A quality program offers ongoing training for volunteers/staff members that encompasses advocacy for youth and positive youth development.

**PROFESSIONAL DEVELOPMENT**

**GUIDELINE 1: Displaying Professionalism in Practice**

1.1 Director, staff, and volunteers display professionalism.

1.2 Exploration of state licensing requirements for school age programs as a tool for enhancing program quality. Licensing is encouraged where appropriate.

1.3 Diversity of the program population served is valued and respected when determining program offerings and environment.

1.4 Skilled in advocating for positive youth development.

**GUIDELINE 2: Ongoing Professional Growth**

2.1 Training needs of staff and volunteers assessed at least annually.

2.2 A written training plan incorporates findings from assessment.
2.3 Encouragement of annual core training for staff including:
   a. CPR, First Aid, blood borne pathogens, and emergency procedures
   b. Mandated reporting of suspected child abuse and neglect
   c. Positive youth development
   d. Cultural sensitivity and competence
   e. Diversity and gender equity
   f. Sexual harassment

2.4 Budget supports staff professional training.

2.5 Policy supports staff credentialing.

GUIDELINE 3: Leadership and Advocacy

3.1 Advocates for youth needs.

3.2 Respects confidentiality of youth and families.

3.3 Advocates for quality youth programs and the impact of high quality afterschool services.