



Fostering Growth Without Sacrifice:

Prioritizing a Sustainable Culture of Professional Development While Maintaining High-Quality Programs

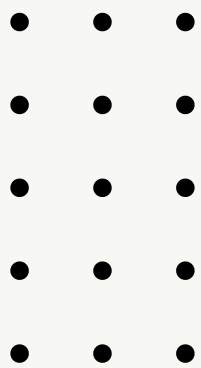
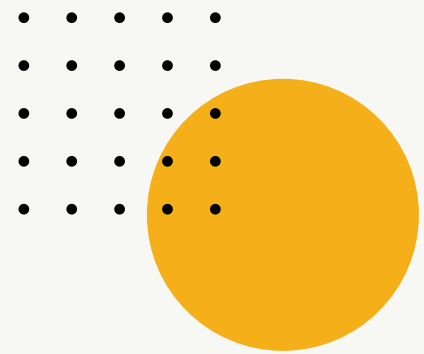
PASE 2025 Emerging Leaders

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Let's hear from you...

**Are you satisfied
with your
organization's
approach to
professional
development?**

**Does your
organization treat
professional
development as a
one time event?**



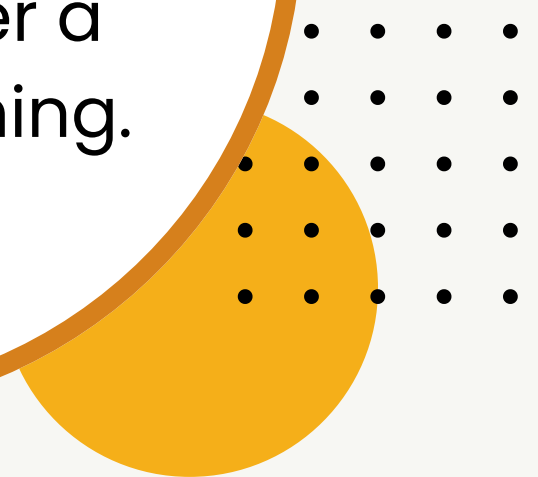


True or False?

The effectiveness of professional development can vary depending on the specific program, the community context, and the quality of the training itself.

Professional development **does not** help build a shared understanding and consistent implementation of an organization's mission and programming.

Encouraging peer-to-peer learning and knowledge sharing **does not** foster a culture of learning.



Conducting Needs Assessments will identify skill gaps and training opportunities while tailoring professional development to staff roles.



True or False?



TRUE!

FALSE

FALSE

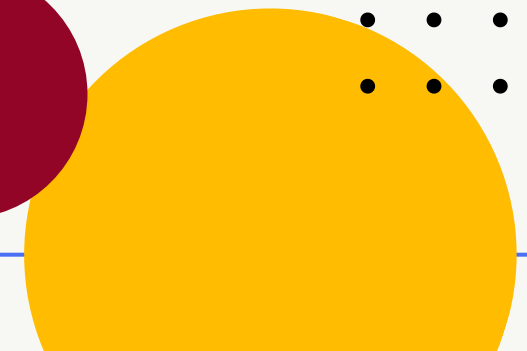
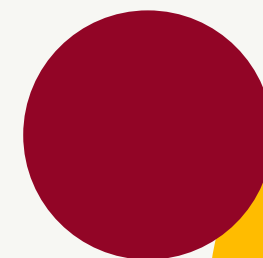
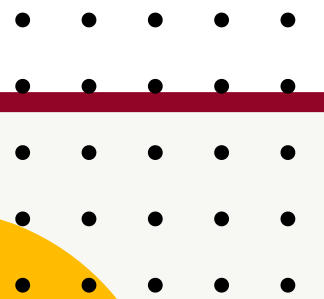
TRUE!

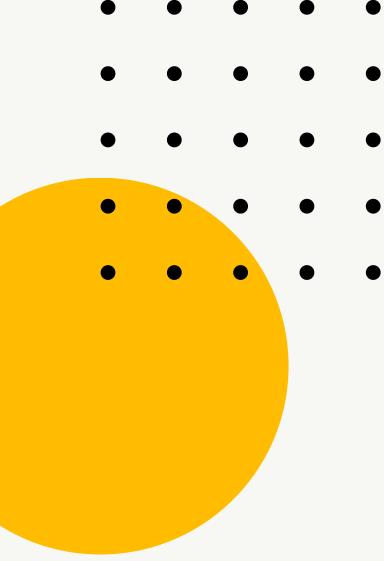




Investing in **continuous professional development** is essential for equipping part-time and full-time youth development staff with the skills and knowledge to deliver high-quality programming.

By addressing common challenges and implementing sustainable approaches, organizations can **create a culture that supports the ongoing growth and development of their workforce.**





But what holds us back?

