

## Considerations for an Equitable Recovery for the Expanded Learning Workforce on Staff Retention and School Day Partnership

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The following questions should be considered when developing programming structures and decisions in coordination with school-day partners:

- How do I/we ensure flexible use of funding guidelines do not inadvertently reduce or eliminate funding or need for EXL programs?
- How do I/we assess working hours to address the need for more stable and consistent employment?
- How do I/we assess how occupations and positions might change due to COVID-19, including reassessment of pay and benefits?
- How do I/we ensure all staff, especially frontline staff, have sufficient liability coverage (to cover increased health risks related to COVID-19)?
- How do I/we ensure professional development will be recognized or incentivized, including being paid to complete training within work hours?
- How do I/we support the district or local educational agencies with partnering with community based organizations (CBOs), unions, etc.?
- How do I/we provide management and/or site coordinators with the tools and skills needed?
- How have I/we considered the elevated health risks faced by frontline staff, who are largely people of color and low-income, in our decision to offer in-person programming?
- Have I/we identified the conditions needed to offer in-person programming that upholds the physical and emotional safety of staff?
- Have I/we considered if virtual-only programming is needed until there is a vaccine as a solution to ensuring the safety of staff?
- How do I/we hire and retain staff in all positional levels within the organization who represent the children and families served?
- Are the needs of students and staff driving the training and professional development content versus the expectations of school day and/or funders?
- How do I/we ensure that staff have an understanding of race, class, power, privilege, and oppression?

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To learn more about this tool, visit:

[www.afterschoolnetwork.org/expanded-learning-workforce-and-covid-19-advisory-group](http://www.afterschoolnetwork.org/expanded-learning-workforce-and-covid-19-advisory-group)