What is STLR?

The Student Transformative Learning Record (STLR) is UCO's way of assessing and recording students' Transformative Learning (TL) experiences. While the traditional academic transcript gives a snapshot of students' *Discipline Knowledge*, STLR captures students' growth in the other five of the Central Six Tenets:

UCO's Central Six Core Value Tenets

What Do We Mean by Transformative Learning in Relation to STLR?

At UCO, we define Transformative Learning (TL) based on the work of Jack Mezirow, an adult education researcher. Having this definition, adopted in Spring 2015, is vital to having a campus-wide standard by which we measure students' TL growth:

Transformative Learning

- develops beyond-disciplinary skills and
- expands students' perspectives of their relationships with self, others, community and environment.

The STLR rubric, inspired by the American Association of Colleges and Universities V.A.L.U.E. (Valid Assessment of Learning in Undergraduate Education) rubrics and developed by a group of about 20 UCO faculty and assessment professionals, seeks to measure how deeply a student is in fact "transformed" across 5 of the Central Six Tenets. Was the student **exposed** to the tenet value? Did the student begin to **integrate** that knowledge to apply to other situations? Is the student embodying the tenet value in his/her life with evidence of changed behavior and a complete **transformation**?

What is the Need for STLR?

A student who has experienced transformation has had a major change in values, identity, or perspective, often evident by shifts in behavioral patterns or gains in employable skills. Employers and graduate programs are increasingly indicating they need and want students to have beyond-disciplinary skills. One study (Leadership IQ, 2013) revealed the top five reasons for new hire failure or lack of advancement:

- **Coachability** (26%): ability to accept and implement feedback
- **Emotional Intelligence** (23%): ability to understand & manage one's own emotions & recognize others'
- **Motivation** (17%): sufficient drive to achieve potential and excel in job
- **Temperament** (15%): attitude & personality suited to the job and work environment
- **Technical Competence** (11%): functional and/or technical skills & knowledge required for the job

Employers need applicants that have a degree <u>and</u> beyond-disciplinary skills. STLR seeks to provide opportunities for UCO students to gain those skills and then show future employers evidence of them.

How does STLR Work?

As more and more faculty and staff are STLR-trained, students will have more and more opportunities to engage in STLR in five ways:
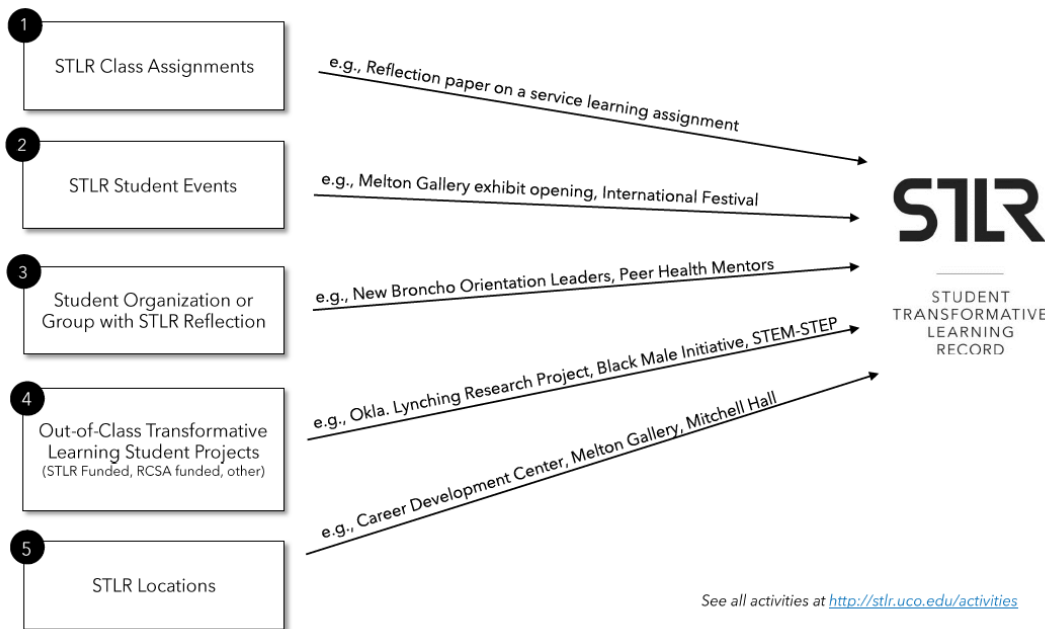
The Five Ways Students Engage with STLR

Next, faculty assess students' TL growth using the STLR rubric (see example from the Leadership tenet below) and leave feedback for students' continued growth. Students can curate their **STLR Snapshot** page to attach to their academic transcript or résumé. To further highlight their learning experiences, students may push supervisor/faculty feedback and those TL artifacts to a digital storehouse, called the D2L ePortfolio. Students then create **ePortfolio** presentations highlighting those transformative experiences and share them with graduate schools, employers, and others. As an added bonus, students who reach the level of transformation in one or more tenets can receive and wear achievement **cords at graduation** in the color of those tenets.

Tenet	Transformation	Integration	Exposure
Leadership	The student has developed her/his identity as a leader due to the experience, and actively seeks to empower others/teams and/or advance a cause or causes.	The experience has led the student to recognize her/his leadership qualities; and/or desire to use her/his influence to empower others/teams and/or advance a cause or causes.	The student is open to improving her/his views of leadership and/or participates in activities where she/he observes others using their influence to empower others/teams or advance a cause or causes.

The STLR Rubric for Leadership (see the all-tenet rubric at http://uco.edu/stlr)

Connect to STLR

STLR support is provided by UCO and a $7.78 million, 5-year Department of Education Title III Grant. Contact us, follow us on our social media sites, and visit our website to get connected.

Jeff King, Executive Director, Center for Excellence in Transformative Teaching and Learning (CETTL)
Camille Kilbourne, Mark Walvoord, & Brenton Wimmer, Assistant Directors, STLR • 405-974-5589
http://stlr.uco.edu • facebook.com/ucostlr • twitter.com/ucostlr • instagram.com/ucostlr • stlr@uco.edu

STLR STUDENT TRANSFORMATIVE LEARNING RECORD