

Utilizing the *Blueprint for Success* competency map framework, **myBlueprint** is a personalized development tool created for education-focused organizations to identify the competencies most necessary for individuals to succeed at their organizations, and to provide ongoing professional development of skills relative to those competencies.

## Customized Professional Development Support

Based on the findings shared in EdFuel’s recent *Hidden in Plain Sight* report, high-quality development for non-instructional leaders is a critical, yet oft-neglected, lever for strengthening staff retention and growing organizational capacity. **myBlueprint** supports organizations by facilitating high-quality, targeted, development opportunities in service of breakthrough student results.

### myBlueprint: Role-Specific Implementation

Each individual utilizing **myBlueprint** will select relevant role-based competencies and undergo the assessment cycle 3-4 times a year to collect feedback, track growth, and inform planning and development. The table below outlines the stages of the individual process, highlighting EdFuel’s support at each stage:

>>IDENTIFICATION	>>SELF-ASSESSMENT	>>360° FEEDBACK	>>PLAN GROWTH
<b>Organizational Process</b>			
<i>Organizations will:</i>	<i>Individuals will:</i>	<i>Team-members will:</i>	<i>Managers will:</i>
<ul style="list-style-type: none"> <li>- Determine the competencies needed for staff member success</li> </ul>	<ul style="list-style-type: none"> <li>- Complete a customized self-assessment based on desired competencies</li> </ul>	<ul style="list-style-type: none"> <li>- Complete a customized assessment of their peer, providing critical feedback</li> </ul>	<ul style="list-style-type: none"> <li>- Review results with staff member</li> <li>- Co-build growth plan</li> </ul>
<b>EdFuel Support</b>			
<ul style="list-style-type: none"> <li>- Advise selection of high-impact competencies for key staff</li> <li>- Coaching meetings</li> </ul>	<ul style="list-style-type: none"> <li>- Create and operate <b>myBlueprint</b> survey implementation</li> <li>- Analyze results and generate individual and organization-level reports</li> <li>- Provide ongoing analysis of growth on individual competencies throughout each assessment period</li> </ul>	<ul style="list-style-type: none"> <li>- Facilitation resources</li> <li>- Coaching meetings</li> </ul>	

### myBlueprint: Annual Cycle

Over the course of a year, it is recommended that organizations run 3-4 feedback cycles for each individual staff member to sustain focus on progress and outcomes.

