

## ABOUT THE STUDENT DEVELOPMENT MODEL & WHY IT'S IMPORTANT

The developmental goal of the Bonner Program for students is: *to develop the skills, knowledge, experience, and commitments of students engaged in community service over the four years of their Bonner Program experience.*

The Bonner Program approaches the student holistically and considers the variety of factors that influence his or her development. As a result, the developmental model aligns itself to the tiered undergraduate curricular experience.

The Bonner Program expects students to build upon their current competency and skill sets and move closer toward our overall program benchmarks and student development goals. We recognize that not every student will reach all of these benchmarks. Nevertheless, it is useful to examine regularly the students' progress so that by the time they leave the program they find themselves in the later stages of this model.

By using this student development model, we are able to support students on their own path to becoming educated, empowered, active, motivated, caring, and thoughtful citizens, community members and professionals.



**JSC's Bonner Leaders in the class of 2010 with their vision for the program.**

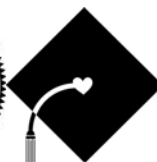
### About Johnson State College's Bonner Leader Program

The JSC Bonner Leader Program is part of a national network of Bonner Programs at over 75 colleges and universities across the United States. Bonner Leaders are outstanding students who commit themselves to leadership through service and making positive change across campus and in the community. The Bonner Leader Program is one of four in the Center for Service Learning, and is generously supported by the Bonner Foundation and the Corporation for National and Community Service.

### About the Bonner Foundation

The Bonner Foundation is a national philanthropic organization based in Princeton, New Jersey and founded by Bertram F. Bonner, a land developer, builder, and investor, and his wife, Corella Allen Bonner. The Bonner Foundation serves several different functions that are united by the goals of supporting students, college campuses, and local communities. Specifically, the Bonner Foundation: makes grants to colleges, universities, and other non-profit organizations; serves as a consortium of colleges and universities committed to community service; and champions the idea of developing service-based scholarships at institutions throughout the country.

*For more information, please visit [www.bonner.org](http://www.bonner.org).*



### CENTER FOR SERVICE LEARNING

Dewey Campus Center  
Johnson State College  
337 College Hill  
Johnson, VT 05656

Phone: 802-635-1287 (main office line)  
Phone: 802-635-1471 (Bonner Program  
Coordinator, Colin Penney)

Phone: 802-635-1694 (Bonner Program  
Director, Laura Megivern)

Fax: 802-635-1202

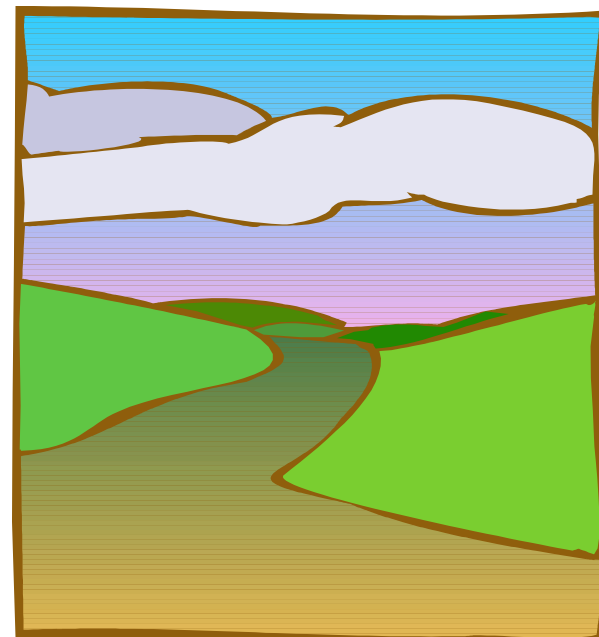
Email: [laura.megivern@jsc.vsc.edu](mailto:laura.megivern@jsc.vsc.edu)  
[colin.penney@jsc.vsc.edu](mailto:colin.penney@jsc.vsc.edu)

Bonner Program Common Commitments  
Community Building | Civic Engagement | Diversity  
International Perspective | Spiritual Exploration | Social Justice



Johnson State College  
Bonner Leader Program

THE FIVE E'S:  
a developmental  
roadmap for  
citizenship



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SERVICE LEARNING

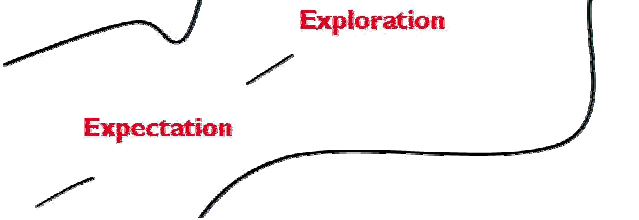
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# WHAT ARE THE FIVE E'S?

