Worksheet: Developing a student services competencies PD plan

CONTEXT
Professional organizations routinely develop a set of competencies they believe are necessary for success within a particular field. In 2008, ACPA released a new publication detailing the competencies for effective student affairs practice. Our class reviewed this document and a host of others and from these documents brainstormed a starting set of competencies for student affairs/student services in Canadian postsecondary education. Part of being an intentional student affairs/student services educator is regularly assessing one’s level of competence in critical areas. In developing the habits of an intentional student affairs/student services educator, this assignment will provide you with the opportunity to define each competency, reflect on your current level of competence with respect to these areas and develop a professional plan for improvement.

TASK
The final product will be a full professional development plan relative to each of the student affairs/student services competencies. This paper will include ten sections, a prologue, epilogue, and section for each competency. In the prologue, you should describe what you would like to be doing in terms of your career two years from now. As each person’s career goals are likely to be different, the prologue should set the unique context for your professional development plan.

The competencies are:

- Advising
- Assessment
- Communication
- Ethics
- Planning and Implementation
- Pluralism and Inclusion
- Professional development/lifelong learning
- Student Learning and Development

Within each competency, you should respond to the following:

1. How do you define the competency?
2. What is your current level of competence within this area based on your definition?
3. Why do you believe this to be the case? Provide reasons and support for the response you articulated in question 2.
4. What will you do in the course of the next two years to improve your competence in this area with respect to your career goal?

The salience of each competency may differ in its level of priority due to varying career goals. The epilogue should describe any other areas you plan to develop to best put you on track for meeting your career goals.