



Peer Success Coaching Program

Program Overview

Peer Success Coaches (PSCs) at Westminster College work in conjunction with the Academic Success Center, the First Year Program and the Office of Student Affairs to help students adjust to the rigors of college life and to maximize their potential for academic success.

Working through Westminster 101 classes (WST 101) and in one-on-one meetings, PSCs collaborate with students to identify barriers to academic success and to develop individualized short- and long-term goals that will help them overcome those challenges. They also share strategies for success for issues like time management or study skills, while also connecting students to campus resources like faculty members, advisors, tutors and counselors.

PSCs are prepared for their work through WST 201. This course provides online, self-paced coursework before the start of the semester, in-person training the week before First Year students arrive and mentoring and guidance from WST 101 instructors and the PSC program director during the semester. PSCs will earn one credit for WST 201, free of charge, if they complete all requirements of the class and receive a “satisfactory” assessment of their work.

Job Description

Peer Success Coaching is divided into three elements: online training, in-person training, and the semester-long WST 101 course support role and experience. Over the course of this work, the Academic Success Center director will provide support sessions and social gatherings for the PSCs.

Peer Success Coaches are expected to attend and be engaged in all training sessions, including the asynchronous online training, the in-person training before the semester begins, all 15 WST 101 classes, and at least one PSC support event during the semester.

Also, PSCs must collaborate regularly with their WST 101 instructor, teach at least one lesson in the WST 101 class, and meet with each student in the class for an individual 1-on-1 meeting before the end of the semester. End of semester program evaluations must be completed by PSCs, as well, and they must maintain confidentiality of student issues and concerns.

Finally, during the trainings and throughout the course of the semester in the WST 101 classes, PSCs should be on time, and prepared for that training or class session. PSCs should not use their cell phones during training or class unless specifically asked by the instructor. Finally, PSCs should adhere to the College’s academic integrity policies;

violations of those policies are subject to the consequences outlined in the Undergraduate Catalog.

Minimum Requirements

- Dedicated interest in supporting the success of other students
- Ability to connect with students from a variety of backgrounds
- Proven successful student habits and behaviors (Minimum 2.5 GPA)
- Knowledge of campus resources, academic policies and procedures
- Strong oral and written communication skills
- Previous campus involvement/leadership experience

Outcomes

- Receive training in academic support areas
 - PSCs will be able to distinguish the peer coaching role from other support services on campus.
- Develop or improve communication and listening skills
 - PSCs will be able to apply the Set-Think-Learn-Change coaching structure to their 1-on-1 meetings with first year students.
 - PSCs will be able to explain a variety of student success strategies to first year students.
- Cultivate leadership skills
 - PSCs will be able to recommend appropriate campus support services that support the challenges faced by first year students.
 - PSCs will be able to demonstrate ethical guidelines for Peer Success Coaches at Westminster College.
- Gain relevant experience for those interested in pursuing careers in advising, human services, education, management, marketing, student affairs, etc.
 - PSCs will be able to identify common challenges faced by first year students.
 - PSCs be able to effectively create and teach a lesson plan that employs active learning strategies.