

PROFESSIONAL LEADERSHIP ASSESSMENT

1. Every staff person (including the CEO) has an annual performance plan and appraisal.	1 2 4 5
2. Every staff person has a professional development plan that clearly states personal and professional development goals. Resources are allocated to assure staff receives training to enhance their skills.	1 2 4 5
3. All staff have registered for Boys & Girls Club Leadership University and new staff complete the online foundational training (provided free of charge) in the first three months of employment.	1 2 4 5
4. Our turnover rate is low, assuring maximum impact on members.	1 2 4 5
5. Supervisors are outstanding mentors and coaches to Club staff. This is consistent across all sites.	1 2 4 5
6. Our CEO and senior leadership team have completed the Advanced Leadership Program (ALP) and all have a development plan that clearly articulates what they are working on to increase the impact their leadership has on the organization. If asked, every staff person would be able to articulate what they are working on to improve their skills.	1 2 4 5
7. If asked, every staff member could:	
a. Clearly articulate the impact their Boys & Girls Club organization strives to have on Club members and why the impact is important to the members and their communities.	1 2 4 5
b. Explain in detail how their organization achieves impact including what services are provided, what the Club environment looks like and how staff interact with members.	1 2 4 5
c. Explain what indicators their Club measures and why they were chosen.	1 2 4 5
d. Provide data about their organization's impact and a personal story about a member to illustrate the Club's impact.	1 2 4 5
e. Clearly describe the difference an investment in their organization makes for members and their community.	1 2 4 5