

Outcomes for the VISTA Member from Onsite Orientation and Training

By the end of OSOT, your VISTA member should have gained:

Understanding of common expectations and agreements for working relationship between VISTA and supervisor:

- Supervisor's other roles and responsibilities
- Supervisor's management style
- Meetings/Interactions between VISTA and supervisor
- Clear understanding of the lines of communication between VISTA and supervisor
- Clear understanding of the support provided to the member
- Clear on the terms and conditions of VISTA service
- Clear on the chain of command

Understanding of the culture and mission of the sponsoring organization:

- History of organization
- Organizational mission
- How it functions as a non-profit, municipality, state, county or federal entity
- Its role in the community
- Introductions to staff

Knowledge of the bigger picture related to the VISTA project and the community:

- The VISTA project and its history
- How and where does the VISTA fit into it all
- Introduction to the community
- The socio-economic and political structure
- Potential resources that can be applied to achieve project goals
- History and present status of community self-determination and problem-solving efforts

Understanding of the organization's VISTA Policy:

- Roles and responsibilities
- Time and attendance, duty hours
- Annual leave
- Sick leave
- Mileage reimbursement policy and procedure
- Working with the media
- Fund raising activities
- Evaluation of individual VISTA and of the project
- Reporting requirements for the VISTA project

Defining the VAD with the supervisor that:

- Specifies tasks and activities with goals and objectives in the project plan.
- Specifies training that builds upon PSO, OSOT, and the ongoing personal and professional development of the VISTA member.

Building skills and knowledge needed to implement the VISTA Assignment Description:

- Depending on the project, areas such as
 - computer skills
 - public speaking
 - group facilitation
 - conflict resolution
 - needs assessment and asset mapping,
 - proposal writing
 - negotiation and interviewing skills
- Assignment-specific such as
 - domestic violence hotlines
 - early childhood literacy
 - laws regarding foster care
 - credit management
 - micro-enterprise development