

Principles of Leaders & Assessment Practices



Recreation & Student Wellbeing
March, 2021 ILO Subcommittee

Principles of Leaders Development

- Develop overarching structure for recreation, wellness & HOPE students
- Create learning outcomes for student assistants
- Assess alignment towards GI 2025 graduation initiatives
- Streamline data collection among student groups
- Parallel transferable skills to post-graduation experiences

Principles of Leaders Resources

- Review GI 2025 Initiatives
- CSUEB Institutional Learning Outcomes
- CSUEB Shared Strategic Commitments
- National Association of Colleges and Employers



RAW Principles of Leaders

Communication: Communicate ideas, perspectives, and values clearly and persuasively while listening openly to others.*

Teamwork: Work collaboratively and respectfully as members and leaders of diverse teams and communities.*

Problem Solving: Think creatively and apply analytical and quantitative reasoning to address complex challenges and everyday problems.*

Member Experience: Deliver consistent and responsive practices across every touchpoint of the member's journey supporting a positive impression of the RAW brand.

RAW Values

Sustainability: Demonstrated responsibility to be a wise steward of valuable human, ecological, and financial resources.*

Diversity: Apply knowledge of diversity and multicultural competencies to promote equity and social justice in our communities.*



Assessing Learning: Self-Plan

- Conducted each semester - week 1
- Insight to student expectations for the semester
- Gather example of written work

What is your career goal? What transferable skills do you see?

Which employability attribute do you want to develop & how?

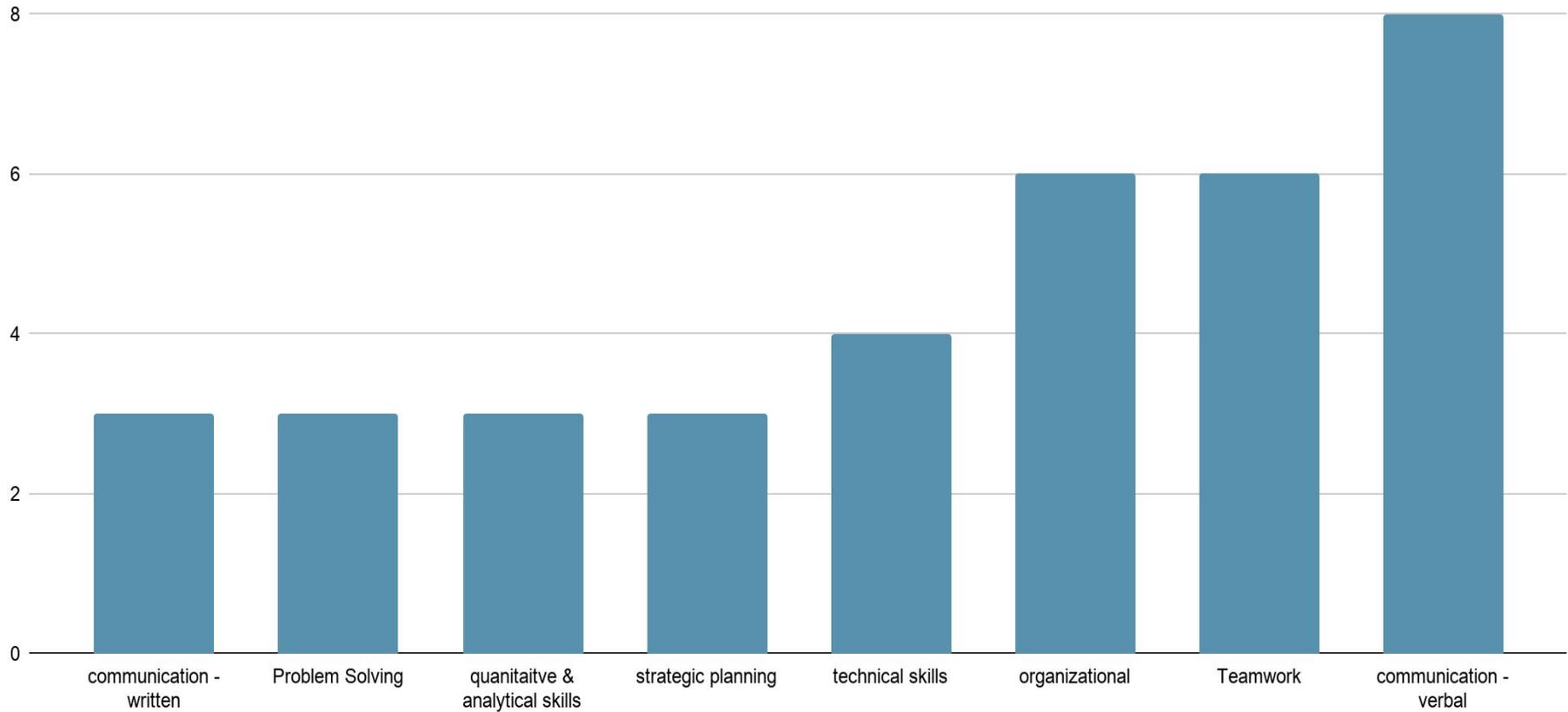
Which POL is the strongest & which do you need more growth?

