INTRAMURAL SUPERVISORS... HOW GOOD ARE THE CALLS THEY MAKE?

James Madison University Intramural Sports and Special Events

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LEARNING OUTCOMES

- Upon completion of the intramural supervisor training assessment presentation, participants will be able to...

    - Identify the Learning Assessment Cycle

    - Create goals and objectives for individual programs

    - Identify how to collect, analyze, and use data to modify supervisor trainings
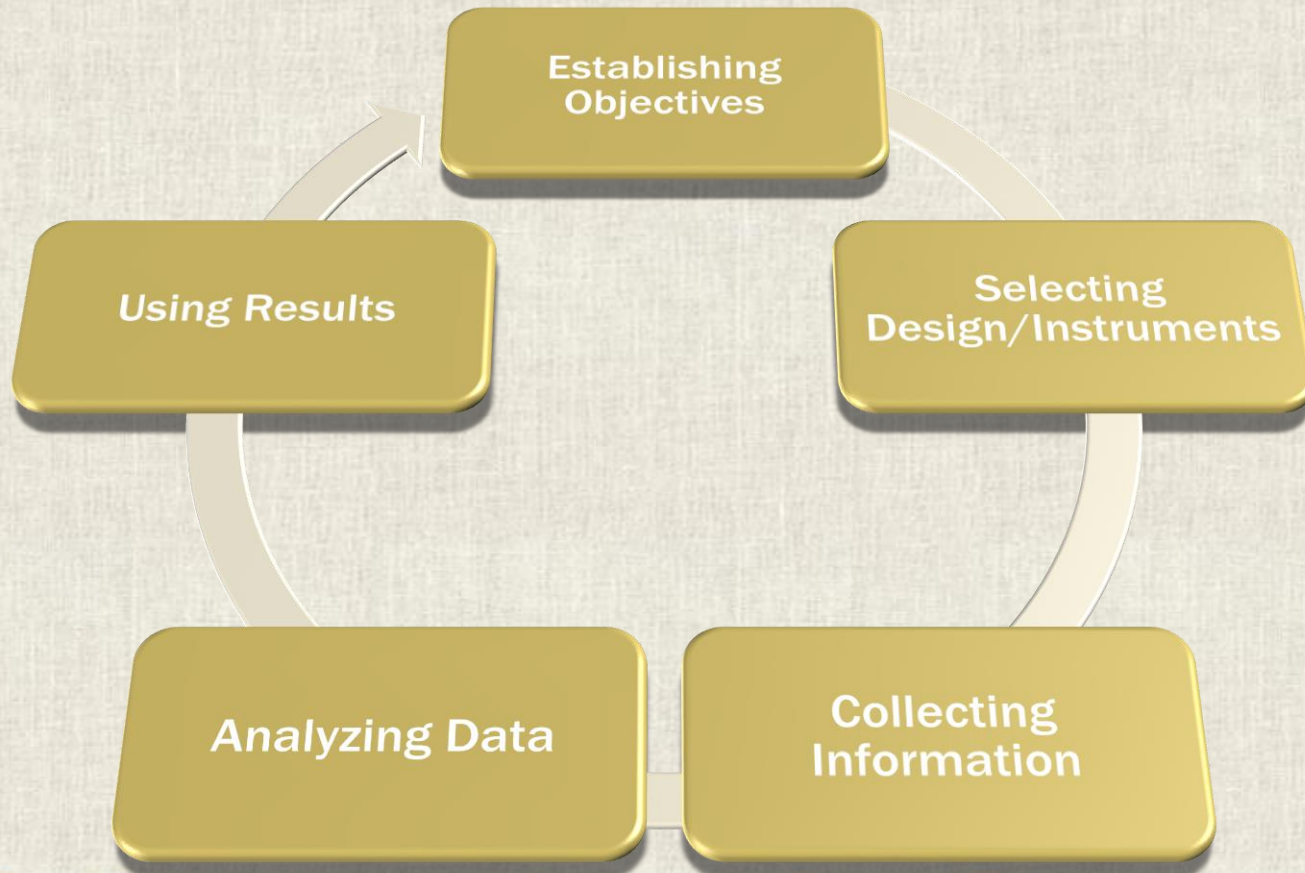
ASSESSMENT PROJECT BACKGROUND

- Center of Assessment and Research Studies (CARS) "Fellows" program.

