**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. |
|  | **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 |
|  | **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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