

Session 1: 12:00 p.m. - 12:30 p.m.

The Value of Floor Time: Evaluating Where Students Are & Where They Want to Go (Leigh Rupinski, Grand Valley State University) - rupinski@gvsu.edu

How many student employees do you have?

Can you share your self evaluation questions and/or rating system you use?

I love this, but I'm not sure how well I could scale your ideas to 30+ student employees in a circulation setting. I'd love to hear if you have any suggestions for scaling your approaches to a larger number of employees.

Also wondering this, as someone with 50+ students!

How are you managing your time so that you can provide this level of individualized attention to each student's growth and development?

Do you find that your student staff struggle with perfectionism / being frustrated and giving up? How do you handle that in coaching them? Sometimes our students get defensive or just don't want to engage with an area that we are working to help them improve in, even though we try to be clear that we don't expect perfection and have a growth mindset like the iteration you mentioned.

This may be too much—but I would love a google doc or something where you paste your tasks and anytime tasks for your students so I can steal 😊.

If you have students that you often don't work with directly, how would this process translate to student roles that are highly independent or often don't have high levels of in-person mentorship/interactions?

My new student said that they were not comfortable alphabetizing (pretty tricky problem for a shelver). I was so surprised but it makes sense to me now—everything is digital so who is out there needing to alphabetize anymore—have you dealt with this and what did you do? I am looking for online alphabetizing games but it's tricky finding one that isn't super-little kid styled. *I've had students having trouble with Dewey, actually - made a LibWizard tutorial and quiz to teach them!*

How have your self evaluations changed over time for students you've had for a while?

-I added in the strengths component to my open-ended questions because I noticed students having so much trouble translating projects they worked on to resume keywords!

-With the ratings scale, I've modified some of the questions mildly, but it's stayed mostly the same throughout.