



The CalSAC Trainer Network

Deepening Skills, Growing Leaders

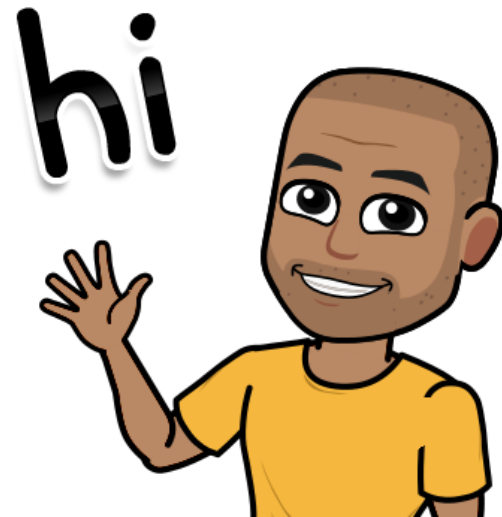
CalSAC: Enriching children by empowering professionals since 1982.
www.CalSAC.org



Fostering a Culture of Leadership and Professional Development

Presented by:

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Program Development
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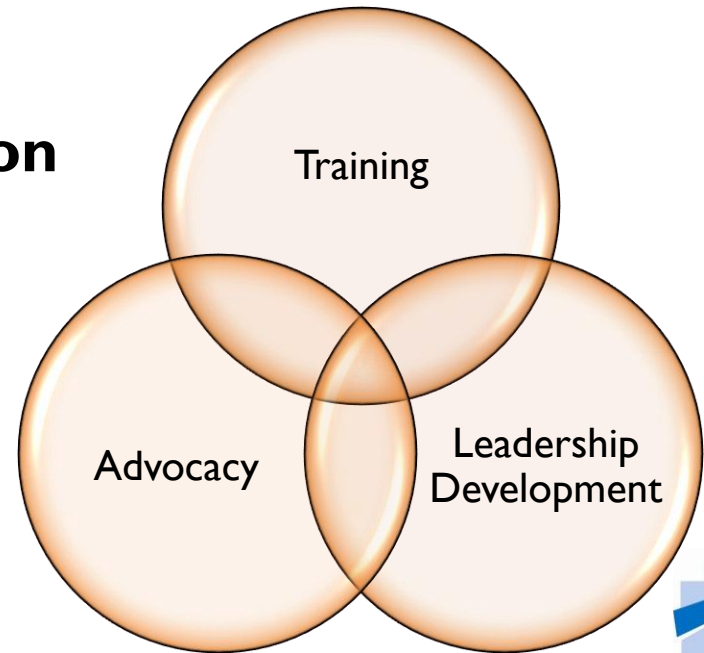
CALIFORNIA
SCHOOL-AGE
CONSORTIUM

The California School-Age Consortium

Since 1982, the California School-Age Consortium (CalSAC) has worked to support and advance individuals and organizations in providing quality and accessible out-of-school time programs.

We accomplish our mission through a focus on:

- Training
- Leadership Development
- Advocacy



The California School-Age Consortium

We approach our work with a commitment to:

- Developing high quality, equity driven leaders
- Enhancing local capacity and sustainability
- Building a collective and influential voice

CalSAC provides an array of free and low cost services including:

- Training and professional development
- Leadership development
- Advocacy

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Workshop Objectives

Participants will:

- Identify informal and formal professional development opportunities for staff, parents, and volunteers
- Gain ideas and reflect on how to foster a culture of professional development
- Understand how digital badges can be used to recognize skills and learning

Community Agreements

- Try on new ideas and perspectives
- Step up/step back
- Assume positive intent
- Both/and thinking
- _____

Pair/Share:

Each person shares for 90 seconds, then switch

What motivates you?

Pair/Share:

Each person shares for 90
seconds, then switch

*How do you like to be
appreciated?*

Pair/Share:

Each person shares for 90 seconds, then switch

What is your greatest skill or ability and why?

We must ask ourselves...

*How do we turn our attention
to developing the people we
are working with
RIGHT NOW...*

*knowing that they may move
on to future opportunities.*

Skill Building

The top skills that employers want:

- Ability to work in a team
- Ability to make decisions and solve problems
- Ability to plan, organize, and prioritize work
- Ability to communicate
- Ability to obtain and process information



Skill Building

How does your work environment provide opportunities for staff, volunteers, parents, etc. to develop in these areas?



