

Common Objective #1 Striving for Student Success

All staff are expected to contribute to the [university strategy](#) and as part of this should have an objective/goal stating how they will demonstrate striving for student success.

The aim of these pages is to help you develop a conversation with your line manager around this topic during appraisal, and to identify an objective/goal which could be part of your role and/or aligned to your personal or career development.

It's everyone's responsibility to consider how we contribute to student success

Ultimately the university does not exist without students so regardless of your role, we all have a part to play in ensuring they are successful. This may be easy for you to understand if your role means you encounter students on a daily basis, but even if you don't, or your role is focussed on something that isn't on the face of it a student issue, you should consider the ways in which what you do has an impact on students and their ability to succeed.

How can I consider Striving for Student Success in my appraisal?

To begin with, read our [university strategy 'This is Our Time'](#) so you're familiar with our ambition and approach. Strategic priority number 1 (Student Success) makes particular reference to the ways in which we will enhance the experience of our students and improve our graduate outcomes. Think about the ways in which you can contribute to these ideas, the opportunities you have to positively impact the student experience and how your other objectives can be tailored to have a clear link to this common objective.

What principles could I follow when considering my objective around Striving for Student Success?

These principles could be a helpful starting point when considering how you can promote Striving for Student Success in your role and/or personal and career development:

- Ensure student involvement in any project or group you are involved in, and support student representatives that operate in your area of work
- Empower and celebrate different student voices, personalities and mindsets.
- Contribute to the university's action plans and working groups that support Student Success, considering the positive impact you can make in your role.

- Develop a better understanding of our students experiences and needs by reviewing already existing research or instigating your own process for seeking student feedback
- Amend or adopt practices to ensure that the needs, expectations and aspirations of students are supported.
- Consider how you can support students' skills development that would enhance their employability

What are some examples that could be developed into relevant objectives?

- Supporting students to access relevant support services, to ensure that they can continue to engage with their studies
- Establishing a new way to discuss students' experiences of your area of work and negotiate ways in which it could better meet student needs.
- Developing a new communication channel with students about your area of work
- Making clear in relevant documents or communications how your work is contributing to the objectives of the university strategy in relation to student success
- Ensuring that communications are attuned to the needs of the diverse university community
- Considering if students could be employed to work in your department or on a specific project
- Inviting Greenwich Students' Union to participate in the planning and delivery of your work
- Identifying possible ways to simplify services, to make things easier for students to navigate and preventing duplication

Which groups, teams and networks are there to help deliver on Striving for Student Success?

When coming up with your objective, speak to different people to consider how you could carry out your role and/or develop your career to be inclusive, and deliver on culture change and wellbeing, for example:

- Greenwich Students' Union
- Student academic representatives
- Staff in faculties who support the student experience
- Student and Academic Services
- Academic and Digital Skills Team and Library Services
- Research and Enterprise Training Institute (RETI) - for those involved in research and enterprise
- Academic and Learning Enhancement - for support with learning and teaching development: ils-ale@gre.ac.uk

- Internal Communications – for advice and guidance around your communications at the university:
internalcommunications@greenwich.ac.uk
- Planning and Statistics for data about our students