Which aspect of communication do you want to refine?

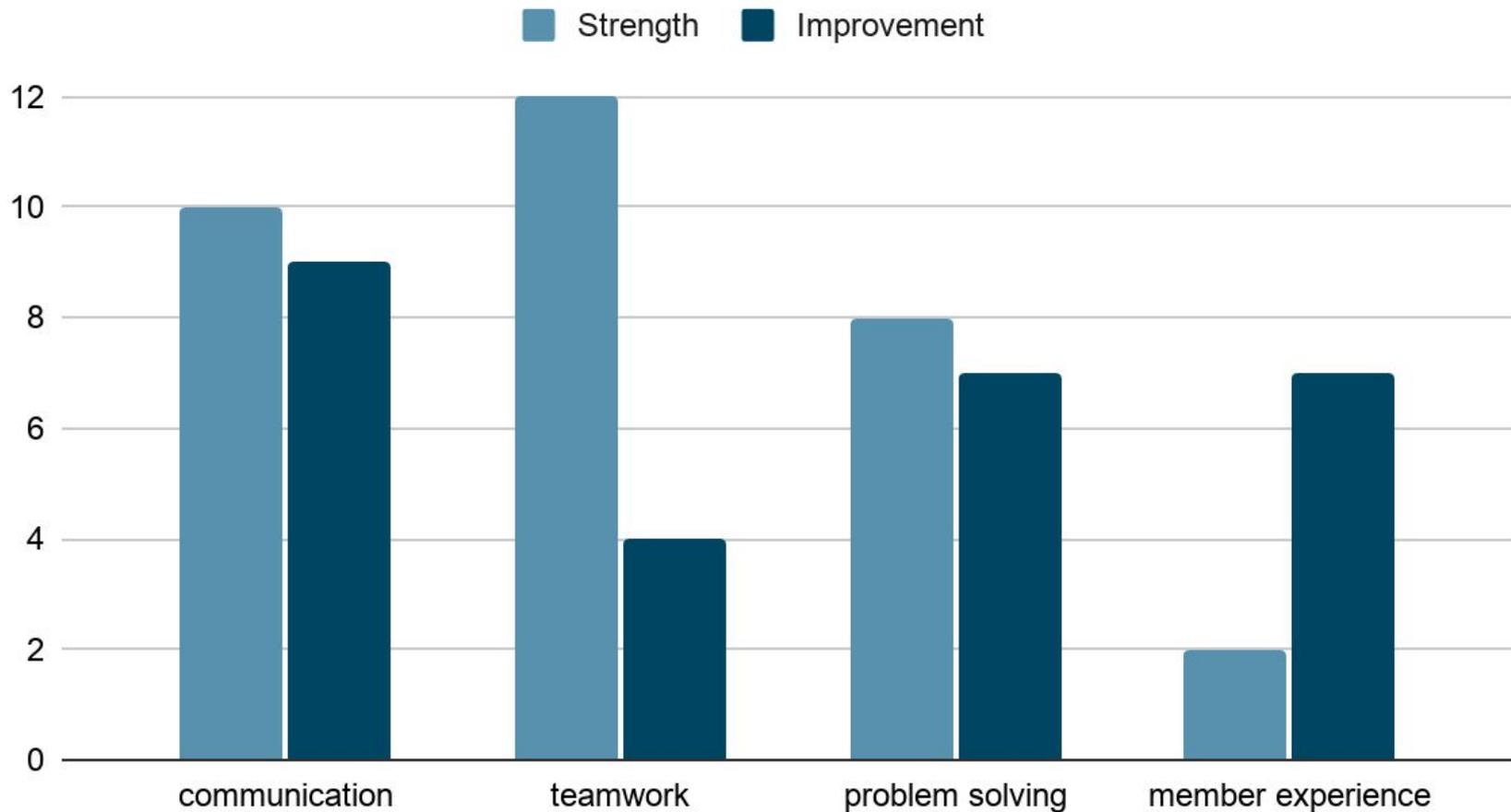
How can we better train our students to understand different aspects of diversity?



