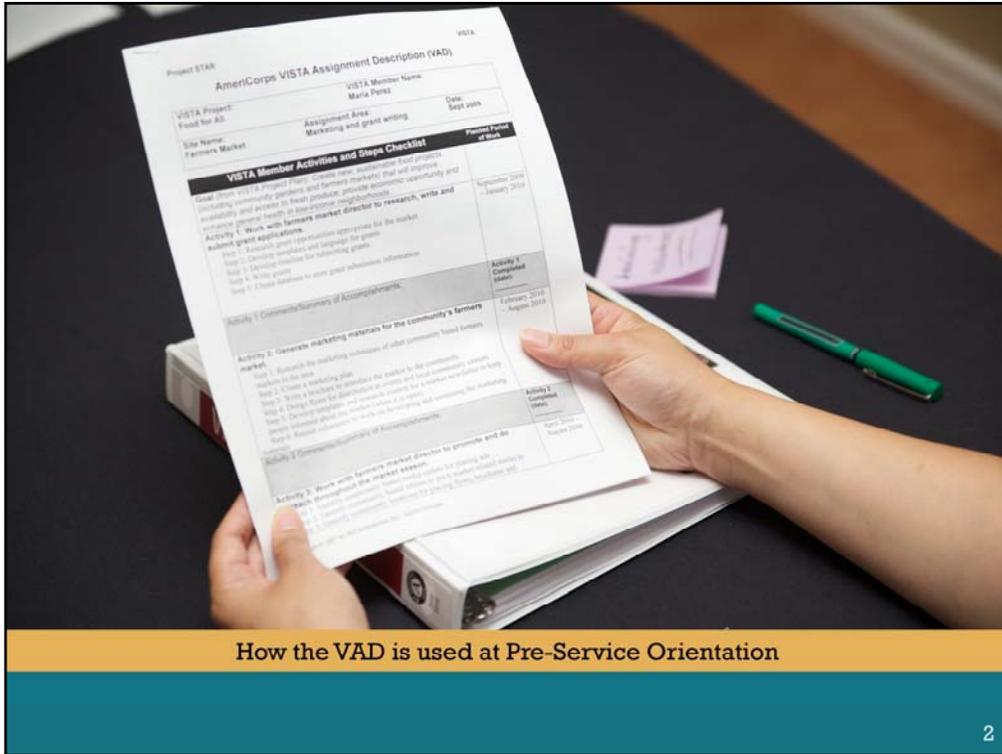


# VAD at the PSO

How VISTAs are introduced to  
their VADs

[Start Audio Slide Show](#)



How the VAD is used at Pre-Service Orientation

The VISTA Assignment Description or VAD is a critical part of the Pre-Service Orientation, also called the PSO.



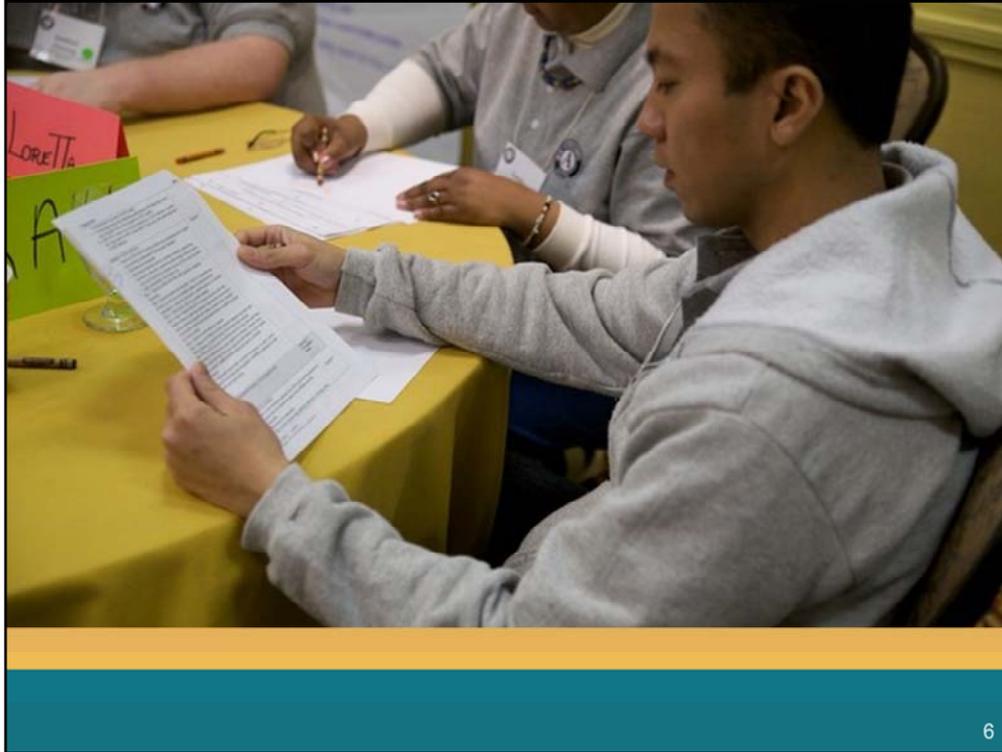
The goal of this audio slide show is for you to learn how your VISTAs will use their VADs at the PSO.



