

**Region 11 Frontline Staff Self-Assessment Survey  
(Survey Closed 11/22/19)**

N= 1460	Core Competency Description	Self-Identified CC Level (Mode)	CC Target Level	Difference
<b>Child and Youth Development</b>				
CYD1	Develops program goals that support the social and emotional development of all students.	2	3	1
CYD2	Designs lessons/activities aligned with program goals that support the social and emotional development of all students.	2	3	1
CYD3	Conducts lessons/activities aligned with program goals that support the social and emotional development of all students.	2	1	-1
CYD4	Supports positive relationships between adults and students.	1	1	0
CYD5	Supports positive relationships between students.	1	1	0
CYD6	Promotes a sense of physical and emotional safety among students at the site.	1	1	0
CYD7	Promotes a meaningful engagement and leadership of the students.	2	1	-1
CYD8	Respects and honors cultural and human diversity among students.	1	2	1
CYD9	Has an understanding of child and youth development principles.	1	2	1
<b>Families and Communities</b>				
FC1	Informs, shares information, and collaborates with students' families.	2	2	0
FC2	Advocates for individual students' needs, providing referral information when appropriate.	2	3	1
FC3	Has a working knowledge of and abilities to use resources within the broader community.	2	3	1

<b>Curriculum and Learning Environment</b>				
CLE1	Creates and ensures an ongoing program environment that is student-centered.	1	2	1
CLE2	Communicates, shares information, and collaborates with school district administrative staff.	2	3	1
CLE3	Communicates, shares information, and collaborates with school site administrators and instructional day staff.	2	2	0
CLE4	Develops program goals that ensure the academic success of all students.	2	3	1
CLE5	Designs or selects lessons/activities aligned with program goals that ensure the academic success of all students.	2	3	1
CLE6	Conducts lessons/activities aligned with program goals that ensure the academic success of all students.	2	1	-1
CLE7	Designs activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.	2	3	1
CLE8	Conducts activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.	2	2	0
CLE9	Uses strategies to promote student learning.	2	2	0
<b>Health and Safe Environment (HSE)</b>				
HSE1	Ensures the health and safety of students.	1	2	1
HSE2	Follows safety and emergency procedures.	1	2	1
HSE3	Maintains accurate program records and follows reporting procedures.	1	2	1
HSE4	Ensures that the program incorporates activities to promote physical fitness and health.	1	2	1

Professionalism (P)				
P1	Strives for self-improvement including knowledge and skill development.	1	2	1
P2	Demonstrates a positive work and team ethic.	1	2	1
P3	Communicates with staff and stakeholders.	1	2	1
Program Management (PM)				
PM1	Manages program staff.	Not Applicable to Frontline S		
PM2	Promotes the professional growth and development of staff.	Not Applicable to Frontline S		
PM3	Engages and supports staff in the implementation of program activities to achieve program goals.	Not Applicable to Frontline S		
PM4	Gathers, reviews, and uses program data for timely program improvement.	2	3	1
PM5	Understands and complies with the federal and state mandates for before and/or after school programs.	2	3	1
PM6	Uses a variety of tools, documents, and resources that impact before and/or after school program quality and compliance (e.g., California Quality Self-Assessment Tool (QSAT), Categorical Program Monitoring (CPM), grant assurances).	2	3	1
PM7	Manages fiscal resources, financial and other program records at the program or site level.	4	3	-1

**KEY:**

1-Mastery-the ability to teach or demonstrate to others

2-Application-can demonstrate by action, ongoing work

3-Awareness-general knowledge

4-Not Applicable





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