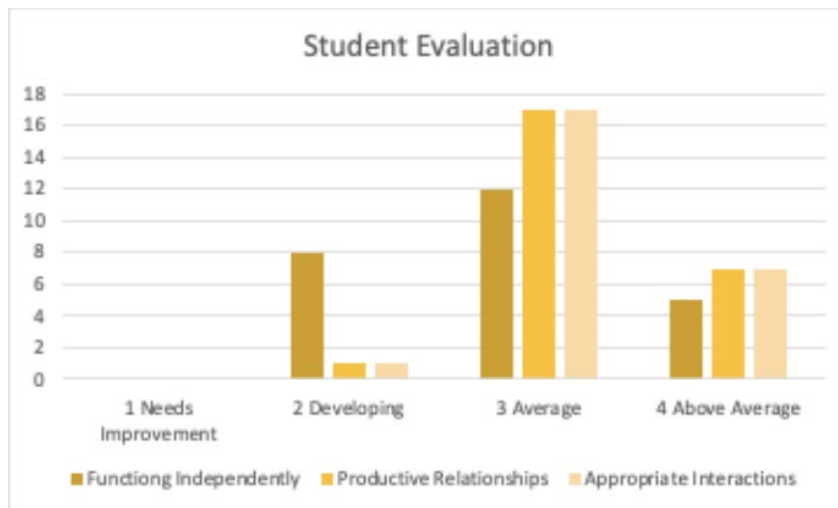


STUDENT EMPLOYEE EVALUATION

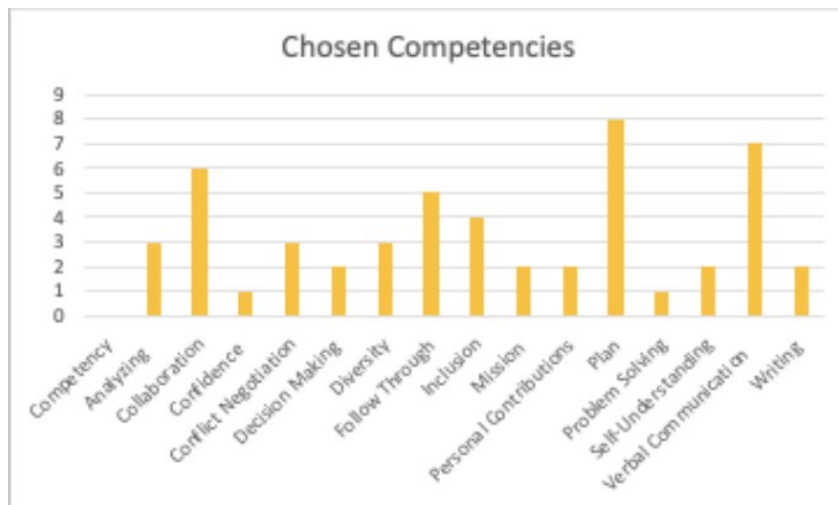
Intentions and Goals

MISSE created a comprehensive evaluation process for the student employees. The goals of the process were to, create an ongoing internal student evaluation process, ensure student evaluation methods are developmental for student staffer competencies, and connect the MISSE student evaluation to the annual DSL HR evaluation process.



Trends:

- Functioning independently has taken a new meaning in virtual world
- Area development is strong
- Most students confident in individual connections



Trends:

- Competency growth has happened naturally
- Students have a natural desire to achieve chosen competencies
- A balance of introspective competencies as well as logistical competencies

Evaluation Process

1. Student employees set goals with their supervisor and engage in ongoing self-reflection throughout the academic year.

Competency-based assessment

- Five competencies each semester

Three universal MISSE competencies

- Functioning Independently
- Productive Relationships
- Appropriate Interactions

Students choose two additional competencies

2. Students employees have guided conversations with their supervisor in mid-semester.

Mid-semester: Iowa GROW conversations

- Connect academics to work
- Connect work to future career

3. During the middle of the academic year student employees engage in a self-evaluation.

Mid-academic year: One-page self-evaluation

- Reflect upon competencies and goals
- Report progress, strengths, areas for growth
- Create a plan to respond to areas for growth

4. Student employees participate in the annual Human Resources performance evaluation process.