It's important to remember that most members come to PSO eager to more fully understand what they're going to do during their year of service.



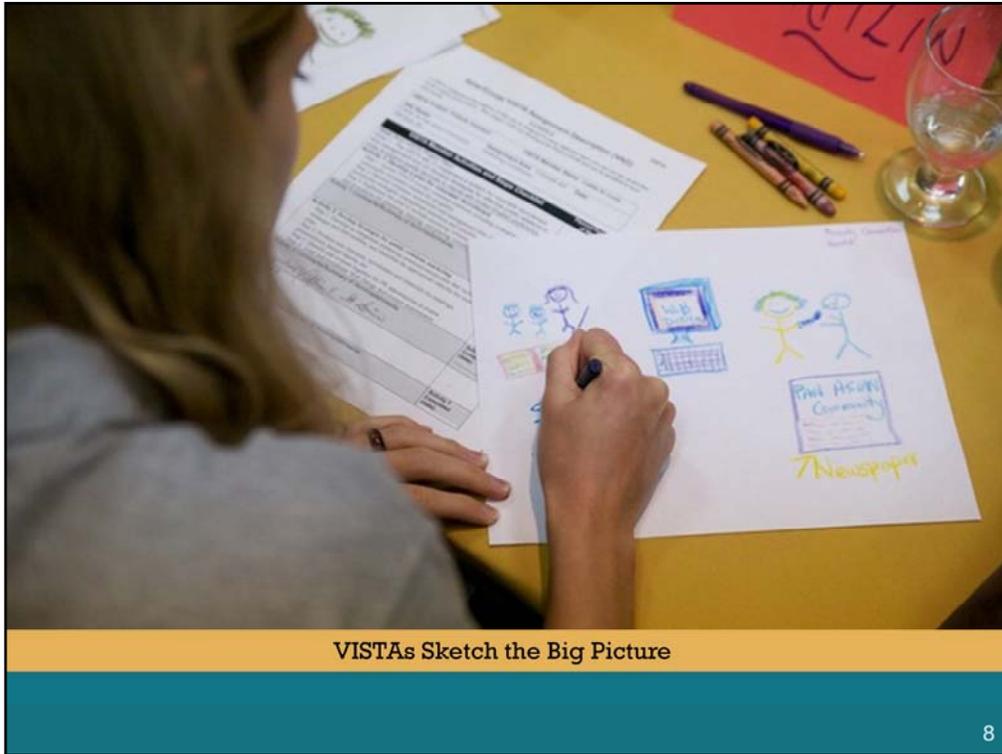
The VAD is a critical component of PSO because it is used to get the VISTAs to think about and discuss what they will be doing during their service year.



In the Understanding the VISTA Assignment session, VISTAs review their VADs.



In small groups they closely examine their VADs, paying attention to what they will accomplish during their year.



After the small group discussion, they individually sketch their “big picture” of what their completed project will look like.

