Developing Strategies for Improving Competency in Three Core Learning Outcomes

Introduction

Two years ago, the staff of the Office of Student Life and Development (SLD) began the process of identifying the learning outcomes that guide and inform our in- and out-of-classroom instruction of students.

The SLD staff provides advising to UH Mānoa’s six Chartered Student Organizations and their programs and teaches introductory and upper division college credit leadership courses, offered through the College of Engineering, Interdisciplinary Studies, and the College of Education.

Process

Each of the three learning outcomes are described at three different levels of skill – emerging, developing and advanced. For each of the learning outcomes, check (✓) those items that best describe your own skill level. Note: You may rate yourself across the three levels of leadership. For example, on any of the three learning outcomes, you may rate yourself as “emerging” in some areas, and as “developing” or “advanced” in other areas. Once your ratings are completed, brainstorm, reflect on, and identify strategies that you could use for improving your leadership knowledge and skills, with the goal of moving toward the “advanced” level. Record your strategies on the worksheet on the back. Your organization’s advisor or instructor is prepared to assist you with this activity.

Ideally, this activity would take place at the beginning of your involvement in a leadership endeavor. It is recommended that you rate yourself again at the termination of the school year or of your leadership experience, so that a comparison of your two ratings would be an indicator of your growth or development on the three core learning outcomes.

LEVELS OF LEADERSHIP:

Developing Strategies for Improving Competency in Three Core Learning Outcomes

LOL Activity Sheets

LOL Activity Sheets enable SLD staff to introduce students, in the organizations which they advise and the classes they teach, to 3 foundational learning outcomes to be assessed this academic year:

• self awareness

• building relationships

• empowerment of others.

Activity Sheet #1

Developing Strategies for Improving Competency in Three Core Learning Outcomes

LEVELS OF LEADERSHIP

LOL LEARNING OUTCOMES

Self awareness

• have limited or unarticulated understanding of myself, my own biases, strengths, weaknesses, personal desires and limitations.

• have a limited awareness of the relationship between myself and the environment and the impact my actions have on others.

Building relationships

• have little or no experience in forming relationships that are meaningful, purposeful to the organization.

• lack knowledge and experience in group facilitation.

• lack experience in networking with others who have opinions different than my own.

• lack knowledge and skills in recruiting a range of people into the organization.

Empowerment of others

• may not use the importance of mentoring group members.

• lack experience and skills needed to assist others in their development.

• may have little to no involvement in sustaining development of the group recruiting and training others, and providing feedback to others.

The emerging leader

I am interested in opportunities for involvement, leadership and/or self-development but have little or no collegiate leadership experience to date.

The developing leader

I have some collegiate leadership experience and have learned basic skills in some areas of leadership.

The advanced leader

I am an experienced leader at the collegiate level with values, skills and knowledge for effective leadership.

Activity Sheet #2

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Please list your strategies for leadership development in the three learning outcomes. Strategies should be specific action-oriented statements, with a time frame, describing what actions you will commit to in order to achieve growth in these areas.

As a starting point, consider the following:

• “How might I take advantage of the leadership opportunities offered by my organization or course to enhance my leadership development?” and

• “What specific ways could I use these opportunities to assist me in moving to the ‘advanced’ level of leadership development?”

Staff Implementation

Strategies

• Mentor and assist student(s) in designing a leadership development plan in student-identified grow areas.

• Use group brainstorming and problem solving to develop individual strategies for leadership development.

• Use group results to develop strategies to strengthen group members’ skills.

• Use pre- and post-measures to assess student(s) progress and advisor/instructor effectiveness.