

## OST Career Ladders and Professional Development

June 2015

### “Training Out-Of-School Time Staff”

*by Allison Metz, Mary Burkhauser, and Lillian Bowie.*

**Overview:** A skilled and sustainable workforce is one of the most important markers of high-quality out-of-school time programs. Staff training can help practitioners learn to plan enriching activities, involve families and communities, and interact positively with child and youth participants. An effective staff training will include the following five aspects: presenting information, demonstrating new practices, offering opportunities for practice and feedback, providing on-going support and allowing sufficient time training. The research brief talks about the importance of staff training and each step in great detail.

#### Where to Find It:

Go to the OSTRC Document Library, then click the “Professionalism & Professional Development” button on the on the left side of the page. Find the report under the “Providing Professional Development”.

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### “National certification for child and youth workers: Does it make a difference?”

*by Dale Curry, Frank Eckles, Carol Stuart, Andrew Schneider-Muñoz and Basil Qaqish*

**Overview:** This research paper examines the impact of professional certification and key aspects of the national child and youth care practitioner certification (e.g., education, years of experience and certification exam) on worker performance. Findings reveal that certified practitioners receive higher performance ratings from their supervisors than non-certified practitioners. Education, experience level, certification exam result (pass/fail), and successful completion of the application packet including a professional portfolio were all significant predictors of performance (as reported by supervisors). Certified practitioners are 2.7 times more likely to be high performers than non-certified practitioners after accounting for the effect of race, gender, education, experience and certification exam result.

#### Where to Find It:

Go to the OSTRC Document Library, then click on the “Professionalism & Professional Development” link on the left side of the page. Find the report under the “Professionalism” section.

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### Featured Information:

#### “Five Questions That Will Improve Your Teaching”

*By Larry Ferlazzo*

#### Summary:

This article published on Education Week Teacher mentions five questions that can help teachers improve their teaching.

- Will what I am about to do or say bring me closer to the person with whom I am communicating—or will it push me further away?
- Is what I am doing (or about to do) going to connect to the student's self-interest?
- Who's doing the work?
- Is what I'm doing connected to higher-order thinking?
- Am I using 'whole-class processing' strategies?

The author discusses each question in great detail.

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### Where to find the full article:

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Go to the OSTRC Document Library, then click the “Professionalism & Professional Development” button on the left side of the page. Find the report under the “Career Pathways and Advancement” section.