

SKILL/KNOWLEDGE		Initial (ED 695A)	Mid-Program (Practicums)	Final (ED 695B or ED 699)
Competency Area		Self Score (1-5) and Comments	Self Score (1-5) and Comments	Self Score (1-5) and Comments
Personal and Ethical Foundations (PPF)		3 – In my current role I have worked to develop a list of what I values for my supervises and can articulate why I have them do the work they do. I have worked with department leadership to identify and propose suggestions for inequity or inconsistencies in the department.		
Values, Philosophy and History (VPH)		2 – While I can describe how historical context impacts modern students, I think there is a lot more to learn about the politics and history of higher education.		
Assessment, Evaluation, and Research (AER)		2 – I can recognize when we need to use assessment and evaluation in our work, but haven’t had the opportunity to work on implementation and analysis of the data. However, I’ve had some experience working on budgetary committees, and academic affairs committees where I have seen a high level overview of these assessments.		
Law, Policy and Governance (LPG)		3 – I’ve had experience at both a public university and private college. I have been able to identify differences and learn more about how laws affect the two entities in different ways. I understand how the policy review process works in the Minnstate system. I haven’t had much experience with creating policies or needing to cite law like in offices like Equal Opportunity/Title IX or Accessibility Resources.		
Organizational and Human Resource (OHR)		3 – I have spent a significant part of my graduate assistantship looking at how to use technology to reduce strain on employees. I worked throughout my undergraduate and professional career to demonstrate being a good steward of financial and human resources both on committees and in supervision. I have worked to develop a network across departments and campuses. One limitation		

	is providing needed constructive feedback to supervisees. While I have grown in this area, it is the most difficult part of supervision.		
Leadership (LEAD)	2 – I struggle to identify strengths of my leadership. I can explain the processes of how organizational changes were made and can describe benefits to each decision-making process. I am currently overly dependent on supervisors to confirm that I am making the best decisions.		
Social Justice and Inclusion (SJI)	2- I have started to develop the skills to identify inequities and bias at personal, and systemic levels. However, I think that I still have a ways to go to in terms of developing advocacy skills to help create a more inclusive environment.		
Student Learning and Development (SLD)	2- Student development theory was my weakest point during my master's program. I am able to talk about theories and how those theories could be used in real world scenarios. However, I still need to work on actively using student development theories in my work. Theories are often an after thought in my work.		
Technology (TECH)	4 – My undergraduate degree is in Data Science. I often find ways to implement technology to make my staff's lives easier. I have been told by colleagues that I am good at explaining processes and breaking down complex technological issues. I like to explore our software (such as StarRez) and figure out what I can do beyond just the basics. I think the next step to get me to a 5 would be conducting a needs assessment to figure out if our current technology fits our needs, or if a different platform would work better.		
Advising and Supporting (A/S)	3 – A large part of my work as a Hall Director is to respond to crises and have "Critical Issue Chats" with students. Both of these would fall into the category of		

	supporting students. Due to my master's program being heavily counseling focused, I think I did a good job at building rapport, active listening, and facilitating reflection. I can continue to develop skills on prevention programming, and higher-level crises support.		
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