

Governors State University

Student Affairs and Enrollment Management: Reaching Vision 2020

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.

Objective 1:	Continue to improve comprehensive training and development curriculum for Peer Mentors that begins immediately after hire and continues throughout time of service
Action Items	<ul style="list-style-type: none"> ➤ Identify professional and personal needs to be successful in Peer Mentor role ➤ Facilitate monthly in-service trainings for Peer Mentor development ➤ Give frequent feedback on Peer Mentor job performance
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> ➤ 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
Responsible Person and/or Unit (Data collection, analysis reporting)	<ul style="list-style-type: none"> ➤ Roshaunda Ross, NSP Director
Milestones (Identify Timelines)	<ul style="list-style-type: none"> ➤ Monthly in-service trainings ➤ End of semester evaluations
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> ➤ Knowledgeable and more effective Peer Mentor staff ➤ ‘Greatly exceeds’ cumulative ratings on end of semester evaluations from both faculty and Peer Mentor supervisor

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Objective 2:	Facilitate opportunities for Peer Mentors to utilize leadership skills
Action Items	<ul style="list-style-type: none"> ➤ 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 <small>(Measures that will appraise progress towards the strategic objective)</small>	<ul style="list-style-type: none"> ➤ Monitoring of goal achievement ➤ Results of/responses from meetings with FY students
Responsible Person and/or Unit <small>(Data collection, analysis reporting)</small>	<ul style="list-style-type: none"> ➤ Roshaunda Ross, NSP Director
Milestones <small>(Identify Timelines)</small>	<ul style="list-style-type: none"> ➤ Completion of each assigned task/program ➤ 1:1 and staff meetings with Peer Mentors
Desired Outcomes and Achievements <small>(Identify results expected)</small>	<ul style="list-style-type: none"> ➤ More effective Peer Mentor staff ➤ Increased persistence, retention, and GPA of FY students