

# CEEP Fellowship Training

## Learning Outcomes

**Learning outcomes** are valuable to both learners and instructors: they shape teaching and assessment activities and improve student engagement and learning. CEEP intends for these learning outcomes to help define the goals of the Fellowship trainings. This supports CEEP staff by clarifying expectations for Fellows, helps focus the content of the training, and will point to useful methods of assessment. Learning outcomes support CEEP Fellows by increasing their understanding of the goals for the training program: by focusing on integrating new knowledge and generalizable skills, students will draw more connections between their Fellowship, their coursework, and other kinds of knowledge, which will enhance student engagement.

### Leadership Model Translation

- Social Change Model of Leadership
  - Controversy with Civility
  - Citizenship
  - Collaboration
  - Consciousness of Self

### CAS Domain Translation

- Humanitarianism and Civic Engagement

### All Fellows<sup>1</sup>:

#### Knowledge

1. Understands the importance of including people from different backgrounds, beliefs, and/or experiences.
2. Understanding that serving one's community (campus and beyond) is essential in creating and maintaining a thriving democracy.
3. Understands how to remain nonpartisan when engaging in work for CEEP. Conversely, understands what constitutes partisan (or partisan-appearing) behaviors or events.

#### Value

1. Believing that it is important to act in ways that benefit, not detract from, the welfare of society and its members in an effort to foster healthy and supportive communities.
2. Believing that it is important to be aware of one's own personality, beliefs, capacities, and interests in an effort to engage in productive nonpartisan work.

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<sup>1</sup> Largely adapted from The Student Leadership Competencies Guidebook, Corey Seemiller, 2014.

## Ability

1. Being motivated to work toward a more equitable distribution of social power, namely, increasing college youth voting.
2. Being able to include others (students, faculty, staff) in roles, processes, and activities.
3. Can complete all steps in registering community members to vote in their state.

## Behavior

1. Cultivates a welcoming environment during activities that includes all students on campus in order to foster a greater shared commitment to voter engagement.
2. Shares power, information, and resources with others on campus so they can have a sense of ownership, accountability, and commitment regarding election engagement.

## National Trainings

CEEP ensures that Fellows are comfortable starting in their position, and immediately focus on connecting with others and their campus communities. Virtual Fellows learn essential nonpartisan mobilization skills, connect with other Fellows, and translate best election engagement practices to their unique (online) campus context.

- **Working from Home.** Working from home brings lots of benefits, such as: not having to worry about transportation, to having a more flexible schedule. However, working from home can also bring lots of challenges. It can be harder to create a schedule, stay on task and complete the things you need to. Luckily, our team has always been remote so we have some good tips on working remotely.
  - Students will learn how to adapt their workspace and routine to a new virtual environment. (Value 2)
  - Students will be able to create routines to maintain their physical and mental health while working from home. (Value 2)
  - Students will learn how to use different forms of online communication and the proper etiquette associated with each. (Ability 2, Behavior 2)
- **Getting Started.** This training defines a voter and how to become voter ready. Fellows will learn where they should turn for registration information, voter visibility, and team building. This will outline what it looks like to be nonpartisan and what Fellows should know.
  - Students will learn how to register voters in their state. (Ability 3)
  - Students will learn how to create a brand and begin their voting initiative on their campus. (Behavior 2, Knowledge 3)
  - Students will learn what CEEP is and does, and what role their Fellowship plays in our organization and the voter engagement movement as a whole. (Knowledge 2, 3)

