

Institutional Capacity Assessment Tool (ICAT) and Capacity Café

Siyaphumelela 2.0 Project

May 2021

Compiled by **Elizabeth Booi** Adapted from ATD

INSTITUTIONAL CAPACITY FRAMEWORK (ICAT)



- An online rubric self-assessment tool
- Assess institution strengths and areas for improvement in the seven key areas to support a student-centered culture that promotes equitable outcomes at scale.
- Broad range of university stakeholders to assess their institution's capacity across four levels, from minimal to exemplary.
- The participants engage in a large group dialogue using the Capacity Café.

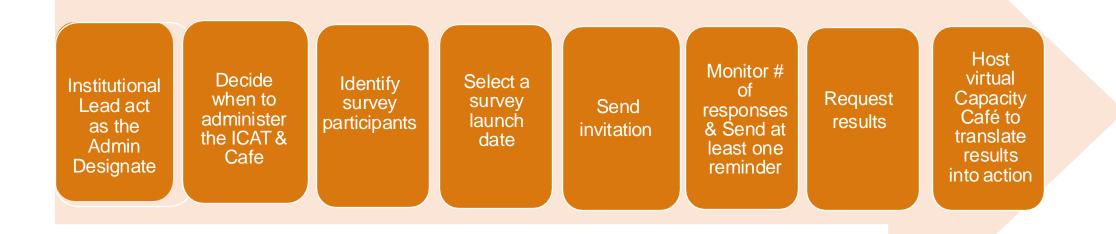
STRENGTHS OF THE FRAMEWORK

 Helps institutions understand the seven capacity areas essential to cultivating a student focused culture.

- Elevates the value of capacity building in systemic institutional transformation to help universities move beyond an intervention-only focus.
- Assists universities in gauging where they are, assessing their capacity building needs and informing action.
- Integrates and aligns efforts institutions may have already begun to implement such as strategic planning, holistic student supports, and assesses readiness for future redesign.

 Provides opportunity for tailored coaching services and supports to assist universities in optimizing capacity.

RECOMMENDED ICAT PROCESS





BENEFITS OF COMPLETING THE ASSESSMENT

- Insight into institutional strengths and areas to improve
- **Picture** of what improved capacity looks like through use of examples
- Broad engagement of stakeholders from all areas of the university
- Gaps in communication and perception
- Common language to spark dialogue and engagement in capacity conversations
- Action steps to build strength across the seven capacity areas
- Apply to reform priorities e.g., holistic student supports



HOSTING A VIRTUAL CAPACITY CAFÉ





VIRTUAL CAPACITY CAFÉ GENERAL PROCESS

Coordinate	Institutional coach and lead coordinate with Saide to setup the virtual Capacity Café who will also provide technical support
Share	Coach and Lead start Capacity Café with providing an overview of assessment results to frame the breakout room discussions.
Breakout Discussion	Assign the participants to breakout rooms to discuss results. Facilitators lead the discussions with guiding questions and notetakers capture the group's reflections and ideas for action.
Report out	Representatives from each breakout room share brief key take-aways from each round of the discussion in the main room
Conclusion & Next Steps	Conclude the event and review how the insights gleaned from the Capacity Café will be shared more broadly, prioritised and used to advance student success work.
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Thank You

