

The Salvation Army Boys & Girls Clubs Leadership Development Plan
for Executive Professional

Pre-employment:

- ❑ Job description review
- ❑ Background Check
- ❑ Employee Application

First 30 Days of employment:

- ❑ Safe from Harm (In Person)
- ❑ Blood Borne Pathogens (Distance Learning)
- ❑ Salvation 101 (Distance Learning) (Being Developed)
- ❑ Salvation Army Boys & Girls Clubs Partnership (Distance Learning) (Being Developed)
- ❑ Register on BGCA.net and Enroll in Spillett University
- ❑ Outcome Driven Club Experience Introduction

After 90 Days of employment:

- ❑ Cross Link Training (In Person or Distance Learning)
- ❑ Salvation Army Traditional Programs (Distance Learning) (Being Developed)
- ❑ Orientation to the Boys & Girls Club Movement / THE CORE (Distance Learning)
- ❑ Orientation to the Outcome-Driven Club Experience (Distance Learning)
- ❑ Child Safety: What Every Youth Development Professional Should Know (Distance Learning)
- ❑ New Executive Orientation: Organizational Scan
- ❑ Budgeting Basics
- ❑ Budget of the Budgeting Process
- ❑ Review BGCA Transcript

120 Days of employment:

- ❑ Introduction to Smart Moves
- ❑ Formula for Impact
- ❑ Building Resiliency In Youth
- ❑ Membership Management
- ❑ Managing Boys & Girls Club Programs

6 months of employment:

- ❑ Review of Performance Evaluation
- ❑ Providing Informal Guidance and Discipline Techniques
- ❑ It Just Takes One
- ❑ Basics of Human Resources
- ❑ Partnership Development

9 months of employment:

- ❑ Charitable Gift Annuity: Part One
- ❑ Charitable Gift Annuity: Part Two
- ❑ Review BGCA Transcript
- ❑ New Executive Orientation 3 Day Training

1 year of employment:

- ❑ Review BGCA Transcript
- ❑ OJP Mentoring at Boys & Girls Clubs
- ❑ Attendance at recommended regional BGCA training. In the following order:
 - ⇒ Area Council
 - ⇒ Territory Youth Workers Conference
 - ⇒ Southeast Leadership

1 year and 3 months of employment:

- ❑ Kids Spaces
- ❑ Corporate and Foundational Giving
- ❑ Executive Director Advanced Leadership Program

Annually:

- ❑ Quarterly Developmental Analysis
- ❑ Performance Evaluation
- ❑ In-Service Training
- ❑ Southeast Leadership Conference