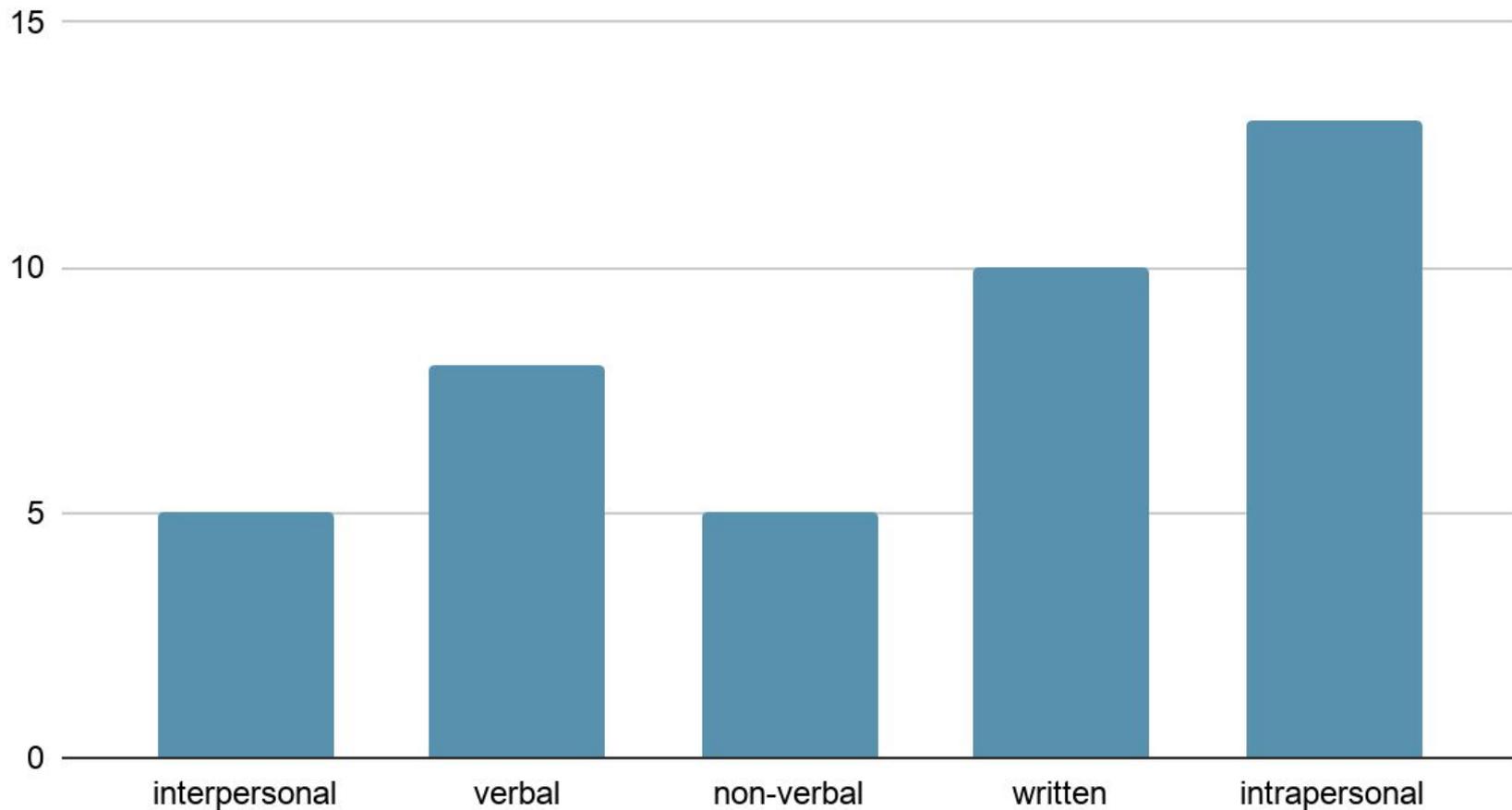
Employability Skills (NACE)



