

# ASSESSING RESIDENTIAL COLLEGE NEW OFFICER TRAINING: ISSUES WITH DEFINING AND DETERMINING LEARNING IN A PRE-EXISTING PROGRAM

## LEARNING OUTCOMES

As a result of participating in the 2015 Residential College New Officer training, students will be able to:

- Define the mission of the residential college program (1)
- List the tasks and responsibilities associated with their position (1, 2, 3)
- Describe university policies and procedures relevant to their position (1, 2)
- Identify resources that will assist in completing the tasks and responsibilities associated with their position (1)
- Articulate how their specific officer positions advance the mission of the residential college program (1, 2)

## DEPARTMENT (AND DIVISION) OUTCOMES

1

Demonstrate self-awareness and empathy in their relationships with other students that will contribute to a positive sense of community within their residential neighborhoods. *(Personal Development, Social Responsibility, Cognitive and Practical Skills)*

2

Demonstrate personal responsibility in their decision-making and be accountable for the impact of those decisions on themselves and others. *(Interpersonal Competence)*

3

Examine personal needs, interests, abilities, growth areas, and identities and use this knowledge to inform their personal and professional goals. *(Personal Development)*

## TEACHING STRATEGY

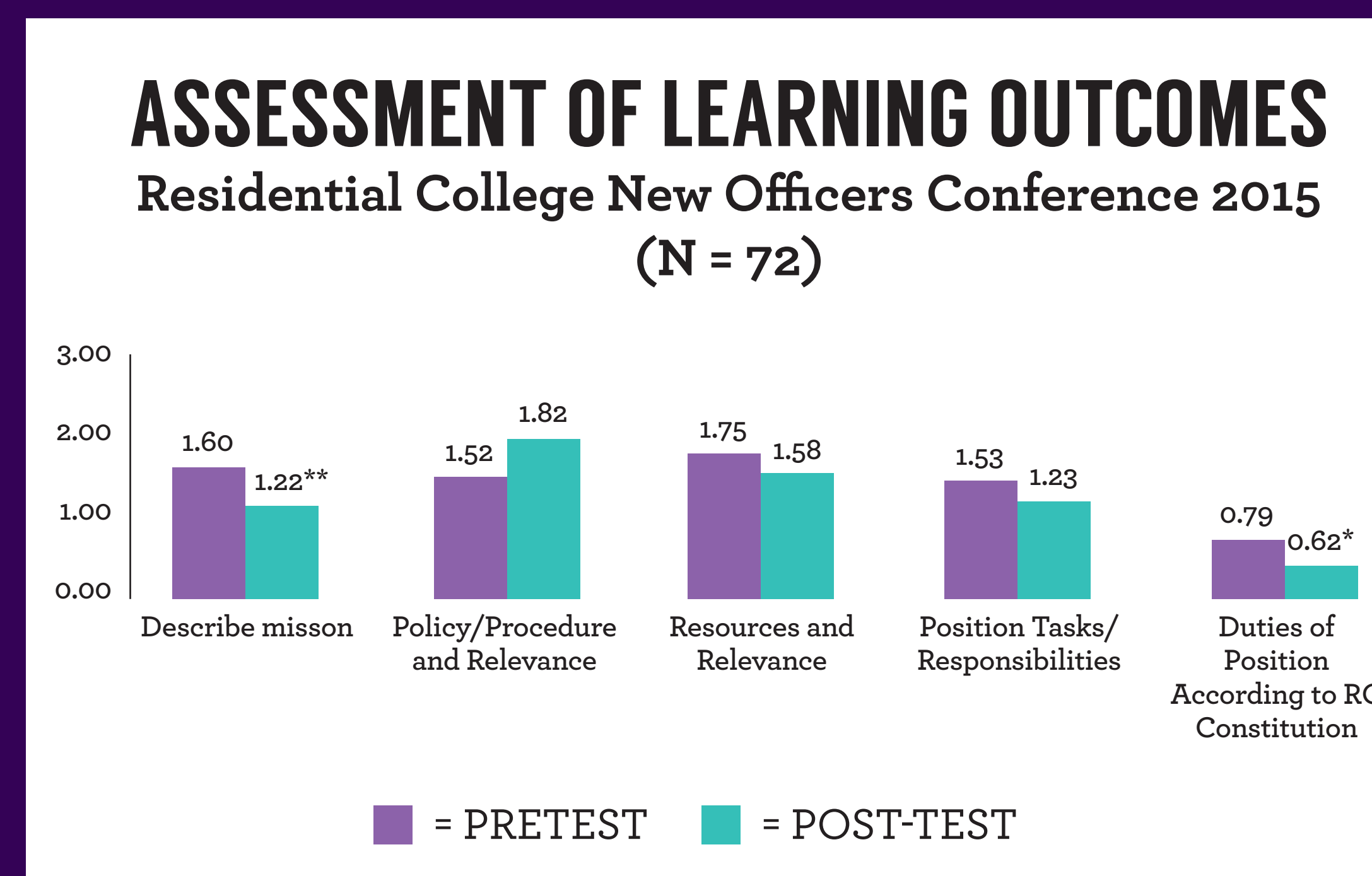
On April 7, 2015, ORAI hosted the New Officer Training Conference:

