

Center for Justice & Reconciliation

Point Loma Nazarene University

Year: Fa2024 - Sp2025

Student Learning Outcome (SLO):

Learning Outcome:

Through their experiential learning at the Center, CJR Student Leads will cultivate and apply professional skills such as effective communication and a proactivity to learning more about social justice, enhancing their ability to succeed in diverse workplaces and making them more marketable in their future careers.

Outcome Measure:

- Unique deliverables (social media posts, events, educational opportunities)
- Supervisor evaluations
- End of Year presentation. What have you learned around justice and what skill(s) have you learned or developed that will benefit your future career. (10-15 minutes). This will be presented to the whole CJR staff during a weekly team meeting.

Criteria for Success:

80% of student workers will score at or above benchmark.

Longitudinal Data:

2023-2024	NA	NA
2024-2025	3 students	100% scored at or above benchmark
2025-2026		

Student	Effective Communication	Proactivity in Social Justice	Benchmark Met?
Lirah Packman	4	4	yes
Eliana Sagastume	3	4	yes
Amanda Rodriguez	3	4	yes

*See further information on additional document tabs

Conclusions Drawn from Data:

- All student leads demonstrated solid to outstanding growth in both professional communication and social justice learning.
- CJR's emphasis on reflection, mentorship, and hands-on leadership opportunities effectively supports student development.
- Students demonstrated the ability to communicate justice-related topics clearly and thoughtfully to peers and broader audiences.
- Depth of justice learning was evident through applied research, event design, and integration with academic and personal reflection.

Changes to be Made Based on Data:

- Continue emphasizing consistent use of project management tools (e.g., Monday, Google Calendar), as this was a recurring area of needed improvement across 2 of 3 students.
- For future cohorts, provide early training or checklists to support clarity around internal communication expectations.
- Encourage students to integrate more educational content directly into event experiences (in addition to social media and presentations).
- Consider adding a mid-year peer feedback opportunity to increase shared learning among student leads.

Rubric Used (if applicable):

Criteria	4 - Exemplary	3 - Proficient	2 - Developing	1 - Emerging
Effective Communication	Communicates clearly and effectively in oral and written formats; adapts communication style to engage diverse audiences and aligns with the technical demands of justice	Communicates effectively in most situations; demonstrates awareness of audience and context but needs occasional adjustments to style or clarity.	Communicates adequately but may lack clarity or appropriateness in some contexts; limited ability to adapt to diverse audiences.	Struggles to communicate clearly or appropriately; shows little effort to tailor messages to audience or context.

	oriented contexts and fields.			
Proactivity in Learning About Social Justice	Demonstrates a strong drive to independently seek out opportunities to deepen understanding of social justice; regularly reflects on and integrates learning into their work.	Proactively engages in learning about social justice; applies new knowledge to their work but reflection or integration may not be consistent.	Occasionally engages in opportunities to learn about social justice; struggles to fully integrate or apply learning to their work.	Shows little initiative to learn more about social justice; rarely reflects on or integrates new learning into their work.

Scoring:

- **4 (Exemplary):** Outstanding demonstration of the skill in multiple contexts, with strong initiative and consistency.
- **3 (Proficient):** Solid demonstration of the skill with room for minor improvement; initiative is shown but may vary.
- **2 (Developing):** Partial demonstration of the skill; effort or integration is inconsistent and needs improvement.
- **1 (Emerging):** Minimal demonstration of the skill; requires significant growth and proactive effort.