**National Afterschool Association (NAA) Competencies**

Youth Practitioner Network Summary

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|  | **Youth Growth & Development** |  |
| **INTRODUCTORY****(Entry Level)** | **INTERMEDIATE****(Coordinator)** | **EXPERIENCED****(Director)** |
| * Understands difference in a child development.
* Explains current youth cultures such as the use of technologies, vocabularies, clothing and music.
* Identifies a mentor as an asset to their growth.
* Recognizes that all children and youth have individual needs and ways of learning.
* Attend activities to improve your practice.
* Aware of safety protocols of youth in program and transitioning out of programming.
 | * Explains youth development theories using child & youth development vocabulary.
* Able to organize and manage program that focus on
* Identifies the cognitive and emotional development needs of youth
* Develop a professional relationships with providers and community
* Creates developmentally appropriate learning environment and curriculum
* Aware of the safety challenges that accompany maturing youth.
* Research and create innovate program ideas to engage young people.
 | * Teach, mentor, and coaches others about how to design and adapt to multiple needs of all learners.
* Designs curriculum and/or programming that consider community needs and challenges.
* Analyzes and evaluates data while applying informal and formal design.
* Partners with community and organizations that establish youth focused collaborations.
* Organize and train staff on safety protocols.
* Build program capacity through experiential and real work connections opportunities for youth.
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|  | **Cultural Competency & Leadership** |  |
| **INTRODUCTION****(Entry Level)** | **INTERMEDIATE****(Coordinator)** | **EXPERIENCED****(Director)** |
| * Guides behavior in positive ways.
* Demonstrates appropriate guidance in conflict resolution and problem solving.
* Use age appropriate communication to articulate information
* Models and practices a positive attitude and respect for staff and others
 | * Provides structure and organization when working children and youth in group
* Observant of each youth’s abilities and talents and connect them to opportunities.
* Develops opportunities for children and youth to serve others.
* Foster critical thinking and decision making amongst youth participants.
 | * Assess the well being of young people through assessment, observation, and youth centered dialogue.
* Applies differentiated instruction guidance o staff and youth according to their need.
* Set goals with staff that impacts their personal development and youth maturation.
* Develops policies for the improvement of program outcomes.
* Analyzes, observes, and receives input from youth to improve program experiences
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|  | **Youth Engagement & Interaction** |  |
| **INTRODUCTION****(Entry Level)** | **INTERMEDIATE****(Coordinator)** | **EXPERIENCED****(Director)** |
| * Follows the programs mission and policies
* Has an awareness of the cultural values and beliefs of program constituents.
* Is proficient in the use of technology needed to function in the current position.
* Participates in professional development to increase knowledge
* Seeks knowledge through interactions with other professionals and are aware of professional standards.
 | * Recognizing and values cultural differences in children, youth, and families.
* Creates an inclusive, welcoming, and respectful environment for all children, youth, and families.
* Incorporates cultural diversity into the daily program.
* Recognizes the importance of dialogue around cultural beliefs as a measure of program quality.
* Responds to challenges as opportunities for program growth
 | * Applies a professional level of oral and written communication skills to ones role.
* Collaborates with organizations and agencies to meet goals.
* Supports the cultural identity, beliefs, and practices of each child and youth in programs and facilitation of lessons.
* Identifies culturally specific organization as resources for staff and community.
* Manages program resources effectively and monitors program policies and procedures.
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