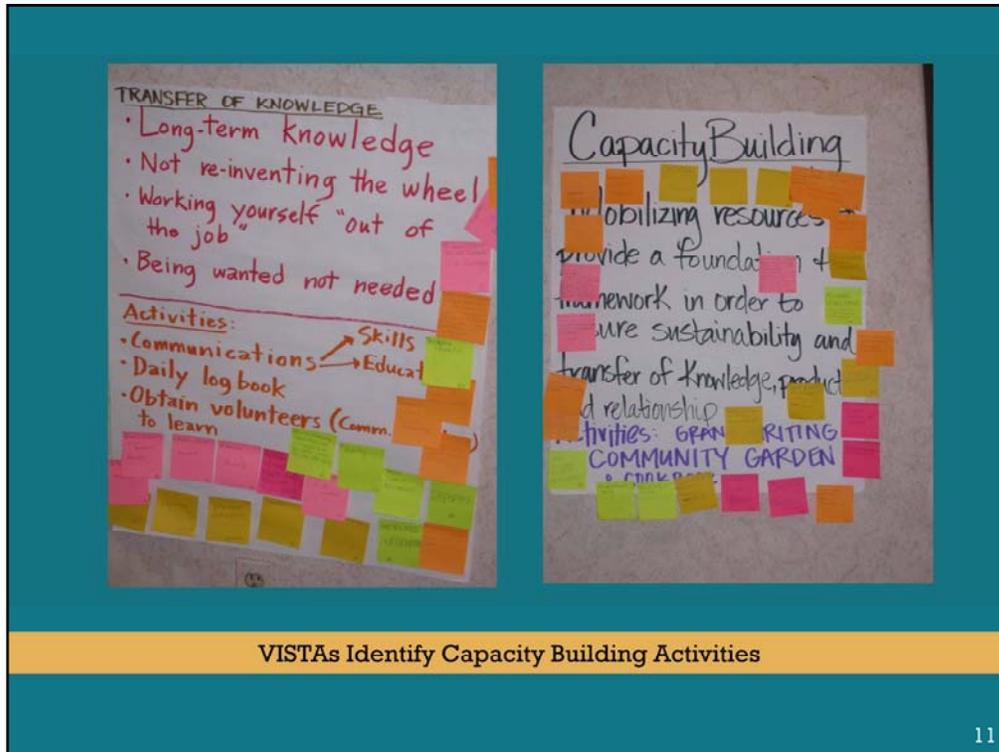


Participants then share their pictures. Doing this helps the VISTA articulate the goals of their service. Sharing goals is something they will have to do many times as they move out into the community.



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We also want the VISTAs to articulate how the activities on their VADs lead to capacity building.

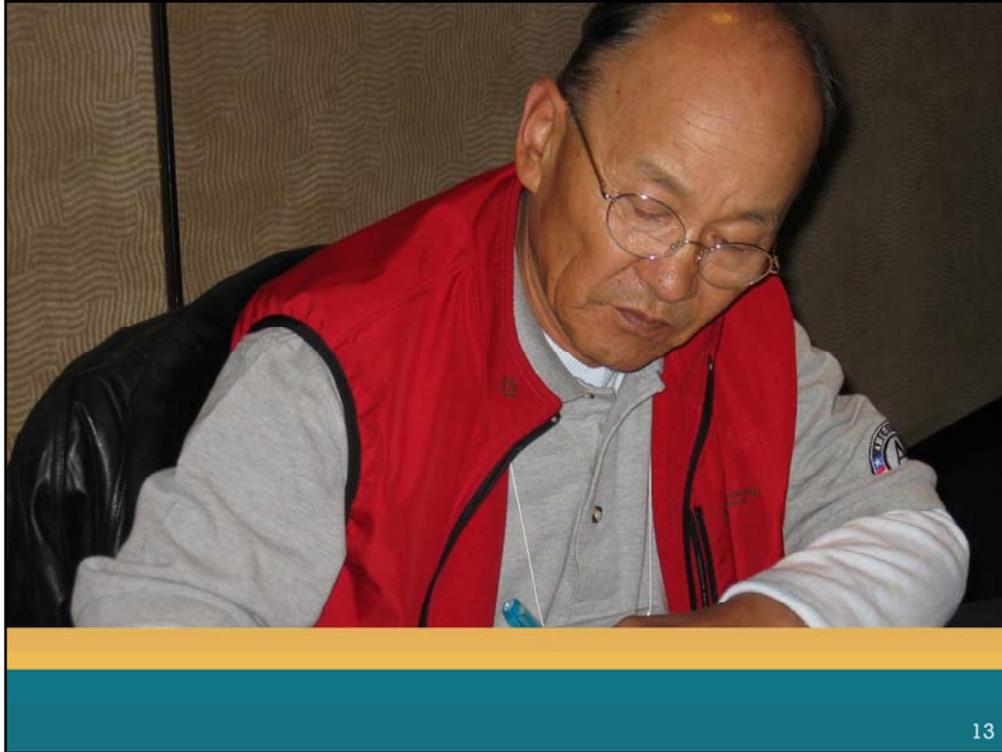


VISTAs Identify Capacity Building Activities

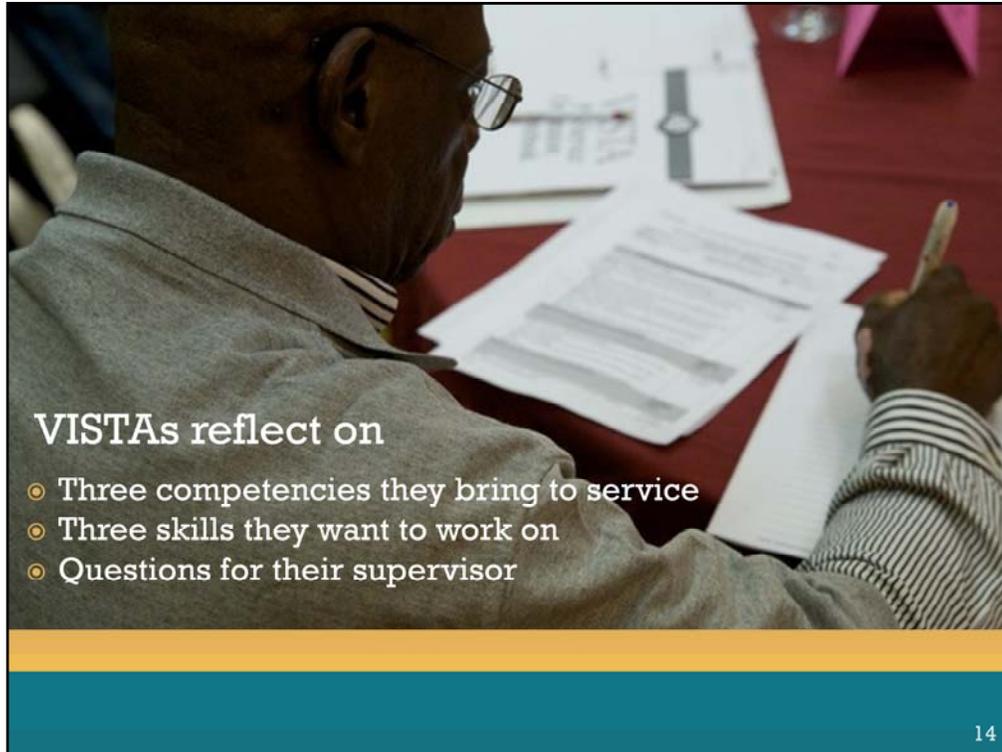
To do this, the VISTAs identify activities in their VADs that support capacity building. They use sticky notes to identify the VAD activities that support capacity building.



We wrap up the session by asking them to post their pictures on the wall and to discuss the question, “How does your VISTA Assignment address the anti-poverty mission of VISTA?”



Participants further reflect by writing in their journals about their VADs and how they relate to the work of fighting poverty.



We ask them to answer the following questions:

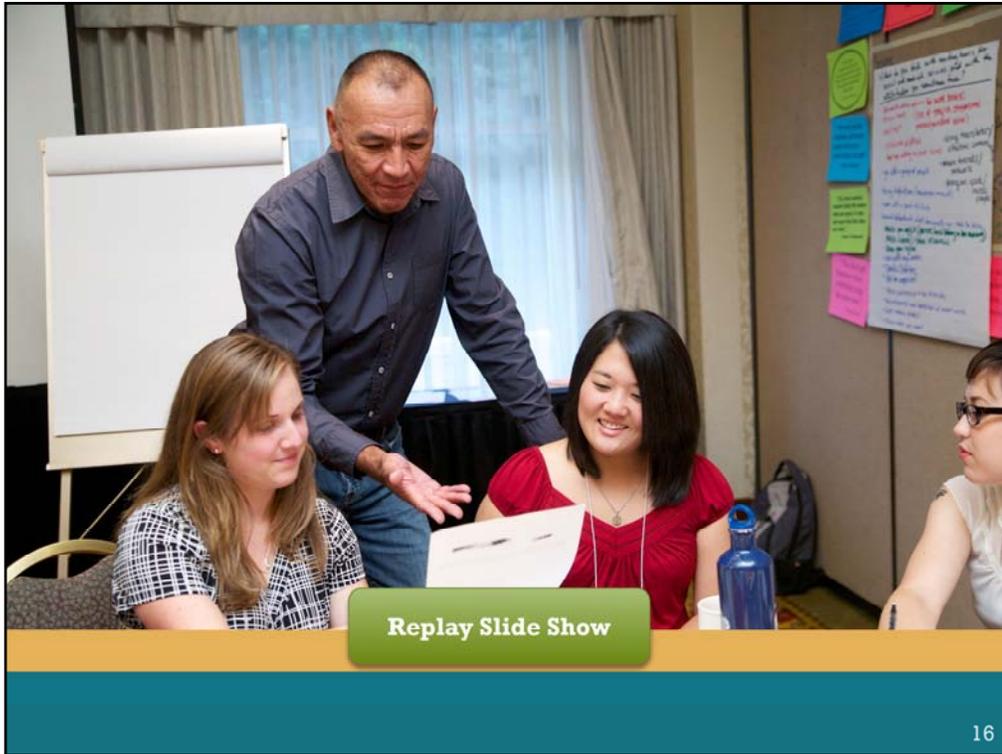
What are the three competencies you have that will make this year a success?

What are three thing things you need to work on to be more successful this year?

What questions do you have for your supervisor?



As soon as your VISTA arrives onsite, take time to review his or her VAD as part of *the* Onsite Orientation and Training or OSOT.



The VAD is the VISTA's road map. The vision that VISTAs develop of their projects at PSO is only a beginning. Regular conferences with your VISTAs around the activities in their VADs will lead to greater capacity building in the communities they serve.