

Staff: Obtaining, Training, Retaining, and Motivating
February 2013

"Staffing Out-of-School Time Programs in the 21st Century"
Fall 2012 *by Ron Asher*

Overview: As the Associate Program Director at Community Schools Collaboration in Washington, Ron Asher explains that one of his greatest challenges has been attracting and retaining part-time staff who can be relied on to deliver the high-quality programming that funders expect and students deserve. When conducting inquiry research on this issue, Asher gathered pertinent data through interviews with colleagues, and combined it with a review of published literature on the subject, ultimately generating several recommendations on staffing Out-of-School Time (OST) Programs in the 21st century. Some of those recommendations are:

- To direct the majority of limited resources toward professionalizing the workforce - namely, encouraging full-time, salaried site managers to see themselves as youth development *professionals* rather than as youth development workers;
- To hire staff who already work in the school building as one of the best ways to mitigate the problem of high turnover in the programs;
- To increase the number of Afterschool Youth Development and OST internships at university education programs.

Where to Find It: Go to the OSTRC Document Library and click on the "Program Management & Administration" tab. Find the reports under the "Human Resources and Supervision" section.

"Evaluate Staff Members' Needs to Find Right Training Opportunities"

May 2010 *by Melissa Magner and Kathy Schleyer*

Overview: As the demand for Out-of-School Time (OST) services and the complexity of the OST field continues to increase, more is expected of child and youth workers. Thus, training and resources that support these staff must keep pace with the ever-growing demands on OST programming. This School-Age Notes publication provides 12 principles of effective adult learning that can help guide a choice for professional development targeted at OST staff. Furthermore, the article discusses the importance of paying attention to program needs, time available, size of staff, and available resources when choosing professional development opportunities.

Where to Find It: <http://tinyurl.com/bqn6vtd>

Featured Information:

"Assessing Staff Relationships among Out-of-School Time Program Practitioners"

(December 2010)

by Tawana Bandy

Summary:

This *Child Trends* brief posits that since staff is recognized as a key ingredient in maintaining a high quality OST program, more attention needs to be paid to how staff members get along and work with each other. Furthermore, the publication provides program administrators with a practical overview of staff relationships, suggestions for how to incorporate staff relationship-building as a component of standard practice, as well as some helpful tools to measure the strength of staff relationships. With the inclusion of several questionnaires, this brief provides a lot of additional resources and useful information on the issue of staff relationships.

Where to find the full article:

<http://www.sp2.upenn.edu/ostrc/doclibrary/documents/AssessingStaffRelationshipsAmongOut-of-SchoolTimeProgramPractitioners.pdf>