

# **Standards and Certifications for OST Staff**

**March 25, 2015**

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# The OSTRC

**The OSTRC promotes youth achievement by supporting staff and enriching programs.  
We:**

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

# Workshop Goals

- **Define and discuss professional standards, certifications, professionalism, and advancement.**
- **Review local, regional, and national needs, frameworks, and efforts**
- **Discuss related challenges**
- **Identify resources**

# Who is Here?

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- **Your name**
- **Your organization**
- **Why you are attending**

# Defining our Terms

- **Staff competencies**
- **Career ladders and lattices**
- **Professionalism**
- **Professional Certification**
- **Other?**

# Defining our Terms – Mix/Match

- Staff competencies
- Career ladders and lattices
- Professionalism
- Professional Certification

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- *Common measures*
- *College coursework*
- *Career advancement*
- *Standards for the field*
- *Professional behavior and appearance*
- *Certificate of completion*
- *Assessment criteria*
- *Staff quality*

# A Must Read

## Youth Work Core Competencies

### A Review of Existing Frameworks and Purposes

Developed for School's Out Washington

by Betsy Starr, Nicole Yohalem and Ellen Gannett, Next Generation Youth  
Work Coalition

October 2009

# Staff Competencies

“Core competencies articulate what it is that adults working with children and youth need to know and do in order to deliver high quality, developmental programming. Core competencies differ from (though relate to) program standards, in that standards focus on what *programs* need to do to provide effective services, while competencies focus explicitly on what *staff* need to know and do.”

Next Generation Youth Work Coalition, October 2009



# Staff Competencies Can:

- Provide common standards that can be reference
- Be used to recruit, hire, assess, train, and/or dismiss staff
- Offer self-insight and self-development to direct-service staff
- Be used by evaluators and funders as a common assessment framework
- Be one element of overall program assessment
- Serve as a framework for developing or assessing a PD system
- Help design certifications and higher education curricula
- Be used as a classification system for other items

# Core Competencies for Youth Workers: Common Ground

*These areas appear in a majority of 14 core competency frameworks.*

- Curriculum
- Environment
- Child & Adolescent
- Development
- Cross-cultural Competence
- Guidance
- Connecting with Families
- Connecting with Communities
- Health, Safety, and Nutrition
- Professionalism
- Professional Development
- Program Management

# Philly OST Staff Competency Areas

- Activities, content, and curriculum
- Child and adolescent development and empowerment
- Caring relationships and behavior guidance
- Health, wellness, safety, and nutrition
- Cultural competence and inclusion
- Engaging families, schools, and communities
- Professionalism and professional development
- Research, evaluation, and quality programming
- Program management and administration

# Staff Competency Buffet

- NAA has published national Staff Competencies
- Philadelphia has its own OST Staff Competencies
- Most citywide and state OST systems have their own staff competencies
- Other factors to consider:
  - Program standards (how are these different from staff competencies?)
  - Evaluation and assessment tools
  - Organization, funder, and other stakeholder requirements
  - Regulations, such as licensing
  - Other?

# How Did You Get Here?



# Coursework and Credentials

- Licenses
- Certifications
- 2-year degrees
- 4-year degrees
- Masters degrees
- Doctoral degrees
- Other?

# Where Do You Stand?



# Review and Reflection

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