



Office of Student Life and Cultural Centers
Leadership Development: Bronco LEAD program
Assessment Report

Reggie Robles
Karina Tostado (student)

Choose One: Needs Assessment

Date of Assessment Implementation: March 2019

Date of Report: April 2019

Purpose of Assessment

The purpose was figure out what were the students in need of when looking for leadership development opportunities.

Division Learning Outcome Model Leaders - lifelong learning

Targeted Learning Outcome

- Determine if the Bronco LEAD program is meeting the needs and expectations of students.

Assessment Methodology

Online fill in questionnaire surveys and paper fill in surveys

Results

We surveyed 268 students over two months.

We found that students categorize leaders having 3 top values

Question Asked: *When you think of a leader, what are the values that they should possess to be successful?*

1. Being a role model
2. Dedication
3. Open-mindedness

We found that students think leaders hold 16 characteristics that make them leaders

Question Asked: *When you think of a leader, what are some words or characteristics that come to mind?*

1. Role Model
2. Dedicated

3. Open-minded
4. Helpful
5. Positive
6. Responsible
7. Knowledgeable
8. Motivate/inspire
9. Honest
10. Teamwork
11. Visionary
12. Communication
13. Empathetic
14. Inclusive
15. Confident
16. Patient

We found that all these students categorized the skills they wanted to learn more to be better leaders were in 3 top categories.

Question Asked: *What do you expect to gain from participating in a leadership program?*

1. Communicating effectively in personal interactions and in group settings
2. Managing groups and having the ability to lead them effectively
3. Understanding how I can grow and utilize transferable skills

Student quotes:

“Leadership is a skill many people possess, but it's what one does with it that matters.”

“A good leader is someone who can move other's forward, and still walk alongside them.”

“If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader.”

“To learn to be a part of something bigger than myself.”

“I hope to use my passion and drive to create something beyond myself, whether it is small or large scale.”

“I want to know how I can improve in utilizing my capabilities as well as building up my weaknesses.”

Conclusion

Based on the information that we found from the data we collected we could visually see how much we are catering to the needs and wants of students. The framework for the leadership development office is to focus on the whole student development when it comes to leadership. We have Bronco LEAD program which focuses on 3 levels foundational, discovery, and doing. This gives students the ability to learn what leadership is in a broad sense, understand who they are as a leaders and who may be those that they are leading or will lead, and finally they get to practice all of their learning to see how to apply it to real situations.

Our workshops align so well with what students want to learn and gain the characteristics that they feel leaders should have. Some of our workshops that we had this year were conflict management, adaptable leadership, ethics and morals, inclusive language, negotiations, and these are just a few of the workshops that we offer that meet everything they are looking for.

Implications for Practice

To scale up what is currently being done with the Bronco LEAD certification program so it becomes a campus wide known program.

Closing the Loop

This section may be in paragraph form or a bulleted list, and should include a timeline and specific changes to be accomplished by a specified deadline. Based on collected data, in the future, what changes will you make to your program/service?

We are looking to be more intentional with the opportunities we offer students around leadership development based on the needs that they have expressed to us in this assessment. We are looking to partner with faculty and staff to bring more workshops and training sessions that focus on managing groups and teams, having difficult conversations, conflict management and communication development for this upcoming academic year. This summer will be where we really strategize to make this happen in the Fall Semester 2019.