

Competency Guide

For

College Student Leaders

EVALUATION

**College Student Leaders Competency Evaluation**

This evaluation is intended to be filled out by both the student leader and advisor. The student leader should fill out their portion under each competency and then the advisor should complete their portion. After both individuals have completed their sections independently, the two should meet to discuss all of the feedback. Utilize only areas of this evaluation that apply.

**CORE COMPETENCIES for Student Leaders**

1. **Desired Student Learning and Development Outcome—Leadership Development**

Intro—Student leaders involved in campus activities must understand that their role is to be a positive change agent, to influence others and create a vision. Leadership is a process rather than a position. Leadership is relationship oriented and situational in nature.

**Student Leader: Please rate yourself based on each of the statements below.**

Understands the skill set of the membership and utilizes it effectively for engaging them in accomplishing the group’s goals

 Strongly Agree  Agree  Disagree  Strongly Disagree

Hold self and members accountable

 Strongly Agree  Agree  Disagree  Strongly Disagree

Develops an organization inclusive of teambuilding, collaboration and strategic planning

 Strongly Agree  Agree  Disagree  Strongly Disagree

Encourages institutional pride and community building among student body

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

1. **Desired Student Learning and Development Outcome—Assessment and Evaluation**

Intro—Student leaders involved in campus activities should make knowledge-based decisions in regard to

resources allocated for the campus programs planned and implemented by their organization. Leaders should

possess the ability to effectively evaluate programs as well as assess their campus and community culture.

Program evaluations will assure the continued improvement of campus activities and comprehensive assessment

will allow campus activities offerings to meet the community development needs of the entire campus.

**Student Leader: Please rate yourself based on each of the statements below.**

Ability to “map” or connect the mission or primary goals or functions of the organization to the activities and programs that the organization facilitates.

 Strongly Agree  Agree  Disagree  Strongly Disagree

Ability to design the right programs, as well as gather the right evidence to foster the intended learning outcomes.

 Strongly Agree  Agree  Disagree  Strongly Disagree

Ability to measure organizational effectiveness through internal assessments (e.g. pre- and post-membership surveys, leadership & advisor feedback)

 Strongly Agree  Agree  Disagree  Strongly Disagree

Ability to measure service and impact on student body (or appropriate constituency)

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

1. **Desired Student Learning and Development Outcome—Event Management**

Intro—Student leaders engaged in campus activities have a unique opportunity to learn and practice effective

event management. Student leaders should strive toward understanding the appropriate steps and issues

involved in event planning and management.

**Student Leader: Please rate yourself based on each of the statements below.**

Utilizes personnel and financial resources appropriately

 Strongly Agree  Agree  Disagree  Strongly Disagree

Implements appropriate risk management strategies

 Strongly Agree  Agree  Disagree  Strongly Disagree

Negotiates contract adhering to college/university policies and practices

 Strongly Agree  Agree  Disagree  Strongly Disagree

Manages program development, implementation and evaluation in an organized manner

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

1. **Desired Student Learning and Development Outcome—Collaboration**

Intro—Collaboration involves seeking the involvement of others and working well with people. Collaboration is often used in campus activities to increase student involvement, enhance the available resources and provide the team with a larger skill set. Student leaders involved in collaboration often expand their skill set andexhibit growth as a result of their participation.

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**Student Leader: Please rate yourself based on each of the statements below.**

Works cooperatively with others, seeking their involvement and feedback

 Strongly Agree  Agree  Disagree  Strongly Disagree

Utilizes delegation as a means to involve group members

 Strongly Agree  Agree  Disagree  Strongly Disagree

Creates formal and informal networks with other student leaders to build awareness of the issues facing their organizations

 Strongly Agree  Agree  Disagree  Strongly Disagree

Promotes and conducts joint programs between organizations

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

1. **Desired Student Learning and Development Outcome—Multicultural Competency**

Intro—Multicultural competency is developed through celebration of diverse cultures, advocacy for the needs and identities of all members within the community, recognition of the diverse communities within the campus community and beyond, education and awareness of the concerns of those diverse communities, and support of the ongoing inclusion, understanding and dignity of all members within and beyond the campus community. Being able to understand one’s own identity, as well as recognizing the similarities and differences of others,will equip students to serve and lead as citizens in a global society.

**Student Leader: Please rate yourself based on each of the statements below.**

Recognizes the contributions diversity brings to their own campus and society

 Strongly Agree  Agree  Disagree  Strongly Disagree

Seeks involvement with people different from oneself

 Strongly Agree  Agree  Disagree  Strongly Disagree

Advocates equality and inclusiveness

 Strongly Agree  Agree  Disagree  Strongly Disagree

Positively impacts others’ perspective on diversity

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

1. **Desired Student Learning and Development Outcome—Realistic self-appraisal**

Intro—The use of reflection and assessment measures to better understand one's self promote student learning. Realistic self-appraisal enhances what student leaders know about themselves, where work is needed, and areas of accomplishment. Student leaders can utilize this knowledge to effectively share their skills and competencies while

seeking opportunities to enhance weaknesses.

**Student Leader: Please rate yourself based on each of the statements below.**

Acknowledges and articulates personal skills, abilities and challenges

 Strongly Agree  Agree  Disagree  Strongly Disagree

Learns from past experiences

 Strongly Agree  Agree  Disagree  Strongly Disagree

Open to feedback from others

 Strongly Agree  Agree  Disagree  Strongly Disagree

Seeks to improve areas of challenges and makes them opportunities

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

1. **Desired Student Learning and Development Outcome—Personal and Educational Goals**

Intro— The development of personal and education goals will enhance a student’s ability to choose opportunities in and outside the classroom appropriate for their development. Once goals are stated student can monitor the impact of their involvement and ascertain if the involvement is meaningful.

**Student Leader: Please rate yourself based on each of the statements below.**

Sets, articulates, and pursues individual and educational goals and objectives

 Strongly Agree  Agree  Disagree  Strongly Disagree

Uses personal and educational goals to guide decisions

 Strongly Agree  Agree  Disagree  Strongly Disagree

Acknowledges the effect of one’s personal and educational goals on others

 Strongly Agree  Agree  Disagree  Strongly Disagree

Overcomes obstacles that hamper goal achievement

 Strongly Agree  Agree  Disagree  Strongly Disagree

Provide examples, reflections and additional comments related to this competency. (Use additional paper if needed.)

**Advisor: Please indicate your level of agreement with the above ratings.**

 Strongly Agree  Agree  Disagree  Strongly Disagree

What is the reason for your level of agreement?

Additional Comments/Recommended Actions:

**STRENGTHS AND GROWTH OPPORTUNITIES for Student Leaders**

The Student Leader and Advisor should review the sections above and then complete this page **together.**

Utilize only areas of this evaluation that apply.

Indicate three to five competencies which are strengths with an ‘S’. Indicate three to five competencies which are areas for growth development with a ‘G’. Write any concluding thoughts on the lines below.

|  |  |
| --- | --- |
| **Core Competencies** | **S or G** |
| Leadership Development |  |
| Assessment and Evaluation |  |
| Event Management |  |
| Collaboration |  |
| Multicultural Competency |  |
| **Additional Competencies** | **S or G** |
| Realistic self-appraisal |  |
| Personal and Educational Goals |  |

**Student Leader Comments**

**Advisor Comments**