

Tennessee Wesleyan College

The Development of Servant Leaders: A Quality Enhancement Plan designed to prepare students to Learn, Serve, Lead...and Believe.

Tennessee Wesleyan College's Quality Enhancement Plan (QEP) is a comprehensive plan for student learning predicated on our mission's principle of developing servant leaders through academic components. Tennessee Wesleyan College's mission, in part, seeks to provide students the highest quality educational experience, to promote personal responsibility, integrity, and purpose while preparing students for a life of leadership and service. To fulfill this long stated mission, Tennessee Wesleyan graduates must show Servant Leadership qualities.

Initial assessment and anecdotal data from faculty, staff, and students indicated high interest in enhancing service and leadership traits of our students. This evidence, combined with a strong faculty sentiment toward fulfilling our mission's intent, led directly to the topic of Servant Leadership. The definition of a Servant Leader agreed upon by faculty, staff, students and board of trustees members is that:

A TWC Servant Leader exhibits a commitment to serving others, believes he/she can make a difference in the lives of others, and displays leadership skills of effective communication, information literacy, teamwork, critical thinking and global awareness.

When the plan is implemented, all incoming freshmen will enroll in a two semester Freshman Experience class which will introduce the concept of Servant Leadership, focus on the academic skills necessary for leadership, and will include a service learning component. After the freshman year, students will choose one of two tracks: 1) Servant Leadership or 2) Service Learning. Students choosing track one will be required to take a minimum of three Servant Leadership Honors (SLH) courses and will serve as mentors to freshmen. Students who choose track two will be required to take at least one Service Learning (SL) designated course. Regardless of their choice of track, all students will participate in a minimum of 40 service hours prior to graduation.

The faculty/staff focus group charged with the task of researching and recommending student learning outcomes for the plan held several sessions specifically dedicated to creating both program level outcomes and student learning outcomes. The program level outcomes will allow the College to make changes to the plan as necessary to improve it. The three student learning outcomes will allow the College to evaluate the skills acquired through participation in the program. Student learning outcomes for our QEP are:

- 1) The TWC Graduate is committed to serving others.
- 2) The TWC Graduate has developed leadership skills.
- 3) The TWC Graduate *believes* they can make a difference in the lives of others.

The assessment plan is detailed and uses self-report measures as well as portfolios and rubrics to assess the progress of each student. The successful implementation of the Tennessee Wesleyan College QEP will enhance the student experience, increase freshman retention, and graduate dynamic servant leaders into a society hungry for sustainable leadership.

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