IMPROVING PROGRAM QUALITY WITH STAFF DEVELOPMENT

Providing quality PD to staff in afterschool programs can be challenging. Limitations in funding and time are real; these limitations impact the quality and quantity of training staff receive. Click2SciencePD can help face these challenges.

OVERVIEW

All high quality out-of-school time programs focus on on-going program improvement. Providing high quality professional development experiences for staff can:
• Improve staff retention and job satisfaction
• Increase quality experiences for youth
• Impact overall program quality

Click2SciencePD can help support all kinds of programs by implementing staff development that impacts OST programs. Click2Science is an online, professional development resource designed to support staff in out of school programs as they facilitate Science, Technology, Engineering and Math (STEM) learning. The focus is on building skills in facilitating and guiding STEM learning through interactive professional development and video-based learning modules.

Training Resources
Designed for hands-on, interactive professional development experiences.
• Engage staff with new ideas through experiences, discussions, and interaction of a well-planned professional development program.
• Focus upon a single skill for facilitating STEM learning.

Coaching Resources
Designed to help coaches improve individual skills by impacting their practice and overall quality of the program.
• Involves ongoing teaching, reinforcement of newly learned skills, and adaptations of skills and knowledge of the field to fit practitioner’s personal styles.
• Includes activities for both individuals and small groups, such as on-the-job observation, instruction, modeling, feedback, debriefing, and emotional support. Staff “coaches” may be other frontline staff members, administrators, outside consultants, or staff supervisors.

Meeting Resources
Included as part of a regularly scheduled staff meeting or conducted virtually.
• Introduce or reinforce STEM skills for staff through brief, 15-30 minute, professional development experiences.
• Focus on a single skill and are designed to be part of ongoing professional development experiences.
• Combined with training and coaching sessions, create a blended learning experience that makes a meaningful impact on staff.

Virtual Sessions
Designed to be offered in a customizable way to work with staff who might have difficulty meeting in person, whether it be due to location or time limitations.

TARGETED PARTICIPANTS

Professional Development in OST Programs

Benefits to OST Professionals

Benefits to OST Youth

DESIGNING YOUR PROGRAM PD PLAN

• Program Goal
• Outcome for Youth
• Skills Staff Need
• Find Resources
• Create a Plan

SUPPORTING RESEARCH

Staff development that is targeted on the overall program goals and needs, responsive to the program’s structures and resources, and focused on developing the skills and competencies needed by staff leads not only to professionalization of the field, but also contributes to the satisfaction and retention of individual staff members and youth engagement in the program (Bowie, 2006).

References


DELIVERY METHODS

Click2SciencePD resources assist with providing professional development for staff. Well trained staff can deliver high quality OST programming that has a positive impact on youth. Click2SciencePD is delivered through a blended learning model.

Click2SciencePD Reach

Registered Users

Pennsylvania

1345

High

100-499

Moderate

50-99

Low

1-49

Interactions

Consulting

Workshops/Webinars

Conference Presentations

Video Production

October 2016

Blended Learning Model

Click2SciencePD