LEARNING ASSESSMENT CYCLE

GOALS AND OBJECTIVES

- *They are the foundation of your assessment!*

- Goals and Objectives dictate the type of assessment to conduct.

- Looking at the action verb in the objective should indicate the appropriate means of measuring that objective.
  - Example: "recognize": may indicate matching, multiple choice, etc. – lower-level thinking
  - Example: "demonstrate": may indicate a performance assessment, or higher-level demands

OBJECTIVES "HOW TO WRITE"

- Objectives should be student focused, reasonable, measureable, and should define success.

- A = Audience
  - What population are you assessing?
- B = Behavior
  - What is expected of the participant?
- C = Conditions
  - Under what circumstances is the behavior to be performed?
- D = Degree
  - How well must the behavior be performed? To what level?

CARS PROJECT: OBJECTIVES EXAMPLE

- **Objectives: Upon completion of the Site Manager Emergency Action Plan training, Intramural Site Managers will…**
  - Be able to identify the four possible emergency situations.
  - Be able to recall the four possible emergency situations radio protocol at each Intramural facility.
  - Demonstrate verbally the four possible emergency situations radio protocol at each Intramural facility.
  - Be able to identify the evacuation routes for all facilities by presenting an assigned area to other Site Managers.

CARS PROJECT: OBJECTIVES EXAMPLE

- **Objectives: Upon completion of the Site Manager Facilities and Operations training, Intramural Site Managers will…**
    - Be able to identify the basic functions of each utilized facility by presenting an assigned area to other Site Managers.
    - Be able to list the five materials needed for opening/closing operation procedures during an assigned shift

CARS PROJECT: OBJECTIVES EXAMPLE

- Objectives: Upon completion of the Site Manager Policies and Procedures training, Intramural Site Managers will…
  - Be able to differentiate between the three levels of competition.
  - Be able to associate the eight different classifications with their eligibility descriptions.
  - Be able to recognize the two ways an individual can participate in one intramural sport.
  - Be able to identify of the forfeit policy.
  - Be able to match each level of the Sportsmanship Rating System to it's characteristic.

CARS PROJECT: OBJECTIVES EXAMPLE

- Objectives: Upon completion of the Site Manager Officials Evaluation training, Intramural Site Managers will…
  - Be able to list three types of evaluation techniques to evaluate Sport Officials.
  - Be able to identify how to evaluate a Sport Official using the three evaluation techniques.
  - Be able to identify the differences between how to evaluate a beginning and experienced official by using three different areas of officiating.
  - Be able to list four out of the seven keys to a successful evaluation.

CARS PROJECT: OBJECTIVES EXAMPLE

- **Objectives: Upon completion of the Site Manager Office Hours Training, Intramural Site Managers will…**
  - Be able to list all nine steps of performing office hours.
  - Be able to accurately input scores and add participants by inputting two game sheets into the IM League system.
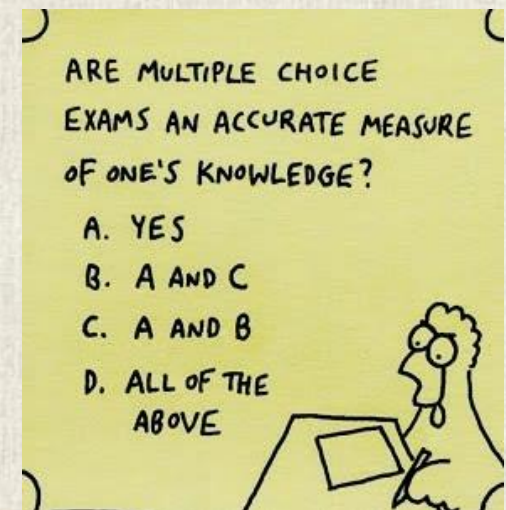
GOALS AND OBJECTIVES

- Individually, identify areas that you want your assessment to focus on for the study and then choose one from your list to create an goal and objective.

- Discuss why the goal and objective is important to your specific program.

