Presenters

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Webinar Agenda

1. Importance of staff professional learning
2. Defining job-embedded professional learning
3. Building a culture of learning: strategies for your program
4. Relevant resources
Importance of Staff Professional Learning
Professional Learning

• Provides opportunities for growth
• Improves worker satisfaction
• Increases staff efficacy and feelings of competency
• Bolsters motivation
• Builds a sense of belonging in the program

• RETENTION

(Huang et al., 2007)
Afterschool staff are the heart and soul of your program. The quality and effectiveness of staff goes hand in hand with the quality and effectiveness of the program.
Drawing and Text Tools: Left-hand Side of Your Screen
What challenges do you face with staff professional learning? (circle all that apply)

- Planning time for professional learning
- Staff time available for professional learning
- Budget
- High staff turnover
- Continuous hiring—staff vacancies, new staff
- Young/entry-level youth development staff
- Access to external trainers and PD opportunities
- Access to quality training materials
- Reflection and refinement time for professional learning
- Connecting learning strategies (e.g., coaching, observations, trainings, staff meetings)
Defining Job-Embedded Professional Learning
Professional Learning can happen:

- **With a staff manager or mentor**: one-on-one consultations or supervision meetings, coaching, mentoring

- **With afterschool and school-day colleagues**: communities of practice, peer observations, staff-led workshops/meetings

- **With external providers and partners**: technical assistance, one-time or multisession workshops, conferences
High-quality professional learning is job embedded and offers ongoing opportunities for growth.
Job-Embedded Professional Learning is…

• Included in program expectations
• Prioritized and resourced
• Applied
• Reflective
• Paid
• Connected to youth experience

Building a Culture of Learning
How do **YOU** learn new content or skills?

- Read about the topic
- Listen to someone talk about the topic
- Watch someone else practice the skill
- Do something: put the skill into applied practice
- Talk to others about the content or skill you are developing
- Receive direct feedback on something you have practiced or created
- Combination of the above
Where does Professional Learning fit?

- Program expectations
- Daily program
- Individual staff plans
- Advancement opportunities
Program Expectations: Recruiting and Hiring

- Job descriptions
- Interview
- Schedule
- Orientation

Source: Beyond the Bell Toolkit, Tool 19. [https://beyondthebell.org/online-home](https://beyondthebell.org/online-home)
Program Expectations: Learning Requirements

https://y4y.ed.gov/learn/
How do you incorporate professional learning into your program expectations?
Daily Program: Supervisor Led

- Staff meetings
- Check-in and Reflections (15–20 minutes)
- Low-stakes program observations
- Mentor pairings for staff
Daily Program: Staff-Led Example

St. Paul, MN, Flipside Program (Sprockets—21st CCLC Network)

Learning Walks

• Two or three participants
• Orientation
• Focus on celebrating and reflecting
• Tiered system for readiness
Daily Program: Observations

- Youth and School Age Program Quality Assessment (PQA)
  - FREE, download: http://www.cypq.org/downloadpqa
  - Content Versions: SEL, Summer Learning, Academic Skill Building, Camp, STEM, Health and Wellness, Arts
  - Spanish Translations

- Measuring Youth Program Quality: A Guide to Assessment Tools
How do you incorporate professional learning into your daily program operations?
Individual Staff Plans

- Individualized to staff
- Updated regularly
- Incorporate personal career goals and opportunities for advancement

Source: Beyond the Bell Toolkit, Tool 23. [https://beyondthebell.org/online-home](https://beyondthebell.org/online-home)
Advancement Opportunities

• Provide a clear understanding of internal and external career paths
• Make connections
• Tie to individual staff development plans
• Offer diverse growth opportunities
What job-embedded professional learning opportunities are you already offering at your site?

What one or two strategies could you work to integrate in the next few months to improve staff feelings of support and retention?
Illinois Inspiration

Emily Bergschneider, Central IL Boys and Girls Club

• Professional learning expectations in job descriptions
• New and experienced staff partnerships

Patrick Peach, Bureau Henry Stark ROE 28

• Weekly activity shares with instructors and admin
• School day integration

Kim David, Project Success

• Mentorship opportunities for staff
Resources

You for Youth: https://y4y.ed.gov/about/y4y/

Afterschool Alliance: http://afterschoolalliance.org/webinars.cfm

National Institute on Out of School Time (NIOST): https://www.niost.org/professional-development

Illinois Quality Afterschool Webinars:

- March 2017: Creating Professional Development Opportunities for Afterschool Staff
- May 2019: Coaching Support for Your 21st CCLC Team - Professional Development That Impacts Staff Performance

Beyond the Bell Toolkit: https://beyondthebell.org/online-home
References


Questions?
Welcome to the Illinois Quality Afterschool Program

AIR provides technical assistance and professional development to Illinois 21st Century Community Learning Centers (CCLCs). We hope you will take some time to explore the resources on our website—workshop and conference archives, webinar recordings, newsletters, and resource bulletins. Do you have a question about afterschool? Illinois 21st CCLC grantees can request technical assistance from the Illinois Quality Afterschool team or you can join our private Facebook group and ask other grantees for feedback.

Quick Links for Grantees
Our calendar of Illinois 21st CCLC events, including webinars, conferences, workshops, and data reporting deadlines.

- Workshop and Conference Archive
- Webinar Archive
- Calendar of Events
- Request Assistance

Update Your Contact Information
Has your email address or phone number changed? Send your new contact information to us at iqa-support@air.org, and we'll make sure you continue receiving Illinois Quality Afterschool publications, announcements about upcoming events, and grantee information.

Illinois Quality Afterschool Quarterly
The Illinois Quality Afterschool Quarterly is a resource for Illinois 21st CCLC professionals. Subscribe to the newsletter.

http://iqa.airprojects.org/
Resource Database

http://iqa.airprojects.org/resource-database/
Connect with us on Facebook!

https://www.facebook.com/groups/IQA.SEDL/
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