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# 4<sup>th</sup> Annual Northern Nevada Assessment Conference

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# Building Assessment into Your Student Leadership Program: A Theory to Practice Approach

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# Leadership and Society

- An emerging issue of importance in education and society
  - Leadership development program
  - Serve as a bridge between academic and student affairs
  - Develop well-prepared college students to be the leaders of tomorrow
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# WNCC Mission and Goals:

## Skill Development

- College level writing
  - Oral communication
  - College level reading
  - Critical thinking
  - Reasoning and decision making
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# Leadership and Society :

## Course Objectives

- Gaining factual knowledge
  - Learning fundamental principles, generalizations, or theories
  - Acquiring an interest in learning more by asking questions and seeking answers
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# The Multidisciplinary Nature of Leadership

- Discover the complexities of leadership
  - Basic leadership questions
    - what is leadership?
    - are leaders made or born?
    - do gender and culture influence leadership?
    - how do power and authority relate to leadership?
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# Relational Leadership: Basic Course

## Premise

- Leadership is a relational process
  - Involves relationships
  - Between and among members
  - In groups and organizations
  - Common goals and purposes
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## Relational Leadership Model: Five Primary Components

- Inclusive of people and diverse points of view
  - Empowers those involved
  - Is purposeful and builds commitment toward common purposes
  - Is ethical
  - Accomplished by being process oriented
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# Student's Personal Investigation of Leadership

- Every individual has the capacity for leadership
  - Examine how your purpose in life influences your own goals and leadership
  - Discover new maps for a rapidly changing world
  - Think about the ethical responsibilities of leadership
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# Student's Personal Investigation of Leadership

- Learn how leaders and participants mutually shape the environment of an organization or community
  - Analyze your responsibilities and commitments in the context of leadership
  - Critically think about leadership issues
  - Understand the importance of self-knowledge
  - Explore how values influence the leadership process
  - Develop your own leadership potential
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# Three Levels of Assessment

- Student Self-Assessment
  - Observer Assessment
  - Instructional Assessment
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# Student Self-Assessment

- Student Leadership Learning Outcomes Self Assessment
  - Student Leadership Practices Inventory (Student)
  - Myers-Briggs Personality Inventory
  - Journals
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# Observer Assessment

- Student Leadership Practices Inventory (Observer or Observers)
  - Group Transformational Leadership Project
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# Instructional Assessment

- Class Participation
  - Published Journal Article Discussion
  - Personal Leadership Incident
  - Autobiography
  - Leadership Book Review
  - Group Transformational Leadership Project
  - Leadership Action Plan
  - Midterm Examination
  - Student/Instructors Evaluation
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# Challenges

- Unique kind of class
  - High degree of interaction and exchange of ideas among students and instructors
  - Seminar learning environment – how to act as a seminar style student
  - Integration of course readings and class discussion
  - Combining leadership theory and practice
  - Assessment is difficult
  - Course is not required for degree or certificate
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# Sources

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  - Myers, I.B., Briggs, K. C. <http://www.myersbriggs.org>.
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