- Review group discussion.

THE DESIGN AND INSTRUMENT

- After your goals and objectives are established, you must design an instrument to measure them.

- Design
  - What exact parts of your goals and objectives do you want to measure and which instrument will assist you the best in collecting that data so that it is reliable and valid
  - Pre-Test/Post-Test/Comprehension

- Instrument Examples:
  - Multiple Choice
  - Checklists
  - Scoring Rubrics
  - Pros and Cons to each different instrument

ARE MULTIPLE CHOICE EXAMS AN ACCURATE MEASURE OF ONE'S KNOWLEDGE?

A. YES
B. A AND C
C. A AND B
D. ALL OF THE ABOVE

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CARS PROJECT: DESIGN AND INSTRUMENT: EXAMPLE

- (Short Answer) During an Intramural Men's 2 flag football game on the UREC Upper Turf, two players collide with each other while pursuing a thrown ball. After the collision, one of the players is lying motionless, but breathing. Keep in mind that the victim is an undergraduate student. Please recite the proper radio protocol:

- **Question #3 (Short Answer): Life Threatening, Medical Emergency**
  - _____ Stated name
  - _____ Stated position (Site Manager)
  - _____ Stated location of the incident
  - _____ Identified the correct liaison (Welcome Center "In the Building")
  - _____ Stated the severity of the situation (Life Threatening, Medical Emergency)
  - _____ Re-stated the location of the incident
  - _____ Identified the gender of the victim
  - _____ Identified the age of the victim
  - _____ Identified whether they are conscious and breathing
  - _____ Stated to notify JMU police
  - _____ Stated to have the dispatch monitor the frequency

CARS PROJECT: DESIGN AND INSTRUMENT: EXAMPLE

- (Multiple Choice – Select all that apply) Which of the following are included in the Intramural forfeit policy?
  a. Contest will be declared a forfeit within 10 minutes after the designated start time.
  b. The game will be shortened by the minutes lost and the team that was late will start in a deficit.
  c. Teams will only lose their forfeit bond after the second regular season forfeit.
  d. Team must request to cancel by 3:00 pm the day of the contest to ensure they do not lose their forfeit bond.
  e. Teams that forfeit in the post-season playoffs will not lose their forfeit bond.

CARS PROJECT: DESIGN AND INSTRUMENT: EXAMPLE

- **Facility #1: East Campus Fields (Lower):**
  - _____ Identified what sport(s) are played here
  - _____ Identified what key(s) are needed for the gate and the building
  - _____ Identified how are the lights operated
  - _____ Described the set-up for outdoor grass soccer
  - _____ Described the set-up for ultimate frisbee
  - _____ Showed knowledge about the soccer goals needing to be off of the grass at close
  - _____ Identified equipment needed out of building for specific sport(s)
  - _____Described what to do in inclement weather situations

THE DESIGN AND INSTRUMENT

- Review the goal and objective that you created and choose which design/instrument best suits the study.
- Discuss the instrument(s) you feel would measure your specific goals and objectives.
- Review group discussion.

COLLECTING DATA

- Paper Collection
  - Cost-effective
  - Simple and familiar
  - Data entry issues

- Online Collection
  - Services such as Qualtrics, Survey Monkey, etc.
  - No data entry required
  - Technological issues

- Factors to Consider
  - Budget
  - Time limitations
  - Sustainability

CARS PROJECT: COLLECTING DATA

- Qualtrics survey was sent out to all Site Managers on Monday June 24, 2013.

  - All surveys needed to be completed by Monday July 1, 2013.
  - Individual results were collected and placed in an Excel document which allowed students to see their overall score, which of the six (6) core areas they need more education, and where they can find those areas in the manual.
  - CARS "Dream Team" collected the groups results to highlight which of the six (6) core areas need the most focus during the training week.

- Checklists will be administered during training week.
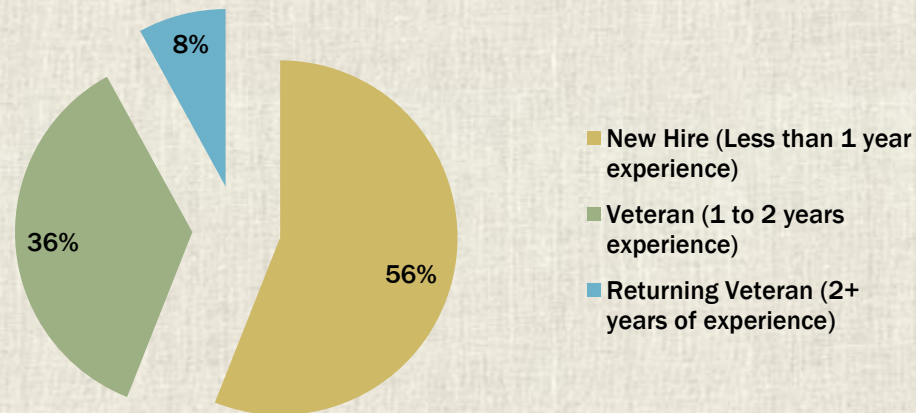
COLLECTING AND ANALYZING DATA

- Individually review your design/instrument and determine how to collect and analyze your data.

- Discuss the method in how you will collect and analyze your data.

- Review group discussion.

CARS PROJECT: ANALYZING DATA

Twenty five James Madison University Recreation site managers responded to 22 multiple choice, select all that apply, matching (i.e., non-open-ended) and open-ended questions of the Site Manager Training Assessment. Of the 25 site managers, 14 were new hires, nine were veterans and 2 were returning veterans (see Figure 1).
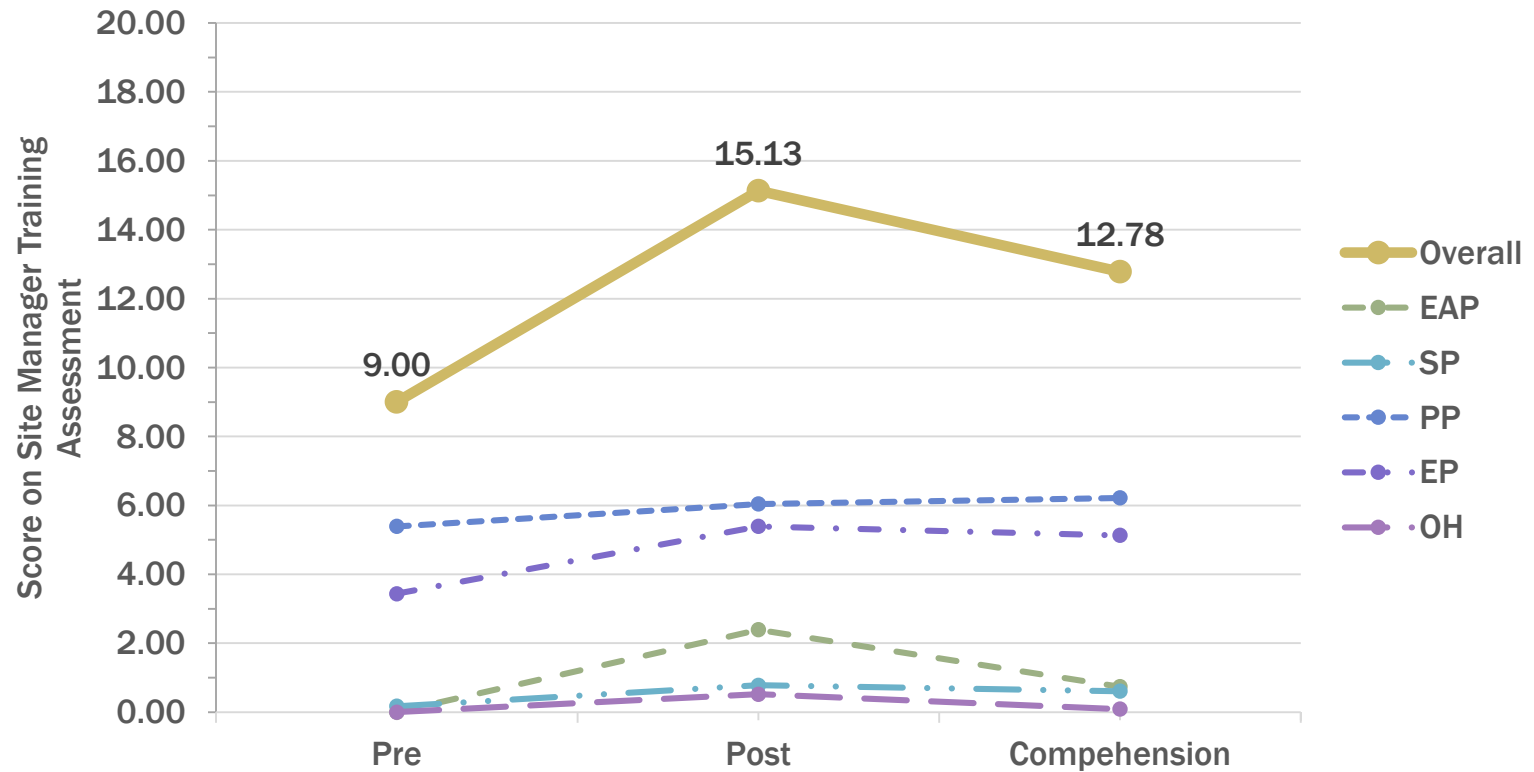
Intramural Site Manager Employment Status

