



Promising Practices in OST Professional Development

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OSTRC

The Out-of-School Time Resource Center promotes youth achievement by supporting staff and enriching programs. With a focus on out-of-school time (OST), we:

- Identify and coordinate resources.
- Conduct research and evaluation.
- Recommend changes in practice and policy.

Session Goals

- Understand how to design, implement, and assess quality out-of-school time professional development
- Recognize the research behind the promising practices
- Identify local and national professional development resources

Who Is In the Audience?



Defining OST PD

Professional development refers to a spectrum of activities, resources, and supports that help practitioners work more effectively with or on behalf of children and youth. Professional development formats include workshops, technical assistance, apprenticeships, and additional diverse offerings. Practitioners can be full-time staff, part-time staff, volunteers, teenagers, parents, or other non-staff members, provided that the professional development experience culminates in supporting OST youth participants. (Peter, 2009)

Types of OST PD

- Workshops and trainings
- Technical Assistance (TA)
- Conferences
- Peer networking
- Peer mentoring
- Coursework
- Professional memberships
- Certifications

Best and Worst PD



Promising Practices in OST PD

- **Provide comfortable learning environments.** Pay attention to the physical climate and layout.
- **Provide respectful learning environments.** Provide environments in which all needs, opinions, and cultures are valued and respected.
- **Incorporate participant experiences.** OST workshops should solicit and build upon participants' professional backgrounds.
- **Include opportunities for self-direction and self-reflection.** When possible, allow participants to contribute to their own learning objectives.
- **Encourage real-life applications.** Maximize the relevance and usefulness of OST workshops.
- **Facilitate active involvement.** Adults assimilate information more successfully when they are actively involved.
- **Promote teamwork.** Recruit teams of participants from sites and facilitate small-group activities.
- **Address different learning styles.** The theory of multiple intelligences proposes that different people synthesize knowledge in different ways.

Do Adults & Children Learn the Same Way?



Adult Learners

- Are autonomous, experienced, self-directed, knowledgeable, practical, goal-oriented, and relevancy-oriented.
- Are motivated by social relationships, social welfare, compliance, personal advancement, escape, stimulation, and cognitive interest.

Who Determines Goals, Objectives, and Content?



Needs Assessments

- Surveys
- Polls
- Interviews
- Focus Groups
- Inventories
- Other?

Types of Evaluations

Formative

Process

Snapshot

Quantitative

Summative

Outcome

Longitudinal

Qualitative

Types of Evaluations

Quantitative

The workshop.....	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1. <i>TITLE OR DESCRIPTION</i> was accurate.	5	4	3	2	1
2. Topic was relevant to my work.	5	4	3	2	1
3. Provided me with new knowledge or skills.	5	4	3	2	1
4. Provided opportunities to practice using new knowledge or skills.	5	4	3	2	1
5. Included opportunities for participants to interact with one another.	5	4	3	2	1
6. Included more than one format (such as lecture, discussion, or brainstorming).	5	4	3	2	1

Qualitative

34. Please share additional comments, feedback and/or suggestions about this workshop:

How is OST PD assessed?

- Satisfaction
- Acquisition of knowledge and skills
- Institutional integration
- Application
- Extension
- Student impact
- Staff's professional identity
- Belief in importance of PD topic

Conclusion

- Questions and Comments
- Challenge Cards

Resources

- **OSTRC Online Document Library:** www.sp2.upenn.edu/ostrc/doclibrary/index.html
- **OSTRC Publications:** www.sp2.upenn.edu/ostrc/research/ostrcpubs.html
- **OSTRC PD Evaluation Toolkits:** www.sp2.upenn.edu/ostrc/research/Toolkits.html
- **Promising Practices in OST PD:**
www.sp2.upenn.edu/ostrc/doclibrary/documents/PromisingPracticesinOut-of-SchoolTimeProfessionalDevelopment_000.pdf
- **Promising Practices in OST PD/Annotated Bibliography:**
www.sp2.upenn.edu/ostrc/doclibrary/documents/AnnotatedBibliography-PromisingPracticesinOut-of-SchoolTimeProfessionalDevelopment.pdf
- **Defining Our Terms: Professional Development in OST:**
www.sp2.upenn.edu/ostrc/doclibrary/documents/DefiningOurTerms-ProfessionalDevelopmentinOut-of-SchoolTime.pdf

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