- **Best Practices for Voter Registration, Education and GOTV.** This training teaches Fellows how to use voter registration and implement it on our campuses.
  - Students will learn about different ways to engage their peers and choose ways that best fit their campus. (Ability 2, 3)
  - Students will be able to navigate conversations with their peers while staying nonpartisan. (Knowledge 3, Value 2)
  - Students will learn how to assist students with absentee and early voting. (Knowledge 3, Ability 3)
- **Crossing the Finish Line: GOTV and Wrap-up.** This is the day we're all waiting for: Election Day! Make your campus' Election Day a success with excitement building events and effective digital marketing.
  - Students will learn methods of getting out the vote both on Election Day and before. (Ability 2, 3)
  - Students will use both in-person and online techniques to turn out voters. (Behavior 2)
  - Students will tie GOTV plans into existing brands and build on the registration, education and election excitement work already done. (Value 1, Knowledge 2)
  - Students will learn to articulate voting rights, know how to combat voter suppression and intimidation efforts, and know what to do if a problem arises at the polls. (Ability 1, Knowledge 2)
- **Self Care During the Campaign Season.** This training focuses on the dos and don'ts of self care throughout your Fellowship. It touches on everything from proper planning and SMARTER goals to creating a self care plan.
  - Students will understand the importance of planning and reaching out to campus stakeholders early on in the semester and will be able to create and execute an internal communication plan. (Ability 2, Behavior 2)
  - Students will understand what self care is and how to practice it. (Value 2)
  - Students will be able to create a SMARTER goal. (Ability 2)
- **Professional Development: Cultivating and Maintaining Professional Relationships.** You asked for more professional development opportunities, here it is! This training teaches some tips and tricks for cultivating, navigating, and maintaining your professional relationships on and off campus.
  - Students will understand the importance of professional relationships (Ability 2, Knowledge 1)
  - Students will be able to cultivate, maintain, and connect others to existing professional relationships in their fellowship and beyond. (Value 1)
  - Students will understand how to further personal goals using the connections they have and by creating new ones. (Ability 2, Value 2)

- **Creating Civil Dialogue: Living Room Conversations.** In an increasingly tense political world, we want to provide you a guide for creating and encouraging civil dialogue. This training features a few members of the CEEP staff who navigate political discussions and create civil dialogue.
  - Students will learn how to create an environment that promotes civil political dialogue. (Behavior 1, Knowledge 1)
  - Students will be able to begin political conversations that lead to civil dialogue and how to find common ground with the participants. (Ability 2)
  - Students will learn how to adapt these guidelines and tools to different situations, people, and conversations. (Ability 2)
- **Digital Organizing: Social Media and Branding.** Create a digital brand and make it work. Learn to define your mission, cultivate content and tell your story through online outlets.
  - Students will be able to understand the dynamics of digital organizing, and its importance for digital communication. (Knowledge 2)
  - Students will learn how to implement digital storytelling. (Knowledge 1, Behavior 2)
  - Students will recognize different elements of branding, and apply them.
  - Students will build the capacity to hold meaningful online conversations, and connect with students over digital media. (Value 1, Behavior 1)
- **Coalition Building and Long-Term Planning.** No one can engage an entire campus alone. Create a core group to coordinate engagement efforts, divide up the work and ensure key stakeholders communicate.
  - Students will learn how to build coalitions to support voter engagement work. (Ability 2)
  - Students will learn how to plan long-term and address the most pressing needs of their campus. (Value 1, Ability 1)
  - Students will understand the importance of professional relationships in the success of their coalition and plans. (Knowledge 1, Ability 2)

## Mini Trainings

In addition to our national trainings, we also provide several short, single-topic “mini trainings” for supplemental instruction in the following areas:

- Using the Activity Tracker (Continued Learning)
- Effective Tabling (Ability 2)
- Getting out the Vote (Behavior 2)
- Being Nonpartisan (Knowledge 3)

- Social Media and Branding (Behavior 2)

### **On-the-Ground/Virtual Experience**

We know a lot of what Fellows learn during their Fellowship comes not as a result of formal training, but “learning by doing.” Through interacting with the campus advisor, planning events, and building a broad coalition of voter engagement allies on campus, we expect our Fellows will gain experience in:

- Working intimately with state laws surrounding voter registration and elections and university policies relating to voter engagement. (Ability 3)
- Building and maintaining professional relationships with various organizations and departments in universities and their local community. (Knowledge 2)
- Creating civil and unbiased political dialogue with other college students. (Behavior 1)
- Maintaining nonpartisanship during potentially tense political elections and voter engagement events. (Knowledge 3)
- Planning and overseeing voter engagement events and bringing about sustainable voter-related policies on campus. (Knowledge 2, Value 1)
- Learning how to communicate and work effectively in a remote environment. This includes learning new tools to aid in their work. (Value 2)

### **Continued Learning Experiences**

As part of our ongoing commitment to Fellows Alumni, CEEP provides several opportunities for alumni to stay involved with CEEP and learn from each other. Our continuing Fellows and Alumni will be able to:

- Continue to connect with others in voter engagement which provides more opportunities to continue working in the field. (Value 2)
- Translate the skills and knowledge learned during their Fellowship into current or future professional settings. (Value 2)
- Pass on their Fellowship knowledge and experience to future Fellows through our mentorship program. (Behavior 2)
- Continue their professional development through regular trainings provided by our Alumni Network. (Continued Learning)