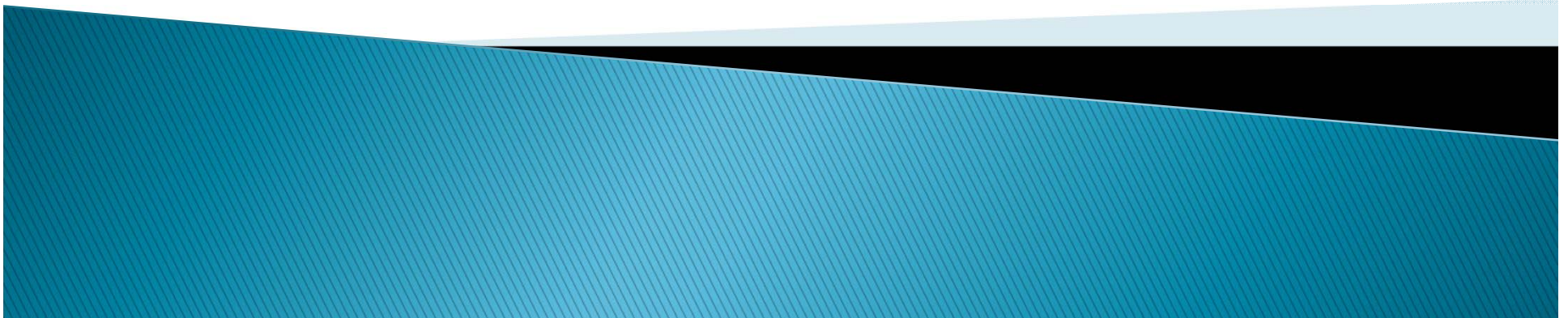


# 2017 Region 11: Core Competencies

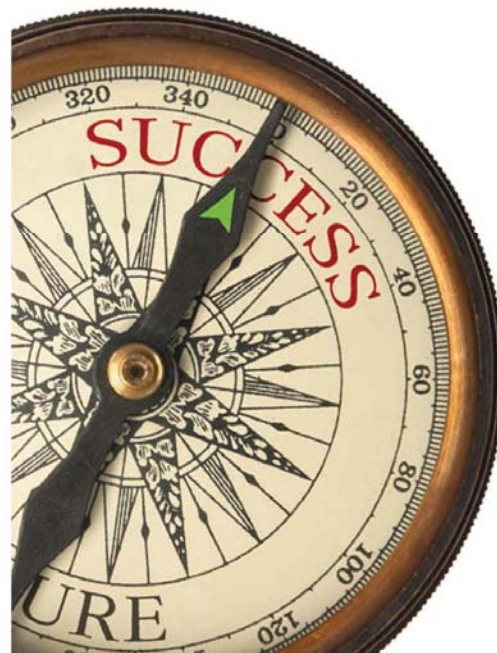
...a high level overview of findings.

Presented by: Sue Gevedon  
Program Activities Specialist  
May 12, 2017  
LA County Expanded Learning Advisory Committee Meeting



# CALIFORNIA CORE COMPETENCIES

FOR BEFORE AND/OR AFTER SCHOOL PROFESSIONALS



guide  
resource  
framework  
checklist

**asap**  
**connect**

California's link to quality  
After School Assistance Providers

# 2017 Participation...

Stakeholder Group	Number of Responses
Frontline Staff	699
Site Coordinators	230
Program Directors	29
Grant Managers	26

**Region 11 Frontline Staff Self-Assessment Survey  
(Survey Closed 03/17/2017)**

How to read  
the reports...

<b>N=699</b>	<b>Core Competency Description</b>	<b>Self-Identified CC Level (Mode)</b>	<b>CC Target Level</b>	<b>Difference</b>	<b>Focus (√)</b>
<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	√
CYD7	Promotes a meaningful engagement and leadership of the students.	2	1	-1	√

1=Mastery  
2=Application  
3=Awareness  
4=N/A

# Skill Levels

- 1 = MASTERY OF SKILL (How do I teach others?) refers to the Competency Indicators in which before and/or after school program stakeholders consistently demonstrate expertise. The ability to teach and demonstrate to peers is a hallmark of the Mastery level.
- 2 = APPLICATION OF SKILL (How do I do it?) refers to Competency Indicators that comprise a stakeholder's ongoing work. These competencies are essential to their job and require deeper knowledge than awareness. They are demonstrated by action. They are acquired through ongoing professional development and on the job work experience.
- 3 = AWARENESS (What is it?) refers to Competency Indicators where general information or a basic level of information is sufficient for a stakeholder. The stakeholder can describe the skills associated with the competency in general terms. It is worthwhile for the stakeholder to be familiar with the knowledge underlying the competency but deeper knowledge and application are not essential to his/her job
- 4 = N/A (NOT APPLICABLE) refers to Competency Indicators that, given the diversity of the before and/or after school program field, may not apply to some.



