



# Corps Member Performance and Professional Development Plan

NAME: \_\_\_\_\_

CITY YEAR SITE: \_\_\_\_\_

TEAM: \_\_\_\_\_

MEETING DATE/TIME: \_\_\_\_\_

STAFF SUPERVISOR: \_\_\_\_\_

The purpose of the Performance and Professional Development Plan is to ensure clarity and alignment of performance and development goals for each corps member.

## 1. SERVICE GOALS

### EXAMPLES:

Goal: Provide one-on-one tutoring to 20 students in the first half of the year (based on 40 over the course of the school year) resulting in an increase of at least x levels for students tutored for at least 9 weeks.

Goal: Contribute to the team's goal of serving 100 students through after-school programs during the first half of the year (goal of 150 over the course of the year). Resulting in increased civic development and youth development as measured through the Civic Youth Development Index.

Goal: Engage 6 volunteers in service projects during the first semester

**Goal #1 – SERVICE** [use AmeriCorps Performance Measures and site Operating Plan goals; break down to individual or team level]

**Goal #2 – SERVICE**

**Goal #3 – SERVICE**

### Goal - Special Initiatives

List below any special organizational initiatives that you worked on outside of your regular service goals.



# Performance and Professional Development Plan

2. CIVIC LEADERSHIP DEVELOPMENT Goals	Mastery Level (1-5)	
In addition to recording the beginning of year self-assessment, CMs should write down any specific projects, experiences, or trainings you would like to have as part of your development.	Beginning of Year Self-Assessment	Goal for the Year
<b>Civic Knowledge</b>		
<b>Community Understanding</b>		
<b>Project Planning &amp; Management</b>		
<b>Public Speaking</b> (+facilitation, training)		
<b>Team Leadership</b>		
<b>Financial Literacy</b>		
<b>Working with Children and Youth</b>		
<b>Computer Skills</b>		
<b>Fundraising</b>		
<b>Health/Fitness</b>		
<b>Inclusivity</b>		
<b>Recruitment</b>		
<b>Other skills I would like to develop:</b>  <b>Examples:</b> <ul style="list-style-type: none"> <li>- Learn/improve my Spanish</li> <li>- Learn how to cook 5 more healthy meals</li> </ul>		



## 3. LIFE AFTER CITY YEAR GOALS

Describe goals you have for exploring or pursuing Life After City Year plans and goals.

### Education

Examples:

- Study for SAT (or GRE, LSAT, MCAT, GRE, etc) and take (or re-take) by November
- Visit at least 3 prospective colleges (or grad school)
- Find and talk to at least 3 other corps members or City Year staff who went to my top 3 college prospects
- Apply for Financial Aid; Research scholarships
- Find out which colleges match the AmeriCorps Education Award
- Find a "Life After City Year" mentor and meet with them to fine tune my plans

### Job/Career

Examples:

- Teaching: Ask 2 teachers for their insights and experiences about teaching
- Non-profit Community Jobs: Conduct at least 4 informational interviews about non-profit community jobs
- City Year: Find out what are all the different staff opportunities at City Year; interview 3 current CY staff members; apply to be a Senior Corps Member for next year
- Business: Find out what kinds of entry-level jobs exist with City Year corporate sponsors

### Service/Civic Involvement

Examples:

- Research service & leadership opportunities at the colleges I am considering (if college-bound)
- Find out more about employee volunteer programs generally and at employers I am considering
- Research community-based or issue-focused organization I could join as a member

### Alumni/City Year Involvement

Examples:

- Find out about joining/starting the local chapter of the City Year Alumni Association
- Find out about serving as the alumni point person for my team – keep my team in touch with each other
- Find out about volunteering 10 hours/week at the City Year office
- Find out about serve as a City Year recruitment point person on my college campus
- Find out about joining AmeriCorps Alums