Assessment Template
2017-2018 SPACES Directors Cohort Development

Opt Out of External Report:
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Other Units/Departments Involved in Assessment Project:
Program, Service, or Event Related to Assessment Project:
• 2017 SPACES Director Retreat
• 2017 SPACES Director Training
• Weekly SPACES Director Meetings
• 2018 Component Retreats
• Component Director & Advisor Meetings

Assessment Project Description:
This assessment project was designed to first assess the comfortability of the 2017-2018 SPACES Director Cohort with the established SPACES Developmental Outcomes. The following are the SPACES Developmental Outcomes:

• Communication
• Resourcefulness
• Critical Thinking & Engagement
• Organization & Accountability
• Teamwork & Collaboration

Upon completion of the initial evaluations, the goal was to provide the 2017-2018 SPACES Director Cohort with various leadership and growth opportunities that would allow them to translate their holistic experience into skill sets that are adaptable to a post-graduate work environment with specific emphasis on critical thinking and problem solving.

Additionally, the end of the year evaluation was for 2017-2018 SPACES Director Cohort to reflect on and assess their level of comfort after working in SPACES and receiving various trainings/leadership experiences for an entire academic year. The main question this overall assessment strives to answer is whether the participants' experiences while working at SPACES would increase their comfortability within the SPACES Developmental Outcomes. Another question this assessment seeks to answer is what areas the SPACES Directors need to receive additional training/development in.
The results of these assessments would then be utilized to inform the development of the 2018 SPACES Directors Retreat and Training for the 2018-2019 SPACES Director Cohort.

Unit/Program Specific Goals and Learning Outcomes:

- **Unit Leader Outcome 1**: Critical Thinking
  - **Learning Outcome**: As a result of being a leader in Associated Students, students will be able to demonstrate an increase in their ability to understand problems.

Relationship to Student Affairs Learning Domains:
Think Critically and Solve Problems

Assessment Project Start:
07/03/2017

Assessment Project End:
06/29/2018

Population/Sample:
- 8 people were invited to participate in this assessment.
- A total of 7 people participated in this assessment.

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

Other Assessment Type(s):
Assessment Methods:
Surveys

Other Assessment Method(s):
Data Collection Tools:
- 2017 SPACES Director Pre-Year Evaluation/Survey (electronic)
- SPACES Cycle 11 Director End of the Year Self-Evaluation/Survey (electronic)

Data Analysis Methods:
- Descriptive statistics to analyze close-ended survey questions
- Content analysis to analyze focus groups or open-ended response data

How Were the Findings Presented:
The SPACES Retention Advisor and Access Advisor received the electronic findings at our first planning meeting for the 2018 SPACES Director Retreat & Training. The advisors set aside time during that initial meeting to review the findings, discuss emerging themes, and talk through key focuses for the upcoming retreat and trainings.
Summary of Findings:
Summary & Highlights

- Overall increase in participant comfortability among most of the questions under each of the SPACES Developmental Outcomes.
- Decrease in comfortability among participants when it comes to "problem solving".
- Additional training needed in the following areas: group dynamics, organizational structure and context, knowledge of resources and services from campus departments.

Did Project Answer Questions Posed?

- Yes. Based on feedback and data collected in this assessment, participants' experiences while working at SPACES did increase their comfortability within the SPACES Developmental Outcomes.
- Yes. There were areas identified for the SPACES Directors to receive additional training/development.

Impact of Assessment on Program:
How Assessment Findings Used

- Findings from assessment were used by the SPACES advisors to update the 2018 SPACES Directors Retreat and Training sessions.

Initiatives

- Structured leadership and professional development for the 2018-19 SPACES Director Cohort throughout the academic year.
- Inclusion of an "Exit Interview" for each of the 2018-19 SPACES Directors as an opportunity for advisors to discuss individual survey findings with participants.

Lessons Learned About the Assessment Process:
What Went Well

- From the pre-year evaluation/survey, the SPACES Advisors were able to recognize the areas that the Directors had self-identified as needing further growth and development. This provided a foundation that the advisors could build off when formulating the agenda for 2017 SPACES Directors Retreat & Training.
- The end of the year evaluation/survey, provided much needed insight and guidance for the advisors to make updates and changes to the previously created retreat and training.
Both surveys enabled participants to reflect on their experiences and identify their strengths and areas of growth.

Challenges

- Even with such a small participant population it was difficult to ensure that all of the 2017-2018 SPACES Director Cohort completed both evaluations/surveys in a timely manner.
- Initial survey was lengthy and needed revision.

What I would do differently next time:

- Add additional assessment methods and data collection tools for assessing the development of the director cohort.
- In the future include student directors in the development of the assessment methods and tools.

Supplemental Information: