

2015 Recreation Student Employee Assessment



Name of Assessment Project: 2015 Recreation Student Employee Assessment

Name(s) of Person(s) Responsible for Assessment Project: Director of Outback Adventures (Thomas Rottler)
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Providing Department: Campus Recreation
Other Units/Departments Involved in Assessment Project:

Program, Service, or Event Related to Assessment Project: Recreation Student Employee Assessment

Assessment Project Description: Current UCSD students employed by Recreation during the 2014-2015 academic year were assessed by a team of professional Recreation staff to assess achievement levels in accordance with workplace expectations matched to the six UCSD Student Affairs Learning Outcomes (SALO). 1) Think Critically and Solve Problems; 2) Communicate Effectively; 3) Advance a Plan for Personal, Academic, and Professional Success; 4) Lead in a Diverse Global Society; 5) Engage in a Healthy Lifestyle; 6) Promote Social Justice and Community Responsibility.

A student employee assessment rubric was administered by professional staff working in the specific program areas. The results from all program areas were collected by the Recreation Assessment Team and the anonymized assessment data points entered into Baseline. The results were mapped to the six SALO to determine the general frequency level of achievement of student staff. The main objective of this assessment process is to help the professional staff determine areas of strength and weakness within the department's individual program areas.

Unit/Program Specific Goals and Learning Outcomes: Student employees were assessed on the following eight outcomes.
Staff Supervision
Department Knowledge
Time Management Skills
Growth Mindset
Task Priority & Self Direction
Communication Skills
Practices Sustainability
UCSD Principles of Community

Relationship to Student Affairs Learning Outcomes: Think Critically and Solve Problems, Communicate Effectively, Advance a Plan for Personal, Academic, and Professional Success, Lead in a Diverse Global Society, Engage in a Healthy Lifestyle, Promote Social Justice and Community Responsibility

Assessment Project Start: 7/1/2014

Assessment Project End: 6/30/2015

Population/Sample: 56 student employees in 4 Recreation program areas were assessed. Recreation employed 542 students in FY2015.

Type of Assessment: Student learning outcomes and/or behavioral outcomes

Other Assessment Type(s):

Assessment Methods: Observation, Rating of Skills (e.g., rubrics)

Other Assessment Method(s):

Data Collection Tools: Students were emailed an introduction to the assessment project with an attached rubric in March/April 2014. Over the next 2-3 months, supervisors observed student employees. At the close of the assessment, students were assessed by the supervisor according to the rubric.

Attached:
Intro email
Rubric and assessment introduction
 Assessment email introduction
 Rubric and introduction

Data Analysis Methods: Rubric scores were entered into baseline by supervisors. Analysis performed by baseline.

How Your Results Will Be Presented: Baseline analysis presented to supervisors and department leadership.

Progress: 100%

Link Assessment Project in Campus Labs Baseline :

Name	Source
No items to display.	

Summary of Findings: We had two central questions that we wanted to answer.

1. Regardless of individual program worked in, what learning outcomes exist for being a student employee within Recreation?
2. Are Recreation student employees achieving the desired learning outcomes?

We put together a Recreation Assessment Team of professional staff spanning 4 program areas within recreation. As a group, we determined eight learning outcomes that were universal for student employees within recreation.

Of the 56 students assessed, 55 or 98% scored "meets expectations" or "exceeds expectations" on all eight of the outcomes measured. One individual student scored "meets expectations" or "exceeds expectations" on seven outcomes, but scored "does not meet expectations" on a single outcome measured.

Additionally, across the eight learning outcomes measured, 71% of assessed employees were scored "exceeds expectations".

The overwhelming finding of our assessment was that Recreation student employees are meeting the learning outcomes achieved by working in the department.

..... 2015-Student-Employee-Assessment-Rubric (1)-baseline report

Impact of Assessment: As a result of this first Recreation Student Employee Assessment we have identified learning outcomes to be achieved regardless of program area worked. We also found that overwhelmingly, our Recreation student employees are achieving our desired learning outcomes. The assessment confirmed objectively what we subjectively believed about the outcomes of working for recreation.

This assessment provides some baseline numbers that can be used to compare future Recreation student employees. Additionally, if we change our training or supervision models, we may be able to see changes in trends if we continue to assess our student employees on these identified learning outcomes.

Lessons Learned: This exercise was beneficial in that it allowed Recreation staff to better articulate what the desired outcomes are for our student employees. This helps the student employee see greater value in their role as employee. The assessment results could help Recreation staff identify opportunities for improvements in training or supervision of its student employees.

Now that assessment instrument has been tested, a greater number of student employees representing the entire recreation department could be assessed in future years.

This assessment was valuable in allowing supervisors to assess individual student employees, in the future, we may consider assessing the students own perceived impacts of being a Recreation employee. The students self assessment might reveal additional learning outcomes not previously identified and may identify additional opportunities for improvements in training or supervision of student employees.

Supplemental Information:

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