



## SCN-605 Topic 3: Professional Development Leadership Plan Template

1.

<b>Leadership Trait:</b> Interpersonal influence	
Please clearly define the leadership quality you identified as an area for growth.	It is important for school counselors to interact and become involved with stakeholders beyond the student population. School counselors with interpersonal influence “understand administrative politics and are capable of through school and district systems to gain the necessary buy-in” (Young, 2013, p.38).
Locate and describe professional development resources to assist you in the development of this leadership trait (i.e., professional literature, professional training, working with a mentor)	Working with my site supervisor, I will be able to locate possibilities to present and practice this area as well as agree on specific topics that need to be addressed with stakeholders. By doing research with professional literature on the decided topic, I can create a presentation that can be given.
Specify a timeline for completion of the professional development activities you identified.	The goal would be working on this throughout the remainder of this school year, with the hope of presenting data and findings (on agreed upon topic) at the beginning of the next school year for district professional development.
How will you assess your growth in this area?	The main assessment for this trait would be the presentation. This can include assessments given by those at the presentation as well as informal assessments

	including perceived changes noticed by the stakeholders and viewers of the presentation.
Identify and discuss a GCU Professional Disposition of Learners that can also support your growth in developing this leadership Trait.	While perhaps not exactly the answer most would consider, I see the disposition of advocacy in this trait (Grand Canyon University, 2022), with the idea that interpersonal influence can help advocate for needed change for our students.

2.

<b>Leadership Trait:</b> Professional efficacy	
Please clearly define the leadership quality you identified as an area for growth.	By maintaining fidelity to the core values and goals of the school and school district, school counselors are able to lead true change and “improve student outcomes” (Young, 2013, p. 39).
Locate and describe professional development resources to assist you in the development of this leadership trait (i.e., professional literature, professional training, working with a mentor)	This particular trait comes at an interesting time in my school district, as the secondary school counselors are creating a living document for our standards and missions based off of the ASCA standards. By understanding the ASCA standards, the school district standards, and also being fully aware of the school mission and goals, I will be able to have solid professional efficacy that can truly help students and stakeholders.
Specify a timeline for completion of the professional development activities you identified.	The goal would be the completion of the school district document in late spring, with my personal understanding of all three document occurring at the same time (with the ability to review as needed).

How will you assess your growth in this area?	The informal assessment of feeling confident in my awareness of these documents will be key for this trait. Also being able to explain these documents to other stakeholders- particularly school staff, parents, and new counselors- will help confirm this assessment.
Identify and discuss a GCU Professional Disposition of Learners that can also support your growth in developing this leadership Trait.	The disposition of reflection includes “critical examination of their professional practices” (Grand Canyon University, 2022), which suits this trait well as we work to both improve our field while also helping others to understand and support needed areas of growth.

3.

<b>Leadership Trait:</b> Systemic collaboration	
Please clearly define the leadership quality you identified as an area for growth.	Systemic collaboration involves “active engagement with stakeholders” in way that will bring about change both now and in the future (Young, 2013, p.37). Involving all stakeholders allows for a lasting impact that can impact all students.
Locate and describe professional development resources to assist you in the development of this leadership trait (i.e., professional literature, professional training, working with a mentor)	Close communication with other school counselors and supervisors will help improve this trait, both by collaborating and by learning of other stakeholders and resources available within the community. Additionally, networking in professional communities can help with genuine systemic collaboration that will have lasting results.
Specify a timeline for completion of the professional development activities you identified.	This particular trait is one that will clearly continue to evolve throughout my career, with a timeline harder to define than the others. The hope is that it would continue

	to evolve, with annual reviews to decipher newer stakeholders or resources to add to the repertoire and active relationships.
How will you assess your growth in this area?	Honest, informal assessments are needed for this trait. Actively remembering this trait when meeting with others will allow for additional collaborations to be brought about frequently.
Identify and discuss a GCU Professional Disposition of Learners that can also support your growth in developing this leadership Trait.	Dedication will help with actively remembering this characteristic, as “the role of lifelong learner” (Grand Canyon University, 2022) shows the importance of continuing to grow.

References

Grand Canyon University. (2022). *Dispositional Values*. Student Success Center. Retrieved April 3, 2023, from <https://ssc.gcu.edu/>

Young, A. (2013). *Building-level leadership*. American School Counselor Association. Retrieved April 3, 2023, from <https://www.schoolcounselor.org/getmedia/b17aaa18-60f0-42f8-ad1e-52552e0959b7/Building-Level.pdf>