

Five-Year Action and Development Plan

In reviewing my professional competencies in consultation with NASPA/ACPA standards, I have developed a five-year action plan focusing on supervision with elements of mentorship, policy, ethical leadership, networking, and theory.

Growth in my supervisory style is critical to my development as a professional. One requirement I have for a future position responsibility is supervision of a student staff. This will allow me to gain direct experience and dialogue with my supervisor weekly about my strengths and areas of growth, specifically in developing exemplary ethical leadership. Our conversations will help form a professional code of ethics in alignment of the institution and consult about ethical dilemmas and crisis situations.

To stay current with research, theory, and best practice I will commit to read two journal articles a week of relevance. To maintain effectiveness, I need to adapt different theories to practice with different populations of students. One theory I continue to integrate into my practice in Community Cultural Wealth (CCW) (Yosso, 2005). My challenge is forming a supervisory and mentorship style to help students feel valued, form community, and thrive in their resistance of the dominant culture. In consultation with mentors and colleagues, I will develop a professional framework with CCW and other theories which resonate with me as a foundation.

I plan to expand my professional network by scheduling meetings with other entry-level colleagues about their experience in the university. Moreover, I will engage with mid and senior level administrators about their story and the campus climate to help me better serve my students. Dialogue will also help me understand the impact of institutional, state, and federal policies on our work. I plan to do my own work to

research and educate myself on the state and federal laws governing higher education, especially in the public sector.

To further grow and sustain my professional networks, I will continue to attend regional and national conferences (NASPA and an organization in the functional area I work in) and work on collaborative session proposals or collaborative research projects. I also commit to setting up conference calls and informational meetings to sustain my network and listen to my colleague's story.

Looking at the last few years of my development plan, I want to focus on my next steps. For the way I want to serve students, I need to outgrow an entry-level position and move into a director or administrator level position. I will be looking for a mid-level position where I can get experience supervising other staff. I will also explore Ph.D. programs to further my education.