The Challenge: Why Does Professional Development Feel Like a Sacrifice?

1.

Budget Constraints

Limited funds make paid training difficult, restricting participation outside youth-facing hours.

2.

High Staff Turnover

75% of after-school providers face hiring/retention challenges, disrupting program quality.¹

3.

Scheduling Conflicts

Staff juggle second jobs, coursework, and personal responsibilities, leading to inconsistent attendance.

4.

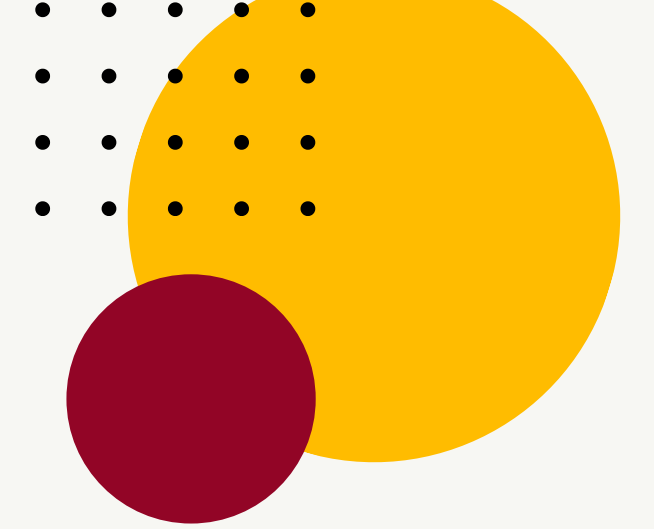
Lack of Buy-In & Ineffective PD Models

Training seen as a burden; traditional formats fail to engage staff effectively.

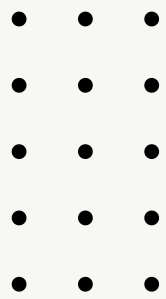
5.

Short-Term vs. Long-Term Priorities

Leaders prioritize immediate needs over long-term PD, and staff struggle to see career benefits.



So, what can we do about it?



The Solution: Approaching Professional Development as an Organization Culture Shift



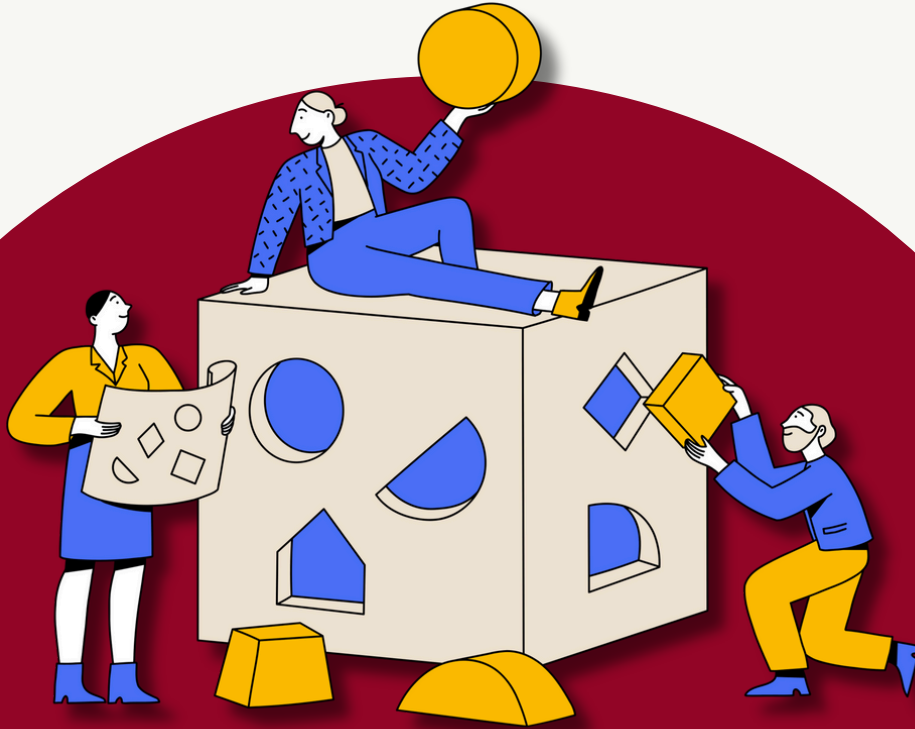
Integrated Training

Use micro-trainings, skill application, and cross-training to support staff growth without disrupting program delivery



Feedback & Mentorship

Build a culture of learning through coaching, peer-led training, and real-time feedback