Distributed before Conference:

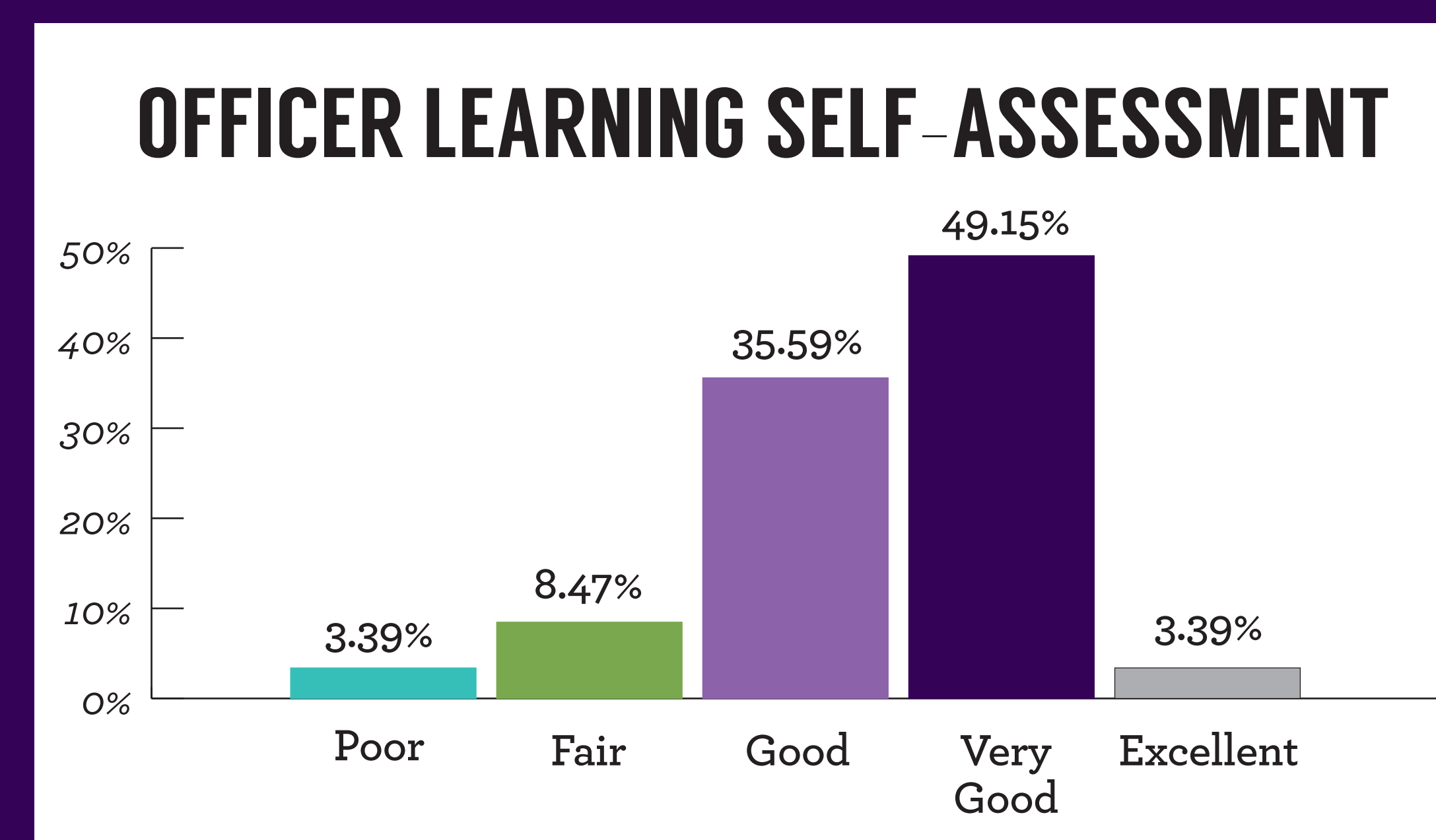
- Officer Transition Letters

Three-hour Dinner and Conference:

- Opening Speech on Mission
- Information Sessions
- Position-Networking Sessions



NOTE: Questions 1 to 4 were measured on 0-3 scale, with 0: Unacceptable/Incomplete, 1: Acceptable, 2: Very Good, and 3: Excellent. Question 5 was only measured on 0-1 scale, with same definitions



On Post-Assessment students were asked: How well do you think the conference prepared you for your new role as a residential college officer? (59 total respondents)

## ASSESSMENT STRATEGY

- ✓ Pre-test sent to all new officers [March 2015]
- ✓ Post-test sent to all new officers [immediately following Conference]
- ✓ Graduate assistants scored pre and post-test using checklist-style rubrics
- ✓ New officers also self-assessed learning

## MAJOR FINDINGS

Going into the conference, new residential college officers reported knowing the most about campus resources that would be helpful to them in their new roles.

Responses for the 72 students who attended the conference and completed all of the pre- and post-tests were then compared. While the majority of officers self-reported that the conference did a “good” to “excellent” job preparing them for their new positions, assessment scores only increased on one of five questions.

## MOVING FORWARD

Mindful of the mixed results, plans are in place to review the applicability of the conference learning outcomes as well as teaching strategies for achieving those outcomes.