

Intermediary Capability Assessment (ICA)

Building Capability in Higher Education through Assessment

What is the ICA?

The ICA is both a framework and process for team-based reflection to collect and interpret data to identify organizational strengths and prioritize areas for growth.

The ICA framework and step-by-step process guides intermediary organizations through a self-examination of their organization's capabilities that are needed to be an effective support system for networks of providers and institutions. The ICA offers intermediary organizations a roadmap for reflective dialogue that results in identifying priorities for short- and long-term organizational future.



What's in the ICA?

The ICA Framework comprises three roles - Oversee Network Design and Operations, Manage Knowledge, and Motivate and Drive Change - that each contain multiple indicators which can support institutional change.

Each of these roles play key parts in the three primary phases of the ICA process:

Who can use the ICA?

Intermediary organizations which can be any organization working to support multiple institutions or likeminded partners engaged in efforts to harness collective strengths, particularly in higher education and working towards student success.



- **Data Collection:** By having your team fill out the ICA Self-Assessment Survey you'll capture individuals' perceptions of the organization's current capabilities to inform sensemaking.
- **Sensemaking:** Provides teams with an opportunity to review anonymized, aggregated team perceptions to unearth insights into organizational functioning and come to a consensus of strengths and areas of growth.
- **Action Planning:** The collaborative development of an action plan by the team to support organizational network growth.



Interested in learning more?

Further information about the ICA and related resources are available through [air.org](https://www.air.org). These materials include:

- Intermediary Capability Overview Video
- The Intermediary Capability Assessment Implementation Guide (an overview of the ICA Framework and Process, with suggestions and templates to plan and prepare for all activities)



<https://www.air.org/intermediary-capability-assessment>



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