



Creating Pathways for Staff Professional Development Session 1

Your Hosts Today...



Nichelle Shaskus
Executive Director
Ohio Afterschool Network
nichelle@oanohio.org



Kathy McWatters
Owner
McWatters Consulting, LLC
kmmcwatters@insight.rr.com

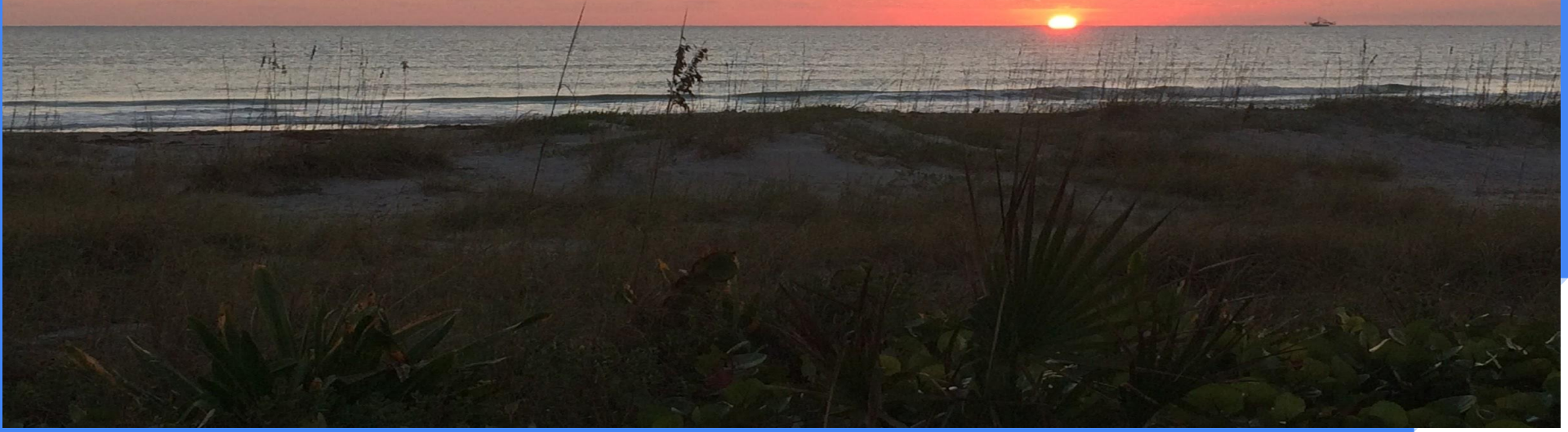


Craig Lautenschleger
Vice President
EnvisionEdPlus
craig@envisionedplus.com

***A quality Afterschool program requires
invested, trained, and competent staff.***



But often as administrators, we lack the time or understanding of how we can most effectively create a pathway for professional success for those we lead.



Session Objectives

- LEARN the five things employees seek in a job
- EXAMINE our own views and existing practices on professional development selection
- PRACTICE developing staff PD plans with tools
- INCREASE your understanding of exemplary professional development, or ESSA aligned, training
- CONSIDER an invitation to learn more



Small Businesses with a Big Problem

The **REAL** Cost of Not Having A Staff Professional Development Pathway



5 Things Employees Want In A Job

1 - Money

2 - Benefits

3 - Flexible Hours

4- Make A Difference

5 - Professional Development

The **REAL** Cost of Not Having A Staff Professional Development Pathway



According to a recent Gallop poll,
87%
of millennials polled said

“ (professional) development is important in a job.”

The **REAL** Cost of Not Having A Staff Professional Development Pathway



According to a recent Gallop poll,
93%
of respondents polled said,

“when I changed my position, I changed my employer, too”

TABLE TALK!

- At your table, take a few moments to brainstorm benefits for you, your staff and your program when you create professional development pathways?



Relationship 101 - Investing in Your Staff



What advantages do you create when you have a clear professional development pathway for your staff?



A process for developing a professional pathway requires a really, really good plan

Key Parts of a Professional Development Plan

- **PROVIDE A JOB DESCRIPTION with job skills identified**
- **REGULARLY SCHEDULE CHECK INS AND OBSERVATIONS**
- **HOLD REGULAR STAFF EVALUATIONS with constructive feedback**
- **DEVELOP GOALS FOR PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT**

PAIR AND SHARE!

Partner up and put the preaching to practice!

- DISCUSS what's missing in your organization's professional development plan
- CREATE a goal using Goal Planning Worksheet to improve your plan



Changing Your Professional Development Plan



Share your goals for changes to your
Professional Development Plan

Take That Plan and Take It Up A Notch...



How do you take a professional development plan from box checking to best practice?

Creating Communities of Learners

TABLE TALK!

- At your table, take a few moments to brainstorm new or innovative ways that staff can develop their skills.
- What could they do to learn in new ways?
- How can you help?



Building Communities of Learners



What strategies did you think of to build a community of learners?

A Vision for High Quality Professional Development

Also referred to as ESSA-Aligned Professional Development



Sustained	Longer than one day or session, multiple “touch-points”
Intensive	Focused on ONE skill
Collaborative	Two or more people working together
Job-Embedded	Part of your current work with students
Data-driven	Results and experiences of your current kids in program
Classroom focused	Instruction based on the needs of your current kids

PAIR AND SHARE!

Partner up again with the same partner. This time...

- REVIEW the PD pathway you created
- EVALUATE the plan for opportunities to “ESSA” it up



ESSA Exemplary Professional Learning

Sustained

- taking place over an extended period; longer than one day or a one-time workshop

Intensive

- focused on a discrete concept, practice or program

Collaborative

- involving multiple educators grappling with the same concept or practice who work together to achieve shared understanding

Job-embedded

- a part of the ongoing, regular work of instruction and related to teaching and learning taking place in real time in the teaching and learning environment

Data-driven

- based upon and responsive to real time information about the needs of participants and their students

Classroom focused

- related to the practices taking place during the teaching process and relevant to instructional process

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Creating Pathways for Staff Professional Development

A Learning Community for Administrators

Session 1 - Changing your view of PD, What is ESSA alignment, and Selecting PD to create invested staff.

Session 2 - Your staff has attended a PD session - now what? Continuing to plan for the rest of the year.

Session 3 - Self evaluation, data reporting, feedback from others, planning for the next school year.

Our Learning Community Goals:

- INCREASE the understanding and value of learning communities
- INCREASE an administrator's competency to build professional development pathways
- INCREASE staff retention

Opportunities to Engage

Session 1-

Wednesday, Aug 8 @ OTAGS (Columbus)
or Online at www.OANOhio.org

Session 2 -

Friday, February 21 @ OAN Statewide Conference

Session 3 -

Wednesday, May 6 @ OAN Quarterly Meeting

What Does This Opportunity Cost?

Cost = \$149 OAN Individual Members
\$165 Supporters

Register at www.OANohio.org

Register @

www.ohioafterschoolnetwork.org

