

**Region 11 Program Directors Self-Assessment Survey
(Survey Closed 11/22/19)**

N=61	Core Competency Description	Self-Identified CC Level (Mode)	CC Target Level	Difference	Focus (√)
Child and Youth Development (CYD)					
CYD1	Develops program goals that support the social and emotional development of all students.	1	1	0	improved
CYD2	Designs lessons/activities aligned with program goals that support the social and emotional development of all students.	2	2	0	
CYD3	Conducts lessons/activities aligned with program goals that support the social and emotional development of all students.	2	3	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.	1	1	0	
CYD8	Respects and honors cultural and human diversity among students.	1	1	0	
CYD9	Has an understanding of child and youth development principles.	1	1	0	
Families and Communities (FC)					
FC1	Informs, shares information, and collaborates with students' families.	1	2	1	
FC2	Advocates for individual students' needs, providing referral information when appropriate.	2	1	-1	√
FC3	Has a working knowledge of and abilities to use resources within the broader community.	2	1	-1	√

Curriculum and Learning Environment (CLE)					
CLE1	Creates and ensures an ongoing program environment that is student-centered.	2	1	-1	√
CLE2	Communicates, shares information, and collaborates with school district administrative staff.	2	1	-1	√ new focus
CLE3	Communicates, shares information, and collaborates with school site administrators and instructional day staff.	2	1	-1	√
CLE4	Develops program goals that ensure the academic success of all students.	2	1	-1	√
CLE5	Designs or selects lessons/activities aligned with program goals that ensure the academic success of all students.	2	2	0	
CLE6	Conducts lessons/activities aligned with program goals that ensure the academic success of all students.	2	3	1	
CLE7	Designs activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.	2	1	-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	
Health and Safe Environment (HSE)					
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	1	0	
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.	1	2	1	
PM2	Promotes the professional growth and development of staff.	1	2	1	
PM3	Engages and supports staff in the implementation of program activities to achieve program goals.	1	2	1	
PM4	Gathers, reviews, and uses program data for timely program improvement.	2	1	-1	√ new focus
PM5	Understands and complies with the federal and state mandates for before and/or after school programs.	2	1	-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	1	-1	√
PM7	Manages fiscal resources, financial and other program records at the program or site level.	2	1	-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