

## Engaging & Empowering Students:

### Promoting Personal and Professional Development & Developing Your Student Employee Experience

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#### STEP I: Assessment of Current Practices

What actions, behaviors, opportunities are you already doing/providing for your student staff members?

Consider:

- Training & Orientation
  - How are you on-boarding your employees?
- Personal Relationships
  - How are you building rapport with your student staff?
- Leadership Opportunities
  - What opportunities are available for your students to gain leadership experience/skills?
- Professional Development
  - **In what ways are you supporting your students' development of their employable qualities?**
- Performance Assessment
  - **How are you assessing your students' work performance?**

#### STEP II: Identification of Goals - Quick Assessment

Start by asking yourself:

- What are the values of my unit/department/organization?
- What is important to me as a supervisor?
- What unique opportunities does this job present for a student employee?
- What is valuable about a position in my unit/department/organization?
- Where have I seen previous students flourish in this position?
- **What are we already doing well that contributes to the students' professional development?**

Identify 1-3 goals you have for your student employment co-curricular experience.

1.

2.

3.

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#### STEP III: Developing Learning Outcomes

Use your goals to help you to develop relevant and appropriate learning outcomes.

**“The student/employee will be... [SMART Goal].”**

For example: *At the conclusion of a student's employment with Campus Recreation, the student should be able to identify one's own strengths, values and leadership style.*

#### SMART Goals:

- Specific
- Measureable
- Attainable/acceptable
- Realistic to achieve
- Time-bound

Considering the above information, create 2-3 learning outcomes for your student staff experience.

1.

2.

3.

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#### STEP IV: Designing Your Experience

Five best practices for student development:

training and orientation | personal relationships | leadership opportunities | professional development | performance assessment

For each best practice, identify strategies and/or practices you would like to continue or consider for implementation **as a means to increase students' engagement and perceived value of their work**, which support your learning outcomes and goals (from Step II).

Best Practice	Strategy / Practice for Implementation
Training & Orientation	
Personal Relationships	
Leadership Opportunities	
Professional Development	
Performance Assessment	

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### STEP V: Program Implementation

Plot out your initiatives that you would like to implement within the next two years.

- For each component, list 2-3 action steps that will help you meet the implementation timeline.

