

DEVELOPMENT AND SUPPORT PLAN (DSP)

Use the chart below to identify the appropriate supervisory approach for each of the areas from the KPAW, or the PODM, or both. Use the template below to provide a structured response for each.

KPA Rating Scale – Current Level of Ability

Very Low 1	Low 2	Moderate 3	High 4	Very High 5
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Development				Guidance & Support				Monitor					
1			2			3				4			5
	.25	.50	.75	.25	.50	.75	.25	.50	.75	.25	.50	.75	.25

PODM Assessed Developmental Level

Novice 1	Developing 2	Intermediate 3	Accomplished 4	Advanced 5
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DSP Task Worksheet

Officer:	Work Assignment:
KPAW or Development Area: _____ _____	
Supervision Style: Development – or – Guidance & Support	
Supervisor Responsible: _____	
Goal: _____ _____	
Key Action Steps:	Timeframe
1. _____ _____	_____
2. _____ _____	_____
3. _____ _____	_____
4. _____ _____	_____
Additional Resources Needed: _____ _____	
Assessment & Success Factors: _____ _____	
Progress Checks & Revisions: Weekly - Bi-Weekly - Monthly - Quarterly	