Creating Pathways for Staff Professional Development
Session 1
Your Hosts Today...

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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?
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, 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
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?
<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustained</td>
<td>Longer than one day or session, multiple “touch-points”</td>
</tr>
<tr>
<td>Intensive</td>
<td>Focused on ONE skill</td>
</tr>
<tr>
<td>Collaborative</td>
<td>Two or more people working together</td>
</tr>
<tr>
<td>Job-Embedded</td>
<td>Part of your current work with students</td>
</tr>
<tr>
<td>Data-driven</td>
<td>Results and experiences of your current kids in program</td>
</tr>
<tr>
<td>Classroom focused</td>
<td>Instruction based on the needs of your current kids</td>
</tr>
</tbody>
</table>
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 discreet 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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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