High-Quality Afterschool Professional Development
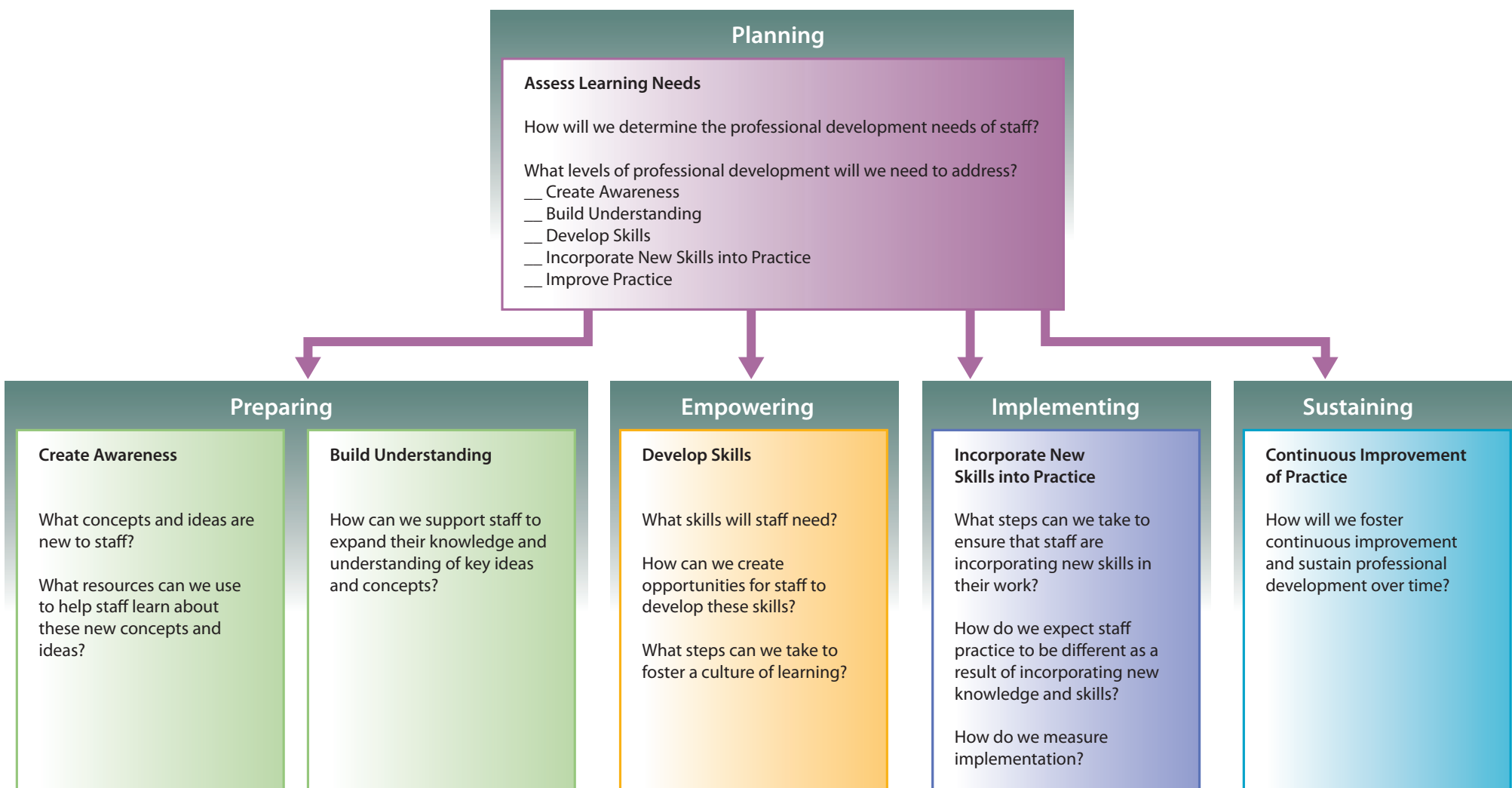# Phases of Implementation

Learning Focus: _____

Target Audience: _____

Planning

Assess Learning Needs

How will we determine the professional development needs of staff?

What levels of professional development will we need to address?
__ Create Awareness
__ Build Understanding
__ Develop Skills
__ Incorporate New Skills into Practice
__ Improve Practice

Preparing

Create Awareness

What concepts and ideas are new to staff?

What resources can we use to help staff learn about these new concepts and ideas?

Build Understanding

How can we support staff to expand their knowledge and understanding of key ideas and concepts?

Empowering

Develop Skills

What skills will staff need?

How can we create opportunities for staff to develop these skills?

What steps can we take to foster a culture of learning?

Implementing

Incorporate New Skills into Practice

What steps can we take to ensure that staff are incorporating new skills in their work?

How do we expect staff practice to be different as a result of incorporating new knowledge and skills?

How do we measure implementation?

Sustaining

Continuous Improvement of Practice

How will we foster continuous improvement and sustain professional development over time?

Reflections:
What worked? What do we want to improve?

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