

## Staff Development Plan

- This plan and all plans must begin with the fact that our people are the most valuable resource in the council.
- I have maintained a teaching orientation since attaining my degree in Secondary Education.
- It is critical to know your staff's interests, desires and abilities.
- Help the staff understand my straits, abilities and objectives.
- Help the staff understand the goals and desires that you have for the Council.
- Develop a plan for success with each staff member determining the role that they will have in the success of the Council. This will involve the establishment of their goals and appropriate check points.
- Develop an ongoing staff development plan. This plan will include basic knowledge, "the next level training", situational ongoing training (utilizing my experience as a trainer and motivator). Teaching in small segments with feedback and reassessment is a critical element.
- Positive reinforcement is a critical part of my staff development plan.
- Train staff to be customer oriented.
- Teach staff to be proactive decision makers that can recognize difficult situations and solutions before they arise.
- Work with all members of the team to establish motivational team goals.
- Help the team understand why I am trying to accomplish certain tasks and the reason for my methods.
- Ensure that the team enjoys the process of attaining goals.
- When the process gets out of balance help staff to understand why there was an issue and develop a positive solution.