Shift away from isolated training sessions and into a mindset of **Continuous Professional Development (CPD)** where leadership actively fosters mentorship, skill-building, and real-time learning — **creating a sustainable cycle of growth for staff and programs alike.**



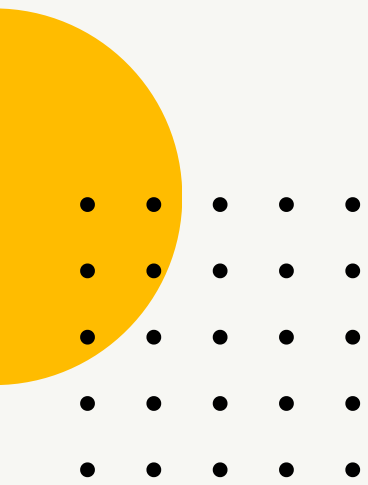
Sustainable Scheduling

Plan formal professional development at times that don't feel like a sacrifice, ensuring staff can fully engage without added stress

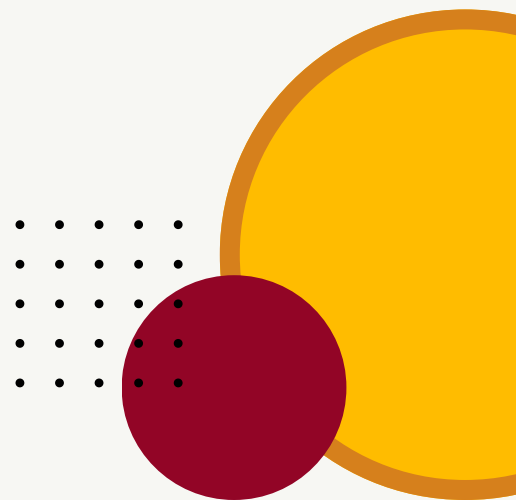


Reciprocal Investment

When staff grow, programs thrive! Staff, leadership, and youth participants all benefit



Why does this matter?



The Impact: CPD + Well-trained Staff



Commitment to Mission & Core Values

CPD reinforces alignment and ensures staff are mission-driven



Impactful Classroom Management

CPD enhances staff's ability to create safe, structured, and engaging spaces for learning



Strong Facilitation Skills

CPD strengthens staff's ability to lead dynamic classrooms that maximize program impact



Social-Emotional Learning (SEL) Expertise

CPD helps maintain SEL competencies, enabling staff to better support program participants



Effective Communication & Collaboration

CPD empowers staff to build positive relationships, fostering a cohesive learning community



Ability to Model Professionalism

CPD encourages integrity and accountability, positioning staff as strong role models



Culturally Responsive & Inclusive Practices

CPD ensures staff can effectively connect with and support diverse participant demographics

The Impact: CPD + High-Quality Programming

Increased Staff
Confidence &
Retention

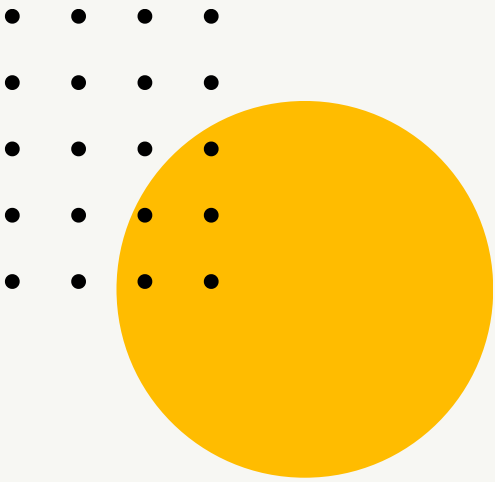
Alignment with
Evolving Best
Practices



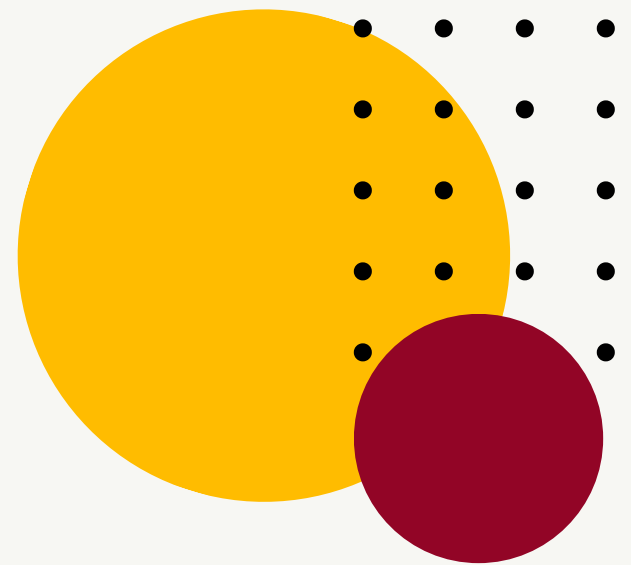
Improved
Problem-Solving
& Adaptability

Stronger
Organizational
Culture &
Collaboration

Positive Impact
on Participant
Outcomes



So, how do we get there?