Formal & Informal PD



Skill Building

Go back to your list and note which opportunities are formal and which opportunities are informal.



70 – 20 – 10

70%

from on the job
experiences outside of our
job description



20% from mentorship

10% from formal training

Cultivating a PD Culture

Deepen Knowledge

Build Skills

Observe Others

Apply Learning

Create a badge!



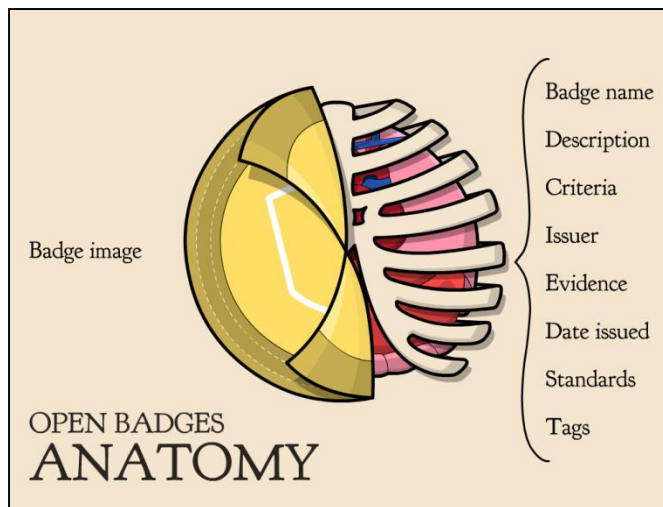
Interview Questions

- What are three work related accomplishments this year that you're most proud of
- Why are you proud of these accomplishments?
- What did you do to achieve this success? What makes it a success?



The Digital Badge Movement

Badges are designed to make visible and validate learning in both formal and informal settings, and hold the potential to help transform where and how learning is valued.



CalSAC Badges



ForAllStudents

MY ePORTFOLIO

Kourtney Andrada

All Classes

My ePortfolio

My Badges

Discover Badges

Badge Board

My Shares

My Account

You Earned the 2014 Leadership Development Institute

Description: Completed a year-long cohort-based fellowship for emerging leaders of color focused on creating more responsive programs, policies and services that reflect the racial, ethnic and cultural diversity of OST and early education programs in California.

View Badge Details

You Earned the Gender Equity and Afterschool Computer Science

Description: CalSAC Gender Equity and Afterschool Computer Science

View Badge Details

Award Details

Description: Completed a year-long cohort-based fellowship for emerging leaders of color focused on creating more responsive programs, policies and services that reflect the racial, ethnic and cultural diversity of OST and early education programs in California.

Criteria: Out-of-school time professionals are awarded this badge for successful completion of the Leadership Development Institute, which prepares emerging leaders of color with knowledge, skills and abilities in equity-centered management and leadership and includes the following:

1. Participation in LDI monthly development gatherings.
2. Completing periodic assignments to connect lessons to work and life.
3. Setting organizational and individual goals.
4. Investing time and effort in a diverse peer learning community by actively contributing knowledge, skills and insights
5. Developing a portfolio including a presentation and reflection paper at the completion of the fellowship.

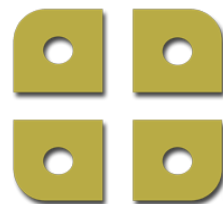
2014 Leadership Development Institute Fellow

Issued By: CalSAC Admin on 12/12/2014

CalSAC Digital Badges

In partnership with:

Temescal Associates



Learning in Afterschool
and Summer (LIAS)



Center for Digital
Badges



Public Profit



www.calsac.org/projects/digital_badges



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Get Involved with CalSAC:

- **Join a Chapter** in your area!
- **Attend CalSAC's Afterschool Challenge @ the State Capitol, Sacramento, May 14-15, 2018**
- **Apply to be a CalSAC Trainer!**
- **Join us online:**  Twitter,  Facebook

www.calsac.org

Thank You and Evaluations

Please take a few minutes to complete the evaluation for this day. Your feedback is greatly appreciated.

THANKS!



Thank you for your participation!