

Continuous Learning

Programs can accomplish this by:

- Surveying staff around training needs and desires
- Providing relevant PD opportunities
- Creating individualized PD plan that is referenced in monthly one-on-one check-ins
- Consistently promote the use of available resources
- Providing space to discuss needs and future PD opportunities in meetings

Relationship Building

Programs can accomplish this by:

- Building partnerships with community stakeholders
- Integrating daily time to build authentic relationships with youth
- Creating programs or events around mutual learning; staff learn from youth and youth learn from staff
- Creating opportunities for staff at different levels to build relationships with each other

Best Practices

As IDOE 21st CCLC centers efforts around high-quality programming, we are continually committed to supporting the development of 21st CCLC staff as well. Each best practice is linked directly to Indiana Afterschool Network's [quality standards](#).

Continuous Learning

Aligns to Standard 30 & Standard 32

Relationship Building

Aligns to Standard 1, Standard 4, and Standard 27

Health and Wellness

Aligns to Standard 32

Positive Discipline

Aligns to Standard 1, Standard 5, and Standard 6

Equitable Access

Aligns to Standard 1, Standard 2

Positive Discipline

Programs can accomplish this by:

- Integrating avenues for youth to express feelings in daily programming activities
- Training staff on how to integrate positive behavior supports into daily routines
- Encouraging a constructive use of personal power and autonomy
- Promoting the use of restorative justice practices

Health and Wellness

Programs can accomplish this by:

- Creating a self-care plan of action with individual staff members as part of their yearly professional development goals
- Holding staff accountable to addressing workplace challenges in real time
- Ensuring the work environment promotes a healthy, inclusive dynamic
- Integrating secondary trauma training and resources into your annual program-wide PD schedule
- Allowing staff to utilize 'mental health' days

Equitable Access

Programs can accomplish this by:

- Ensuring hiring practices are accessible, inclusive and reasonable to every one regardless of race, gender, sexual orientation, religion, physical ability, native language, etc.
- Creating reoccurring PD opportunities around topics of diversity, inclusion, and equity.
- Encouraging staff to integrate their individualities into programming when appropriate
- Engaging with 'out-of-the box' community stakeholders
- Creating a toolkit or resource guide with statewide and/or national resources in areas of diversity that are not represented in your community