



Promising Practices in OST Professional Development

October 9, 2014

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?



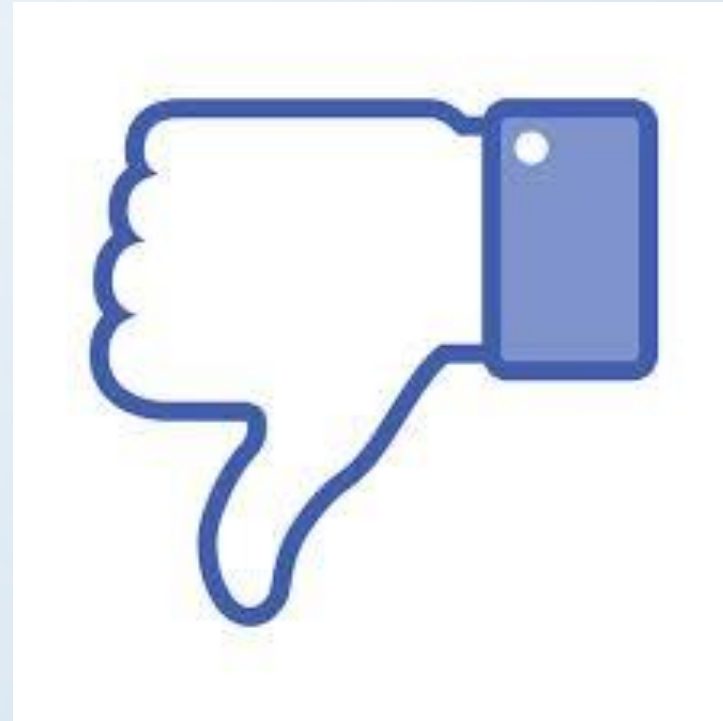
Defining OST PD

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



Goals and Objectives

Goal: A statement that describes what the learner will gain from instruction in broad terms

Objective: A specific and measurable statement that describes what the learner will know or be able to do as a result of engaging in an activity. **S.M.A.R.T. Objectives:**

Specific

Measurable

Achievable

Realistic

Time

Who Determines Goals, Objectives, and Content?



Needs Assessments

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

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.

Evaluating PD

“Evaluation is the systematic investigation of merit or worth.”

-Thomas Guskey

University of Kentucky

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:

POP QUIZ!

Formative

Process

Longitudinal

Quantitative

Summative

Outcome

Snapshot

Qualitative

1. **Longitudinal** and runs a program that promotes youth development through baking. She has staff and **for the past 60 years** she has collected data on her staff's increased knowledge from trainings.
2. **Snapshot** ersc **Qualitative** ng program and gives PD to the mentors. He hired ST m rial. Chef Boyardee was asked to watch mentors for only **one day** and **wrote comments** on how each staff member used PD topics in her/his work.
3. **Formative** mp **Quantitative** ng. She provides PD for her staff and administers a survey measuring satisfaction at the end of **each workshop to help inform her throughout the program**. Survey answer choices are: **Agree, Neutral, Disagree**.

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

PD Evaluation at Your Site

- Exercise:
 - Write down what you will evaluate, and how you will evaluate it
 - Examples:
 - ❖ Will evaluate staff satisfaction of PD via online survey
 - ❖ Will evaluate acquired PD knowledge via pre and post tests
 - ❖ Will measure application of PD material via program observation



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

Conclusion

- Questions and Comments
- Challenge Cards

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