

## **APOST Professional Development Guidelines**

APOST is a partnership of funders, intermediaries and providers dedicated to building a quality out-of-school time (OST) system that will contribute to the healthy, successful development of young people as they progress through their school years, graduate from high school and enter into adulthood. An integral component of building a quality system is ensuring that the children, youth and families served have knowledgeable, skilled professionals available to meet their developmental needs. APOST is committed to the providing quality professional development & technical assistance to aid in the development of a well-trained and supported youth workers.

### **APOST has established the following standards for all Professional Development (PD) offerings:**

- A. Professional Development decisions are based on OST Provider *need* and the development, education and care of children and youth.
  
- B. Professional Development activities are based on Nationally Recognized Core Competencies for Afterschool and Youth Development Professionals. The competencies are grouped into ten content areas:
  - 1. Child and Youth Growth and Development
  - 2. Learning Environment and Curriculum
  - 3. Child/Youth Observation and Assessment
  - 4. Interactions with Children and Youth
  - 5. Youth Engagement
  - 6. Cultural Competency and Responsiveness
  - 7. Family, School, and Community Relationships
  - 8. Safety and Wellness
  - 9. Program Planning and Development
  - 10. Professional Development and Leadership
  
- C. If applicable, the Professional Development program is aligned with Pennsylvania's Early Learning Standards, Kindergarten Standards, PA Alternate System of Assessment (PASA), and/or the PA Academic Content Standards.
  
- D. Professional Development activities have clear objectives for increasing the education, development and/or care of children and youth.
  
- E. Professional Development is based on principles of adult learning theory to engage youth workers in professional growth.
  
- F. Professional Development utilizes training techniques and/or learning strategies that will help participants develop their own learning and insights, as well as the ability to apply the knowledge and skills gained from the workshop.
  
- G. Professional Development assesses participant satisfaction and impact on professional practice through a survey designed by APOST.