

Forms for Deployment Supervisors

Deployment learning goals

The learning goals for this deployment have been developed by the learner/delegate in partnership with her/his mentor. Discussing progress towards these goals will be an agenda item at your regular meetings.

Delegate/ learner name	
Deployment host office	Date
Learning level	
Learning goals	
Specific areas for development/ aspects of CVA to experience	

Deployment learning goals

The post-deployment evaluation is a structured way of identifying learning from the deployment and helps the delegate to plan their next learning activities. Please complete the evaluation questions and your review of the Cash Competency Evaluation Framework in preparation for your final meeting with the delegate.

It is very important that you read the evaluation questions and framework prior to the deployment so that you are aware of the areas in which feedback will be required. Equally, towards the end of the deployment please review these questions and the framework to re-acquaint yourself with the level at which the delegate is targeting their learning.

Completing the Cash Competency Evaluation Framework is a relatively straight-forward exercise, as you are identifying technical competencies that you have observed during the deployment. To provide more depth and qualitative information for the delegate, please provide as much relevant detail as possible in the evaluation questionnaire. Do discuss your observations with the delegate in 1-2-1 meetings – none of the post-deployment evaluation should come as a surprise to them!

Included are some questions intended to benefit your own cash learning and that of your organisation – it is not necessary to discuss these with the delegate, but they are included as an opportunity for you to maximise the benefits of participating in the deployment, for yourself and for your National Society (these questions are in grey shaded boxes).

TECHNICAL
Referring to the delegate’s stated learning goals for the deployment, and the Cash Competency Framework (see the end of this document) please describe how the delegate’s technical skills have developed during the deployment

Which technical areas would you recommend the delegate focuses on next?

Because of observing the delegate in this deployment, what changes / improvements do you plan to make to your cash technical work in your National Society?

For expert level learners only: Were there any areas of technical capability in cash that were of concern to you? Note: Any areas of concern noted here should already have been raised in 1-2-1 meetings with the delegate.

PROFESSIONAL

Referring to the delegate’s stated learning goals for the deployment, and the Core Humanitarian Competencies Framework, please describe how the delegate’s professional skills have developed during the deployment. For instance, how well did they work with other staff? How did they give and receive feedback? Did you see leadership behaviours, negotiation skills or time management appropriately used?

Which professional areas would you recommend the delegate focuses on next?

For expert level learners only: Were there any areas of professional competence that were of concern to you? Note: Any areas of concern noted here should already have been raised in 1-2-1 meetings with the delegate.

What did you personally learn from your role as a deployment supervisor?

ORGANISATIONAL

Describe how you saw the delegate demonstrate their understanding of the organisation (Red Cross Movement and National Society).

If you would recommend the delegate to further develop their knowledge and understanding of the organisation, which specific areas should they focus on?

HUMANITARIAN

Please describe instances where it was evident to you that the delegate was applying humanitarian principles in their work and making use of humanitarian codes and standards in their decision-making.

If you would recommend the delegate to further develop their knowledge and understanding of humanitarian principles, codes and standards, which specific areas should they focus on?

Identify any instances where the delegate’s behaviour was not aligned with humanitarian principles or the Red Cross Code of Conduct? Note: Any areas of concern noted here should already have been raised in 1-2-1 meetings with the delegate and escalated to the Programme Director.

If you have any other feedback for the delegate, please give it here.

Form for signing:

Deployment Supervisor name:	Date of meeting:
Deployment Supervisor signature:	

Learner / Delegate name:	Learner / Delegate signature: