of the tests we administer
- Continuous growth

Essential outcomes – what are the essential outcomes of our “goal”?

Group work

PARTNERSHIP/COLLABORATION WITH DOE COLLEAGUES

- Collaboration and Partnerships
- Insures input from those who are impacted the most
- Who do it and who will finance and institutional lack of buy-in
- Active involvement
- Permanent paid position that lobbies for testing
- FACTA paid position such as lobbyist
- To encourage our own colleagues to become involved
- It decreases morale for FACTA and rather than encouraging more involvement, it does the opposite(going backward)
- Show the true value of what FACTA represents
- Don't discourage others in your own institutions to not be involved with FACTA

GROWING LEADERS

- For students – “who are we trying to serve?”
- Ensure candidate success – impact their journey
- Trust and support leading to student success
- We are flashlight – showing | leading | directing to student success
- Non-obstacle for success
- Welcoming professionals – respect their advancement
- Back to FACTA – How we leave best practices within, to take back to our centers to empower growth
- Love ideas of Disney training and same with Publix

COMMUNICATION IN THE ORGANIZATION

- Show strengths to the state so colleges and universities have a voice in state policies and procedures
- Keep lines open through cellphones and emails for any assistance in helping the state to be informed of what the front lines are doing and facing
- Being a voice of the organization, collaboration, internal and external communication channels