

ISRA Pre-Test

Are you satisfied with your institution's service with respect to student success? Do you do enough? Can you do more, or do better? The following is a pre-test for use by you or your leadership team before you embark on the ISRA. This pre-test is quick and simple; therefore, it is also neither a comprehensive nor complete assessment of your institution. It is only an indicator for you to make some quick judgments upon.

INSTRUCTIONS. For each of the sections below, rate the items based on how satisfied you are with current practice and progress at your institution. Although we can always “do better” in institutional practice, try and be realistic in your answers. For instance, answer “not satisfied” if you clearly understand that this is an area that isn't done well at your institution (or at least well enough). Answer “somewhat satisfied” if your institution is doing something about this but still has a way to go. And answer “very satisfied” if you believe your institution is doing significant things, even if you understand that more can be done.

ISRA Pre-Test

| | Not Satisfied | Somewhat Satisfied | Very Satisfied | TOTAL |
|---------------------------------------|---------------|--------------------|----------------|-------|
| 1. Institutional Context | | | | |
| a. Committed Leadership | 1 | 2 | 3 | |
| b. Committed Faculty/Staff | 1 | 2 | 3 | |
| c. Clear Expectations and Direction | 1 | 2 | 3 | |
| d. Support to Work Toward Goals | 1 | 2 | 3 | |
| 2. Recruitment and Admissions | | | | |
| a. Student Recruitment/Identification | 1 | 2 | 3 | |
| b. Admissions Processes | 1 | 2 | 3 | |
| c. Orientation | 1 | 2 | 3 | |
| 3. Financial Aid | | | | |
| a. Training/Counseling | 1 | 2 | 3 | |
| b. Grants/Scholarships | 1 | 2 | 3 | |
| c. Loans | 1 | 2 | 3 | |
| d. Assistantships/Work Study | 1 | 2 | 3 | |
| 4. Student Services | | | | |
| a. Campus Climate | 1 | 2 | 3 | |
| b. Accessibility/Transportation | 1 | 2 | 3 | |
| c. Housing | 1 | 2 | 3 | |
| d. Counseling | 1 | 2 | 3 | |
| 5. Academic Services | | | | |
| a. Academic Advising | 1 | 2 | 3 | |
| b. Supplementary Instruction | 1 | 2 | 3 | |
| c. Tutoring/Mentoring | 1 | 2 | 3 | |
| d. Research Opportunities | 1 | 2 | 3 | |
| e. Pre-College Programs | 1 | 2 | 3 | |
| f. Bridging Programs | 1 | 2 | 3 | |
| 6. Teaching & Learning | | | | |
| a. Curricula Review & Revision | 1 | 2 | 3 | |
| b. Instructional Strategies | 1 | 2 | 3 | |
| c. Assessment Strategies | 1 | 2 | 3 | |
| d. Faculty Development/Resources | 1 | 2 | 3 | |
| TOTAL | | | | |

SOURCE: Revised from Swail, Redd, and Perna (2003). *Retaining Minority Students in Higher Education*. ASHE-ERIC Reader Series. San Francisco, CA: Jossey Bass, Inc.

Scoring the ISRA Pre-Test

Once you have completed the ISRA Pre-Test, total up your score by adding up the individual selections (e.g., 6 "1"s + 16 "2s" + 9 "3"s = 65. The lowest possible score is 25 and the highest is 75, based on 25 items).

- **If you scored 40 or less**, you probably have significant work to do at your campus. Establish a leadership group and complete all sections of the ISRA. At that point you can take a good look at where you are and proceed to develop a plan based on the ISRA.
- **If you scored between 41 and 60**, you are in the ISRA midrange and should look at setting up a team for improvement. You should probably conduct the entire ISRA (because that's better, anyway).
- **If you scored above 60**, you are probably doing "OK," in your own perception. It is up to you (or your team) to decide how far up the scale you think your institution should "rate." It would be nice to be "very satisfied" in all 25 items, but that may not be realistic. For you to decide, in each case, is why you are "somewhat satisfied" or "not satisfied" in certain areas. As with most institutions interested in excellence, you are probably not satisfied with the status quo. Most institutions in this area are always looking at doing a bit better every year. The ISRA may support this effort.