

MY PERSONAL & PROFESSIONAL DEVELOPMENT PLAN

5-Year Vision (2022-2027)

Name: Ernst Monsengo Mayizo Bonjaw

Date: 12/2/2022

Core Competency addressed: TECHNOLOGY (TECH)

PD GOAL 1: Advance my competence in technology to further engage and support students and others in my intended field of practice.

Include 2-3 Steps necessary to achieve this goal (please be specific):

- Complete internships where I will further grow in understanding of technology used in Student Engagement by December 2022.
- Complete online courses on software and management programs used in higher education by 2023.
- Self-study with relevant books or articles (lifetime)
- Continue to engage in learning and using new social media channels over the next five years.

Core Competency addressed: ADVISING and SUPPORTING (A/S)

PD GOAL 2: Reaching the development of higher order capacities for listening, addressing group dynamics, managing conflict and situations, and partnering with other professionals, department, and agencies.

Include 2-3 Steps necessary to achieve this goal (please be specific):

- Complete leadership development workshop training series through my internship with Trocaire College in December 2022
- Conduct my "Trauma Healing Group" (church) in USA and abroad
- Attend one advisement specific conference by June 2023.

Core Competency addressed: ASSESSMENT, EVALUATION, and RESEARCH (AER)

PD GOAL 3: Shift from smaller scales applications focused on singular programs or studies to Further engage in a large research opportunity for advisement, support, and enrichment programs that impact the holistic development of students.

Include 2-3 Steps necessary to achieve this goal (please be specific):

- Participate in focus group during my internships
- Attend presentations/conferences that relate to AER by 2027.
- Self-study with relevant books and articles.

Core Competency addressed: LEADERSHIP (LEAD)

PD GOAL 4: Secure a job in Higher Education to further advance my career

Include 2-3 Steps necessary to achieve this goal (please be specific):

- Expand leadership skills through internships and other means (church).
- Read relevant books and articles
- Connect with a HESAA mentor in a functional area that I am interested in.
- Accept a leadership role at a local college or university where I can develop credibility within my team and the campus community.

Core Competency addressed: ORGANIZATIONAL AND HUMAN RESOURCES (OHR)

PD GOAL 5: Reach the advanced level

Include 2-3 Steps necessary to achieve this goal (please be specific):

- Complete my internships by December 2022.
- Participate in workshops and seminars related to teamwork, team building, and group dynamics by February 2024.
- Participate as a member of a search committee for my future institution by 2027
- Attend professional development opportunities at my future institution to advance my OHR skills.