Principles of Leaders



Communication Types



Assessing Learning: Midterm Check-in

- Conducted each semester - week 7-8
- Used to gather feedback from employees
- Provides opportunity for intervention if needed
- Google form to gather information
- Used at 1:1 check-in meetings to guide conversations

Midterm Check-in

- How successful are in reaching your established goals from your self-plan?
- How connected do you feel with your team (FT staff, peers)
- Short-term successes
- Short-term challenges
- Feedback on the virtual environment



Assessing Learning: End of Semester Survey

- Conducted each semester - week 15-16
- Measures changes in Principles of Leaders/Values
- Measures confidence in skill development
- Gauges connectedness to other staff & campus community
- Feedback on the student employee experience

End of Semester Survey: 2019-2020

Question (likert scale 1-5)	Before Average	Current Average
How confident were you in serving as a student leader BEFORE/CURRENTLY this semester?	3.4	4.3
How confident were you in your ability to interact with the public BEFORE/CURRENTLY this semester?	3.8	4.5
How confident were you in your public speaking abilities BEFORE/CURRENTLY this semester?	3.5	4.2
How confident were you in your interpersonal communication BEFORE/CURRENTLY this semester?	3.6	4.3
How connected were you to other RAW Staff at the beginning of your FIRST semester/CURRENTLY working at the RAW?	2.5	4.1
How connected did you feel to the Cal State East Bay community BEFORE/CURRENTLY this semester?	3.0	4.2
What was your level of appreciation for diversity/social justice BEFORE/CURRENTLY this semester?	4.0	4.6
What was your level of understanding for sustainability BEFORE/CURRENTLY this semester?	3.4	4.3
What was your level of emergency preparedness response BEFORE this semester?	3.2	4.2

End of Semester Survey: 2019-2020

Question (likert scale 1-5)	Response Average
As a result of my experience working at the RAW this semester, I was able to improve my communication skills.	4.5
As a result of my experience working at the RAW this semester, I was able to improve my skills in providing high quality member experience	4.5
As a result of my experience working at the RAW this semester, I was able to improve my teamwork skills.	4.5
As a result of my experience working at the RAW this semester, I was able to improve my problem-solving skills.	4.4
My work at the RAW gave me a realistic preview of my career field of interest.	3.8
I feel that I am better prepared to enter the world of work after this experience	4.2

Assessing Learning: Other methods

- End of Shift Reports
- End of Year Artifact Presentations
- Observations & skills checks
- Employee of the Month
- Peer to Peer Feedback



Employee of the Month

March 2020



Alfonz Suguitan
Wellness Topic Lead

Alfonz is being recognized as the BAW's Employee of the Month for March. He has demonstrated outstanding commitment to the RAW Principles of Leadership.

This is how Alfonz's peers have described him:

Alfonz is a great employee, and always goes above and beyond to communicate with coworkers and members. He shows leadership and great public speaking skills whenever he presents meeting agenda topics during meetings regarding sustainability and sexual health. He's been doing a great job in relaying information, while also answering any questions that others have.

Alfonz works so well with others, and always asks others if they need help with anything. He takes the initiative to do tasks that need to be done, and puts in valuable effort in projects. He especially did a great job in leading his team in preparing for Love Your Body Day last month, helping to create educational and fun activities! As a Wellness Topic Lead, Alfonz is a great role model and a supportive coworker.

Alfonz always helps out during office hours and is very supportive in every aspect and every project. He has a very positive attitude and we appreciate him!

R.W.
Rising Wellness