# End of Service Group Check-ins

By the end-of-year group check-in, your service year corps members are beginning to wrap up their service year and may be feeling some anxiety as they think about next steps. You should focus on creating spaces that will help your corps members reflect on and discuss their shared service year experience, while also elevating barriers and challenges that can be solved collaboratively.

The End of Service Group Check-ins allow you to build on the training sessions, check-ins, and journaling throughout the service year by continuing to foster collective engagement and feedback from your service year corps members. There are three proposed group check-in sessions detailed below. Each starts with the post-service assessment for each component of the curriculum and ends with question prompts for the group discussion. These conversations can be conducted all at once (you should plan for 4-5 hours in total) or split into three 90 minute check-ins. Engagement through these conversations will help you understand ways to support your corps members in identifying how their assets and skills can be leveraged to enter a career pathway or learn more about a training or degree program. As with the group check-ins and training sessions throughout the service year, these check-ins are designed to build rapport and identify challenges and barriers, while also establishing intentional facilitated discussions amongst your corps to foster growth and development.

Here are recommendations to facilitate meaningful and thought-provoking group discussions:

- **Track Your Service Year Corps Members' Progress - Begin with the Community Agreement:** Remind your service year corps members of the Community Agreement established during orientation.

- **Incorporate an Icebreaker**: Begin the group discussion with an icebreaker activity to help your service year corps members feel comfortable sharing in the space.
  *Sample Prompt: Share your highs and lows from your service year experience so far or from this past week.*

- **Facilitate a Small Group Discussion:** Depending on the size of your corps, you may break your corps members into small groups of 8 or lead a "pair & share" discussion. You will likely know the most effective ways to get your corps members to engage and interact with one another. Be sure to identify a recorder and notetaker for small group discussions.

Before beginning individual check-ins with service year corps members, you should identify at least 3-5 questions to discuss with your corps members. The questions below would be appropriate for your first check-in meeting.

## BELONGING CULTURE END OF SERVICE GROUP CHECK-IN

 *Estimated Time: 90 minutes*

At the beginning of this check-in, we suggest that you dedicate the first 45 minutes for each corps member to complete the DEI Formative Assessment post-service section. Once the group has completed this, facilitate a full group discussion using the following questions:

- What has your experience in this program taught you about your ability to advocate for others? How has it helped you advocate for yourself?
- What relationships have you developed in this program that make you proud? Has the relationship challenged you to grow in any way?
- Why is it important to learn and know the stories of people that have different identities than your own? Why is it important to know the stories of people who have been marginalized because of their identities?
- In your opinion, what is the most rewarding aspect of building community with others and being inclusive of all? What is the most challenging or difficult aspect?

## ASSET-BASED FRAMEWORK END OF SERVICE GROUP CHECK-IN

 *Estimated Time: 90 minutes*

At the beginning of this check-in, we suggest that you dedicate the first 45 minutes for each corps member to complete the Asset-Based Growth Assessment Tool post-service assessment. Once the group has completed this, facilitate a full group discussion using the following questions:

Here is a list of questions to help you facilitate a group discussion:

- What strengths, abilities, and skills have you learned about yourself?
- What ways do you plan to utilize these strengths in your future opportunities?
- What areas can you use more help and support?
- How can you learn from/leverage others or your fellow corps members to help you achieve success?
- What has your experience in this program taught you about your ability to advocate for others? How has it helped you advocate for yourself?
- What relationships have you developed in this program that make you proud? Has the relationship challenged you to grow in any way?

## INTENTIONAL SKILLS ATTAINMENT:

 *Estimated Time: 90 minutes*

At the beginning of this check-in, we suggest that you dedicate the first 45 minutes for each corps member to complete the Employability Skills Inventory end of service section. Once the group has completed this, facilitate a full group discussion using the following questions:

- Were there any areas where you rated yourself Advanced or Proficient? If so, did they fall under a specific skill like Communication or Information Literacy or any of the others?
- Are there any Emerging or Developing skills that you enjoyed doing, but realize you need more experience or training to become Proficient?
- Are there any themes emerging from this thinking? This is a chance for you to reflect on your specific skills, interests, strengths and experiences to determine what next steps are right for you.
    - For example, you like to talk and have no issue with public speaking, but you may need more practice with written communication?
    - Or, maybe you're a creative problem-solver who loves puzzles and researching issues? Or, maybe you excel in both areas?
    - Maybe you realized that you love grant writing and researching funding opportunities?
    - Maybe you prefer working with your hands?
- As you consider the skills you've developed and your interests, what postsecondary institutions (e.g., colleges, universities, or vocational or professional certificate programs) would best develop the skills necessary to build on your skills, strengths and interests?