- New Hire (Less than 1 year experience)
- Veteran (1 to 2 years experience)
- Returning Veteran (2+ years of experience)

CARS PROJECT: ANALYZING DATA

Table 1. Average Scores for Overall and Subscales on the Site Manager Training Assessment.

	Max Points	Pre	Post	Comprehension
Overall	20	9.00[a]	15.13[b]	12.78[c]
Emergency Action Plan	4	0.00[a]	2.39[b]	0.74[c]
Shift Procedures	1	0.17[a]	0.78[b]	0.61[b]
Policies and Procedures	7	5.39[ab]	6.04[ac]	6.22[bc]
Evaluation Procedures	7	3.44[a]	5.39[b]	5.13[b]
Office Hours	1	0.00[a]	0.52[b]	0.09[a]

Note. Average scores at timepoints with the same superscripts are not statistically significantly different from one another.
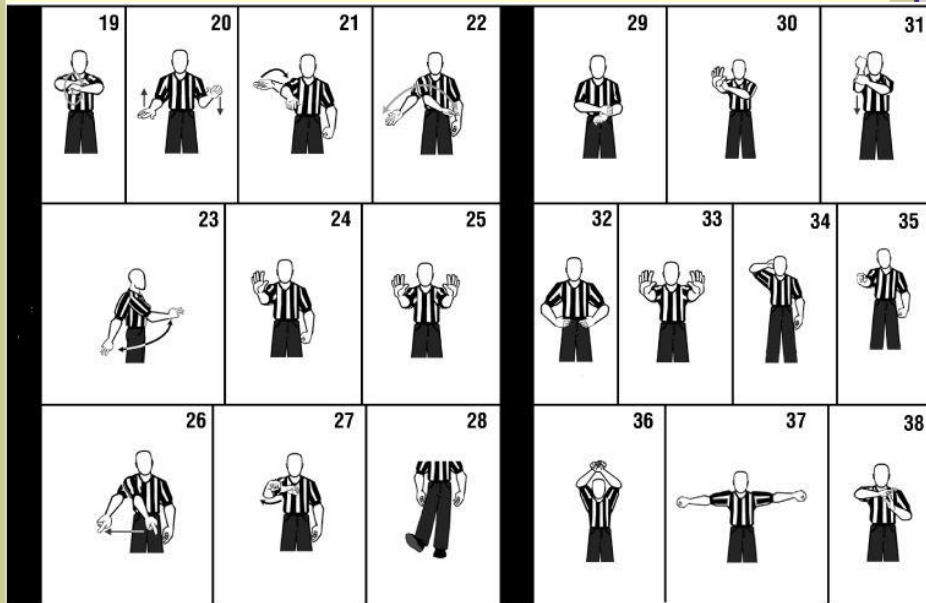
CARS PROJECT: ANALYZING DATA

ASSESSMENT: BASKETBALL OFFICIALS

- **Objectives:**
    1. Pregame/Polices/Procedures
    2. Mechanics
    3. Fouls
    4. Violations
    5. Positioning
    6. Free Throw Procedures/Foul Reporting

- **Design/Instrument: Qualtrics (multiple choice, short answer, fill in the blank, etc.)**

- **Pre-Test: Given over Holiday Break**

- **Post-Test: Given directly after the 4-day basketball official's clinic**

SPORT OFFICIAL ASSESSMENT

Please review these signals and write in what the signal is in correspondence with the number in the picture.

