



Afterschool Investments Professional Development Toolkit

Shawn Stelow Griffin
Afterschool Investments Project
Region VII Webinar
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Call Agenda:

- Discuss trends in school-age quality improvement.
- Share format for and results from the AIP Peer Learning Meeting.
- Explore professional development systems planning documents.
- Discuss sustainability planning and strategic financing frameworks and tools.



Professional Development Systems Planning



School-Age Trends and Issues

- A growing number of states are:
 - Including the afterschool workforce in their professional development systems
 - Creating or re-examining school-age licensing regulations
 - Working across systems and agencies to create uniform regulations, monitoring, and professional development opportunities.



Staff Quality Impacts Youth Outcomes

- Staff quality is a key factor in youth outcomes
- Program Director qualifications positively correlate with youth participation over 2 years
- A diversified staffing pattern positively correlates with youth academic benefit and motivation

Source: *After-School Staff Quality and Youth Outcomes: A Research Perspective*,
Presentation by Elizabeth Reisner, Policy Studies Associates, Inc. on September 11, 2008.



Quality Improvement— Lessons Learned

- Data, particularly observational data about their own practice, is a powerful motivator for staff
- Common language helps pave the way for change
- It is important to have standards *with* tangible supports
- Managers are a critical intervention target
- Bringing together data about participation, quality, and youth outcomes is ideal

Source: *Assessing and Improving Program Quality*, Presentation by Nicole Yohalem, Forum for Youth Investment on February 19, 2009.



Peer Learning Network Meeting: Background

- Provided cross agency teams an opportunity to collaboratively discuss the status of their professional development systems
- Discussions focused on two key areas:
 - Strategies to improve staff quality
 - Funding



Peer Learning Network Meeting: Background

- Six states participated
 - VT, SC, IL, OH, OR, and WA
- A toolkit of planning templates and supporting materials was tested
- Session agenda included facilitated discussion time
 - State team planning time
 - Peer to peer discussion time



Professional Development Toolkit

- Planning tools
 - Afterschool Qualifications, Credentials, and Pathways Discussion Guide
 - Guide to Potential Partners
 - Building a Statewide Afterschool Professional Development System—Strategic Planning Tool



What We Learned— Key Themes from Peer Learning Meeting

- Participants valued having time to problem solve and discuss lessons learned with their peers
- There was interest in discussing and exploring the use of partnerships to address staff quality issues



What We Learned— Key Themes from Peer Learning Meeting

- State teams discussed two key thrusts of effort:
 - Confirming the content of their state’s professional development system
 - The need to build political will to get all agencies involved in the planning of a comprehensive system



What we Learned: Team Preparation for Meeting

- Ensure all members of the team know why they were chosen to participate—and that they feel they have the authority to make recommendations for system improvement.
- Have a pre-meeting call to discuss goals for the meeting and expectations for participants
- Take care to create a diverse team comprised of a variety of stakeholders



Meeting Follow-Up

- Dissemination of Afterschool Professional Development System Toolkit
- Continuing AIP technical assistance



Vermont: Strategic Planning

- Develop a strategic plan that articulates the role of multiple state-wide agencies that provide professional development to school age providers
 - System governance, infrastructure or financing
- Create a strategic marketing campaign to better promote professional development opportunities
 - Access and Outreach



Vermont: Progress

- Working to continually refine strategic plan
- Beginning to work on strategic financing plan
- Professional Development Frameworks Committee meets monthly—in progress:
 - Afterschool Credential Pilot
 - Foundations Certificate
 - Afterschool Professional Development Brochure



South Carolina: Strategic Plan

- To create a communications strategy that informs the integration of South Carolina's afterschool professional development system with its early care professional development system.
 - Access and Outreach
 - Qualifications, Credentials, Pathways
 - System Governance, Infrastructure, Financing



South Carolina: Current Progress

- Leaders from DSS, DOE, Community Colleges, SC Afterschool Alliance meet regularly
- Mapping what exists now—services, structures, institutions
- Identifying gaps, overlaps and complementary work
- Based on mapping, will identify next steps.



Financing Professional Development Systems



Key Elements of Sustainability

1. Vision
2. Results orientation
3. Strategic financing orientation
4. Adaptability to changing conditions
5. Broad base of community support
6. Key champions
7. Strong internal systems
8. Sustainability plan

Source: *Sustainability Planning Workbook*, The Finance Project, 2003.



Developing Financing Strategies

- Steps in Developing a Strategic Financing Plan
 - Financing Strategies
 - Funding Sources
 - Framework for Selecting Among Strategies and Sources



Toward a Strategic Financing Plan: Key Questions

- Financing for what?
- How much do you need?
- What resources do you currently have?
- What are the gaps?
- What funding sources and financing strategies can you employ to meet your fiscal needs?



Financing for What?

- What are the range of strategies and activities you want to sustain:
 - Can be policy- and systems-focused approaches as well as direct-service approaches
 - At what scale?
 - Over what period of time?



Developing Cost Estimates

- How much funding is required (both cash and in-kind support) for:
 - Each strategy
 - Each year

Developing Cost Estimates for Professional Development Strategies

Module III, Cost Estimates				
	Current Year	Year 1	Year 2	Year 3
Strategies				
1. INCENTIVES AND COMPENSATION PLANS <i>Strategy a</i> <i>Strategy b</i>				
	Subtotal	\$0		
2. CORE KNOWLEDGE AND CORE COMPETENCIES				
	Subtotal	\$0		
3. QUALIFICATIONS AND CREDENTIALS				
	Subtotal	\$0		
4. QUALITY ASSURANCES				
	Subtotal	\$0		
5. ACCESS AND OUTREACH				
	Subtotal	\$0		
6. INFRASTRUCTURE				
	Subtotal			
Total Direct Costs	\$0			
Indirect	\$0			
TOTAL PROF DEVELOPMENT COSTS	\$0			

Source: *Sustainability Planning Workbook*, The Finance Project, 2003.



Map Current Spending

- What resources currently support the work?
- What are their restrictions?
- Over what timeframe can they be used?
- What is the funding mix?



Assess Funding Gaps

What's the gap between cost estimate and available resources?

- By strategy?
- By year?



Generating Financing Options

1. Making better use of existing resources
2. Maximizing federal and state funding sources
3. Creating more flexible funding streams
4. Creating public-private partnerships
5. Generating new revenue

Source: *Thinking Broadly: Financing Strategies for Comprehensive Child and Family Initiatives*, The Finance Project, 2002.



Selecting Funding Sources

- Amount of revenue generated
- Administrative burden
- Funding mix
- When revenue is realized
- How funds can be used
- Political considerations



Next Steps

- Refine/revise cost estimates
- Develop a map of public funding for the entire system
- Further investigation of funding sources and financing strategies
- Reassess/identify funding gaps



Contact Afterschool Investments

Shawn Stelow Griffin, Senior Program Associate

- sstelow@financeproject.org
- 202-587-1003

Afterschool Investments Project

- <http://nccic.acf.hhs.gov/afterschool/>

The Finance Project

- <http://www.financeproject.org>