

PROFESSIONAL DEVELOPMENT



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

CORE COMPETENCIES

Professional Development and Leadership

••• 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.

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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.

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