Please type in the foul or violation associated with the above signals next to the corresponding number.
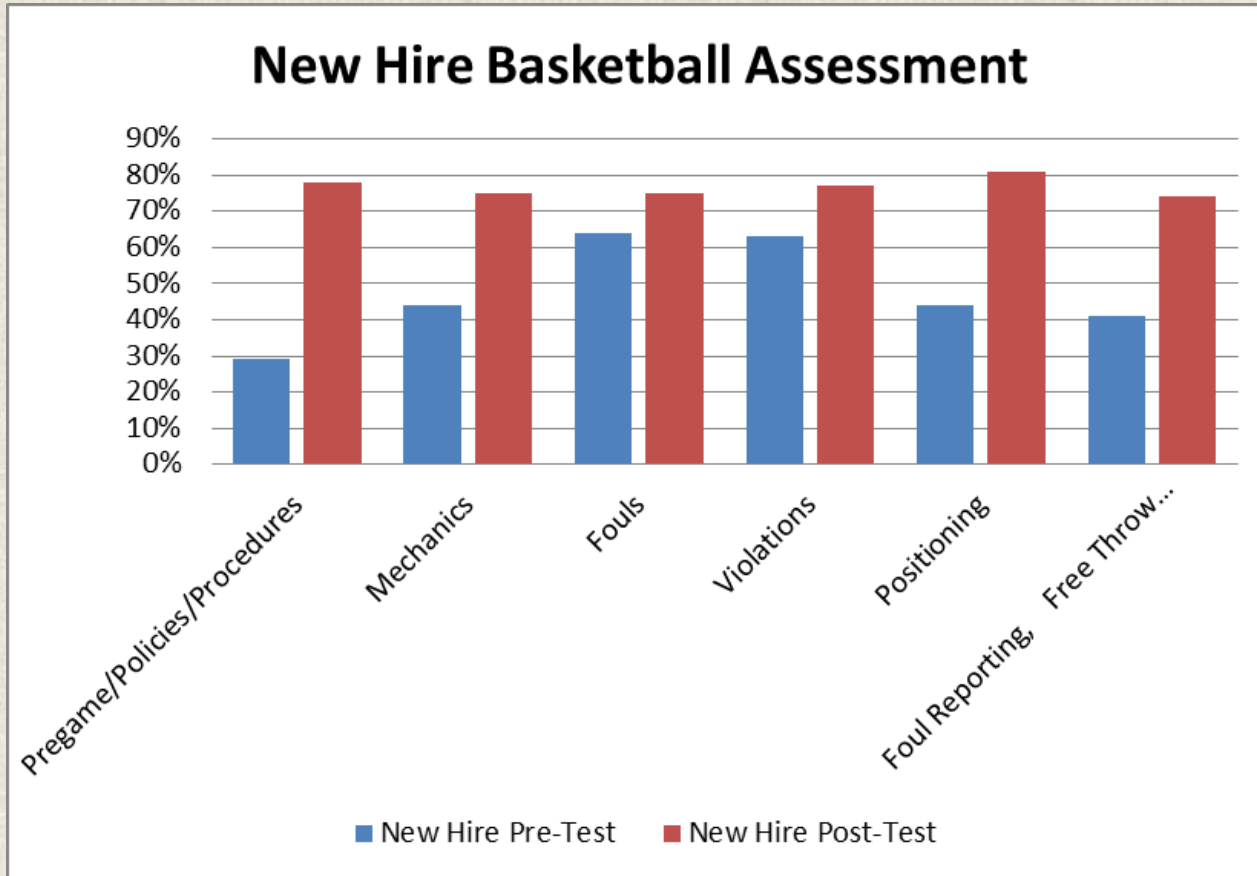
19:
20:
21:

