

**Region 11 Frontline Staff Self-Assessment Survey
(Survey Closed 03/18/2016)**

N= 1,627	Core Competency Description	Self-Identified CC Level (Mode)	CC Target Level	Difference	Focus (√)
Child and Youth Development					
CYD1	Develops program goals that support the social and emotional development of all students.	2	3	1	
CYD2	Designs lessons/activities aligned with program goals that support the social and emotional development of all students.	2	3	1	
CYD3	Conducts lessons/activities aligned with program goals that support the social and emotional development of all students.	2	1	-1	√
CYD4	Supports positive relationships between adults and students.	1	1	0	
CYD5	Supports positive relationships between students.	1	1	0	
CYD6	Promotes a sense of physical and emotional safety among students at the site.	1	1	0	
CYD7	Promotes a meaningful engagement and leadership of the students.	2	1	-1	√
CYD8	Respects and honors cultural and human diversity among students.	1	2	1	
CYD9	Has an understanding of child and youth development principles.	2	2	0	
Families and Communities					
FC1	Informs, shares information, and collaborates with students' families.	2	2	0	
FC2	Advocates for individual students' needs, providing referral information when appropriate.	2	3	1	
FC3	Has a working knowledge of and abilities to use resources within the broader community.	2	3	1	

Curriculum and Learning Environment					
CLE1	Creates and ensures an ongoing program environment that is student-centered.	2	2	0	
CLE2	Communicates, shares information, and collaborates with school district administrative staff.	2	3	1	
CLE3	Communicates, shares information, and collaborates with school site administrators and instructional day staff.	2	2	0	
CLE4	Develops program goals that ensure the academic success of all students.	2	3	1	
CLE5	Designs or selects lessons/activities aligned with program goals that ensure the academic success of all students.	2	3	1	
CLE6	Conducts lessons/activities aligned with program goals that ensure the academic success of all students.	2	1	-1	√
CLE7	Designs activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.	2	3	1	
CLE8	Conducts activities that expand the students' knowledge and understanding of their own immediate community and the larger global community.	2	2	0	
CLE9	Uses strategies to promote student learning.	2	2	0	
Health and Safe Environment (HSE)					
HSE1	Ensures the health and safety of students.	1	2	1	
HSE2	Follows safety and emergency procedures.	1	2	1	
HSE3	Maintains accurate program records and follows reporting procedures.	1	2	1	
HSE4	Ensures that the program incorporates activities to promote physical fitness and health.	1	2	1	

Professionalism (P)					
P1	Strives for self-improvement including knowledge and skill development.	1	2	1	
P2	Demonstrates a positive work and team ethic.	1	2	1	
P3	Communicates with staff and stakeholders.	1	2	1	
Program Management (PM)					
PM1	Manages program staff.	Not Applicable to Frontline Staff			
PM2	Promotes the professional growth and development of staff.	Not Applicable to Frontline Staff			
PM3	Engages and supports staff in the implementation of program activities to achieve program goals.	Not Applicable to Frontline Staff			
PM4	Gathers, reviews, and uses program data for timely program improvement.	2	3	1	
PM5	Understands and complies with the federal and state mandates for before and/or after school programs.	2	3	1	
PM6	Uses a variety of tools, documents, and resources that impact before and/or after school program quality and compliance (e.g., California Quality Self-Assessment Tool (QSAT), Categorical Program Monitoring (CPM), grant assurances).	2	3	1	
PM7	Manages fiscal resources, financial and other program records at the program or site level.	4	3	-1	√