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Proposed Policy

Kate
~~1 December 1953~~

DEVELOPMENT

1. It shall be the objective of the Agency to develop fully the capabilities of each member of the CIA Career Service in accordance with the requirements of the Agency. In addition to the ~~initial~~ development which ~~will~~ ^{is} take place through supervised work experience, actions ^{are} will be taken to broaden ~~an individual's~~ ^{a Career Employee's} experience by ~~rotating~~ ^{assigning} him to various duties within his specialty or group of specialties, ~~to assign an individual to~~ ^{assign} courses of instruction and to specialized training to supplement his experience and to prepare him for new duties and increased responsibility and ~~to assign an individual~~ to duties of progressively ^{greater} ~~greater difficulty and~~ responsibility as he demonstrates the capacity to assume them. These ~~development~~ ^{development} actions ^{are} will be accomplished for each ~~individual~~ ^{Career Employee} according to a plan designed to guide the long-range development of his abilities and interests in relation to Agency requirements. The initial ^{Career} ~~development~~ ^{Plan} of an ~~individual~~ ^{Career Employee} ~~development plan~~ is the responsibility of his supervisor who ~~will~~ ^{is} develop ~~a tentative plan~~ ^{it} in consideration of the results of evaluations accomplished prior to the individual's entrance into the Career Service. Subsequent to ~~an individual's~~ ^{his full membership} entrance into the Career Service, his Career Development Plan will be reviewed annually by his Career Service Board and will be recorded with ~~the Agency Personnel and Assignment Board~~ ^{in the official Personnel Folder of the individual}. ^{Career Employee} The individual will have full knowledge of the plan and will participate in its formulation.

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