Orienting Your VISTA: Planning for Your VISTA's Arrival

Suggested Supervisor Webinars

[OSOT Makeover](#)
Does your on-site orientation and training (OSOT) need a makeover? Looking for ways to customize your training or add interactive elements? Curious about what others are doing? Whether you are an established project or just starting out, everyone can benefit from new techniques and tools to freshen-up their OSOT.

[Overcoming Common Roadblocks to a Successful On-Site Orientation and Training (OSOT)](#)
This webinar explores how to overcome common hurdles around successfully onboarding your new VISTA member.

[Planning Your Member's Training and Professional Development](#)
Hear from current supervisors about their specific successes and challenges in designing, implementing, and identifying trainings and other professional development opportunities.

Tools

[Orienting Your VISTA](#)
Creating and delivering an effective OSOT for your VISTA members sets the tone for the entire VISTA service year. Use the resources on this page to ensure that your members understand your site, community, organizational culture, and work expectations from the get-go.

[OSOT Checklist](#)
Use this checklist to plan your member onboarding and orientation activities.

[OSOT Template](#)
Use this calendar template to lay out your multi-day member orientation.

[OSOT Planning Worksheet](#)
Use this worksheet for planning an engaging orientation for new VISTAs.

[OSOT Guidelines](#)
Follow these guidelines to include the elements required in your member orientation.

[OSOT Outcomes](#)
Ensure your VISTAs are equipped to hit the ground running by building your member orientation around the outcomes listed in this document.

[Using VADs throughout Your Project](#)
Use this worksheet to plan out and document how the VAD will inform your key supervisory duties throughout the project lifecycle.

250 E Street, SW
Washington, D.C. 20525
202-606-5000 | 800-942-2677 | TTY 800-833-3722

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[Virtual Member Orientation (VMO) – In-Service Coursework for VISTA Members](#)
These courses, which are intended to be completed by your VISTA member within the first two weeks of service, will help them get the most out of their OSOT and prepare them for service as a VISTA. We recommend working these courses into your OSOT plan for your VISTA members who attend VMO.

[Make the Most of Your Onsite Orientation and Training](#)
This checklist will help you get acclimated to your organization and your project.

[Learn about Theory of Change](#)
Learn more about the theory behind the anti-poverty work you will be doing.

[Introducing Yourself and Your Organization: The Minute Intro](#)
Create a short and impactful introduction to help you connect with the community you will be serving and your project stakeholders.

[How Poverty is Measured in the United States](#)
This course helps spur your thinking on this complex issue.

[VISTA Assignment Description (VAD) Worksheet](#)
This worksheet will help you understand your role in helping to address poverty in your community.

[Creating a Community Profile](#)
Completing this profile will help you understand the makeup of your community as well as the particular challenges people navigating poverty face.

[Thirteen Lessons About Poverty](#)
Explore lessons about poverty learned during the first 50 years of the VISTA program, in this compelling explanation by Dr. Stephen Pimpare, author of *A People's History of Poverty in America.*

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