Focus Area: First and Second Year Programs

Leader(s): Roshaunda Ross

Implementation Year: 2017-2018

**Goal #5:** Foster cohort communities built on knowledge and trust through continuous development of our Peer Mentor Program and ongoing training of our Peer Mentors.

<table>
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<tr>
<th>Objective 1:</th>
<th>Continue to improve comprehensive training and development curriculum for Peer Mentors that begins immediately after hire and continues throughout time of service</th>
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| **Action Items** | Identify professional and personal needs to be successful in Peer Mentor role  
Facilitate monthly in-service trainings forPeer Mentor development  
Give frequent feedback on Peer Mentor job performance |

| **Indicators and Data Needed** | Regular 1:1 meetings by Peer Mentor supervisor  
Evaluations by faculty who work with Peer Mentors in classroom  
Classroom observations and feedback by Peer Mentor supervisor  
Performance evaluation by Peer Mentor supervisor |
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<tr>
<td><strong>Responsible Person and/or Unit</strong></td>
<td>Roshaunda Ross, NSP Director</td>
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| **Milestones** | Monthly in-service trainings  
End of semester evaluations |

| **Desired Outcomes and Achievements** | Knowledgeable and more effective Peer Mentor staff  
‘Greatly exceeds’ cumulative ratings on end of semester evaluations from both faculty and Peer Mentor supervisor |

‘Reaching Vision 2020’ Strategic Plan-First and Second Year Programs 2017-2018
**Goal #5:** Foster cohort communities built on knowledge and trust through continuous development of our Peer Mentor Program and ongoing training of our Peer Mentors.

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<th>Objective 2:</th>
<th>Facilitate opportunities for Peer Mentors to utilize leadership skills</th>
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| **Action Items** | ➢ Have each Peer Mentor write goals for each semester and closely track progress  
➢ Assign each Peer Mentor specific projects to lead for Peer Mentor team  
➢ Ensure that each Peer Mentor plays an impactful role in FYS/MC courses  
➢ Assign mandatory meetings between Peer Mentors and FY students  
➢ Have Peer Mentors implement large scale programs and individual programs |
| **Indicators and Data Needed** | ➢ Monitoring of goal achievement  
➢ Results of/responses from meetings with FY students |
| **Responsible Person and/or Unit** | Roshaunda Ross, NSP Director |
| **Milestones** | ➢ Completion of each assigned task/program  
➢ 1:1 and staff meetings with Peer Mentors |
| **Desired Outcomes and Achievements** | ➢ More effective Peer Mentor staff  
➢ Increased persistence, retention, and GPA of FY students |