

STUDENT ORGANIZATION SUCCESS FRAMEWORK

Student Organization Success Framework Introductory Organization Assessment

The Student Organization Success Framework is a set of 20 outcomes which outline key areas for student organization excellence. This assessment is designed to offer quick feedback about your organization's capacity to practice each of these outcomes. This assessment can be used with leaders, members, and/or advisors.

- Consider the regular operations and interactions within your organization.
- Review each prompt and circle the number that corresponds to the frequency that your organization engages in that activity or experience.
- Use the rating of "0" if you're unsure or otherwise cannot rate for that specific situation.

	<i>1 – Rarely</i>	<i>2 – Sometimes</i>	<i>3 – Regularly</i>	<i>0 – Unsure, cannot rate</i>
1. My student organization helps me reflect on my own strengths and weaknesses	1	2	3	0
2. My student organization helps me become more aware of my beliefs, values and motivations	1	2	3	0
3. Leaders in my student organization demonstrate confidence in their actions in their role	1	2	3	0
4. My student organization celebrates the successes of individual members and the team as a whole	1	2	3	0
5. Leaders in my student organization demonstrate healthy behaviors including self-care	1	2	3	0
6. My student organization promotes members' wellness through programs and/or resources	1	2	3	0
7. Leaders and members in my student organization ask for other opinions and share their own when making decisions	1	2	3	0
8. My student organization's meetings include open dialogue, active listening and valuing others' points of view	1	2	3	0
9. My student organization sponsors programs and actions in support of social justice issues	1	2	3	0
10. Leaders and members in my student organization are encouraged to explore and/or share about social issues that they feel are significant	1	2	3	0
11. My student organization has a clear purpose statement that is relevant for current members	1	2	3	0
12. Leaders in my student organization set and pursue goals based on the purpose statement	1	2	3	0

13. My student organization has an established plan to recruit new members on an annual basis	1	2	3	0
14. My student organization retains members from year-to-year by forging strong connections among members to each other and to the organization	1	2	3	0
15. My student organization has a budget (annual and/or programmatic) which is shared with all leaders and members	1	2	3	0
16. My student organization takes advantage of free university resources and funding sources	1	2	3	0
17. My student organization holds fundraisers that are well-planned and financially successful	1	2	3	0
18. My student organization connects philanthropic fundraising events to the specific cause or social justice issue	1	2	3	0
19. Leaders in my student organization receive effective transitions from outgoing leaders including transfer of records, shadowing, joint goal setting, etc.	1	2	3	0
20. Emerging leaders in my student organization are encouraged to take on roles with increasing responsibility	1	2	3	0
21. My student organization has a leadership and membership structure that serves its purpose and goals	1	2	3	0
22. My student organization has a set of behavior expectations and holds all members accountable	1	2	3	0
23. My student organization holds regular meetings at consistent times and locations	1	2	3	0
24. My student organization maintains detailed records (meeting notes, event records, goal planning, etc.) and shares those with members and leaders	1	2	3	0
25. My student organization works in partnership with other organizations through joint meetings, co-sponsored programs, attending each other's events, etc.	1	2	3	0
26. My student organization encourages members to share information and ideas from outside the organization related to programs, resources, solving problems, etc.	1	2	3	0
27. My student organization seeks and uses feedback to make decisions about operations, programs, etc.	1	2	3	0
28. My student organization seeks new ideas and methods to meet the changing needs of its members	1	2	3	0
29. My student organization actively recruits members of different backgrounds and identities	1	2	3	0
30. My student organization engages members in dialogue about current issues that affect students	1	2	3	0

31. My student organization's advisor is present at meetings and/or programs	1	2	3	0
32. My student organization's advisor is available as a resource to members and leaders	1	2	3	0
33. My student organization's purpose statement is focused on community engagement	1	2	3	0
34. My student organization engages in mutually beneficial community partnerships	1	2	3	0
35. My student organization has a regular presence at campus events	1	2	3	0
36. My student organization's purpose is connected to the university's mission	1	2	3	0
37. My student organization has relationships with other student organizations	1	2	3	0
38. Members feel like they belong to a community within my student organization	1	2	3	0
39. My student organization holds meetings and programs that are safe and compliant with policies	1	2	3	0
40. My student organization does not engage in hazing activities	1	2	3	0

Student Organization Success Framework Scoring Charts

Use the charts below to transfer your ratings from each prompt to the related Framework outcome. Individual outcomes scores (i.e. Consciousness of Self) may be used to identify specific areas of strength or growth, and can inform your organization's annual goals. Refer to the Organization Self-Assessment tool for a more detailed rubric for each outcome.

INDIVIDUAL OUTCOMES

Consciousness of Self	1. _____ 2. _____ Total _____
Leadership Efficacy	3. _____ 4. _____ Total _____
Wellness	5. _____ 6. _____ Total _____
Social Perspective Taking	7. _____ 8. _____ Total _____
Social Change Behaviors	9. _____ 10. _____ Total _____

ORGANIZATION OUTCOMES

Purpose and Goals	11. _____ 12. _____ Total _____
Membership Recruitment and Retention	13. _____ 14. _____ Total _____
Budgeting and Financial Management	15. _____ 16. _____ Total _____
Fundraising and Philanthropy	17. _____ 18. _____ Total _____
Leadership Transitions	19. _____ 20. _____ Total _____
Self-Governance	21. _____ 22. _____ Total _____

Operational Efficiency	23. _____ 24. _____ Total _____
Collaboration	25. _____ 26. _____ Total _____
Responsiveness and Innovation	27. _____ 28. _____ Total _____
Awareness of and Comfort with Difference	29. _____ 30. _____ Total _____
Advising Partnerships	31. _____ 32. _____ Total _____

COMMUNITY OUTCOMES

Citizenship	33. _____ 34. _____ Total _____
Connection to the University	35. _____ 36. _____ Total _____
Connection to and Belonging in the Student Organization Community	37. _____ 38. _____ Total _____
Risk Reduction	39. _____ 40. _____ Total _____

Student Organization Success Framework

Scoring Interpretation and Suggested Action Steps

Refer to your individual outcome scores to gauge the capacity of your organization across the key categories.

Scores 0-2 represent developing outcomes

Your organization demonstrates initial awareness of these outcomes, however has not identified or incorporated specific practices into regular operations and interactions.

Scores 3-4 represent successful outcomes

Your organization demonstrates regular practice of these outcomes, however has not shown consistent successful performance across all areas of your operations and interactions.

Scores 5-6 represent exceptional outcomes

Your organization demonstrates positive performance across most of these outcomes, and has incorporated them into your ongoing operations and interactions.

Suggested Action Steps

Developing outcomes may represent gaps in your organization's operations. Complete the Organization Self-Assessment for the outcomes you scored 0-2. Use the Self-Assessment results to identify up to two goals for the coming years to develop new strategies and practices to fill those gaps.

Successful outcomes may represent your greatest areas for growth. Complete the Organization Self-Assessment for the outcomes where you scored 3-4. Use the Self-Assessment results to identify up to two goals for the coming year to continue building a foundation for excellence.

Exceptional outcomes may represent your greatest areas of strength. Complete the Organization Self-Assessment for the outcomes where you scored 5-6. Use the Self-Assessment results to identify up to two goals for the coming year that will build on past successes in innovative ways.

For More Information

Additional tools are available to help you understand and apply the results of this Introductory Organization Assessment. Contact csls@osu.edu or visit activities.osu.edu/involvement/student_organizations/framework for assistance.