

OST Career Ladders and Professional Development

June 2013

“Staffing Out-of-School Time Programs in the 21st Century”

by Ron Asher

Overview: This article, published in the *Afterschool Matters Journal*, discusses the challenges faced by afterschool programs when trying to hire qualified part-time staff. The author explains that the high level of turnover typical for part-time workers represents a systemic challenge to the entire field. The relatively low wages and few hours that are available to OST staff are built into the structure and nature of afterschool work, so the jobs inevitably remain entry-level positions subject to high levels of turnover. With recommendations such as hiring staff already working in the school building, encouraging universities to include OST internships as part of the curriculum, and focusing professional development on full-time staff, the author hopes that these suggestions will help mitigate this present problem.

Where to Find It:

Go to the OSTRC Document Library, click on the “Professionalism and Professional Development” tab on the right. Find the report under the “Career Pathways and Advancement” section.

“Afterschool Professional Development: Resources, Outcomes, and Considerations.”

by New York State Afterschool Network

Overview: Today’s out-of-school time programs operate in a paradoxical context: resources are extremely limited, yet demand for services that effectively promote healthy youth development and support working families continues to increase. A 2004 report cited staffing issues such as recruitment, training, and development as the most important aspects of OST quality systems. Given that professional development (PD) resources are limited, it is more important than ever to promote PD experiences that are resource-efficient and assessable to as many OST staff as possible. This paper outlines why PD is important, clarifies the wide variety of PD models, and explores numerous considerations for decision-making in OST programs.

Where to Find It:

Go to the OSTRC Document Library, click on the “Professionalism and Professional Development” tab on the right. Find the report under the “Providing Professional Development” section.

Featured Information:

“Why Professional Development Matters”

Summary:

Professional development refers to many types of educational experiences related to an individual’s work. Many misunderstandings exist about professional development (PD), its purpose, and how it functions. This paper answers basic questions and provides information on strengthening the quality and improving the results of professional development. In addition, it answers the following questions:

- What constitutes PD?
- How does OST PD differ from PD in other fields?
- Why do educators need PD?
- Is there PD for parents?
- What are typical modes of PD?
- What is effective PD?
- Does it make a difference how much is spent on PD?

Answering these and many other questions, this report summarizes and explains what professional development is and why it matters.

Where to find the full article:

<http://www.sp2.upenn.edu/ostrc/doclibrary/documents/WhyProfessionalDevelopmentMatters.pdf>