Program Objectives, Student Learning Outcomes, and Outcome Measurement

Learning, Personal and Wellness-Related Development of Middle Earth Peer Educators: Middle Earth's training and service mission adheres to constructs that are consistent with the **Council for the Advancement of Standards (CAS) Learning and Development Outcomes.** These learning outcomes include: cognitive complexity; intrapersonal development; practical competence; interpersonal competence; knowledge acquisition, integration, construction and application; and humanitarianism and civic engagement. These constructs, in turn, are used to evaluate program effectiveness and guide our assessment efforts as follows:

Domain	Areas Assessed at Pre and Post Training
Cognitive Complexity	- Applying previous experiences to inform new situations. - Reevaluating previous assumptions. - Formulating an innovative approach to a solution or problem. - Critically analyzing situations. - Analyzing the basic elements of an idea, experience, or theory. - Applying theories or concepts to practical problems in new situations. - Understanding the points of view of others
Interpersonal Development	- Clarifying beliefs or values. - Understanding people's values that differ from my own. - Developing a personal belief system. - Having a better understanding of my own values. - Having a positive self-concept (self-confidence, self-esteem, independence, and determination). - Articulating values and beliefs as they relate to personal decisions. - Recognizing and accepting my strengths and deficiencies.
Practical Competence	- Having a sense of purpose. - Having a career direction. - Developing long range goals. - Engaging in effective listening. - Effectively organizing my time.
Interpersonal Competence	- Effectively managing conflict between others. - Talking with a friend about a risky behavior - Effectively working with others who share views or choices that are different from my own - Presenting ideas and information effectively to others - Effectively demonstrating skills leading a group - Ability to motivate others to accomplish goals. - Listen to and consider other's points of view. - Effectively communicating with people.
knowledge Acquisition, Integration, Construction and Application	- Having knowledge about general health issues. - Evaluating information, arguments, or methods and assessing the conclusions. - Having knowledge about campus resources. - Referring someone to counseling.

	• Synthesizing and organizing ideas, information, or experiences into new, more complex interpretations. • Developing research skills that allow me to seek out information about topics. • Developing an effective solution to a problem.
Humanitarianism and Civic Engagement	• Considering the welfare of others when making decisions. • Engaging in critical reflections. • Putting others before yourself. • Having conversations with students who are a different race/ethnicity, religion, or sexual orientation than me. • Feeling a part of the campus community.

<u>Middle Earth Peer Educator Retention in College:</u> We hypothesize that attention provided to Middle Earth trainees through the integration of CAS Learning and Development Outcomes into teaching and supervision, as well as the supervisory contact and mentoring delivered to Middle Earth students by instructors, will be associated with their high retention and graduation rates at UAlbany. To measure this program objective, the Middle Earth Director tracks on an annual basis the retention rates for students enrolled in Middle Earth courses.