**High-Quality Afterschool Professional Development**

**Phases of Implementation**

**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?

**Empowering**

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

**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?