Implementation: Steps for Leadership to Integrate CPD



1.

Assess Training Gaps & Staff Needs

Surveys, exit interviews, observations

2.

Redesign Scheduling to Integrate Learning

Micro-trainings, coaching

3.

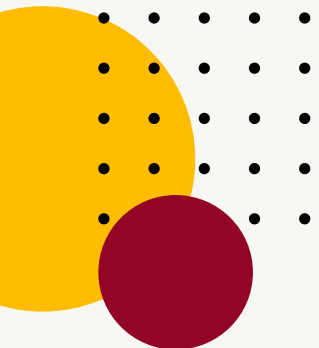
Create a CPD Roadmap for All Roles

Onboarding → Skill-building → Leadership Growth

4.

Monitor, Adapt, and Improve

Use feedback & data to refine inputs & process



Implementation: Securing Staff Buy-in



Make learning a part of the work environment



Frame CPD as career growth

Use staff feedback to provide relevant, practical training

Demonstrate with data

Recognize and reward engagement

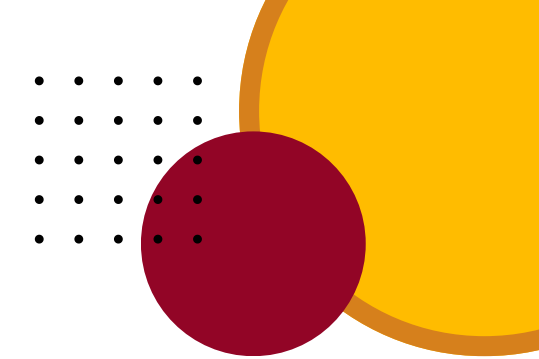




What does this look like?



EXAMPLE SCHEDULE

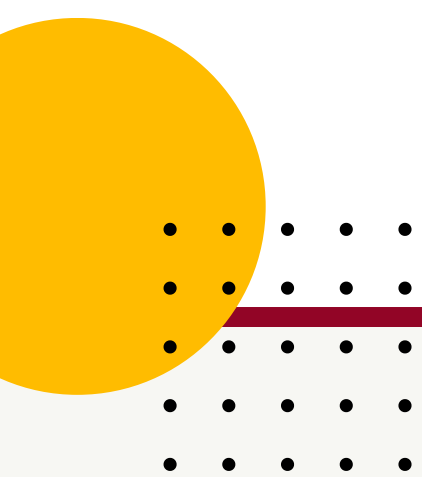


FREQUENCY	FORMAT	WHEN	FOCUS ON	TRAINED BY
YEARLY	IN PERSON ALL STAFF TRAINING – ORG WIDE	CONSIDER LATE SUMMER OR SCHOOL BREAKS	OPPORTUNITIES FOR STAFF, POLICIES, TEAM BUILDING	ORG LEADERSHIP
QUARTERLY	FULL OR HALF DAY TRAININGS ON SITE	CONSIDER SCHOOL HOLIDAYS, SUPERINTENDENT DAYS	DEEPER LEARNING	PROGRAM LEADERSHIP
MONTHLY	IN PERSON TRAINING	EXTENDED TEAM MEETINGS OR END OF PROGRAM DAY	POSITIVE YOUTH DEVELOPMENT SKILLS OR RISING PAIN POINTS	PARTNER ORGS EX. PASE OR RAMAPO
WEEKLY	TEAM MEETINGS	START OR, END OF PROGRAM DAY, ONCE A WEEK	TEAM BUILDING, REFLECTING/BEST PRACTICES	PROGRAM LEADERSHIP
DAILY	OBSERVATIONS & COACHING	DURING PROGRAM TIME	ENCOURAGEMENT/ CONSTRUCTIVE CRITICISM	PROGRAM LEADERSHIP
ONGOING	ONLINE/EMAIL/NEWSLETTERS & OPPORTUNITIES FOR 1 ON 1 MTGS	AS THEY ARISE	ADDITIONAL OPPORTUNITIES FOR GROWTH AND CONTINUED LEARNING	RESOURCES SHARED BY ORG AND PROGRAM LEADERSHIP



Creating a culture of continuous learning starts with our leadership.

When leaders prioritize CPD, they build a strong learning culture and create growth opportunities for staff. This creates a more stable, engaged, and skilled workforce — one that **ultimately benefits the students we serve.** Let's make Continuous Professional Development a priority!



Thank you!



