

# 3- Year Professional Development and Action Plan

YEAR 1	<p><b>NASPA/ACPA Competency: Student Learning and Development</b></p> <ul style="list-style-type: none"> <li>• Know appropriate steps to evaluate and assess the effectiveness of learning and teaching strategies             <ul style="list-style-type: none"> <li>○ Action items                 <ul style="list-style-type: none"> <li>▪ Learn and implement practices that center student experiences as a means to understand what opportunities to seek for them</li> <li>▪ Attend conflict resolution workshops</li> <li>▪ Teach and train student program coordinators to assess their program development and what learning outcomes they expect their peers to gain</li> <li>▪ Create meaningful professional development opportunities that will increase and broaden students' competency levels                     <ul style="list-style-type: none"> <li>• Provide foundational skill workshops for students                         <ul style="list-style-type: none"> <li>○ Invite Laurie to conduct a "how to network workshop."</li> </ul> </li> </ul> </li> </ul> </li> </ul> </li> </ul> <p><b>NASPA/ACPA Competency: Personal and ethical foundations</b></p> <ul style="list-style-type: none"> <li>• Know personal beliefs, values, assumptions, biases, and ability to do critical and rigorous self-reflection             <ul style="list-style-type: none"> <li>○ Action Items                 <ul style="list-style-type: none"> <li>▪ Integrate self-care practices in my work day to prevent burnout (i.e., go for a walk during lunch, be out of the office, connect with a colleague)</li> <li>▪ Conduct a self-assessment at the of the academic year based on competency areas of student learning and development and personal and ethical foundations</li> <li>▪ Participate in activities that challenge my own personal beliefs to broaden my perspectives on life</li> <li>▪ Attend and present at national conferences that showcase the integration of my practice and personal attributes</li> </ul> </li> </ul> </li> </ul>
YEAR 2	<p><b>NASPA/ACPA Competency: Organizational and Human Resources</b></p> <ul style="list-style-type: none"> <li>• Know institutional policies and partnerships that will benefit the organization's mission and goals             <ul style="list-style-type: none"> <li>○ Action Items                 <ul style="list-style-type: none"> <li>▪ Assess established networks and determine the connection to the mission of the organization</li> <li>▪ Determine the necessary gaps of expertise to the success of the organization's mission</li> </ul> </li> </ul> </li> </ul>
YEAR 3	<p><b>NASPA/ACPA Competency: Law, Policy, and Governance</b></p> <ul style="list-style-type: none"> <li>• Know how policy is developed and applied and determine what practices promote equitable practices or not             <ul style="list-style-type: none"> <li>○ Action Items                 <ul style="list-style-type: none"> <li>▪ Understand what laws govern the field of work that I am in</li> <li>▪ Make sure my goals and objectives comply with policy and guidelines</li> <li>▪ Conduct informational interviews with colleagues from different functional areas and see how policy influences their practices</li> </ul> </li> </ul> </li> </ul> <p><b>NASPA/ACPA Competency: Assessment, Education, and Research</b></p> <ul style="list-style-type: none"> <li>○ Action Items             <ul style="list-style-type: none"> <li>▪ Attend an assessment in higher education certificate program</li> <li>▪ Work with institutional research to determine data points that are reflective of the learning experiences and objectives of the student populations I am serving.</li> </ul> </li> </ul>