

Beta Brotherhood Assessment Report Facilitation Guide

Logistics

Room Set Up	The room should be set to facilitate a meeting.
AV	Projector Screen
Supplies	Copies of the report to share with the chapter members. Note cards to give each person to write down questions they might have about the BBA

Session Notes

This session is meant to provide an overview of the Beta Brotherhood Assessment report and help chapter members understand how to read the report and what they should take away from it.

FN = Facilitator Note

PP = Next PowerPoint Slide

Session Objectives/Learning Outcomes

Objective(s)	Provide an overview of the Beta Brotherhood Assessment Give a description of the chapter report Provide direction for how to read the report and operationalize the information
Learning Outcomes	Students will be able to compare their chapter with Beta Theta Pi's national scores. Students will be able to describe what the measure in the report tell them about their chapter. Students will be able to select one area of improvement for their chapter based on the data.

Session Outline

5/5	Introduction
	<ul style="list-style-type: none"> - Thank the members for attending the session. - Be sure to thank them for their participation in the Beta Brotherhood Assessment. <p>During this time, we are going to go over the chapter report we received at CPLA and talk a little bit about what the report tells us about our chapter and how we can use this information to move our chapter forward.</p> <p>Before we get started, I have some note cards that I want to hand out to each of you. I want us to use these note cards to jot down any questions you have about the Beta Brotherhood Assessment or the report. I will be collecting these notecards and will follow-up with answers to some of these questions at our next chapter meeting.</p> <p><i>Take a few moments and hand out the cards.</i></p>

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10/10	Overview
PP	<p>First off, I want to take a minute and give you a brief overview of the Beta Brotherhood Assessment and how we got to this point.</p>
PP	<p>As part of Beta’s new strategic plan, we have committed to focusing on (PP) Brotherhood, Personal Growth, and Home. As a way to give our chapters a clearer picture of the culture around these ideals we have partnered with Dyad Strategies (PP) to measure the culture of our organizations.</p> <p>For a long time we have had quantifiable ways to measure the success of our chapters like G.P.A. or initiation rates. The BBA will provide us some of the “story” behind the chapter experience our members are having.</p>
PP	<p>You all completed the assessment this past October! We had an awesome response rate as an organization. 84% of our membership completed the Beta Brotherhood assessment which is incredible. So now we have a great data set to give us insight about our chapter culture.</p> <p>To accomplish this, the administrative office developed this chapter report. This report gives us a lot of great information but I want to hit on the high notes and important things to look at.</p>
PP	<ol style="list-style-type: none"> 1. The report starts by showing some overall statistics about assessment completion and where our chapter ranks in comparison with other Beta chapters.
PP	<ol style="list-style-type: none"> 2. The first chart on page one shows you the four types of brotherhood and the scores for the General Fraternity and for your chapter during 2018 and 2019. <ol style="list-style-type: none"> a. As a reminder these are the four types of Brotherhood: <ol style="list-style-type: none"> i. Brotherhood based on Solidarity ii. Brotherhood based on Shared Social Experience iii. Brotherhood based on Belonging iv. Brotherhood based on Accountability
PP	<ol style="list-style-type: none"> 3. The second page of the report shows you your chapter scores compared to the General Fraternity around six other measures. These measures were selected for the report as the deal with some of the items that can be easily talked about and influenced by chapter leadership. The measures are: <ol style="list-style-type: none"> i. Social Status Importance – How much do your members care about what others think of them and how popular they are. ii. Conformity – How pressured do your members feel to look, behave, and make decisions based on aligning with the chapter? iii. Satisfaction – How satisfied are your members with their experience? iv. Engagement – Are your members proud of the work they do with Beta? Do they feel motivated to do good work because it is for Beta? v. Responsibility – Do your members feel accountable for their actions? Do they take ownership for their behavior? vi. Life Long learning – Are your members accepting of viewpoints different from their own and do they seek out opportunities to learn and challenge their beliefs?

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PP	4. Each graphs shows three bars, the first is the organization’s score (what Beta as a whole looks like) and the second and third bars are the scores for our chapter in 2018 and 2019.
PP PP	5. Each graph also has an ideal range identified in green. 6. Below each graph is an explanation of what part of our chapter culture was being measured. a. There is a link on the first page of the report which will take you to a document with a lot more information about the measures and what they mean.
PP	7. On the third page of the report you will see two sections of information. a. The first half of the page details 6 “fast facts” about our membership that we learned this year. Many of these facts can help us understand the type of student that is joining our chapter and how our chapter can support them more effectively.
PP	b. The second half of the page details our chapters Hazing Tolerance. This is a really important chart but there is a detail that is extremely important to understand. i. This measure is not telling us who was hazed, if someone is hazing other people, or that our chapter has a hazing problem. ii. This measure shows us the attitudes our members have toward hazing and what they would hypothetically be willing to tolerate. iii. Any number above zero isn’t great, but this measure allows us to have a conversation about hazing that is more than just “hazing is bad” and instead let’s us talk about our chapter’s attitude toward hazing.
PP	8. The fourth and final page of the report details some activities and interventions that we can consider as we think about what to do with this information. a. This report isn’t meant to be predictive and it isn’t meant to cause us the change everything we are doing. However, this assessment is a wonderful reflective tool and if we don’t like the reflection we are seeing, we should talk about what we can do to try and shift our culture.
PP	<p>From a practical standpoint, that is how the report is meant to be read. Let’s take a few minutes and examine our report with a partner. Don’t forget that you have a notecard to write down any lingering questions you have about the report.</p> <p><i>Give the members 2-3 minutes to read over the report and discuss with a partner or peer</i></p> <p>Great, let’s bring it back. I have a few questions to ask you about your short conversations.</p> <p>What are some of your thoughts coming out of your discussions?</p> <p>What surprised you about our chapter based on the data in the report?</p> <p>What surprised you about Beta overall based on the data in the report?</p> <p>What is the area that you think we should focus our efforts on improving working on?</p>

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7/22	Next Steps
PP	<p>Thanks for sharing some of your insights. A big motivation for doing this cultural assessment is to have an opportunity to look in the mirror and see what our chapter is doing well and perhaps where we need to do a little work and reflection.</p> <p>Coming out of this discussion, the executive team will have a chance to spend more time with the report and the data at Keystone but I want to get a sense of what you all are thinking.</p> <p>Knowing that we should use this report and this data to move our chapter forward I want you to spend some time with those around you considering what our biggest priority as a chapter should be. Based on the data that you see in front of you – where should myself, the other executive team members, and the membership overall look to focus in the coming year.</p> <p><i>Give the members 2 minutes to discuss with the partners.</i></p> <p>Go ahead and discuss and write down your priority on the notecard. I will be collecting these so if you want to write it down for yourself please do that as well.</p>
	<p>I appreciate you all giving some thought to this. These results are going to allow us to really think about our brotherhood in a new way and give some common language to us around the idea of brotherhood. It is great to be able to say that “we have a strong brotherhood” but this report and this data are going to paint a clearer picture of what that means in our chapter and how we can make sure our brotherhood balanced.</p>

3/25	Wrap Up/Conclusion
PP	<p>If you have more questions about the Beta Brotherhood Assessment you can always access the FAQ document on Beta.org. As we continue to complete this assessment annually we will have better and better data to show us how our chapter is looking at brotherhood and what the culture of our chapter says about the type of experience we are providing.</p> <p>Thanks for taking the time to talk through this data with me. Make sure I get your notecards before you take off!</p>
FN	<p><i>If you get questions that you are unable to answer please reach out to your Chapter Advisor, Leadership Consultant, or call the Administrative Office at 800.800.BETA to get some help!</i></p>