

Examples of areas of focus for Professional Development include:



Providing Purpose: Value of OST Professionals

- Staff will understand their value as a professional in the OST field.
- Staff will gain a sense of empowerment and motivation.
- Grouping strategies help create positive relationships among youth and teach collaboration skills.

Customer Service: Meeting the needs of youth & families

- Developing youth behavior expectations e.g. discipline policy.
- Develop personal relationships with all stakeholders, motivating youth to be productive citizens.
- Student input is regularly sought and used in decision making and planning of activities.

Value of Play: Recreation links to life skills

- Staff have high expectations for youth in performance, behavior and participation in the program.
- Staff intentionally build positive behaviors to increase youth's availability to work collaboratively.
- Staff will emphasize real-world activities to increase levels of youth and student motivation for being engaged citizens.



Innovative Ideas: Disguised Learning

- Homework and recreational games to support academic knowledge skills as well as youth development skills.
- Real life problem solving strategies (scenarios) will be incorporated linking to their day-to-day routines.
- Working academics into play.
- Behavior management, allowing individuals to take responsibilities for their own actions (youth and staff).



Communication: Key messaging & positive outreach

- Build relationships with school administration and staff supporting youth.
- Communication to create strong foundation between families and schools.
- Programs encourage families to be involved and/or volunteer (attend events).
- Staff uses a variety of formal and informal means to communicate program and youth information with stakeholders.
- Establish and maintain effective partnerships and community collaboration.

Effective OST Framework: Linking stakeholders, partners & resources

- Program activities are fine tuned to encourage youth to attend and participate daily.
- Field trips are designed to provide valuable collaboration and cooperative opportunities.
- Families and stakeholders positive perception of programming will contribute in program success.



Embedded Talents: Building on Individual strengths

- Staff will apply leadership skills based on their individual skill sets.
- Staff will build on each other's talents to work collaboratively.
- Working with everyone's strength builds successful programs.

 **Communicate, Collaborate, Celebrate!!!**

Personalized Professional Development