

## Learning Outcomes

### Theme: Leadership Development

#### *Learning Objective*

Leadership development will be achieved through sustainable, collaborative partnerships and service activities.

#### *Action Steps*

- Utilize student employment, career development, and service opportunities to develop leadership skills.
- Identify and utilize effective strategies to encourage leadership development
  - Verbal/written communication, advertisement, social media, OrgSync

#### *Key Indicators*

- The number of student employees
- The number of on campus offices offering student employment
- The number of students participating in community service opportunities
- Focus groups to determine student needs (RA, SSS, Student Activities.)
- Benchmarking- comparison of SSU data to national statistics gathered through standardized instruments
- Number of collaborative internal and external partnerships
- Feedback from collaborative partners via satisfaction surveys
- Number of student initiatives
- Number of students who are actively engaged in a program throughout the academic year

### Theme: Student Achievement

#### *Learning Objective*

Academic and personal achievement through knowledge acquisition and application

- Support and advocacy
- Identity development and personal well-being
- Access and retention
- Career development

#### *Action Steps*

- Conduct mid-term meetings
- Targeted individual intervention
- Promote collaborative educational programming
- Celebrate Academic Achievement
- Strategies for building intentional relationships and social support

#### *Key Indicators*

- Retention tracking
- Graduation rates

- University-wide surveys/ post-graduation surveys/NSSE
- Program evaluations
- Track academic progress and financial resources

## **Theme: Growth and Development**

### ***Learning Objective***

Develop competences for effective communication, problem solving, and conflict resolution.

- Leadership development skills
- Identity development
- Critical thinking
- Effective communication
- Social responsibility
- Personal accountability
- Diversity competency
- Ethical Decision-making

### ***Action Steps***

- Skills and competency development workshops
- Classroom presentations
- Educational and social outreach programs that are intentionally inclusive of all student populations
- Individual student counseling
- Leadership development model
  - Identifying a model that is in sync with the SSU mission and getting students to apply this ethos
- Self-assessments
- Experiential learning locally and globally
- Connect community service to the SSU Mission and coursework
- Intentional collaborations with other university divisions
- Internship programs
- Individual and group mentoring
- Professional development for student affairs staff

### ***Key Indicators***

- Pre- and post-program evaluations
  - Host evaluations and participant evaluations
- Weekly student meetings
- Direct observation (quantitative)
- Student self-report
- Written reflections
- Feedback from staff/faculty/alumni
- Sustained professional development

- Each staff member to attend at least 2 professional development sessions per semester
- Number of service learning opportunities connected to coursework
- Number of educational and social programs
- Number of students participating in SA events
- End of Year Reports
- White papers
- Number of student affairs staff presenting at regional and national conferences
- Number and diversity of collaborative partnerships
- Recidivism numbers (conduct)