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# Institutional Capacity Assessment Tool (ICAT) and Capacity Café

Siyaphumelela 2.0 Project

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Adapted from ATD

# INSTITUTIONAL CAPACITY FRAMEWORK (ICAT)

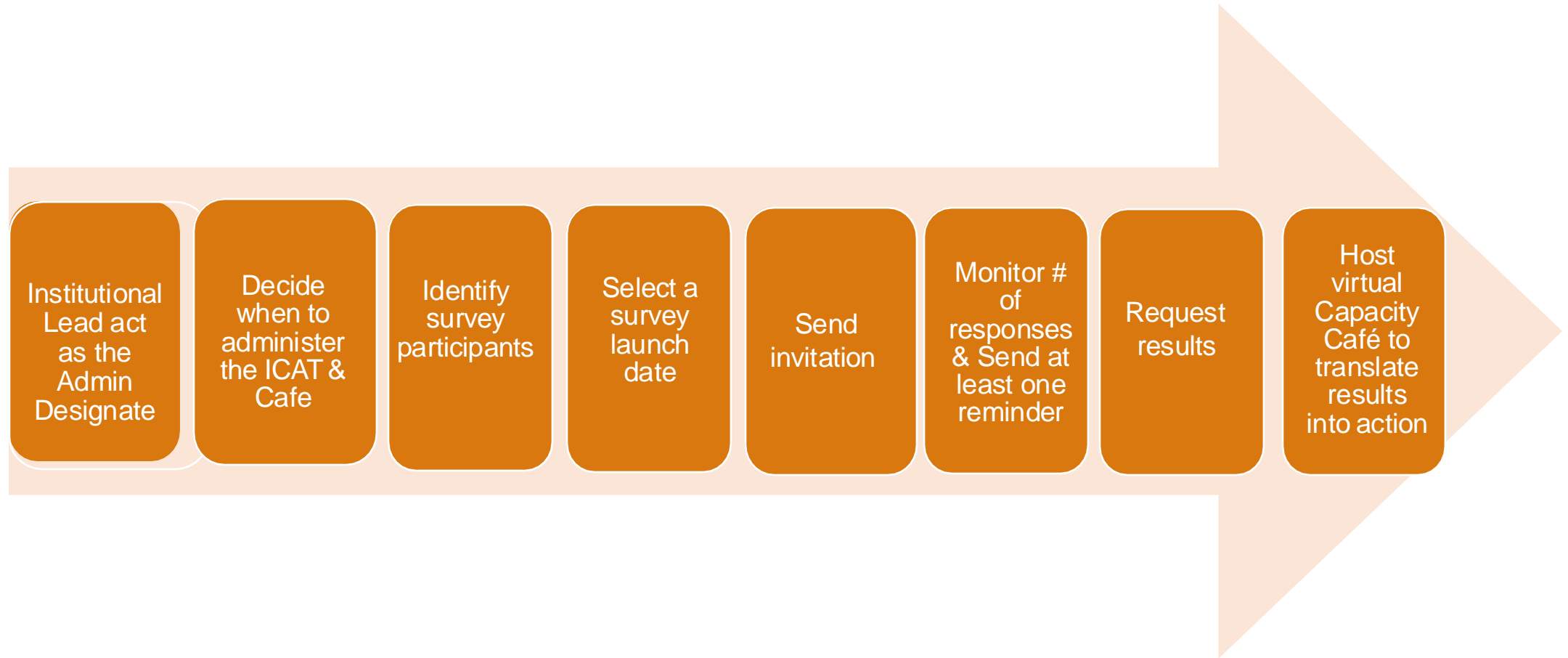


- An online **rubric self-assessment** tool
- Assess institution **strengths** and areas for improvement in the **seven key areas** to support a student-centered culture that promotes equitable outcomes at scale.
- Broad range of university stakeholders to assess their institution's capacity across four 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



