

# Washington Service Corps Corpsmember Development Plan

PLEASE PRINT OR TYPE

# SAMPLE

Agency #
Project #
Corpsmember #

\_\_\_\_\_  
Agency Supervisor

\_\_\_\_\_  
Sponsor Agency

\_\_\_\_\_  
Agency Address

\_\_\_\_\_  
City State Zip

\_\_\_\_\_  
Supervisor Phone #

First Evaluation - / - / - (3 months)

Second Evaluation / / (6 months)

Final Evaluation / / (9 months)

\_\_\_\_\_  
Corpsmember Name

\_\_\_\_\_  
Position Title

Corpsmember reviewed project application?  
0 Yes 0 No

\_\_\_\_\_  
Home Phone #

\_\_\_\_\_  
Start Date (mo/day/yr)

\_\_\_\_\_  
Completion Date (mo/day/yr)

This agreement reflects the corpsmember development outcomes outlined in your project application, corpsmember goals and development needs. The plan mutually commits the corpsmember and the sponsor agency to 11 months of service. The WSC has developed four corpsmember development outcomes from which the sponsor agency and corpsmember will identify in this plan to best meet corpsmember needs and the outcomes utilizing the project.

1. What are the corpsmember's short term goals? (for example life, career, educational)

2. What are the corpsmember long term goals?

3. What prohibits the corpsmember from professional, vocational, or educational development?

# SAMPLE

## Washington Service Corps Corpsmember Development Plan Outcomes

Participants who complete 11 months of service with the Washington State Service Corps (WSC) program will accomplish WSC Corpsmember Development Guidelines by demonstrating that they understand and can apply skills, concepts and principles in these outcomes. Each sponsor agency will ensure that these 4 component outcomes are met through education and training opportunities either on the job or in training sessions provided by the sponsor agency, the WSC, or other recognized agencies/institutions. The sponsor agency and corpsmember will complete the Corpsmember Development Plan within the first 20 days of the project's start and submit the plan to WSC for review. This plan between the corpsmember, sponsor agency, and WSC, confirms the corpsmember's commitment to 11 months of service and outlines the plans for corpsmember development.

### Critical Thinking and Problem Solving

- Recognize and define problems, then make connections between problems and new knowledge, concepts, or principles learned on the job, in training or from research.
- Apply new knowledge to the real world.
- Effectively access, evaluate and integrate relevant information from a variety of sources.
- Understand and apply critical and creative thinking processes to resolve complex issues.
- Apply problem solving strategies as needed in a variety of ways.
- Analyze and understand complex systems.

### Leadership

- Manage and evaluate personnel behavior as a leader and/or team member.
- Work cooperatively with others in roles of team leader, member and facilitator to accomplish team goals.
- Demonstrate knowledge and understanding of leadership principles as they relate to her/his project locally, regionally, nationally and globally.
- Develop knowledge and skills in resolving conflicts effectively and appropriately.
- Take pride in work and demonstrate a positive work ethic.

### Civic and Community Responsibility

- 0 Know the rights and responsibilities of being a citizen by exercising basic rights (e.g., registered voter, library card, filing tax forms).
- 0 Plan and take actions that contribute to the quality of life in their community by addressing unmet community need(s).
- 0 Prepare for and reflect on service actions and activities performed to enhance understanding of community service locally, regionally, nationally and globally.
- 0 Recognize cultural diversity as a valuable resource and learn from the unique contributions of each individual.

### Career Development

- Develop career plans which integrate personal and career goals and clearly connect education, training, or employment goals.
- Develop skills relevant to enhancing career opportunities in their chosen field or related to their specific project.
- Develop career marketing knowledge and skills relevant to the individual and current local, regional, national or global employment needs.



4. What style(s) of guidance/supervision will the corpsmember receive during the project duration? How will consistent and effective communication be maintained?

5. What are the corpsmember's needs, interests and abilities?

**SAMPLE**

6. Does the corpsmember currently volunteer her/his time?  Yes  No  
If no, what are her/his plans for meeting the volunteer requirement of the program?

7. Does the corpsmember seek to further his/her education or professional/vocational training  Yes  No  
If yes, what kind of training, how often, and where?

8. What activities and experiences does the corpsmember hope to gain and experience?

We have negotiated the Corpsmember Development Plan which commits the agency and the corpsmember to 11 months of service, meets corpsmember development needs, and follows WSC Corpsmember Development Guidelines. We have read and understand the WSC Handbook and General Conditions and agree to abide by them.

\_\_\_\_\_  
Supervisor Signature Date

\_\_\_\_\_  
Corpsmember Signature Date

This plan has been reviewed and is consistent with all guidelines of the Washington Service Corps.

\_\_\_\_\_  
WSC Local Area Coordinator Date

\_\_\_\_\_  
Director, Washington Service Corps Date