The Bonner Leader Program is unique in that we expect students to transition from volunteers to leaders in the community during their time in the program. This student development model is described by the "Five E's," or developmental levels, of *Expectation, Exploration, Experience, Example, and Expertise*.

All aspects of the program—the service placement, co-curricular meetings, training, reflection, and advising, align to support students' transition to a skilled, competent professional—and active citizen—as they near graduation.

Each stage is seen in experience, skills, knowledge and values. In addition, participants are regularly asked to reflect on their service and explore the issues that necessitate the need for their service. Each stage also has specific training topics, ideal service tasks, and increasing expectations for involvement in the campus and national Bonner Programs.



We are developing suggested coursework for each stage, and the program aligns well with our Certificate of Non-Profit Management Program. Below are descriptions of each stage.

## Expectation

Students are selected, prepared, and filled with expectation. Training includes basic orientation to the program's structure, expectations, guidelines, and the community.

## Exploration

This stage includes an orientation and training including knowledge about the community, personal exploration and reflection,

goal setting and time management. This includes multiple service sites in one-time service (often event-based) roles.

## Experience

Students move into a focused placement on a particular issue at one organization. Training includes critical thinking, diversity awareness, project planning, and an introduction to social issues and civics.

## Example

Students in this stage often move into a project coordination role. They may be organizing and planning service projects for other students at their site, supervising, training and advising

## Example

students at the Experience or Exploration level. Training at this level includes a focus on personal and civic values, project coordination, and resource development. Students at this level may also lead training and reflection for other students in the program.

## Expertise

In this stage, service passions are integrated with a student's academic endeavors and career exploration. Often students at this level serve as team leaders, managing a team of volunteers, or specialists. Training includes a focus on career planning and vocation, evaluation, networking, public speaking, and skills for life-long involvement.

## Civic Engagement Knowledge and Curricula

Our program seeks to prepare students to address the seven global challenges defined by Bonner students nationwide (global warming and other environmental challenges; establishing economic justice; poverty; public health and health care; a rise in fundamentalism; war and violence; and the vulnerability of women and children). To best do this, our program focuses on critical thinking skills, public policy, poverty, international issues and perspectives, issue- and place- based knowledge, and diversity. We use a combination of national Bonner civic engagement curricula and locally-developed trainings.

## Sample Bonner Tasks

Below is a chart of tasks that a Bonner Leader may undertake, with the guidance and support of a site supervisor, at a community partner host site.

Type of Work	Generic Description	Example: Education
<b>Vision/Strategy Expertise</b>	Students involved in strategic planning, visioning for future work	<i>Steering a five-year strategic planning committee for the school's immunization program</i>
<b>Fundraising Expertise/Example</b>	Students involved in grant writing, financial partnerships	<i>Writing a Healthy Start grant; creating a corporate partnership</i>
<b>Community-Based Research &amp; Policy Analysis Expertise</b>	Students involved in community-based research that meets an identified community or organizational information need	<i>Interviewing families about health care needs and developing a written paper</i>
<b>Outreach/PR Example</b>	Students involved in broader community development work	<i>Brokering relationships with other nonprofits for expanding health services for children</i>
<b>Project Coordination Example</b>	Students involved in managing other volunteers or staff	<i>Managing a corps of regular volunteers</i>
<b>New Program Development Example</b>	Students involved in creating a new program or service	<i>Creating a Family Involvement Program</i>
<b>Improving Existing Services Experience</b>	Students involved in expanding or improving a key	<i>Curriculum development</i>
<b>Regular Volunteer Work Experience</b>	Students involved in sustained volunteer activity over a semester	<i>Tutoring a child in the classroom</i>
<b>One-Time Service Projects Exploration</b>	Students involved in a short-term service project or meeting a need	<i>Playground building day, Family Fair</i>