# CHILD AND YOUTH DEVELOPMENT

	Core Competency Description	Front Line	Site Coord.	Program Director	Grant Manger
CYD1	Develops program goals that support the social and emotional development of all students.			√	
CYD2	Designs lessons/activities aligned with program goals that support the social and emotional development of all students.		√		N/A
CYD3	Conducts lessons/activities aligned with program goals that support the social and emotional development of all students.	√	√		N/A
CYD4	Supports positive relationships between adults and students.				
CYD5	Supports positive relationships between students.				



## CHILD AND YOUTH DEVELOPMENT – cont.

	Core Competency Description	Front Line	Site Coord.	Program Director	Grant Manger
CYD6	Promotes a sense of physical and emotional safety among students at the site.				
CYD7	Promotes a meaningful engagement and leadership of the students.	✓	✓ New Focus	✓	
CYD8	Respects and honors cultural and human diversity among students				
CYD9	Has an understanding of child and youth development principles.		✓ New Focus		



# FAMILY AND COMMUNITIES

	Core Competency Description	Front Line	Site Coord.	Program Director	Grant Manger
FC1	Informs, shares information, and collaborates with students' families.		✓		N/A
FC2	Advocates for individual students' needs, providing referral information when appropriate.			✓	N/A
FC3	Has a working knowledge of and abilities to use resources within the broader community.			✓	✓



# CURRICULUM AND LEARNING ENVIRONMENT

	Core Competency Description	Front Line	Site Coord.	Program Director	Grant Manger
CLE1	Creates and ensures an ongoing program environment that is student-centered.			√ New Focus	√
CLE2	Communicates, shares information, and collaborates with school district administrative staff.				
CLE3	Communicates, shares information, and collaborates with school site administrators and instructional day staff.		√		
CLE4	Develops program goals that ensure the academic success of all students.			√	

## CURRICULUM AND LEARNING ENVIRONMENT – cont.

	Core Competency Description	Front Line	Site Coord.	Program Director	Grant Manger
CLE5	Designs or selects lessons/activities aligned with program goals that ensure the academic success of all students.		√ New Focus		N/A
CLE6	Conducts lessons/activities aligned with program goals that ensure the academic success of all students.	√	√		N/A
CLE7	Designs activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.		√	√	N/A
CLE8	Conducts activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.		√		N/A
CLE9	Uses strategies to promote student learning.		√		N/A

# PROGRAM MANAGEMENT

	Core Competency Description	Front Line	Site Coord.	Program Director	Grant Manger
PM1	Manages program staff.	N/A			
PM2	Promotes the professional growth and development of staff.	N/A			
PM3	Engages and supports staff in the implementation of program activities to achieve program goals.	N/A			
PM4	Gathers, reviews, and uses program data for timely program improvement.			✓ New Focus	✓

## PROGRAM MANAGEMENT – cont.

	<b>Core Competency Description</b>	<b>Front Line</b>	<b>Site Coord.</b>	<b>Program Director</b>	<b>Grant Manger</b>
PM5	Understands and complies with the federal and state mandates for before and/or after school programs.			✓	✓
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).			✓	✓
PM7	Manages fiscal resources, financial and other program records at the program or site level.	✓		✓	✓

# WHAT HAS CHANGED FROM LAST YEAR

	Core Competency Description	Site Coord.	Program Director	Grant Manager
	<u>CHILD AND YOUTH DEVELOPMENT</u>			
CYD7	Promotes a meaningful engagement and leadership of the students.	✓		
CYD9	Has an understanding of child and youth development principles.	✓		
	<u>CURRICULUM AND LEARNING ENVIRONMENT</u>			
CLE1	Creates and ensures an ongoing program environment that is student-centered.		✓	
CLE2	Communicates, shares information, and collaborates with school district administrative staff.			No longer a focus
	<u>PROGRAM MANAGMENT</u>			
PM4	Gathers, reviews, and uses program data for timely program improvement.		✓	
PM5	Understands and complies with the federal and state mandates for before and/or after school programs.		✓	



# Where can I find this report?

The four stakeholder group survey reports and the power point presentation can be found at the following Dropbox link:

<https://www.dropbox.com/sh/w3yn00ts399ffcj/AADL5YqvGh6WRHV9GLnhE77ka?dl=0>



