



Member Professional Development Plan

Directions: Please review the following questions as you prepare for and complete the first evaluation with your WSC AmeriCorps member. This document is intended to help guide conversation around your member's personal and professional goals and to develop a plan for supporting them in reaching these goals.

Questions to consider before speaking with your member

- Have you already spoken with your member about their short/long term career goals? If so, what are they and how can this AmeriCorps position support them in their professional journey?
- Are there people working at your organization who your member could benefit from meeting/scheduling an informational interview with? Any other contacts working within your professional network?
- Are there additional training resources or professional certifications available to your organization that support your member's professional development goals?
- Are there any opportunities for your member to take on additional projects that support your site and serve to enhance their professional experience?

Questions to discuss with your member during the evaluation review

1. What is most important to you in your future career? What are your professional goals after this service term? How do you see your AmeriCorps experience supporting those goals?
2. Are there any professional skills you would like to work on developing over the remainder of your service term? What can we do to enable your growth?
3. Are there any trainings or professional development resources you need? Is there another department you'd like to learn more about? (consider short- and long-term goals)
4. Is there anybody in our organization or within our network you would like to connect with for an informational interview? Is there anyone you feel would be a good mentor?
5. Are there any projects you would like to develop/support over the remainder of your service term? Think about ongoing projects you're aware of in our organization, or any new ideas you may have that support the goals of your AmeriCorps position (consider short- and long-term goals).
6. What activities in your service term have you enjoyed the most and found most interesting? Which have you disliked? Which projects are you most proud of so far this year?
7. What are your most valuable talents and skills? Do you feel those skills are being utilized?

Action items

Based on the conversation today, we will take the following actions (use additional pages if more space is needed). Follow up discussion to occur on this date: _____