Assessment Review/Update Form for Student Affairs
(Complete after assessment)

Department: Dean of Students Office
Assessment Title: Student Leadership Skills Proficiency Assessment for ASG 2010-2011
SAAT Liaison: Kathryn Weiser

Overview & Response Rate: Provide the methods used to administer the assessment and the timeline. Identify demographics of respondents; include the number mailed or interviewed and the number completed.

Advisors in the Dean of Students Office observed day to day interactions with student leaders and used a student leadership rubric to determine the student leaders’ level of leadership skills proficiency. The rubric includes potential observed skills at various levels of leadership. Advisors determined the level of proficiency based on observing student leaders demonstration of all skills in the appropriate proficiency level. Advisors observed four (4) student leaders from the Associated Student Government during fall 2010 and spring 2011.

Distribution: List groups that will receive reports (oral or written) from this assessment. Include timeline for when presented.

The results will be reported to the Dean of Students staff.

Summary of Findings: Include executive summary, table and figures, if applicable. What did you learn?
In fall 2010 the ASG leaders demonstrated their leadership skills proficiency was between the COORDINATOR and VOLUNTEER/CONTRIBUTOR levels. Fifty percent of the student leaders were at the COORDINATOR level and the other fifty percent were at the VOLUNTEER/CONTRIBUTOR level. At these levels of leadership skills proficiency, all student leaders demonstrated at least the following skills:

- contribute
- brainstorm
- follow-thru

In spring 2011 the four ASG leaders demonstrated their leadership skills proficiency was between VISIONARY and COORDINATOR levels, which range from the highest to the middle level of leadership proficiency. Twenty-five percent of the student leaders were at the VISIONARY level while another twenty-five percent were at the ORGANIZATIONAL VETERAN level totaling fifty percent of the student leaders could demonstrate leadership skills proficiency at the top two levels. Fifty percent of the student leaders were at the COORDINATOR level. All student leaders demonstrated at least the following skills:

- delegate
- network intentionally
- manage priorities

Fifty percent of the student leaders in the top two levels of leadership skills proficiency in spring 2011 demonstrated more complex leadership skills such as the following:

- coach and be resource to others
- distinguish doing things right from doing the right thing
- good public speaking, writing, and presenting skills,

### Leadership Skill Level

<table>
<thead>
<tr>
<th>Leadership Skill Level</th>
<th>Fall 2010</th>
<th>Spring 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEMBER</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>VOLUNTEER/CONTRIBUTOR</td>
<td>2 (50%)</td>
<td>0</td>
</tr>
<tr>
<td>COORDINATOR</td>
<td>2 (50%)</td>
<td>2 (50%)</td>
</tr>
<tr>
<td>ORGANIZATIONAL VETERAN</td>
<td>0</td>
<td>1 (25%)</td>
</tr>
<tr>
<td>VISIONARY</td>
<td>0</td>
<td>1 (25%)</td>
</tr>
</tbody>
</table>

All student leaders increased their leadership skills proficiency and moved up to a higher level during 2010-2011. Twenty-five percent of the student leaders moved from leadership skills proficiency level COORDINATOR in fall 2010 to VISIONARY in spring 2011 while another twenty-five percent moved from the COORDINATOR level in fall 2010 to the ORGANIZATIONAL VETERAN level in spring 2011. Fifty percent of the student leaders moved from VOLUNTEER/CONTRIBUTOR level in fall 2010 to the COORDINATOR level in spring 2011.

**Link to Strategic Plan:** List the strategic plan supported by this assessment. Specifically identify the results which relate to strategic initiative(s).

Not applicable at this time because many recent changes to the Dean of Students Office require incorporating leadership into the department strategic plan.

**Link to Learning Outcomes:** List the learning outcome supported by this assessment. Specifically identify the results which provide evidence of learning.

Student leaders, such as executive officers and committee chairs, in organizations advised by Dean of Students Office staff will be satisfied with advising services received and will be able to demonstrate effective leadership skills.
**Recommendations/Action Plan:** Describe specific actions or programmatic changes you will make resulting from this assessment. Include semester(s) of implementation and proposed follow up assessment.

- Introduce the matrix at Officer Orientation to assist with their development
- have Executive Officers self evaluate at the beginning of the semester, mid-year, and at the end of the year.
- Meet with Executive Officers mid-year and end of year to set goals

Return completed form to VPSA Office, 980 J.C. Kellam, before the end of the semester in which the assessment was conducted.