

Handout 5-D

Core Competencies for Supervisors of Youth Programs

AREA 1: Working knowledge of the youth development approach, including the following:

- Be familiar with the research supporting the youth development approach
- Have working knowledge of the 12 developmental outcomes, including indicators
- Have working knowledge of opportunities, supports, and services
- Have working knowledge of the manifestations of adultism, as well as alternative caring behaviors
- Have working knowledge of the various forms and levels of youth participation

AREA 2: Understand and model a facilitative approach to supervision for their workers in the following ways:

- Have working knowledge of the competencies for youth workers and use them as a guide in hiring, evaluations, and professional development plans
- Provide tools and resources which enable youth workers to work with youth towards developmental outcomes
- Support youth workers as they provide the range of supports and services that correspond to the opportunities for youth
- Support youth workers in the incorporation of multiple forms and levels of youth participation into their daily practice and programs
- Promote alternative caring behaviors and address adultism through supervision
- Support youth workers in assessing and strengthening their competencies and in the creation of a professional development plan
- Help youth workers to access training, mentoring, networking, and other professional development resources
- Implement a system of recognition and rewards for youth workers

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AREA 3: Use the youth development approach to strengthen their programs in the following ways:

- Ensure that the planning of all programs and activities includes explicit and implicit developmental outcomes
- Ensure that all programs are designed with developmentally appropriate opportunities, as well as the corresponding supports and services
- Ensure that programs are designed with multiple forms and levels of youth participation

AREA 4: Promote youth development policies and practices in the organization in the following ways:

- Advocate within the organization for the use of the youth development approach
- Advocate within the organization for adequate opportunities, supports, and services for youth
- Advocate for appropriate and meaningful youth participation at all levels of the organization
- Advocate within the organization for the elimination of adultism on all levels and in all programming
- Advocate within the organization to obtain adequate training and educational resources for youth workers