

## Staff: Obtaining, Training, Retaining, and Motivating

March 2016 PNM Resource Highlights

### "A Network Wide Approach to Professional Development: Professional Development in Out-of-School Time"

2014 by Dr. Nancy Peter

**Overview:** Out-of-school time (OST) is a growing field that includes after-school, evening, weekend and summer positive youth development and workforce development programs. Research demonstrates that OST professional development is a powerful intervention that enhances program quality and student impact. This article outlines basic terms, challenges, and practices relative to OST professional development.

**Where to Find It:** Go to the OSTRC Document Library at [www.ostrc.org/doclibrary](http://www.ostrc.org/doclibrary) and look under the *OSTRC Publications* section.

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### "Why Professional Development Matters"

January 2010 by NSDC

**Overview:** For those times you need to explain what professional development is and why it is important, The National Staff Development Council (NSDC) has published a collection of basic Q-and-A;s on the topic. Written by Hayes Mizell, Learning Forward's distinguished Senior Fellow, "*Why Professional Development Matters*" covers the basics as well as details on ensuring quality staff learning.

**Where to Find It:** Go to the OSTRC Document Library at [www.ostrc.org/doclibrary](http://www.ostrc.org/doclibrary) and click on the "Professionalism & Professional Development" tab. Find the report toward the end of the *Providing Professional Development* section (just above *Professionalism* section).

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#### Featured Information:

### "5 Things You Must Do to Keep Your Best People"

(February 2014)

Peter Economy

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#### Summary:

Your top performers are the lifeblood of your company / organization.

Recent surveys suggest many of them are looking for new jobs.

To hang on to them follow this essential action plan.

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#### Where to find the full article:

Go to the OSTRC Document Library at [www.ostrc.org/doclibrary](http://www.ostrc.org/doclibrary) and click on the "Program Management & Administration" tab. Find the report under the *Recruiting and Retaining Staff* section.

*Supporting staff and programs that serve children and youth*