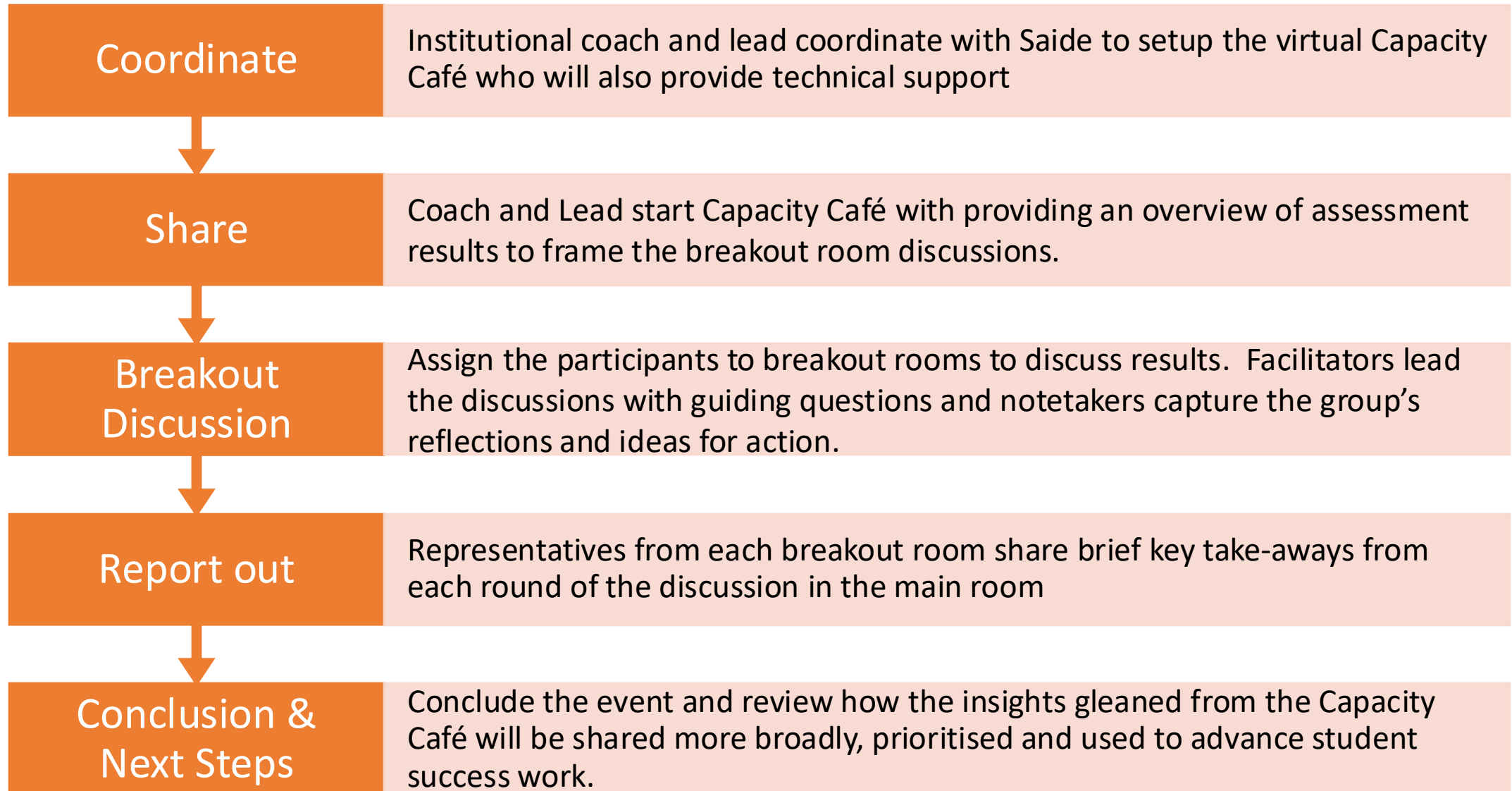
# BENEFITS OF COMPLETING THE ASSESSMENT

- **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



# Thank You