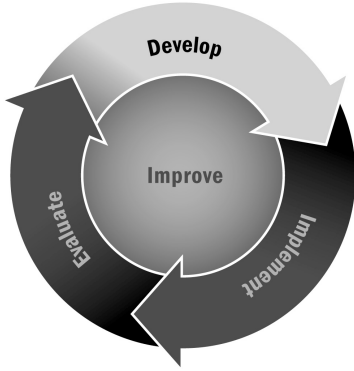# Ignite Summer Toolkit:

Developing as an Afterschool and Expanded Learning Professional

Program staff members should not only have an opportunity to reflect on their own practices but also feel as though they have an opportunity to progress in their career. It is important to encourage staff members to reflect on their strengths and identify areas of growth that will help them in their career and contribute to the overall success of the program.

Directions: Read each action in the column on the left and then use the grid to determine where you are in your development as an afterschool and expanded learning professional. Highlight or mark that square for each action and work with your team or supervisor to develop a plan for ongoing professional development.

Action	Beginning	Emerging	Applying	Integrating	Innovating
Reflecting on practice and planning professional development	Reflects on elements of youth learning (e.g., activities, relationships, skills, and interests)	Reflects on successes and dilemmas Plans professional development to add to activities and youth engagement strategies	Reflects on the relationship between program offerings and youth learning Plans professional development based on reflections	Analyzes and reflects on activities and learning based on evidence or data (grades, observations) gathered regularly	Integrates analysis and reflection into daily practice based on a wide variety of evidence and relationships with youth
Establishing professional goals and pursuing opportunities to grow professionally	Develops goals through required processes Attends required meetings	Sets goals considering self-assessment and other feedback Expands skills through professional development	Sets short-term professional goals based on self-assessment of effectiveness, youth learning, and feedback	Sets and modifies short- and long-term goals considering self-assessment and feedback	Contributes to professional organizations, literature, and development Leads professional development

Action	Beginning	Emerging	Applying	Integrating	Innovating
Working with communities to improve your practice	Learns about the young people's communities May take youth into community as part of activities or projects	Increases understanding of the roles of the community in young people's lives Attends community events	Identifies needs and resources Expands knowledge of connections to community	Uses knowledge of the community to strengthen connections with the local community, culture, services, and resources to aid the program	Promotes program and community collaboration with advisory group Provides youth with a wide range of community activities and service projects
Balancing professional responsibilities and maintaining motivation	Has a positive attitude with youth Has a basic understanding of professional responsibilities	Maintains a positive attitude, demonstrates understanding of professional responsibilities, and seeks support to balance responsibilities	Maintains a positive attitude through the year, demonstrates professional integrity, and balances responsibility with personal needs	Maintains motivation and a commitment to all youth; demonstrates professional integrity	Maintains motivation and models commitment to all youth, school, staff, and community