

Timing	Content: Topic/Steps/ Activities	Notes to Facilitator	Resources/ Materials
	<ul style="list-style-type: none"> ➤ VADs are living documents and can be changed. ➤ Parts of a VAD may be drafted already; however, specific steps and tasks may be determined by VISTA members and their supervisors together once the VISTAs arrive on site. ➤ Changes may also be made to a VAD if the supervisor learns of relevant skills that a VISTA brings to the position; if the VAD is too general and needs to be more focused; or if the timeline for the project changes or an activity in a VAD is accomplished before the VISTA arrives on site. <p>Wrap Up (1 min.)</p> <p>j. Explain that during the remainder of the session participants will be digging deeper into their VADs.</p>		
<p>35 min. (9:10– 9:45 a.m.)</p>	<div style="display: flex; align-items: center;">  <p>VISUALIZING THE VAD</p> </div> <p>Napkin Sketch Set Up (5 min.)</p> <p>a. Display the Napkin Sketch slide.</p> <p>b.  Key Question</p> <ul style="list-style-type: none"> • Is anyone familiar with the idea of the napkin sketch? 		<p>Visual Aid: Napkin Sketch</p>

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	<p> Key Points</p> <ul style="list-style-type: none"> ➤ “Visual thinking” is a way to represent ideas through sketches or images. It also allows us to hone or focus our ideas. ➤ Many organizations use simple pictures to distill a complicated message. ➤ According to cognitive psychologist Neil Cohn, “Graphic expression and visual thinking are a central part of human cognition.” (Source: Flaim, K.B. (April 2008). The Napkin Sketch, http://www.fastcompany.com/756444/napkin-sketch Fast Company)) <p>Napkin Sketch Steps (20 min.)</p> <p>c. Show the Napkin Sketch drawing prompt slide and read the text (or have a volunteer do it for you):</p> <p style="padding-left: 40px;"><i>When you are <u>wildly</u> successful at your site, what difference will your project make in the community? What will this difference look like?</i></p> <p>d. Point participants to the “Your Vision for Your VISTA Year” page in the Your VISTA Year of Service Road Map in their workbooks. Ask them to use the markers provided to make a “napkin sketch” on this page of the “big picture” of their VISTA assignments (that is, what they hope to accomplish by the end of their service).</p> <p>e. Reassure them that it is not important for sketches to be museum-quality; any type of drawing works, from stick people to detailed renderings. A metaphor or analogy might also work.</p> <p>f. Have participants share their sketches in triads. Encourage them to begin</p>		<p>Visual Aid: Napkin Sketch Drawing Prompt</p> <p>Workbook: Your VISTA Year of Service Road Map – Your Vision for Your VISTA Year</p> <p>Materials: Markers on tables</p>

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	<p>narrating their sketches with the VISTA introduction they practiced yesterday (“I am a VISTA and . . .”). Reassure those who haven’t completed their sketches yet that they can finish them as they narrate.</p> <p>Napkin Sketch Debrief (8 min.)</p> <p>g.  Key Question</p> <ul style="list-style-type: none"> • Why did we do this activity? <p> Key Points</p> <ul style="list-style-type: none"> ➤ Some people refer to this type of activity as "planning backward." It allows them to see the big picture, including the goal(s), and gives them and their communities a sense of where they are trying to go and what they are trying to achieve. ➤ They will be able to use visual thinking skills in their communities. Encourage them to share their vision (and possibly their actual drawings) with their supervisors, organizational partners, community stakeholders, and people they serve. ➤ They can keep their sketches and revisit them periodically during their service year to reconnect and re-orient themselves to the big-picture, positive changes they are working to achieve. This can be particularly helpful for VISTAs who feel discouraged by the enormity of the poverty-related problems they are confronting. It can also help those who are questioning how their capacity-building work makes a concrete, positive difference for the people and communities they serve. ➤ They will be working with people who have different learning styles and 		

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	<p>strengths. It is important to provide people with different ways to learn and express their ideas. Napkin-sketching is one such tool.</p> <p>Wrap Up (2 min.)</p> <p>h.  Key Question</p> <ul style="list-style-type: none"> • When talking about your big-picture vision in the community, why is it important to mention VISTA? <p> Key Point</p> <ul style="list-style-type: none"> ➤ Over time, VISTAs tend to identify more with their sites than with VISTA. Mentioning VISTA will help them stay connected with the program. It will also help promote the visibility and branding of the program. ➤ We are now moving from helping them understand their VADs at the “big-picture” level to understanding them at the details level. We will do this by engaging them in an inquiry activity. 		
<p>25 min. (9:45– 10:00 a.m.; continues after break, 10:15– 10:25 a.m.)</p>	<p> VAD INQUIRY</p> <p>Intro/Set Up (5 min.)</p> <p>a. Show the Asking Good Questions slide and read the provided quote (or have a volunteer read it for you).</p>		<p>Visual Aid: Asking Good Questions</p>