**Career Pathways for Youth Development Practitioners  
Professional Development Implementation Plan: Request for Proposal**

The Core Competencies for youth practitioners in Montgomery County are the foundation for aligning professional development efforts and youth development activities. They are designed to foster an effective and high quality out-of-school time workforce leading to quality programs that produce positive outcomes for children and youth. They are the detailed descriptions of the knowledge, skills, and abilities needed to be a successful youth development practitioner. The core competencies are most successful to the extent to which they are viewed as one piece of a larger professional development plan and fully integrated into the entire organization.

Professional development efforts benefit not only the individual youth practitioner, but the larger organization as well. Training opportunities expose practitioners to research, new skills and best practices, which can then be incorporated at the program level. These efforts help build capacity to change and achieve greater impact. The entire organization benefits when practitioners serve as conduits for networking, mentoring and cross-agency collaboration.

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| **Proposal Overview** |

Please provide an organizational professional development plan as it relates to your staff and overall Program Quality Improvement efforts. In aligning the plan to the Montgomery County Core Competencies, we ask that you identify at least 1 goal under each Domain outlining the activities you will pursue, measurement outcomes and a timeline for implementation.

Submissions will be reviewed and awarded a minimum of $1250, with a maximum of 4 organizations selected. Number and amount of awards will depend on the quality of the submissions received prior to the deadline. The purpose of the award is to assist organizations in the implementation of their improvement plans. Organizations must operate out-of-school time programs for youth in Montgomery County to be eligible. ***Please note: A report will be required from selected organizations describing the implementation of their plan.* Email submission to: info@collaborationcouncil.org**

*Deadline for Submission: April 24, 2015*

*Award Announcement: May 1, 2015*

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| **Organizational Background** |

Name:  
Address:  
Phone and Website:  
CEO / Executive Director Name:  
CEO / Executive Director phone and email:  
Number of staff members in your organization: \_\_\_\_\_\_ full-time \_\_\_\_\_\_\_ part-time \_\_\_\_\_\_\_ volunteers

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| **Narrative (3-5 pages maximum)** |

1. Describe your organization’s current professional development activities and how they impact program quality.

2. Identify how you would like to build on these activities to create a professional development plan for your organization, and how you would use the funds awarded to implement it.

3. Explain how the professional development plan aligns with each domain of the Core Competencies.

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**Goal(s) to be addressed by the PD Improvement Plan (1 manageable goal for each of the 4 domains):**

**1. Resources to Youth**

**2. Partners with Families**

**3. Partners with Schools and Communities**

**4. Partners with Colleagues and Organizations**

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| **Metrics Proposal for FY 2016** | | | |
| **Measurable Objectives by Core Competencies Domain (What)** | **Key Activities**  **(How)** | **Evaluation Indicators  (How You Will Measure)** | **Implementation Timeline** |
| **Resources to Youth** |  |  |  |
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| **Partners with Families** |  |  |  |
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| **Partners with Schools & Communities** |  |  |  |
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| **Partners with Colleagues & Organizations** |  |  |  |
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