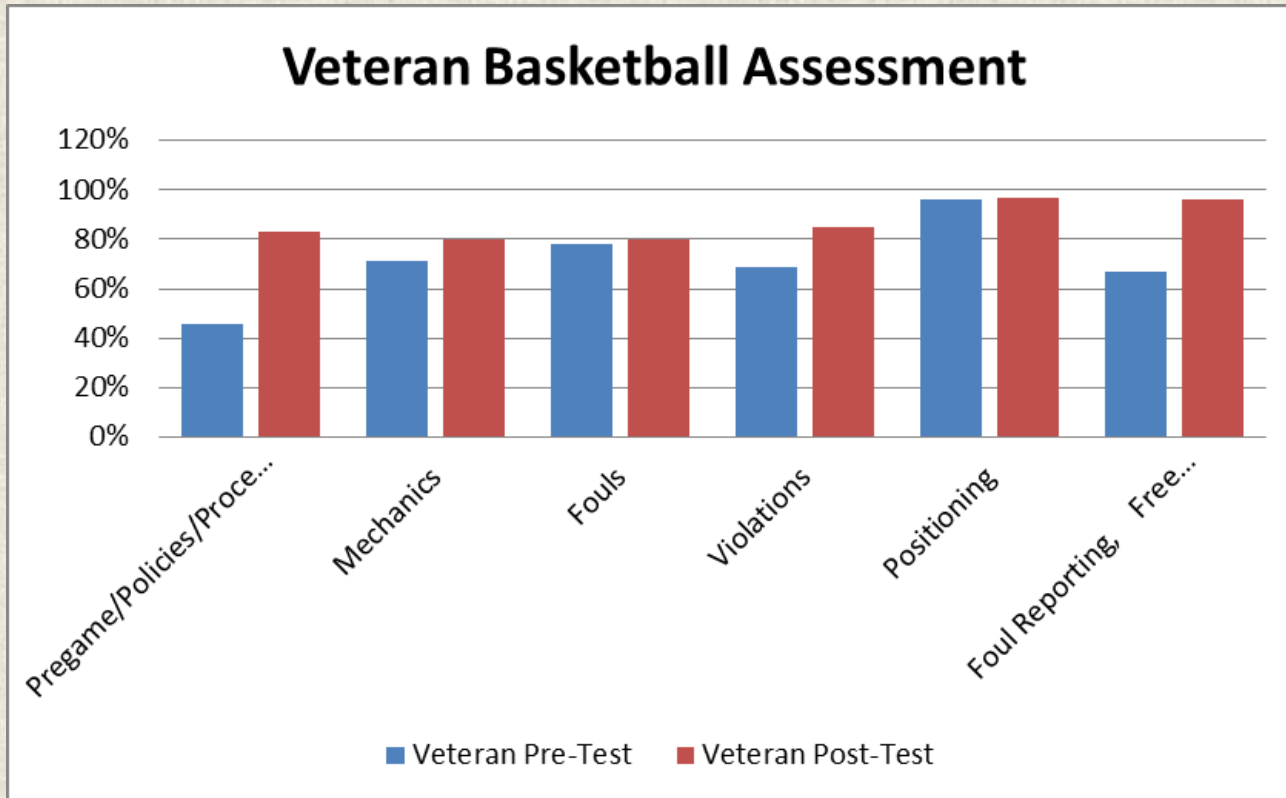Please drag and drop the fouls and violations listed below to their correct place.

Items

Traveling

Holding

Double Dribble

Excessive Swinging of the Elbows

Pushing

Over and Back

Out of Bounds

Blocking

Illegal Screen

Charging

Fouls (5)

Violations (5)

SPORT OFFICIAL ASSESSMENT

SPORT OFFICIAL ASSESSMENT

USING DATA: NOW WHAT?

- **Assessment-Based Training**
  - Identified the areas of need using the pre-test results
  - Devoted more time and sessions towards "high need" objectives

- **Open-ended questions identify certain steps that may be forgotten or overlooked.**
  - Example: Stating name and position during radio call for EMS

- **Sets base-line result for post-test, as well as future tests throughout the year to measure what is retained from training.**

QUESTIONS??