STUDENT ORGANIZATION SUCCESS FRAMEWORK

How-To Use This Resource

All student organizations can use the Student Organization Success Framework to help make their group better, stronger and more successful! The Framework outlines three key areas for individual, organizational and community excellence. Within those three areas are specific outcomes, along with related university resources. This document outlines a suggested step-by-step approach to utilizing the Framework, Organization Self-Assessment, and accompanying resources

- **Step One: Check out the Student Organization Success Framework** and familiarize yourself with the outcomes. Each outcome contributes to the ongoing success of your student organization. When reviewing the framework:
    - Pay attention to the outcomes you feel might be most relevant – not every outcome might apply as directly to your organization and what it does
    - Don't feel like you need to memorize the outcomes – the Framework is there to reference
    - Remember that these are outcomes for your organization, not individual leaders or members
    - *Suggested timeline:* Plan for two weeks for people to review this document
- **Step Two: Download and Complete the Organization Self-Assessment** to evaluate organization practices at a developing, successful or exceptional level. To do this, we recommend that organizations:
    - Identify key people who should be completing the self-assessment, such as positional leaders, the volunteer advisor, new members, etc. This can be done alone, but is better as a group
    - Divide responsibility for completing the Self-Assessment across that group of people, based on where their experience may lie *OR* ask all key people to complete the Self-Assessment to get a variety of perspectives
    - Compile the Results into one cohesive organization Self-Assessment
    - *Suggested timeline:* Plan two weeks for people to complete this document
- **Step Three: Review the Results of the Self-Assessment** and identify outcome that organization wants to work towards success.
    - These could be: outcomes the organization is still developing in, outcomes where they are successful or exceptional but still want to get better, or a mixture of both
    - Use the Discussion Questions to guide your conversation about the results
    - *Suggested timeline*: Plan for a multi-hour meeting to compile the results and review reflections

- **Step Four: Set Goals and Build an Action Plan** using the [Action Planning document](#) available in the resources page and at the end of the Self-Assessment Document.
  - Set 2-3 Specific, Measurable, Attainable, Relevant, and Timely goals about developing in certain outcomes. Reference the [SMART Goals Worksheet](#) for further assistance in writing goals
  - Identify the action steps, or steps necessary to work towards completing that goal
  - Identify a timeline for complete the goal
  - Identify helpful people or resources to complete those action steps. Review the [Framework Resources webpage](#) to identify the resources that may assist the organization in working towards that goal
  - *Suggested timeline*: This could happen in the Step Three meeting or at a different time. Set goals that can be completed within the year.
- **Step Five: Make Progress on the Organization's Action Plan** by connecting with resources, completing action steps, and checking back in to revisit your progress. This could look like:
  - Setting a goal around Consciousness of Self, requesting a workshop through the SLA Workshop and Retreat network, and having members reflect on strengths before elections
  - Setting a goal around Collaboration, applying for the OUAB collaborative events process, reflecting on the event and ways to make it more successful in the future
  - *Suggested timeline:* Check in on goals progress every few weeks.
- **Step Six: Revisit the Framework and Self-Assessment** to check the organization's progress and identify new outcomes in which to develop. Organizations may also find it prudent to recomplete the Self-Assessment after:
  - Leadership transition
  - A large turn over in organization members or the size of the membership
  - An extended period of time (6 months, one year, etc.)
  - *Suggested timeline*: Revisit the results and action plan after 6 months, a year, or a major leadership transition

For assistance using the Self-Assessment, or suggestions for action planning based on results, contact the student organizations team at csls@osu.edu or stop by our open office hours in the KBK Center for Student Leadership and Service - Mondays at 1-2:30 p.m. or Thursdays 10:30 a.m.-Noon.